Antibiotice
Science and soul

Integrated Annual Report

2025

Investing responsibly for the health of future generations

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CEO's Message to Stakeholders

Dear Partners, Investors, and Colleagues,

The year 2025 was a year of responsibility and consolidation for Antibiotice Iași, in an economic and geopolitical environment that continued to place pressure on the global pharmaceutical industry. Volatility in supply chains, fluctuations in raw material costs, and the growing emphasis on ensuring patient access to essential medicines once again highlighted the strategic role of generic medicine manufacturers in supporting healthcare systems.

In this context, the Company acted with prudence and responsibility, maintaining operational stability, ensuring production continuity, and advancing its strategic development priorities. Total revenues exceeded RON 685 million, while the careful management of resources enabled us to sustain significant investments in research, infrastructure, international expansion, and human capital. Together, these elements define the Company's future and its ability to generate sustainable long-term value.

The year 2025 also carries special significance, marking the 70th anniversary of Antibiotice's operations. It is an opportunity to reflect on a journey built on professionalism, responsibility, and the contributions of generations of specialists who have established the Company's reputation as one of the pillars of the Romanian pharmaceutical industry. The expertise accumulated over these seven decades forms the foundation upon which we continue to develop strategic projects with long-term impact for the Company, patients, and healthcare systems.

A major milestone this year was the signing of the investment project "INOVA a+ Research and Development Centre and Critical Medicines Manufacturing Facility", valued at EUR 75 million and financed through the Health Programme – Priority 9 (STEP), alongside the Company's own funds.

Through this investment, we are assuming an active role in strengthening European healthcare security by developing in Iași a modern research and manufacturing infrastructure capable of supporting the development and production of essential medicines for hospitals and patients.

This investment represents more than the growth of our Company. It reflects Romania's contribution to reducing Europe's dependence on external imports and to building more resilient, secure, and crisis-ready healthcare systems. Through the expertise and capabilities developed at Antibiotice, we aim to ensure European patients have uninterrupted access to critical medicines manufactured to the highest quality standards. At the same time, this investment strengthens Antibiotice's position in pharmaceutical research and innovation and creates a solid foundation for competitiveness and sustainable growth through 2030.

Our development strategy is focused on accelerating growth through the continuous expansion of our portfolio and the strengthening of our international presence. By the end of 2025, Antibiotice's portfolio comprised 200 products, including 14 launched during the year, supporting sustainable growth in the years ahead. At the same time, 93 medicines were undergoing various stages of regulatory approval in Romania and international markets, enabling us to broaden patient access to essential treatments and diversify our long-term revenue streams.

International expansion remained a key strategic priority in 2025. In a volatile global environment marked by tariff changes and pressures across international markets, we responded swiftly by strengthening our presence in Europe, where we achieved growth of over 40% compared with the previous year. Today, Antibiotice medicines are available in 40 international territories, including 28 European markets, while revenues generated from international operations account for approximately 40% of total turnover.

This performance reflects not only the competitiveness of our portfolio but also the strategic role the Company plays in ensuring access to essential medicines. In 2025, Antibiotice continued to support critical-need exports to European and African markets, supplying anti-infectives, penicillins, and anti-tuberculosis medicines in situations where the availability of such treatments was limited.

In line with our commitment to responsibility and sustainability, we continued integrating ESG principles into our business processes and relationships with value-chain partners. The assessment of suppliers against ESG criteria and the strengthening of our collaboration framework through adherence to the Partner Code of Conduct demonstrate our commitment to transparency, ethical business practices, and the mitigation of operational and reputational risks.

At Antibiotice, sustainable business development is closely linked to the development of human capital. We continuously invest in professional development and in fostering an organisational culture built on competence, responsibility, and lifelong learning, convinced that long-term performance is achieved through people who are prepared to respond to the evolving challenges of the pharmaceutical industry.

With a workforce of more than 1,300 employees and a wide range of professional expertise—from pharmacists, chemists, and biologists to engineers, IT specialists, and production operators—the Company continues to strengthen its capacity to support complex processes and maintain high standards of quality and innovation.

Through the a+ Academy, we continue to invest in the development of the next generation of pharmaceutical industry professionals. In 2025, we secured EUR 1.5 million in European funding for professional training programmes, through which approximately 500 pupils and students benefit from internships and opportunities to develop professional, digital, and entrepreneurial skills.

Through these initiatives, we contribute to the sustainable development of human capital and to strengthening the competitiveness of both the Romanian and European pharmaceutical industries. At the same time, we continued to strengthen the Company's relationship with the community and all our stakeholders by promoting transparency, dialogue, and openness. Through initiatives such as "Open Doors Day," we provided the public with the opportunity to gain a better understanding of our activities and of the contribution Antibiotice makes both to the healthcare system and to the economic and social development of the community.

After more than seven decades of activity, Antibiotice remains a company built on competence, responsibility, and respect for people. Every strategic decision and every investment is aimed at reinforcing a sustainable development model based on the balance between economic performance, investments in infrastructure and technology, human capital development, and responsibility towards society.

I firmly believe that sustainable performance is built through perseverance, collaboration, and the courage to invest for the long term. Confidence in the Antibiotice team and in Romania's potential to generate internationally recognised sustainable value forms the foundation of our development direction.

I would like to thank our employees, partners, investors, and institutional stakeholders who support us and contribute alongside us to strengthening Antibiotice as a responsible, competitive, and forward-looking business model dedicated to improving people's health.

We look to the future with the same conviction that has guided us so far: that the sustainable development of the pharmaceutical industry depends on continuous investment in research, people, and the capacity to respond responsibly to patients' needs.

I strongly believe that the future is built through perseverance, collaboration, and the courage to invest in people and technology. My daily motivation comes from my confidence in the Antibiotice team and my belief that together we can demonstrate Romania's ability to create sustainable value recognised on a global scale.

I extend my sincere gratitude to all employees, partners, investors, and institutions who have accompanied us on this journey. Together, we will continue building a robust development model focused on the future and dedicated to improving people's health.

Yours sincerely,
Ioan Nani
Chief Executive Officer
Antibiotice S.A.

1. COMPANY PROFILE

1.1 About Us

1.2 Key Figures for 2025

1.3 Memberships, Recognitions & Awards

1.1 About Us

In 2025, Antibiotice celebrates 70 years of activity in the pharmaceutical industry, during which the company has strengthened its position as Romania's leading manufacturer of generic medicines with Romanian capital. The company supports the national healthcare system and markets an extensive portfolio internationally, holding more than 500 marketing authorisations across over 50 countries. In Romania, Antibiotice remains the only manufacturer of active pharmaceutical ingredients produced through biosynthesis processes.

The company's manufacturing capacity is organised into four divisions, encompassing eight production lines that cover sterile injectable penicillin powders, penicillin and non-beta-lactam capsules, cephalosporin capsules, tablets, ointments, creams, gels, suppositories, pessaries, and active pharmaceutical ingredients obtained through biosynthesis.

All manufacturing operations comply with international quality standards and are certified in accordance with Good Manufacturing Practice (GMP) requirements. The production facilities for active pharmaceutical ingredients and sterile injectable powders are approved by the U.S. Food and Drug Administration (FDA), while the company's nystatin active ingredient is recognised under the standards of the United States Pharmacopeia (USP).

Mission

We make valuable medicines more accessible as a means of healthcare for patients, physicians, and pharmacists. We are committed to placing our expertise and capabilities at the service of those who rely on our support.

Vision

The Hippocratic spirit that guides the practice of medicine and pharmacy also inspires our actions. We act with integrity, humanity, and a continuous commitment to modernising our operations and products.

We believe that a valuable medicine is not necessarily an expensive one, but rather a medicine that people can afford and that generates a fair return. A return that meets the expectations of our shareholders while enabling us to pursue excellence through continuous investment in people, technology, and carefully selected partnerships.

Values

We value efficiency, knowledge, and a spirit of collaboration, which enable us to remain responsive to the evolving needs of our customers and consumers.

At our company, we strive to place the right people in the right roles at the right time. We recognise and appreciate each other's contribution and value, fostering strong connections that empower us to overcome challenges and push beyond limitations.

We care about the people around us, seek to remain close to their needs, and continuously look for ways to improve the things that matter most to them.

1.2 Key Figures for 2025

Financial Performance

RON **685.8** million in total revenues

RON **645.3** million in turnover

RON **266.3** million in export revenues

4th-ranked

in the Romanian generic medicines market (Rx and OTC), by units sold, with a 4.9% market share[1]

Market leader by value in the hospital generic medicines segment (Rx and OTC), with a

13.4% market share[2]

No. 1

by units sold in the Romanian anti-infectives market

According to Cegedim Sell Out Romania, December 2025.

Sustainability Performance

Environment

0 environmental incidents and non-conformities

-15% reduction in electricity costs (~RON 2 million) due to the operation of photovoltaic power plants

99.47% of consumed energy from renewable sources (15.87% self-generated, 83.60% procured)

27.66% total reduction in Scope 1 and 2 emissions vs. 2019

-18% reduction in Scope 3 emissions vs. 2024

21.50% reduction in water consumption vs. 2019

Groundwater network of **15** extraction wells

Increase in total recycled and reused water to **11,925 m³**, compared with 9,902 m³ in 2024

Social

1,356 employees at year-end 2025

778 women

578 men

97.57% retention rate

6.35% total turnover rate (down 1.43 percentage points vs. 2024)

2.41% voluntary turnover rate (down from 3.41% in 2024)

48.91 training hours per employee

Guvernanță

First ESG assessment process covering suppliers representing the top **80%** of procurement spend

42% of suppliers classified as low ESG risk

Implementation of the Business Partners Code of Conduct, with an alignment rate of over **76%** among targeted suppliers

100% compliance with GMP, GLP, and ISO standards

0 cybersecurity and personal data protection incidents

1.3 Memberships, Recognitions & Awards

Affiliations

Iași Chamber of Commerce and Industry (CCI Iași)

→ Antibiotice has been a member of CCI Iași since 1990, a non-governmental and apolitical organisation that supports the interests of the business community in Iași County and is part of the national chamber system. The Company actively contributes to the Chamber's activities through its Governing Board, and the CEO holds the position of First Vice-President.

National Association of Romanian Exporters and Importers (ANEIR)

→ Antibiotice has been a member of ANEIR since 2009, an apolitical and non-profit organisation that promotes the economic, commercial, and legal interests of its members, supporting the development of trade and international relations of Romanian companies.

Romanian Association of Manufacturers of Over-the-Counter Medicines, Food Supplements and Medical Devices (RASCI)

→ The Company has been a member of RASCI since 2017, a non-governmental and non-profit organisation representing manufacturers and distributors of OTC medicines, food supplements, and medical devices, promoting best practices and high standards of corporate responsibility.

Association of Generic Medicines Manufacturers in Romania (APMGR)

→ Antibiotice joined APMGR in 2023, an independent organisation that supports patient access to generic treatments and brings together key companies active in the Romanian pharmaceutical market.

Romanian Medicines Serialization Organisation (OSMR)

→ The Company has been a founding member of OSMR since 2019, an organisation responsible for implementing European legislation on pharmaceutical packaging security and managing the National Medicines Verification System.

Critical Medicines Alliance (CMA)

→ Since 2024, Antibiotice has been a member of CMA, a consultative mechanism bringing together EU stakeholders to strengthen the supply of essential medicines and ensure strategic autonomy in the pharmaceutical sector.

Coalition for Sustainable Romania

→ The Company has been a member of the Coalition for Sustainable Romania since 2023, a private, apolitical platform supported by the Embassy of Sustainability in Romania and recognised as an official partner of the Department for Sustainable Development within the Romanian Government, promoting sustainable development practices and corporate responsibility.

Science Based Targets initiative (SBTi)

→ In 2025, Antibiotice became a member of the Science Based Targets initiative (SBTi), committing to set ambitious climate targets for reducing greenhouse gas emissions. Through this initiative, the Company aligns its operational pathway with science-based recommendations aimed at limiting global warming to 1.5°C, thereby integrating sustainability principles into its business strategy and long-term development plans.

United Nations Global Compact (UNGC)

→ In June 2025, Antibiotice became a member of the UN Global Compact, the world's largest corporate sustainability initiative. Through this affiliation, the Company commits to uphold and promote the ten universal principles relating to human rights, labour standards, environment, and anti-corruption, thereby strengthening responsible governance and actively contributing to the Sustainable Development Goals.

Romanian Investor Relations Association (ARIR)

→ The Company has been a member of ARIR since 2019, a non-profit organisation supporting listed companies in implementing best practices in investor relations, including through the VEKTOR indicator.

Medicines Verification Organisations

→ At regional level, Antibiotice is a member of the European Medicines Verification Organisation and the Hungarian Medicines Verification Organisation, contributing to the security and verification of the supply chain for prescription medicines and ensuring compliance with European safety standards.

Recognitions

EcoVadis – Silver Medal (Score: 72/100)

→ The Company received a Silver Medal from EcoVadis, with a score of 72/100, placing it in the Advanced category. This performance ranks Antibiotice among the top 15% of companies assessed globally in its industry and reflects the maturity of its sustainability practices across Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.

Sustainalytics – ESG Risk Score 17.7 (Low Risk)

→ Within the ESG assessment programme conducted by the Bucharest Stock Exchange in collaboration with Sustainalytics, the Company achieved an ESG Risk Score of 17.7, corresponding to the Low-Risk category, as of the September 2025 evaluation. The result places Antibiotice in the top 7% globally within the pharmaceutical industry and confirms the responsible management of environmental, social, and governance risks.

Gold Level Recognition – CST Index

→ Antibiotice Iași achieved Gold level, with 93 out of 100 points, the third-highest score in the 2025 anniversary edition of the Romania Corporate Sustainability & Transparency Index (CST Index), the leading national ESG ranking. This distinction confirms consistent ESG performance and positions the Company among the top organisations in Romania in terms of sustainability and transparency.

VEKTOR Score 10

→ For the seventh consecutive year, the Company achieved the maximum score (10) in the VEKTOR ranking developed by the Romanian Investor Relations Association. The assessment, based on ten criteria related to transparency, investor communication, and corporate governance, reconfirms the high standards applied in the Company's relationship with the capital market.

Awards

Best ESG Performance & Communication

→ Awarded at the ARIR Gala 2025, Small/Mid Cap category, recognising the Company's performance and quality of ESG communication. The award confirms the integration of sustainability into the business model and the Company's ongoing commitment to transparency and investor dialogue.

Company of the Year

→ Awarded by the Romanian Diversity Chamber of Commerce (RDCC), recognising the Company's commitment to promoting diversity, inclusion, and equity in the workplace. The distinction reflects the development of a responsible corporate culture with positive impact on performance and the community.

Award for Significant Investment in the Development and Production of Critical Medicines

→ Presented at the "Healthcare Performer" Gala organised by Capital Magazine, in recognition of strategic investments aimed at strengthening production capacities and ensuring the availability of essential medicines.

Special Award for Trust in Romania

→ Awarded at the anniversary gala "ZF – 27 Years," organised by Ziarul Financiar, highlighting the Company's position among Romania's most valuable organisations and its contribution to national economic development.

Business Excellence

→ Awarded at the "Evening of Values" event organised by the Iași City Hall, in recognition of economic performance and sustained contribution to the local business environment.

Contribution to the Development of the Romanian Capital Market

→ Anniversary diploma awarded at the event marking 30 years since the reopening of the Bucharest Stock Exchange, in recognition of the Company's active role in supporting the development and consolidation of Romania's capital market.

Excellence in Management

→ Award presented at the Capital Magazine Gala in the "CEO" category, within a project dedicated to leaders contributing to the performance and competitiveness of the Romanian business environment.

2. SHAREHOLDING STRUCTURE

2.1 Share Performance

2.2 Dividends

Shareholding Structure at 31 December 2025

- Ministry of Health, **53.02%**
- Legal entities and individuals, of which, **9.01%**
- Metropolitan Life Privately Managed Pension Fund, **5.03%**
- Individuals, **16.20%**
- Infinity Capital Investments S.A., **13.03%**
- Other legal entities, **3,71%**

Shareholding structure	31.12.2025	31.12.2024
Ministry of Health	53.02%	53.02%
Infinity Capital Investments S.A.	13.03%	13.03%
Metropolitan Life Privately Managed Pension Fund	5.03%	4.94%
Legal entities and individuals, of which:	28.92%	29.01%
Pension funds and privately managed funds	9.01%	6.52%
Other legal entities	3.71%	5.73%
Individuals	16.20%	16.76%

2.1 Share Performance

Antibiotice S.A. has been listed on the Bucharest Stock Exchange under the symbol ATB, in the Premium category, since 16 April 1997.

The shares of Antibiotice S.A. are included in the composition of the following indices: BET, ROTX, BET TR, BET TRN, BET XT, BET XT TR, BET XT TRN, BET Plus and BET BK.

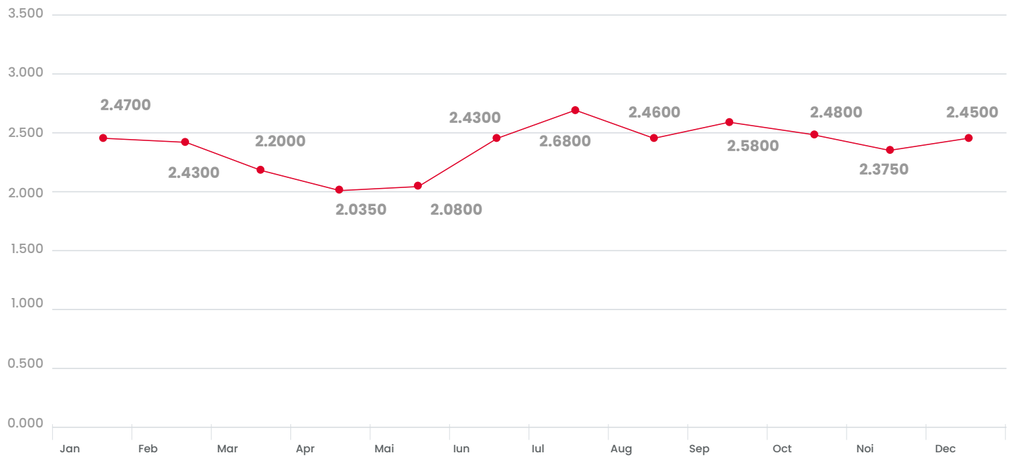
The BET Index is a free float market capitalization weighted index that tracks the most liquid Romanian companies listed on the regulated market of the Bucharest Stock Exchange (BVB) and that meet the highest qualitative standards. The index was designed to serve as a benchmark for the performance and transparency of the regulated market administered by the BVB.

The ATB share closed the last trading session of 2025 at RON 2.45.

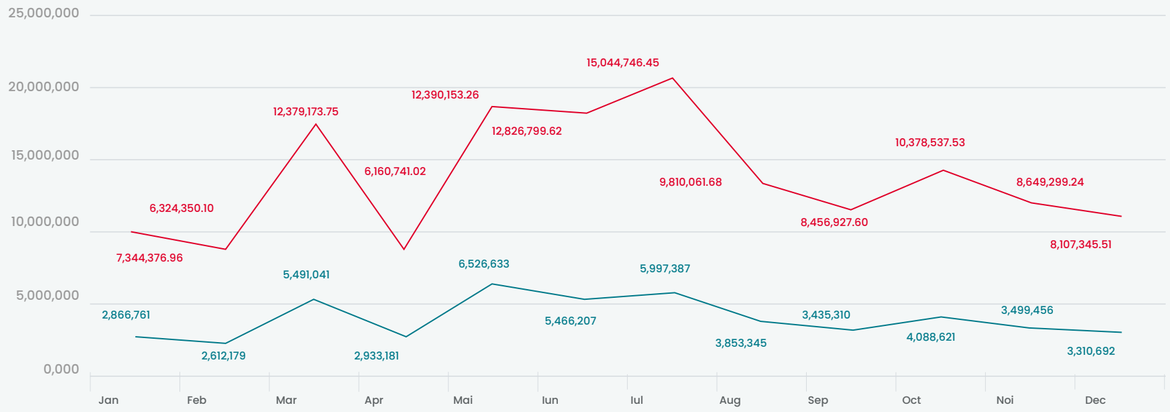
The market capitalization of Antibiotice S.A. as of 31 December 2025 was 1,644,778 thousand RON.

During 2025, a total of 50,080,813 shares were traded, with a total trading value of 117,872,512.72 RON (23,364,815.73 EUR/26,460,886.48 USD) and an average price of 2.3536 RON per share.

Evolution of the share price during the period January-December 2025



Value (RON) and volume of shares traded during the period January-December 2025



Antibiotice S.A. Shares – (ATB)/ Regular List	2021	2022	2023	2024	2025
Number of shares	671,338,040	671,338,040	671,338,040	671,338,040	671,338,040
Market capitalization* (thousand RON)	406,831	379,977	936,517	1,718,625	1,644,778
Market capitalization* (thousand euro)	82,211	76,803	188,260	345,355	322,740
Market capitalization* (thousand $)	93,022	81,987	208,309	360,669	379,979
Total traded value (million RON)	44	8	41	447	118
Number of shares traded	80,534,368	14,651,742	49,531,258	172,950,251	50,080,813
Opening price (RON/share)	0.4940	0.6060	0.5660	1.3950	2.5500
Maximum price (RON/share)	0.6080	0.6100	1.5500	3.4400	2.7250
Minimum price (RON/share)	0.4800	0.4800	0.5400	1.3600	1.7500
Price at the end of the period (RON/share)	0.6060	0.5660	1.3950	2.5600	2.4500
Average price (RON/share)	0.5913	0.5408	0.8301	2.5852	2.3536
Earning/share*** (RON/share)	0.0446	0.0574	0.1214	0.1522	0.0771
Gross dividend/share** (RON/share)	0.0031980923	0.00792224	0.0829228506	0.020557268	0.035778913
Dividend yield****	0.65%	1.31%	8.1%	1.47%	1.40%
Dividend distribution rate*****	7.2%	13.8%	38.1%	13.50%	46.39%

* Calculated on the basis of the share price on the last trading day of that year;
** Dividends proposed and approved;
*** The calculation of earnings per share is based on the net profit for each year;

**** Dividend per share/share price on the first trading day of each year;
***** Dividend payout ratio = (total number of shares x gross dividend per share)/total net profit.

2.2 Dividends

The General Meeting of Shareholders approved on 15 April 2025 the distribution of a gross dividend per share related to the 2024 financial year, amounting to 0.020557268 lei.

During 2025, dividends related to the 2021, 2022, 2023 and 2024 financial years were paid, totaling 11,747,140.35 lei, as follows:

Dividend history
2021-2022-2023-2024

Period	Net dividends							
	Due	Settled				Not taken until 31 December 2025		Dividend payment limitation date
		RON			% total paid			
		01.01 ÷ 31.12.2025	Până la 31.12.2024	Total		lei	%	
0	1	2	3	4	5	6	7=6/1	8
2021	2,136,257.01	2,359.91	1,958,955.57	1,961,315.48	91.81	174,941.53	8.19	suspended
2022	5,025,047.00	8,882.97	4,611,146.85	4,620,029.82	91.94	405,017.18	8.06	in progress
2023	52,587,208.00	148,931	48,143,098.65	48,292,029.65	91.83	4,295,178.35	8.17	in progress
2024	12,657,296.97	11,586,966.47	-	11,586,966.47	91.54	1,070,330.50	8.46	in progress

3. STRATEGIC ALIGNMENT OF HUMAN RESOURCES

3.1 Modern Human Resources Management

3.2 Modernization of Organizational Culture

The objectives pursued include the implementation and development of strategies aimed at motivating and retaining valuable employees, as well as attracting staff with competencies adapted to the pharmaceutical industry, aligned with current labour market trends.

3.1 Modern Human Resources Management

In 2025, the employee retention rate at company level was 97.57%, compared with a 95% target and 97.05% in the same period of 2024.

The annual training plan for 2025, developed as part of the **Academia a+** project, supports the development of employees' competencies and is adapted to the needs and dynamics of the training requirements identified across organizational structures and employees. Thus, in 2025 an average of 46 hours of professional training per employee was planned, while an average of **48.91 hours per employee** was achieved. Competency development programs were organized in areas with legal training requirements, as well as sessions delivered by internal trainers, external providers and through the e learning platform on relevant topics.

The mentoring program launched in 2022 has so far recorded 44 employees who have been trained and certified as trainers, 30 colleagues recognized with mentor certification and 115 colleagues who participated in public speaking courses and obtained certification.

Within the **a+ Technical College**, specific activities were carried out in 2025 to strengthen collaboration with the university and pre university educational environment. These included the organization of internship programs for **156 students** (fields of study: pharmacy, chemistry, electronic engineering, automation engineering, chemical engineering, economics, biomedical engineering), the organization of educational visits for **346 students** (fields: pharmacy, economics, engineering, biomedical engineering, chemistry, biology), the provision of practical training placements for **159 high school students** enrolled in the qualifications agreed within the partnerships signed with technological high schools as part of the Academia a+ program (chemical operator, automation technician, mechatronics technician, chemical laboratory technician), as well as the support of educational activities through study visits for **938 students** within the "Școala Altfel" program and other initiatives.

In 2025, the ninth edition of the Perform a+ program, initiated in 2016, took place. Conducted between October and December with 43 participants on the company's platform, the students successfully completed the program, having been selected from a total of 78 applicants with specializations in biomedical engineering, biology, chemistry, pharmacy and chemical engineering.

Within Academia a+, two PEO funded projects are also being implemented: **"Education in Action: Improving the accessibility and relevance of vocational and technical education through internship placements within Antibiotice S.A."** and **"Antibiotice Skills: Enhancing students' competencies and facilitating their integration into the labour market"**.

3.2 Modernization of Organizational Culture

According to the work plan on organizational climate, in 2025 a series of initiatives, programs and activities with a sporting, recreational, social and cultural character were organized. Among these, the most significant were "Family Day", a special event organized on 24 June 2025, attended by more than 500 participants (employees together with their families and children), the Trail at the Cabin sports event (with the participation of 14 employees), the planning of health prevention and monitoring campaigns, as well as a festive event marking the 70th anniversary of the company's activity, which included artistic moments and the recognition of employees with outstanding achievements during 2025.
Further details regarding the programs and specific actions related to human resources are presented in the ESRS – Social chapter of the Sustainability Statement.

4. STRATEGIC ADAPTATION OF THE PRODUCT PORTFOLIO

4.1 Portfolio Management

4.2 Promotional Activity

4.3 Portfolio Development

4.1 Portfolio Management

The expansion of the product portfolio represents an essential factor in the development of Antibiotice S.A. on both the domestic and international markets and is achieved through the company's own research and development activities, as well as through strategic business development initiatives.

The products in the current portfolio are closely monitored, with specific actions carried out to ensure alignment with the requirements of the national market and with international regulations.

The portfolio of human prescription medicines (RX) is structured into the following therapeutic classes: anti-infectives, including medicines intended for the treatment of tuberculosis, cardiovascular medicines, digestive tract and metabolism medicines, preparations for the treatment of gynecological conditions, dermatological preparations and central nervous system medicines.

The portfolio of human non-prescription products (non-RX) includes OTC medicines, food supplements, cosmetic products and medical devices. These are intended for maintaining health, prevention or use as adjuvant treatments in certain high incidence conditions and complement the prescription medicine portfolio.

The criteria considered in portfolio management are:

- market consumption potential;
- therapeutic trends;
- performance achieved per therapeutic unit;
- compatibility with existing production flows.

The current portfolio comprises 199 marketed products and includes:

- generic medicines for human use (prescription medicines – RX and non-prescription medicines – over-the-counter/OTC);
- food supplements, cosmetics and medical devices;
- active substances obtained by biosynthesis process by cultivation of the microorganism *Streptomyces noursei*;
- veterinary products (prescription medicines and food supplements);
- biofertilizers.

Portfolio structure by manufacturing divisions	Number of products	Of which new products in 2025
Oral Solid Forms	99	13
Topical Products	56	1
Injectable Products	40	-
Active Substances	4	-

New products

In 2025, the company's portfolio was expanded with 14 new products, of which 8 were prescription medicines: *Hydrocortisone tablets 10 mg* (3 presentations), *Almacor Duo* intended for the treatment of arterial hypertension, *Ranolazine ATB* (2 presentations) intended for the symptomatic treatment of patients with stable angina pectoris and *Sinflu* (2 presentations), an antiviral intended for the prevention and treatment of influenza.

The non-prescription portfolio was expanded with 6 new products: 3 food supplements (Zifelle® meno, intended for women's health during menopause, Urexpert® Prostate, intended for men's health and Soriso® Focus, intended for maintaining cognitive function), 1 topical product (Cutaden® Repair, adjuvant therapy in atopic dermatitis) and 2 medical devices (completing the Faguria® range – Faguria® Cough for Adults and Faguria® Cough for Children).

4.2 Promotional Activity

Communication to healthcare professionals (PDS)

Communication to healthcare professionals is carried out through direct medical promotion visits, group presentations, roundtables and workshops intended for specialist physicians, general practitioners and pharmacists, as well as through various other specific projects conducted by the medical representatives' team.

Another promotional tool is participation in national congresses and conferences organized by the main professional, academic and scientific societies and associations in Romania.

In 2025, Antibiotice S.A. participated in events dedicated to the medical specialties of Dermatology, Infectious Diseases and Tuberculosis, Pulmonology, ENT, Urology, Anesthesiology and Intensive Care, Gynecology, Cardiology, Emergency Medicine, Family Medicine and Pharmacy, with the following objectives: increasing the visibility of the corporate brand and product brands, launching and promoting products, networking and strengthening relationships with partners, as well as gaining a better understanding of the market and competition.

The promotion of the veterinary product portfolio to professionals in the field was carried out through a coherent mix of dedicated actions focused on scientific information, professional development and the strengthening of partnership relations. These initiatives targeted distributor partners, veterinary clinics and pharmacies, breeders, canine clubs and training schools through product presentation sessions, specialized training, technical support materials and expert consultancy.

Professional communication was strengthened through partnerships with the main professional associations, including the Romanian Association of Companion Animal Veterinarians (AMVAC), the Romanian Society of Veterinary Dermatology (SRDV), the Romanian Society of Feline Medicine (SRMF) and the "Ion Ionescu de la Brad" University of Life Sciences in Iași (USV Iași). In addition, the regional VetAria+ symposia were organized with more than 600 participants across Iași, Bucharest, Cluj and Timișoara. These events facilitated the exchange of best practices, the update of scientific information and the positioning of the company as a partner within the veterinary medical community.

Brand visibility was further expanded through participation in dedicated events such as PET EXPO, Animal Fest, Pet Event and Pet Care Fest, as well as through digital campaigns and collaborations with influencers from the pet care sector.

Communication to the public

Online Communication – Human use portfolio

Social media

In 2025, the communication projects carried out on social media aimed primarily at increasing the awareness and visibility of the following brands: Cutaden®, Tinero®, Zifelle® meno, Simbiflora®, Soriso®, TriOli®, Urexpert®, Equilibra®, Fluxiv®, Lejer®, Enzistim® and Silithor®.
Starting in September, the sponsored campaigns run on Meta platforms (Facebook and Instagram) were expanded to support the generation of purchases on the e-commerce platform www.comenzionline.antibiotice.ro.

Influencer marketing campaigns

These played an important role in increasing the awareness and credibility of the brands, contributing to the delivery of key messages to the target audience in an authentic and relevant way. Brands such as Cutaden® Bebe, Urexpert®, Zifelle® meno and Tinero® benefited from promotion through word-of-mouth campaigns, megabuzz initiatives and collaborations with influencers and micro influencers, helping to amplify the visibility and credibility of the communicated messages.

Product websites

In the first part of the year, dedicated websites were launched for the OTC products Zinba® and Saliform® Forte, as well as for the food supplement Zifelle® meno. Their main objective was to strengthen digital presence, increase the level of consumer information and support brand awareness.

Google Ads campaigns

In 2025, the brand websites Zinba® (www.zinba.ro), Clafen® (www.clafen.ro) and Saliform® Forte (www.saliform.ro) were promoted through Google Search campaigns, with the objective of ensuring constant visibility during key user search moments.

E-mail marketing campaigns

Starting in September 2025, an e mail marketing project dedicated to general practitioners from the CRM database was initiated. The campaigns aim to increase the level of information regarding the product portfolio and to strengthen the company's positioning as a trusted partner in the medical field.

E-commerce

The online shop was further developed through the implementation of periodic offers and promotions, as well as the creation of customized packages based on patient profiles (Junior, Senior), size and lifestyle or special needs (Advanced Care, Prevention). The integration of a blog section with educational articles, practical guides and care recommendations supported the proper information of pet owners and strengthened the brand's positioning as a relevant source of expertise in the field.

Online Communication – Veterinary use portfolio

Social media

With the objective of increasing the awareness of the VetAria+ brand through community development, integrated digital campaigns were carried out, including the creation of educational content, thematic contests and community engagement initiatives aimed at increasing the level of engagement and supporting product recommendations.

Collaborations with influencers in the pet care sector

These initiatives were complemented by collaborations with influencers in the pet care sector, involving product testing, content creation featuring recommendations of VetAria+ nutraceuticals and their integration into the daily care routines of pets, as well as post administration reviews. These actions contributed to increasing trust and expanding the brand's audience.

E-commerce

In 2025, the platform www.comenzionline.antibiotice.ro was launched as a strategic extension of the company's digital presence and a direct sales channel for the portfolio of food supplements, cosmetic products, medical devices and the VetAria+ veterinary nutraceutical range. The platform contributes to increasing national accessibility and strengthening the visibility of the brands in the online environment.

To support the launch, the Facebook and Instagram pages "Un bine în plus" were developed, aiming to increase brand awareness, educate consumers and direct traffic to the website. Paid advertising campaigns through Google Ads and Meta Ads were designed to attract qualified traffic and generate conversions for both the human health portfolio and the VetAria+ range.

In addition, the blog section integrated within the website supports the proper information of consumers through educational articles and thematic content, contributing to increased trust, SEO optimization and improved organic performance of the platform.

Offline communication

TV communication campaign: Zinba®

Zinba® benefited from an integrated communication campaign carried out between November and December 2024, which included exposure across a mix of channels: TV, radio and the HBO MAX video streaming platform. In 2025, the TV campaign addressed to the general public was continued through three communication flights conducted during the following periods: 6 January – 30 March; 14 July – 31 August; 17 November – 31 December.

Radio communication campaigns

Radio campaigns were carried out for the following brands: Zinba®, Saliform® Forte, Cutaden® Bebe, Tri Oli®, Simbiflora, Urexpert® and Faguria®. The radio communication mix included the top three national radio stations in terms of audience: Europa FM, Kiss FM and Radio ZU.

Public events

In the first part of the year, promotional campaigns aimed at the general public were carried out for the Tinero® range through healthcare professionals and influencers, ensuring broad exposure tailored to different audience segments. In addition, the brands Cutaden® Bebe, Simbiflora, Faguria® and Zifelle® meno were promoted to the general public through their presence at high visibility events, which facilitated direct interaction with consumers and the presentation of product benefits in a relevant context.

On World Menopause Day (18 October), Antibiotice organized in Iași, on 17 October, a hybrid event dedicated to the public launch of the Zifelle® meno food supplement, bringing together scientific perspectives and authentic testimonies about the changes that occur throughout a woman's life.

All these initiatives significantly contributed to increasing brand visibility and strengthening the relationship with the target audience. By combining exposure across multiple channels with direct interaction with consumers, the brands managed to remain relevant and maintain a constant presence in consumers' attention.

During the reporting period, the company also participated in a series of public events dedicated to the veterinary field and pet lovers, bringing together a diverse audience consisting of pet owners, veterinarians, producers and suppliers of products and services for animal health and wellbeing, representatives of institutions with specialized canine units, as well as students and academic staff.

The activities included presentations, demonstrations, interactive workshops and professional training sessions, with the main objectives of increasing the visibility of the company's brand and the VetAria+ product range, developing and diversifying partnerships with veterinarians and strengthening the online community.

Events, fairs, exhibitions

The initiatives dedicated to the general public aimed to increase brand awareness and strengthen the relationship with pet owners. Participation in specialized events such as PET EXPO Bucharest, Animal Fest Iași, Pet Event Iași and Pet Care Fest Iași included product demonstrations, information sessions, educational activities and promotional campaigns addressed directly to end consumers.

4.3 Portfolio Development

In line with the strategic directions established through the business plan "The Future Together 2030", research and development activities represent an essential pillar of the company's growth strategy and portfolio consolidation. The development of the product portfolio is carried out both through projects implemented within the INOVA a+ Research and Development Center and through the acquisition of licenses for products that the company intends to include in its portfolio, but which are not compatible with the existing manufacturing flows.

In 2025, research stages were planned for a total of 54 projects within the INOVA a+ Research Center. The complexity of the pharmaceutical product development process, combined with the requirements imposed by the international regulations applicable to the sector, gives research and development activities a multi-year character. Thus, out of the total projects planned for 2025, 38 projects represent continuations of activities initiated in the previous year.

The distribution of research projects in 2025 by divisions was as follows:

- Topical Products Division: **28 projects;**
- Oral Solid Dosage Forms Division: **11 projects;**
- Sterile Injectable Products Division: **15 projects.**

In 2025, research and development activities were completed for two generic medicines, for which the marketing authorization dossiers were prepared and submitted to the European authorities. In addition, the research for four cosmetic products and two food supplements was completed, these products being developed in accordance with the applicable safety and quality requirements.

At the same time, in 2025 technological scaling and validation activities were carried out for nine projects, with the objective of ensuring the reproducibility of technological processes and the consistency of finished product quality.

Within the Clinical Studies Center, stages for three clinical studies were conducted during 2025. Two of these studies were completed, while the third will continue in 2026. The results obtained from clinical studies represent a mandatory component of the marketing authorization documentation and an important advantage in communicating the benefits of Antibiotice branded products to healthcare professionals.

Concurrently with the ongoing research and development activities, during 2025 specific actions were carried out to prepare and submit the documentation for the project "INOVA a+ Research and Development Center and Critical Medicines Production", a project financed through the European Union's STEP program (*The Strategic Technologies for Europe Platform*). The objective of this initiative is to develop research infrastructure, stimulate pharmaceutical innovation and facilitate the transfer of technology to manufacturing activities.

The actions undertaken focused on the technical and scientific substantiation of the project, the evaluation and sizing of the consumables required for research activities, as well as the training needs and skills development for the personnel involved.

During 2025, 9 portfolio assimilation projects for veterinary use were carried out, at different stages of development:

- **Veterinary nutraceutical portfolio:** seven projects addressing conditions in the following therapeutic areas: urinary, renal, cardiovascular, central nervous system and musculoskeletal.
- **Veterinary antiparasitic portfolio:** two projects.

These products are expected to contribute to sales starting in 2026 in the case of veterinary supplements, while the veterinary antiparasitic products are planned to be launched in 2027. Human use products are expected to be launched on the market starting in 2028, when the marketing authorizations are anticipated to be obtained.

Through in-licensing activities, 17 new products were contracted in 2025 from the following categories:

- **6 human use products** (4 molecules), including:
  - 4 oral products from class C (Cardiovascular);
  - 1 injectable product from class J (Anti-infectives);
  - 1 injectable product from class H (Hormonal products).
- **11 veterinary use products** (8 molecules), including:
  - 4 antiparasitic medicines;
  - 7 supplements that will expand the VetAria+ product range with advanced formulations intended for the treatment of common conditions in dogs and cats:
    - 3 products in soft chew form;
    - 1 prefilled syringe with palatable paste;
    - 1 palatable gel in a bottle with a dosing syringe;
    - 1 suspension in a bottle with a dosing syringe.

5. CONTINUOUS IMPROVEMENT OF THE INTEGRATED MANAGEMENT SYSTEM

(Quality, Environment, Occupational Health and Safety)

5.1 Environmental Responsibility

5.2 Occupational Health and Safety

Ensuring product quality and reducing quality incidents, as well as incidents of any kind that may have repercussions on human health and the environment, represent a primary ethical, moral and professional concern at the company level.

In the context of its continuous strategic development, Antibiotice remains permanently focused on improving its processes and aligning with the continuously evolving legislation. In this regard, during 2025, the following inspections related to major change authorizations and GLP/ GMP certification were conducted from a quality perspective:

- On 28 January 2025, the ANMDMR conducted a GLP recertification inspection (Good Laboratory Practice) at the Clinical Studies Center.
- On 29 January 2025, an ANMDMR inspection took place for the authorization of the new finished products warehouse.
- On 6 February 2025, ANMDMR carried out an inspection to authorize the installation of the RABS system (Restricted Access Barrier Systems for aseptic processes) on the existing lines within the Parenteral Products section, in order to comply with the revised Annex 1 of the Good Manufacturing Practice (GMP) Guidelines.
- On 9 May 2025, an ANMDMR inspection was conducted to authorize the second microbiological testing laboratory (Microbiological activity determination).
- During 15–19 September 2025, ANMDMR conducted a GMP recertification inspection (Good Manufacturing Practice) covering:
  - all manufacturing flows for human medicines and investigational medicinal products, including partial manufacturing (secondary packaging), together with the related utilities for each production flow;
  - the active pharmaceutical ingredients manufacturing flow;
  - testing laboratories responsible for releasing medicinal products to the market;
  - warehouses for raw materials, packaging materials and finished products within the company;
  - the import flows of medicinal products and intermediates from third countries.

In addition, in 2025 five audits were conducted by partners regarding the contract manufacturing of parenteral products, oral solid dosage forms and active pharmaceutical ingredients. The audits were completed successfully, and Antibiotice continued the partnerships already established.

Regarding periodic training on GMP specific topics, internal training sessions were conducted in accordance with the approved annual training plan. Externally, members of the Quality Assurance department participated in five workshops organized by external providers, addressing current topics relevant to the pharmaceutical industry.

5.1 Environmental Responsibility

In 2025, Antibiotice S.A. conducted its activities in full compliance with the applicable legal requirements and regulations regarding environmental protection, continuing the implementation of the commitments assumed through its sustainability policy and integrated management system.

During the reporting period, no complaints or notifications related to environmental protection issues were recorded.

Compliance with environmental regulations

The following environmental permits were maintained and renewed annually, as applicable:

- the Integrated Environmental Permit, issued by the Iași Environmental Protection Agency;
- the Water Management Permit, issued by the Prut-Bârlad Water Basin Administration.

In January 2025, representatives of the Prut-Bârlad Water Basin Administration – Romanian Waters Iași carried out a specialized inspection, following which no non-conformities were identified.

In 2025, the drilling works for the wells included in the project "Reducing potable water consumption through the use of groundwater for water treatment and irrigation", regulated by Screening Decision no. 55/03.04.2023, were completed. At the same time, the technical documentation of the groundwater abstraction system was prepared in accordance with Annex no. 4, Section 3, Article 9 of Order no. 3147/2023 issued by the Ministry of Environment, Waters and Forests.

In accordance with the Environmental Impact Assessment Procedure for certain public and private projects, regulated by Law no. 292/2018, the following projects were notified through specific technical documentation submitted to the Iași County Environmental Directorate:

- **"Green Park landscaping project"**, for which it was determined that the works do not fall under the environmental impact assessment procedure. The project is currently underway, with works in progress.
- **"INOVA a+ Research and Development Center and Critical Medicines Production"**, a project regulated from an environmental protection perspective.
- **"Modernization and functional conversion – sterile solutions manufacturing building"**, regulated from an environmental protection perspective through the classification of the notification, as the proposed project is not subject to the environmental impact assessment procedure.
- **"Rehabilitation of building C2 (garage), partial change of use from garage to fire station and construction of roof structure, demolition of building C1 (weighbridge cabin)"**, regulated from an environmental protection perspective through the classification of the notification, as the proposed project is not subject to the environmental impact assessment procedure.

Transparency and reporting

The company ensured the fulfilment of all reporting obligations stipulated in the regulatory acts, submitting the required information to the competent authorities, including the Iași Environmental Protection Agency (APM Iași) and the Prut–Bârlad Water Basin Administration (ABA Prut–Bârlad). In addition, the Annual Environmental Report for 2024 was prepared and published on the company's website, in accordance with the requirements of the Integrated Environmental Permit.

Between 25 and 28 June 2025, Antibiotice S.A. organized the "Open Doors Day" event, an initiative aimed at facilitating open and constructive dialogue by offering members of the community the opportunity to become familiar with the company's activities and projects.

Further details on how the interests of authorities, local communities and other relevant stakeholders are considered in establishing and implementing the pollution prevention and control policy are presented in the Sustainability Statement.

Resource management and protection of environmental factors

The periodic monitoring of environmental quality factors was carried out in accordance with the legal requirements and the provisions of the Integrated Environmental Permit. For this purpose, the company conducted water analyses both in its own laboratory and in third party laboratories to control the quality of the waters introduced into the pretreatment station, the wastewater discharged into the municipal sewerage system, as well as rainwater and drainage water discharged into the natural receiver. Measurements regarding air emissions were performed in accordance with the applicable legal provisions.

During the reporting period, no exceedances of the permitted limit values were recorded. The monitoring activities implemented for the management of environmental factors are detailed in the Sustainability Statement.

Sustainable waste management

Antibiotice continues to implement an efficient and sustainable waste management system based on the principles of selective collection, recovery and traceability.

- The internal audit regarding waste management for the year 2024 was completed within the established deadline.
- Waste is collected separately and transferred to authorized operators for recovery or final disposal. Certain types of waste are treated through incineration in the company's own installation.
- The *Waste Prevention and Reduction Program* was prepared and is available for consultation on the company's official website.
- In April 2024, a second party audit was conducted at the service provider responsible for waste disposal through incineration, focusing on waste traceability and compliance with ISO 14001, ISO 9001, as well as with legal and contractual requirements. The audit was completed without identifying critical non-conformities that could generate risks for the activities of Antibiotice.
- The obligations related to Extended Producer Responsibility (EPR) were fulfilled through a contract with an authorized organization implementing Extended Producer Responsibility obligations (OIREP). The company has no outstanding liabilities towards the Environmental Fund Administration.

Climate change and decarbonization

As part of its commitment to reducing greenhouse gas (GHG) emissions, Antibiotice S.A. continued its collaboration with external experts to assess Scope 3 emissions related to the supply chain and other associated activities.

Based on the results obtained, the process of developing a Decarbonization Strategy was initiated, aligned with international regulations and the company's climate related commitments. In this context, detailed information regarding the commitment to establish emission reduction targets under the Science Based Targets initiative (SBTi) is presented in the Sustainability Statement.

5.2 Occupational Health and Safety

In order to comply with the legal provisions regarding the protection of employees' health, in 2025 the following documents were prepared: *the 2025 Prevention and Protection Plan* (revised in accordance with the applicable legislation), *the Annual Training and Testing Program / Topics for periodic training in the field of Occupational Health and Safety, the Annual Program for periodic medical examinations,* and *the Annual Program for monitoring exposure to occupational hazards*.

The technical measures included in the 2025 Prevention and Protection Plan were implemented and covered actions aimed at reducing physical effort, improving working conditions and ensuring compliance with legal requirements.

Periodic staff training was carried out in accordance with the Annual Training and Testing Program in Occupational Health and Safety, on a monthly, quarterly or semi-annual basis, depending on the specific nature of each activity.

During 2025, additional training activities were also conducted, including postgraduate courses for risk assessors (three persons from the Occupational Health and Safety Department), authorization courses for personnel responsible for technical equipment and installations in areas with explosive atmospheres (ten persons), professional training courses in occupational health and safety (thirty three persons), first aid training, as well as specific training sessions for certain professions or activities requiring authorization.

Periodic medical examinations were carried out in accordance with the Annual Program for Periodic Medical Examinations (100%). Through the medical staff of the a+ Medical Center within the company, periodic occupational health examinations were conducted, and no employees were identified as medically unfit for work.

In 2025, in order to assess and improve the health status of the company's personnel, screening programs for Vitamin D deficiency (conducted in two stages) and PSA screening were performed. Monitoring of exposure to occupational hazards was carried out in accordance with the Annual Program for Monitoring Exposure to Occupational Hazards (100%).

During 2025, an inspection for GANEX authorization at the Biosynthesis site and Solvent Warehouse was conducted by INSEMEX, and the ISO 45001 recertification audit performed by TÜV Rheinland was completed without identifying critical non-conformities with negative impact on Antibiotice. In October 2025, the compliance of the integrated management system (quality, environment, occupational health and safety) with the standards ISO 9001, ISO 14001 and ISO 45001 was verified by TÜV Rheinland against the audit criteria, with the objective of recertification. Following the audit, new certificates were issue.

6. OPERATIONAL PERFORMANCE

6.1 Antibiotice in the Romanian Market

6.2 Antibiotice on the International Market

6.3 Management of Financial Flows and Operational Expenditures

6.4 Investments

6.1 Antibiotice in the Romanian Market[1]

In 2025, total reported revenues amounted to 687 million lei. During the first twelve months, the inflation rate exceeded 9%, according to public data, which was also reflected in purchasing power. As a result, the consumption of medicines was reprioritized within the consumer basket.

Revenue from international sales amounted to 266.3 million RON, representing an increase of 5.2% compared to 2024:

- Finished products and services totaled 171.32 million RON, an increase of 9.6% compared to 2024 (156.29 million RON).
- Active substances totaled 94.95 million RON, a decrease of 2% compared to 2024 (96.94 million RON). The decrease is correlated with reduced demand following the impact of tariff policies announced by the United States of America.

The company's strategy for the coming period focuses on rebalancing sales geographically through commercial policies developed with partners.

During the analyzed period, the sales of Antibiotice Iași on the domestic market recorded an increase of 0.3%, supported by a rise in sales volumes of approximately 2%, compared to the same period of the previous year. This result is determined by a combination of external and internal factors that influenced commercial performance. The main drivers contributing to this outcome are detailed below:

Unfavorable market conditions

- The domestic pharmaceutical market recorded stagnation in key segments in which the company operates, including generic antibiotics, ointments and topical products.
- In the context of economic uncertainty, visible changes in consumer behavior occurred, leading to a decline in demand for products from the company's portfolio. Many patients interrupted or postponed certain therapies, prioritizing urgent medical interventions. This cautious behavior translated into reduced adherence to preventive and maintenance therapies. In addition, consumers avoided purchasing over the counter products considered non-essential, preferring to tolerate minor symptoms rather than invest in preventive treatments.
- A decrease in the incidence of certain conditions, including a reduction in respiratory infections as well as other pathologies treated with Antibiotice Iași medicines, resulted in lower than anticipated consumption levels.

Data source: Cegedim Sell-Out Romania December 2025

Legislative and economic pressures

- The fiscal measures announced created a climate of uncertainty and caution, which influenced patients' consumption behavior. This was reflected in reduced traffic in pharmacies, a lower average receipt value, a smaller number of products per receipt, and a stronger focus on purchasing chronic treatments.
- Rising inflation and declining purchasing power had a direct impact on the demand for medicines, particularly in the context of repeated price increases for certain pharmaceutical products, especially in the OTC segment. In addition, limitations in hospital budget allocations led to reduced purchases of medicines, including products from the Antibiotice Iași portfolio. This situation is further amplified by the underfunding of certain national programs (for example, the national tuberculosis program) and by the fact that procurement through tenders is carried out strictly within the limits of the budgets approved for each hospital.
- Reimbursements from the National Health Insurance House (CNAS) to pharmacies were delayed, creating financial instability among pharmacies. This was also reflected in the lower volume of orders, significantly reduced compared to previous periods.
- The increase in the VAT rate starting in August 2025 generated cascading effects across the entire value chain, from the manufacturer to the final patient.
- Reduced household spending on health and the decline in real wages in Romania also contributed to the decrease in medicine consumption.

Competitive factors

- Increased competition in the domestic pharmaceutical market: Strong competition from other companies, particularly those offering generic medicines at lower prices, required greater commercial efforts to maintain and stabilize sales. An intensification of promotions and discounts among competitors was observed, especially in the generic segments in which the company operates, particularly within national pharmacy chains and regional mini chains.

Despite the aspects mentioned above, in 2025, on the domestic market, Antibiotice:

- maintained 4th place (out of a total of 379 companies) in terms of consumption measured in number of boxes on the segment of generic prescription and non-prescription medicines, with a 4.9% market share;
- remained the value leader in the segment of generic prescription and non-prescription medicines sold in hospitals, with a 13.4% market share, in a market where 258 companies are active;
- ranked 1st by volume (international units) in the total market for the pharmaceutical forms of ointments (19.8% of 133 companies), suppositories and ovules (32.6% of 56 companies), and injectable powders (59.9% of 60 companies);
- ranked 1st by number of boxes sold in the total anti-infectives market, with a 20.8% market share, in a market where 73 companies operate.

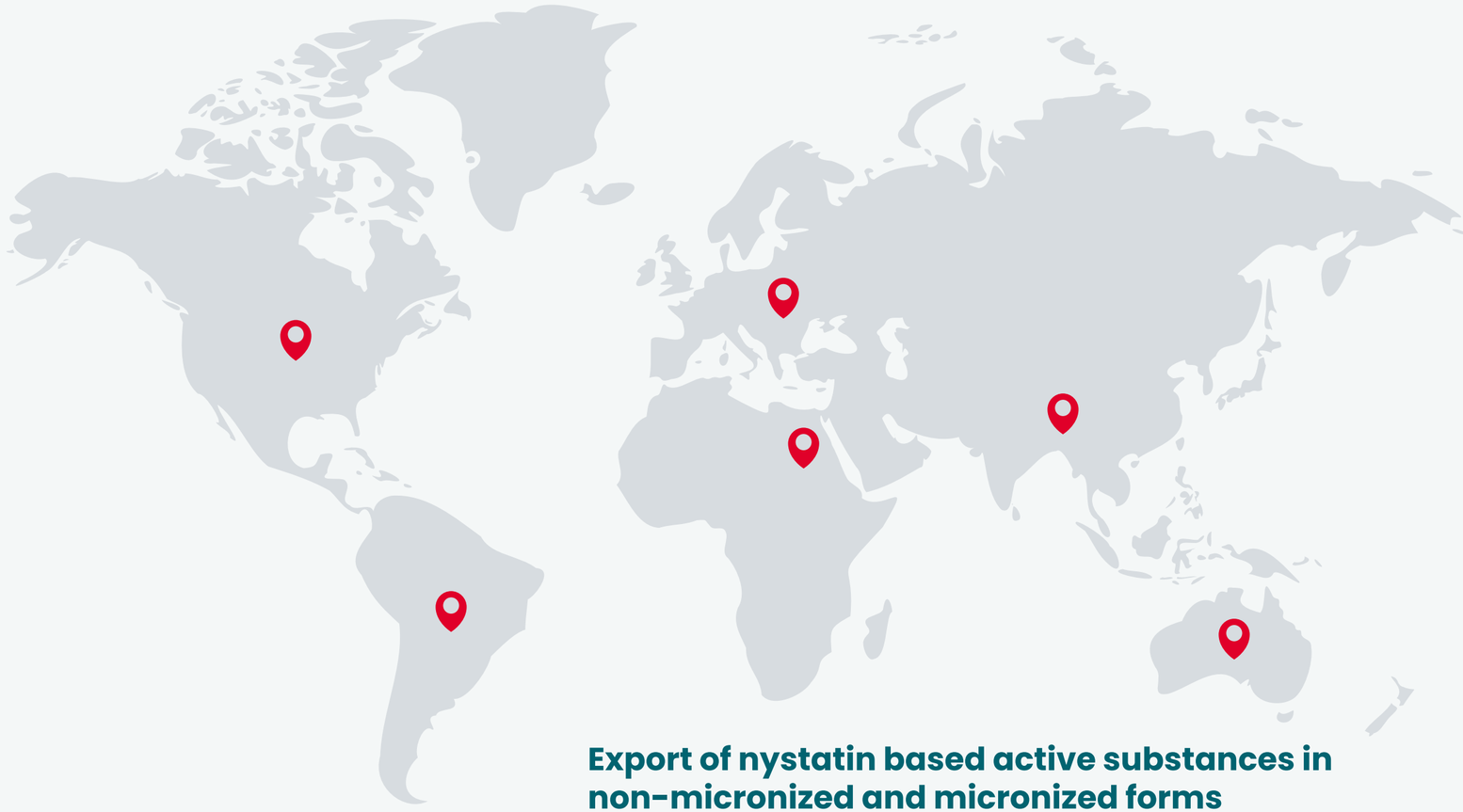
6.2 Antibiotice on the International Market

In 2025, revenues from the sales of finished products and active substances on the international market amounted to 266.3 million RON, representing an increase of 5.2% compared to 2024. The main markets where Antibiotice products were exported are Europe (43%), Asia Pacific (27%), the Americas (22%), and the Middle East and Africa (8%).

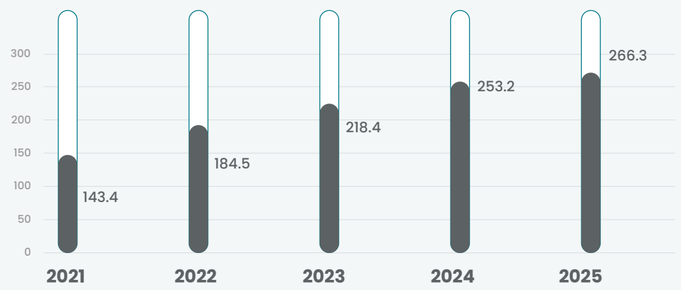
With regard to the export of finished products, revenues increased by 10% compared to the previous year. Sales of finished products followed an upward trend across all international territories where these products are marketed, except for the United States, where sales were consolidated at the average level of the last five years.

In 2025, medicines manufactured by Antibiotice reached 40 international territories, of which 28 are in Europe, which remains the company's main market. Sales growth of over 40% was generated both by markets where the company already has an established presence (the United Kingdom, the Nordic countries, the Netherlands, Hungary, Serbia and Moldova) and by new territories where projects have been initiated in the last two years (Germany, Italy, France, Poland, the Czech Republic and Bulgaria).

Higher sales were also achieved in other territories where the company is present, including Vietnam, South Africa, the United Arab Emirates, Azerbaijan, Georgia and Ukraine. In the Middle East region, the company aims to expand its operational footprint into new territories such as Saudi Arabia, the United Arab Emirates, Jordan and Kuwait.



Evolution of Net Turnover on International Marketsduring the period 2021-2025
(currency: million RON)



In 2025, new product registration procedures were initiated in several European countries, including Germany, Italy, Poland, Spain, the Netherlands, the Czech Republic and Slovakia, as well as in Saudi Arabia and Jordan. Sales in some of these territories are expected to begin in the second half of 2026, when the first registration procedures are anticipated to be completed.

Also in 2025, the company began international sales of the VetAria+ brand, with the first markets accessed being Moldova, Turkey and Kuwait.

Export of nystatin based active substances in non-micronized and micronized forms

The activities carried out in 2025 followed the trend of recent years and aligned with the strategy to consolidate the company's global leadership position in the nystatin active substance market for the 2025-2030 period. The Antibiotice nystatin active substance portfolio was marketed across all major markets worldwide.

The company maintained its presence in key markets, including Asia, Europe, North America and Latin America, while also making progress in development projects, thereby strengthening the foundation for the expansion of export markets for this range of active substances.

6.3 Management of Financial Flows and Operational Expenditures

The year 2025 represented a phase of strategic consolidation, during which Antibiotice S.A. maintained operational stability, safeguarded jobs and continued investments in major projects, financed from external sources, aimed at infrastructure development and increasing international competitiveness.

In an economic context marked by uncertainty, cost pressures and intense competition, financial results recorded a decline compared to the previous year. On the domestic market, changes in consumer behavior led to decreases in the over-the-counter medicines segment and oral anti-infectives, combined with efficiency and differentiation strategies adopted by major pharmacy chains.

At the international level, discussions regarding regional tariff changes and market volatility created additional challenges. The company adapted quickly by offsetting the decline in sales in the United States through strengthening its presence in Western Europe, at prices lower by 40 to 50 percent, while maintaining a stable trend in the active substances portfolio.

Overall, these factors led to a decrease in gross profit in 2025 compared to 2024, amounting to 43 million RON.

The net profit as at 31 December 2025 amounted to 51.8 million RON.

Indicators	31 December 2025	31 December 2024	31 December 2025/ 31 December 2024
A. Total revenue, of which:	685,826,946	692,983,751	-1%
1. Operating revenue	**669,274,430**	**685,368,808**	**-2%**
1.1 Revenue from contracts with customers (turnover), of which:	645,275,929	675,010,971	-4%
revenue from the sale of products realized on own websites	492,257,027	530,471,197	-7%
revenue from the sale of products realized on partner websites	150,980,235	143,650,793	5%
revenue from the provision of services	2,038,667	888,981	129%
1.2 Other operating income	1,777,367	2,335,250	-24%
1.3 Subsidy income	458,321	439,209	4%
1.4 Revenue related to the cost of inventories of finished goods	8,974,708	-3,531,922	-354%
1.5 Revenue from research and development projects	12,788,105	11,115,300	15%
2. Financial income	**16,552,516**	**7,614,943**	**117%**
Foreign exchange gains	16,550,582	7,613,145	117%
Bank interest income	1,935	1,798	8%
B. Total expenditure, of which:	625,680,381	589,871,189	6%
1. Operational expenditure:	**598,241,149**	**577,980,490**	**4%**
Expenditure on raw materials and materials	152,114,066	145,349,297	5%
Expenditure on products realized on partner websites	92,057,274	85,233,701	8%
Expenditure on electricity	10,014,521	8,669,770	16%
Natural gas expenditure	9,604,476	7,095,893	35%
Expenditure on drinking water and sewerage	2,351,860	2,135,620	10%
Expenditure on employee benefits	176,212,361	165,385,364	7%
Other operating expenses (*)	102,887,241	119,053,059	-14%
Depreciation and adjustments for impairment on fixed assets, net	52,999,351	45,057,786	18%
2. Financial expenses	**27,439,232**	**11,890,699**	**131%**
Expenses from exchange rate differences	22,972,788	7,349,193	213%
Bank interest expenses	4,466,444	4,541,506	-2%
Operating profit/loss	**71,033,281**	**107,388,318**	**-34%**
Financial result	**-10,886,717**	**-4,275,756**	**155%**
Gross profit	**60,146,564**	**103,112,562**	**-42%**
Corporate tax expenses	8,377,092	909,734	821%
Net profit	**51,769,472**	**102,202,828**	**-49%**

In 2025, total revenues amounted to 685.83 million RON, 1% lower compared to the level recorded in 2024 of 693 million RON.

The generation of revenues led to tot al expenses of 625.68 million RON, 6% higher compared to 589.87 million RON in 2024.

At the end of 2025, a gross profit of 60.15 million RON was recorded, with the company taking measures to efficiently manage costs in a challenging market context, partially mitigating the impact of declining revenues.

Within total revenues, **operating revenues** amounted to 669.27 million RON, 2% lower compared to 685.37 million RON in 2024.

Turnover

In 2025, the company recorded a turnover of 645.28 million RON, 29.7 million RON lower compared to 675.01 million RON in 2024. This result reflects:

- turnover on the domestic market amounting to 379.02 million RON;
- turnover on international markets amounting to 266.26 million RON.

Overall, the factors mentioned above led to a decrease in turnover, with the impact driven by:

- 68% from the decline in sales on the US market;
- 13% from the decrease in consumption of oral antibiotics;
- 4% from the contraction in demand for food supplements based on plant extracts, subject to Law 81/2022.

In the context of Law 81 on the commercialization of food supplements, it is important to note that Antibiotice Iași operates within an extended compliance framework specific to pharmaceutical manufacturers, which entails strict limitations on offering certain benefits, incentives or commercial policies commonly used in the food supplements market. By comparison, other producers not subject to the same requirements may apply more flexible promotional mechanisms and commercial tools, with a direct impact on sales dynamics and market share. Consequently, this difference in commercial regime may influence the competitiveness of the supplements segment within the company's portfolio and should be analyzed in correlation with the evolution of revenues and margins for this category.

Within the turnover structure:

- revenues from the sale of products through own channels represent 76%, amounting to 492.26 million RON, 7% lower compared to 530.47 million RON in 2024;
- revenues from the sale of products through partner channels represent 23.4% of net turnover, amounting to 150.98 million RON, 5% higher compared to 143.65 million RON in 2024.

Other operating income

In 2025, other operating income amounted to 2.23 million RON and includes bonuses granted for local taxes and duties, income from investment subsidies recognized in line with asset depreciation, as well as income from the lapse of shareholders' rights to dividends related to the 2020 financial year, in accordance with legal provisions.

Revenue related to the cost of inventories of finished goods - The production and sales structure achieved in 2025 resulted in revenue related to the cost of inventories of finished goods (reflecting the production cost of stored products and their variation) amounting to 8.97 million RON, compared to -3.5 million RON in 2024.

Revenue from research and development projects - Investments in research and development amounted to 12.79 million RON, compared to 11.12 million RON in 2024. In 2025, research stages were carried out for a total of 54 projects, distributed across divisions as follows:

- Topical Products Division, 28 projects;
- Oral Solid Dosage Forms Division, 11 projects;
- Sterile Injectable Products Division, 15 projects.

Cost structure

Within total expenses, operating expenses amounted to 598.24 million RON, higher compared to 577.98 million RON in 2024.

The production structure, adapted to demand on both domestic and international markets, led to raw materials and materials expenses of 152.11 million RON, 5% higher compared to 145.35 million RON in 2024. This increase was driven by additional production of active substances and injectable powders for export.

Expenses related to electricity, natural gas and potable water amounted to 21.97 million RON, above the level recorded in 2024. The variation was driven both by changes in consumption volumes (higher for electricity and natural gas and lower for potable and wastewater) and by higher prices compared to the previous year.

The operation of photovoltaic plants in 2025 generated savings of 15% in electricity consumption, amounting to 2 million RON.

Personnel expenses amounted to 176.21 million RON, 6.5% higher than in 2024, reflecting the full implementation of salary increases granted under the 2024 collective labor agreement.

Within operating expenses, other operating expenses are also included, as presented below:

Indicators	31 December 2025	31 December 2024	31 Dec. 2025/31 Dec. 2024
TOTAL	**102,887,241**	**119,053,059**	**-14%**
Expenditure on other taxes and duties	53,856,756	52,144,851	3%
Expenditure on services performed by third parties and promotion	40,432,232	45,826,762	-12%
Transport costs	4,368,524	4,514,550	-3%
Expenditure on insurance premiums	3,413,043	3,687,072	-7%
Expenditure on repairs	2,368,736	2,401,474	-1%
Travelling expenses	1,453,640	1,708,513	-15%
Green certificates and waste recycling fees	1,431,314	1,410,289	1%
Representation expenses in territories	899,654	814,208	10%
Expenditure on vocational training	885,246	1,379,270	-36%
Expenses related to social responsibility activities	802,308	821,912	-2%
Rent expenditure	669,978	649,523	3%
Other operating expenses	644,659	4,482,099	-86%
Bank commission expenses	561,774	504,071	11%
Postal charges and telecommunications	559,900	748,741	-25%
Consultancy fees	482,443	444,691	8%

Indicators	31 December 2025	31 December 2024	31 Dec. 2025/31 Dec. 2024
Compensation, fines and penalties expenses	66,360	336,946	-80%
Net adjustments for current assets and provisions	-10,009,325	-2,821,913	255%

These expenses include:

- **taxes and duties** amounting to 53.86 million RON, above the 2024 level of 52.14 million RON. Of these, the claw-back tax accounts for 73.43%, exerting pressure on the company's profitability;

- **expenses related to third party services and the promotion of the company's product portfolio,** amounting to 40.43 million RON, 12% lower compared to 2024.

  - merchandising and shelf positioning of products;
  - media promotion campaigns, including TV and radio;
  - promotion to healthcare professionals for both human and veterinary products;
  - promotion in media publications, such as brochures and magazines for the general public, as well as online;
  - market studies and marketing research;
  - medicine serialization services;
  - maintenance services for equipment and working spaces.

- **transport expenses** amounted to 4.37 million RON, 3% lower compared to 2024. These costs relate to the delivery of finished products, free at destination, sold on both domestic and international markets. As a share of operating revenues, a decrease is observed in 2025;

- **insurance expenses** amounted to 3.41 million RON, 7% lower compared to 2024. These include insurance premiums for commercial risk coverage, voluntary health insurance granted to employees based on performance criteria, employee accident insurance, mandatory third party liability and casco insurance for company vehicles, insurance of goods in transit, liability insurance for the consumption of Antibiotice S.A. products marketed in the US, and insurance of the 2.5 MW photovoltaic park. As a share of operating revenues, these expenses decreased by 0.03%;

- **maintenance and repair expenses** amounted to 2.4 million RON, necessary to maintain production equipment in optimal condition, strengthen certain constructions, and ensure maintenance and repair of the vehicle fleet;

- **travel expenses** amounted to 1.45 million RON, below the 2024 level of 1.71 million RON. These expenses are necessary for travel to authorities and business partners, both domestically and internationally, to strengthen existing partnerships and develop new ones, as well as for participation in pharmaceutical industry conferences, international events and professional training courses. In 2025, the share of these expenses in operating revenues is lower compared to 2024;

- **expenses related to green certificates and waste recycling** amounted to 1.43 million RON, at a level comparable to 2024. The company applied the provisions of Emergency Ordinance no. 20/2025 regarding a state aid scheme granting exemptions for certain categories of final consumers from the application of Law no. 220/2008 on the promotion of energy production from renewable sources, resulting in a reduction of these expenses by 0.38 million RON in 2025;

- **representation expenses in territories** amounted to 0.9 million RON, at a level comparable to 2024, incurred to support sales in international markets;

- **expenditure on vocational training** amounted to 0.9 million RON, below the level recorded in the previous year, necessary for maintaining and improving employees' professional skills;

- **the variation in 2025 regarding adjustments for current assets** amounted to -10 million RON, resulting from the recognition and reversal of adjustments for current assets, driven by the sale of finished goods inventories produced on own and partner sites, for which adjustments had previously been recorded.

In 2025, a negative financial result of 10.9 million RON was recorded, although it improved by 6.6 million RON compared to 2024. This unfavorable result is mainly due to high volatility in the foreign exchange market, the appreciation of the euro (by 1.34% compared to the previous year's average), given that the company holds loans denominated in this currency, and the appreciation of the Romanian leu against the US dollar, while the company holds receivables exceeding its liabilities in USD.

Statement of financial position

Indicators	Fiscal year ended at 31 December 2025	Fiscal year ended at 31 December 2024	2025/2024
ASSETS			
Fixed assets			
Tangible fixed assets	816,921,006	749,395,619	9%
Intangible assets	69,948,357	55,168,937	27%
Total fixed assets	**886,869,363**	**804,564,556**	**10%**
Current assets			
Inventories	182,339,860	169,858,775	7%
Trade and similar claims	309,421,285	298,073,567	4%
Deferred expense	3,984,188	4,078,280	-2%
Cash and cash equivalents	9,944,346	2,681,342	271%
Total current assets	**505,689,679**	**474,691,964**	**7%**
Total assets	**1,392,559,042**	**1,279,256,520**	9%
EQUITY AND LIABILITIES			
Equity capital			
Subscribed capital	67,133,804	67,133,804	0%
Revaluation reserves	202,188,240	213,945,112	-5%
Legal and other reserves	441,525,130	412,159,000	7%
Retained earnings	221,226,538	201,070,907	10%
Total equity	**932,073,712**	**894,308,823**	**4%**
Long-term debts			
Bank loans and debts	135,735,402	85,715,093	58%
Subsidies for investment – non-current portion	10,008,082	5,145,731	94%
Deferred tax liabilities	64,381,163	59,031,869	9%
Total long-term liabilities	**210,124,647**	**149,892,693**	40%
Current liabilities			
Trade and similar debts	136,929,626	169,233,444	-19%
Bank loans	97,749,630	54,994,289	78%
Other debts	15,164,544	10,310,387	47%
Investment grants – current portion	516,884	516,884	0%
Total current liabilities	**250,360,684**	**235,055,004**	**7%**
Total debts	**460,485,330**	**384,947,697**	**20%**
Total equity and debt	**1,392,559,042**	**1,279,256,520**	**9%**

Analysis of assets

At the end of 2025, Antibiotice S.A. reported total assets of 1,392.6 million RON. Within this structure, non-current assets accounted for 64% and current assets for 36%. Compared to the previous year, non-current assets increased by 9%, reflecting the positive impact of investments made in 2025 exceeding depreciation expenses.

Current assets increased by 7% compared to the beginning of 2025, mainly driven by a 7% increase in inventories.

The level of inventories increased in the context of global supply chain disruptions, which led to longer procurement lead times, as well as due to sales and production plans. Inventories of raw materials and finished goods produced at own and partner sites are monitored and aligned with stock norms. The main inventory categories are:

- raw materials and materials, amounting to 69.3 million RON, 9% lower compared to the beginning of the year;
- finished goods produced at own and partner sites, amounting to 113 million RON at the end of 2025, aligned with domestic and international sales plans and corresponding storage durations.

Within total current assets, receivables account for 61%, slightly below the 63% recorded at the beginning of the year. The main components of trade and other receivables are:

- trade receivables, amounting to 294.6 million RON, 7% higher compared to the end of 2024;
- advances paid to suppliers for inventories and services, amounting to 2.3 million RON as at 31 December 2025, higher compared to the level recorded at 31 December 2024.

To mitigate commercial risks, the company has in place receivables insurance policies covering both domestic and international markets.

Debt analysis

Total liabilities at the end of 2025 amounted to 460.49 million RON, with a debt ratio (total liabilities to total assets) of 33.07%, in line with the trend of previous years.

- **Current liabilities** amounted to 250.36 million RON, 7% higher compared to the beginning of 2025. This category includes:
  - trade payables, which decreased by 19% compared to the beginning of the year
  - liabilities to banking institutions for working capital financing, which increased compared to the beginning of 2025, following the contracting of a short-term loan in May 2025 from Banca Transilvania to finance operational suppliers
  - other liabilities, representing amounts due to the state budget with maturity on 25 January 2026, including value added tax payable, the contribution to the Solidarity Fund regulated by Law no. 448/2006 on the protection and promotion of the rights of persons with disabilities, and the claw-back tax for the fourth quarter (amounting to 10.145 million RON)

- **Long-term liabilities** amounted to 210.1 million RON, increasing by 40% compared to the beginning of 2025, mainly due to investment financing through loans.

Investment grants represent amounts received from the Ministry of Energy under the National Recovery and Resilience Plan to finance the project "2.5 MW photovoltaic power plant", part of the project for production, packaging and storage capacity for sterile solutions and topical products. The Ministry of Public Finance issued Financing Agreement no. 538 dated 17 May 2023, under Government Decision no. 807/2014 establishing state aid schemes aimed at stimulating investments with a major impact on the economy.

The company does not record any outstanding obligations to the state budget; all liabilities being settled within the legal deadlines.

The cash flow statement, prepared using the indirect method, is based on gross profit, adjusted for the effects of non-cash operations (such as depreciation of non-current assets and adjustments of current assets), as well as changes in working capital, investment payments and their financing sources.

The net accounting assets as at 31 December 2025 amounted to 932 million RON, 4.2% higher than the value recorded at the beginning of the year.

Key financial indicators as at 31 December 2025 compared to 31 December 2024 are presented in the table below:

RON

No.	Indicators	2025	2024	2025/2024
1.	Current assets	505,689,679	474,691,964	7%
2.	Equity	932,073,712	894,308,823	4.2%
3.	Short-term bank debt (up to 1 year)	97,749,630	54,994,289	77.7%
4.	Long-term bank debt (over 1 year)	135,735,402	85,715,093	58.4%
5.	**Total bank debt**	**233,485,032**	**140,709,382**	**65.9%**
6.	EBITDA (operating profit + interest and depreciation)	124,032,632	152,446,104	-18.6%
7.	Current liquidity ratio (Current assets – Cash – Current income tax receivable) / Short-term bank debt) (>1.2)	5.03	8.58	-41.4%
8.	**Total bank debt/EBITDA (<3.5)**	**1.88**	**0.92**	**-51%**
9.	**Total bank debt / Equity (<1)**	**0.25**	**0.16**	**-36%**

The current liquidity ratio, calculated as the ratio between current assets and short-term bank liabilities, **stands at 5.03, above the level agreed with banking institutions of 1.2**. This indicates the company's ability to meet its short-term banking obligations using current assets and to maintain short term financial balance. Compared to the end of 2024, the indicator decreased due to the increase in short term bank loans at a faster pace than the growth in current assets.

Total bank debt to EBITDA stands at 1.88, within the limits agreed with financial institutions (maximum accepted level of 3.5). The indicator is higher than the level recorded at 31 December 2024, as a result of increased borrowings used to finance investments.

The Earnings before interest, taxes, depreciation and amortization (EBITDA) indicator, which reflects profit before interest, taxes, depreciation and amortization, amounted to 124.03 million RON, representing a decrease of 19% compared to the end of 2024, when it stood at 152.45 million RON.

The ratio of total bank debt to equity stands at 0.25, within the limits agreed with financial institutions (maximum accepted level of 1). The increase compared to the end of 2024 is justified by the level of bank loans contracted in 2025.

The year 2025 was characterized by **consolidation and financial discipline** for Antibiotice S.A., with a **focus on operational efficiency and sustainability**, elements that support the company's ability to manage market volatility and create long term value.

During the reporting period, the company signed a **financing agreement worth 75 million EUR** with the **Ministry of Investments and European Projects** for the development of the project "INOVA a+ Research and Development Center and Critical Medicines Production", funded through the **STEP Health Programme**. The project aims to create a modern research and production infrastructure for critical medicines, strengthening the company's strategic positioning and contributing to the pharmaceutical autonomy of Romania and the European Union.

At the same time, investments supported through the InvestEU Programme contribute to the expansion of production capacities for sterile products, topical products and solutions, as well as to the development of logistics infrastructure, with the new storage facility authorized at the beginning of 2025.

The company's main priority in 2026 remains maintaining operational balance and financial stability, in an economic context characterized by persistent inflation and increased consumer caution, similar to 2025.

Strategic directions focus on expanding the product portfolio, increasing international presence and continuing investments in modern production capacities, advanced technologies, human capital development and business sustainability.

The operationalization of new production units and the capitalization of the INOVA a+ research and development infrastructure, together with the focus on the critical medicines portfolio, will support the strengthening of the company's position on the Romanian market and on traditional markets in Western Europe and North America.

Antibiotice S.A. aims to accelerate sales growth through portfolio expansion, currently having 28 products submitted for authorization to the National Agency for Medicines. This will support the diversification of the offering and ensure continued access to competitive generic medicines, with a positive impact on the national healthcare budget. At the same time, a strong network of external partnerships and a focus on the European market create favorable conditions for the growth of international sales in the coming period.

6.4 Investments

Investments in a pharmaceutical company are essential for maintaining high standards of quality and safety. They support the modernization of equipment, compliance with stringent regulations, the development of new medicines, and the optimization of manufacturing processes, thereby enhancing competitiveness and improving patient health outcomes.

The value of fixed assets is closely correlated with the implementation of the investment program, with the value of investments carried out in 2025 amounting to 86.39 million RON.

According to the 2025 annual investment program, the structure of investments is as follows:

I. Strategic development investments – achieved at 12 months: 51.34 million RON

1. Product portfolio development

In 2025, investments in research and development projects continued, with the objective of developing new products that are high quality, safe, effective and competitive on the market.

The product development program for 2025 aims to achieve the following objectives:

a. modernization and diversification of the company's portfolio;

b. strengthening competitiveness by ensuring high performance pharmaceutical products intended for international markets.

2. InvestEU – Investments in new production sites

The project "Production, packaging and storage capacity for sterile products, solutions and topical products", financed by the Ministry of Public Finance through the state aid scheme Government Decision no. 807/2014 and supported by the European Investment Bank under the InvestEU program.

The investment covers the three stages for sterile, injectable and topical products on the Antibiotice S.A. industrial platform: production, packaging and storage.

To achieve this objective, the project is structured into three components:

1. Research pilot, technology transfer and small-scale production for the manufacturing of sterile injectable solutions filled into vials. A contract has been concluded with an integrator company that will implement the production flow, and the research equipment has already been acquired;

2. Topical sterile products production line – currently in the equipment procurement stage;

3. Storage capacity (finished products warehouse) – authorized by the National Agency for Medicines and Medical Devices of Romania (ANMDMR) during the first quarter of 2025.

In November 2025, Antibiotice S.A. signed the financing contract with the Ministry of Investments and European Projects for the STEP project entitled "INOVA a+ Research and Development Center and Production of Critical Medicines" (SMIS 342451).

The project benefits from 52% funding through state aid and de minimis aid, under the Health Programme.

Currently, the project design documentation, including the DTAC (Technical Documentation for Construction Authorization) and PT (Technical Project) phases, is in the process of finalization. The procurement procedure for construction works is scheduled to start in May 2026.
This project is among those financed through the "Strategic Technologies for Europe Platform (STEP)", established under Regulation (EU) 2024/795.

3. Digitalization Strategy

As part of its digitalization and IT development plan, Antibiotice prioritized investments aimed at increasing the company's efficiency by reorganizing processes through automation, implementing a modern integrated information system, upgrading IT networks, and strengthening cybersecurity, in order to provide a comprehensive and efficient working environment.

In 2025, further stages of the implementation plan for the integrated enterprise resource planning system (ERP) were carried out. These stages were completed with the system going live in June 2025.

II. Investments for business consolidation – achieved at 12 months: 35.05 million RON

1. Adapting to development trends of the industrial platform, utilities supply and distribution infrastructure, storage of raw materials and finished products, transport and connection to the national road network

In order to modernize the installations used for the production and distribution of utilities, several multiannual projects are being implemented at different stages of development, depending on their complexity and investment costs. These projects aim to upgrade potable water networks, transformer stations and electricity distribution installations, steam production and distribution systems, compressed air installations, and other utility infrastructure. The objective of these investments is to ensure compliance with environmental protection legislation and to guarantee the continuity of technological processes carried out on the company's industrial platform.

2. Investments in the Integrated Management System (Quality, Environment, Sustainability, Occupational Health and Safety)

These investments primarily consisted of acquiring equipment for the quality control laboratories responsible for product testing. In 2025, investments were made to modernize quality control laboratories in order to maintain high standards and improve operational efficiency.

3. Investments in the modernization of existing sites and equipment

In order to upgrade the pharmaceutical manufacturing flows across the company's four divisions, procurement procedures were carried out in 2025 for the acquisition of equipment, installations, technical facilities and laboratory instruments.

7. CORPORATE GOVERNANCE

Regulatory and Compliance Framework

As an issuer of securities traded on the regulated market, Antibiotice S.A. applies the provisions of the Corporate Governance Code of the Bucharest Stock Exchange and complies with the legal framework governing the capital market, namely Law no. 24/2017 on issuers of financial instruments and market operations, as well as ASF Regulation no. 5/2018.

Antibiotice S.A. is a public enterprise within the meaning of Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises, where the Romanian state holds the majority shareholding (53.0173%) through the Ministry of Health, acting as the Public Supervisory Authority.

The company's Corporate Governance Code establishes the general framework for governance, regulating the responsibilities of the Board of Directors, the risk management and internal control system, the remuneration policy, and the relationship with investors. The document is published on the company's website (www.antibiotice.ro), in the Corporate Governance section under Governance Documents.

General Meeting of Shareholders

During the 2025 financial year, the Board of Directors convened 9 (nine) Ordinary General Meetings and 3 (three) Extraordinary General Meetings of Shareholders. The resolutions adopted are available on the company's website in the Investors section, under General Meetings of Shareholders.

Shareholders' Rights

Through the implementation of corporate governance principles, shareholders are guaranteed the following fundamental rights:

- Direct participation in the deliberations of the General Meetings of Shareholders
- The right to vote and the right to elect or revoke members of the Board of Directors
- Access to relevant information regarding all essential aspects of the company
- The right to receive dividends
- The right to transfer the company's securities

Board of Directors

Antibiotice S.A. is managed under a one-tier system by a Board of Directors composed of 7 (seven) members, in accordance with the provisions of Article IV of Law no. 158/2025 amending and supplementing Government Emergency Ordinance no. 109/2011.

Following the expiration of the current mandates, the composition of the Board will be reduced to three to five members, in accordance with Article 28(2) of Government Emergency Ordinance no. 109/2011.

Selection and Nomination Process

On 18 March 2025, the selection procedure for the members of the Board of Directors was finalized, in accordance with Article 29 of Government Emergency Ordinance no. 109/2011. The process was conducted by a mixed committee composed of:

- 2 members appointed by order of the Minister of Health
- 2 members appointed by AMEPIP (Agency for Monitoring and Evaluating the Performance of Public Enterprises) through an order of its President
- 1 independent expert selected by AMEPIP

On 15 April 2025, the Ordinary General Meeting of Shareholders appointed six directors from among the candidates proposed by the selection and nomination committee, pursuant to Article 29(1) of Government Emergency Ordinance no. 109/2011.

On 6 November 2025, the Ordinary General Meeting of Shareholders additionally appointed one director proposed by the significant shareholder Infinity Capital Investments S.A., pursuant to Article 29(21) of the same legislative act.

Board of Directors at December 31st 2025

No.	Name	Function	Independent	Mandate
1.	**Ioan NANI**	Executive Administrator / CEO	No	15 April 2025 – 5 April 2029
2.	**Ionuț-Sebastian IAVOR**	President of the Board of Directors / Non-Executive Administrator	No	15 April 2025 – 15 April 2029
3.	**Corina-Luminița VULPEȘ**	Non-Executive Administrator	Yes	15 April 2025 – 15 April 2029
4.	**Laura-Cristina STANISLAV-BOGDAN**	Non-Executive Administrator	No	15 April 2025 – 15 April 2029
5.	**Andrei-Tiberiu NOVAC**	Non-Executive Administrator	Yes	15 April 2025 – 15 April 2029
6.	**Cătălin LUNGU**	Non-Executive Administrator	Yes	15 April 2025 – 15 April 2029
7.	**Mădălina-Anca BONIFATE**	Non-Executive Administrator	Yes	06 November 2025 – 15 April 2029

Board of Directors' activity

During the period January to December 2025, the Board met in 21 meetings. The main topics on the agenda included the establishment of the governance structure for the Administration Plan, the selection of the General Director, the approval of the management structure responsible for implementing the Administration Plan, the review of the General Director's activity reports, with a focus on investment programs, company financing and risk management, the preparation of the Revenue and Expenditure Budget, the approval of the Administration Plan 2025-2029 and the convening of the General Meetings of Shareholders.

On 6 November 2025, the Ordinary General Meeting of Shareholders approved the key performance indicators (KPIs) for the non-executive directors and the executive director, derived from the Administration Plan 2025-2029.

Advisory Committees of the Board of Directors

Within the Board, four specialized advisory committees operate, preparing analyses, recommendations and periodic reports:

- **Audit Committee –** monitors the financial reporting process, internal control and internal audit systems, oversees the statutory audit and manages the relationship with the external auditor, in accordance with Article 65 of Law no. 162/2017.
- **Nomination and Remuneration Committee –** organizes training sessions for Board members, formulates remuneration proposals in line with AMEPIP policy, supports the evaluation of management performance and prepares the annual remuneration report.
- **Risk Management Committee –** identifies, evaluates and monitors organizational risks, ensures the alignment of control activities with risk exposures, reviews ESG performance and reports to the Board of Directors.
- **Commercial Policy Committee –** assists the Board in translating the Administration Plan into commercial policies aligned with the company's strategic objectives.

Executive Management

Antibiotice S.A. is legally represented by the General Director, whose powers are established in accordance with Government Emergency Ordinance no. 109/2011, Law no. 31/1990 and the company's Articles of Association. On 11 June 2025, the selection procedure for the General Director was finalized, carried out in accordance with Article 35 of Government Emergency Ordinance no. 109/2011 by an independent expert (legal entity) specialized in human resources recruitment.

The composition of the management team as of 31 December 2025 is available on the company's website in the Corporate Governance section under Governance Structures.

Remuneration Policy

The remuneration policy and criteria for directors and executives holding a mandate are aligned with the provisions of Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises. The main remuneration-related decisions adopted in 2025 were:

- 01 July 2025 – the Ordinary General Meeting of Shareholders approved the remuneration of the members of the Board of Directors, in accordance with Article 37 of Government Emergency Ordinance no. 109/2011.
- 18 December 2025 – the Ordinary General Meeting of Shareholders approved the updated Remuneration Policy in accordance with Law no. 158/2025, including the adjustment of the fixed allowances and benefits of non-executive and executive directors to comply with the new legal limits, as well as the variable remuneration of the executive director.

Data Protection and Information Security

GDPR Compliance

The company maintains and strengthens compliance with the provisions of Regulation (EU) 2016/679 (GDPR) and the applicable national legislation. In 2025, the relevant internal procedures were reviewed, personal data flows were analyzed and appropriate technical and organizational measures were implemented to prevent unauthorized access, loss, alteration or destruction of data

Protection of Trade Secrets

Internal procedures regarding the protection of trade secrets were maintained and updated in accordance with the applicable legal provisions, ensuring an appropriate level of confidentiality for the company's sensitive information.

Communication with Shareholders and Investors

The communication strategy of Antibiotice S.A. aims to ensure full transparency towards shareholders, investors and analysts, through diversified channels and in compliance with the regulations of the Bucharest Stock Exchange and the Financial Supervisory Authority. The main activities carried out in 2025 included:

- Four conference calls to present preliminary, semi-annual and quarterly financial results, attended by interested investors and analysts (audio recordings and transcripts are published on the company's website).
- Prompt responses to information requests received from shareholders, potential investors and participants in the capital market.
- Participation in the Romania Investor Days event (30 September 2025), organized by Wood & Company in partnership with the Bucharest Stock Exchange.
- Preparation and submission of current reports to the competent authorities (BVB and ASF), in compliance with legal deadlines.
- Participation in training courses related to corporate governance standards and investor communication platforms.

Antibiotice S.A.'s communication efforts have been publicly recognized: for the sixth consecutive year, the company received the maximum score (10) in the VEKTOR evaluation, managed by ARIR (Romanian Investor Relations Association), the first indicator measuring investor communication for companies listed on the Bucharest Stock Exchange.

Risk Management

Risk Management System

Antibiotice S.A. implements an integrated risk management system across the entire organization, as a structural component of the Administration Plan 2025-2029. The system is documented in procedure SOP-AR-001 Risk Management and in specific procedures covering individual risk categories such as quality, occupational health and safety, and environment. The Governance and Risk Department ensures the implementation, monitoring and continuous improvement of the risk culture across all departments.

The risk management framework is based on the Three Lines of Defense model, which operationalizes the approved risk appetite:

- **First line of defense –** operational management identifies, evaluates, manages and reports risks associated with its activities, implementing appropriate controls within day-to-day processes.
- **Second line of defense –** risk management and control functions monitor the effectiveness of risk management practices, develop methodologies and policies, provide expert support and oversee compliance with the defined risk appetite.
- **Third line of defense –** internal audit performs an independent and objective evaluation of the risk management framework and the internal control system, contributing to the continuous improvement of governance.

The overall risk score calculated as of 31 December 2025 is 4.68 on a scale from 1 to 25, reflecting a reduction of 21 percent compared with the value recorded in the first quarter of the year (5.94). This positive evolution confirms the maturation of the risk management system and the effectiveness of the implemented action plan.

Categories of identified risks

The main risk categories managed in 2025, together with the related control measures, include:

- **Riscuri de afaceri:** economice, legislative, comerciale și de proiecte
- **Riscuri financiare:** valutar, de lichiditate, de rată a dobânzii și comercial
- **Riscuri de integritate și practici anticoncurențiale**
- **Riscuri operaționale:** personal, IT, securitatea informației, securitate cibernetică, SSM, risc de imagine
- **Riscuri și oportunități privind aspectele de durabilitate (ESG)**

Ethics, Integrity and Compliance

Ethical Framework

The core values embraced by the Antibiotice S.A. team are integrity, professionalism, responsibility and transparency. These principles guide all aspects of the company's activities, including relationships with employees, customers and partners, business conduct and the fulfilment of social responsibilities.

The Code of Ethics, adopted by the Board of Directors, establishes the rules of professional conduct and provides the organizational framework for a culture based on integrity. Compliance with the Code is mandatory for all employees, executive management and members of the Board of Directors. Any breach constitutes an ethical incident and may result in disciplinary sanctions.

The Ethics and Integrity Council monitors compliance with the Code of Ethics and with the ethical standards specific to the promotion and marketing of medicines and food supplements. During 2025, no reports regarding ethical incidents were recorded.

Whistleblowers

Antibiotice S.A. recognizes the essential role of whistleblowers in ensuring transparency and organizational integrity. The legal and organizational framework for whistleblower protection is implemented and operational. During 2025, no public interest whistleblowing reports were recorded and no notifications regarding breaches of ethical principles, internal procedures or applicable legislation were received.

Conflict of Interest

The company has a procedure in place for preventing, addressing and sanctioning conflicts of interest and incompatibilities. Potential situations involving employees are managed in accordance with the provisions of the Code of Ethics. For members of the Board of Directors, conflicts of interest are regulated through the Code of Ethics and the Corporate Governance Code. During 2025, no reports regarding conflicts of interest were recorded.

Anti-Corruption and Anti Bribery

Antibiotice S.A. promotes ethical and responsible conduct in its relationships with all internal and external partners and has implemented concrete measures to prevent abuses in the administration of assets and the management of funds. As a public enterprise, the company has adopted the Declaration of Adherence to the National Anti-Corruption Strategy 2021-2025 (NAS), in accordance with Government Decision no. 1269/2021.

The situation recorded at the company level during 2025 is as follows:

- Corruption incidents recorded: none
- Employees dismissed or sanctioned for corruption related acts: none
- Contractual relationships terminated due to corruption related reasons: none
- Legal actions initiated in court regarding suspected corruption: none

Corporate Governance documents

Through its corporate governance documents, Antibiotice S.A. has undertaken firm commitments regarding responsible business conduct, applicable both internally and externally. The portfolio of governance documents includes:

- Code of Ethics
- Corporate Governance Code
- Rules of Procedure of the Advisory Committees
- Code of Good Practice regarding the promotion of prescription medicines and interactions with healthcare professionals
- Forecast Policy
- Dividend Policy
- Remuneration Policy
- Environmental Quality Policy
- Internal Regulation and its annexes (Code of Good Practices for sales activities, Policy on workplace harassment and equal opportunities, Procedure on the protection of public interest whistleblowers)

The "Comply or Explain" (COE) statement regarding compliance with the provisions of the BVB Corporate Governance Code is included in the **2025 Board of Directors' Report**.

All corporate governance documents have been approved by the General Meeting of Shareholders, the Board of Directors, or the Chief Executive Officer, as applicable, communicated to staff through regular training sessions, and published on the company's website.

8. SUSTAINABILITY STATEMENT

8.1 General Information

8.2 Environment

8.3 Social

8.4. Governance, Ethical Conduct and Transparency

8.1 General Information

8.1.1 Basis for preparation of the sustainability statement

General basis for preparation of the sustainability statement

The Sustainability Statement for the 2025 financial year has been prepared in accordance with Order of the Minister of Finance no. 2844/2018 implementing Article 19(a) of Directive 2013/34/EU and with the European Sustainability Reporting Standards (ESRS) adopted through Commission Delegated Regulation (EU) 2023/2772 under the Corporate Sustainability Reporting Directive (CSRD).

In addition, the taxonomy related disclosures comply with the provisions of Regulation (EU) 2020/852 and all subsequent delegated acts, including Commission Delegated Regulation (EU) 2026/73 of 4 July 2025, amending Delegated Regulation (EU) 2021/2178 with regard to simplifying the content and presentation of information to be disclosed concerning environmentally sustainable activities, as well as Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486, which simplify certain technical screening criteria for determining whether economic activities do not significantly harm environmental objectives.

This represents the second year of reporting in accordance with ESRS.

The Sustainability Statement forms an integral part of the Management Report. The scope of consolidation of the sustainability statement is the same as that of the financial statements prepared in accordance with the International Financial Reporting Standards (IFRS).

The statement covers the company's own operations at the main headquarters in Iași, Romania, as well as, to the extent that data is available, relevant elements from the upstream and downstream value chain. The degree of value chain coverage is presented in detail within the indicators specific to each material topic.

The company has not omitted any information on the grounds of protecting intellectual property, know-how or innovation, nor due to imminent developments or matters under negotiation during the reporting period.

Disclosures in relation to specific circumstances

Antibiotice S.A. uses the following definitions of time horizons in its sustainability reporting: short term up to 1-year, medium term between 1 and 5 years, and long term over 5 years. These definitions are aligned with the time horizons used in the company's strategic planning and are consistently applied in the identification and assessment of impacts, risks and opportunities.

Some of the reported sustainability indicators include data related to the upstream value chain, particularly in the estimation of Scope 3 greenhouse gas emissions. These indicators were calculated based on indirect sources, using internationally recognized emission factors and available sectoral data, in the absence of direct data provided by value chain partners. The level of accuracy of these estimates is limited by the availability and quality of data at the supplier level, especially for those located outside the European Union, who are not subject to regulatory requirements similar to CSRD for reporting sustainability data.

To improve the accuracy of indicators that include value chain data, the company aims that, over the next two years, supplier assessments will cover 90% of the total value of purchases. For this purpose, Antibiotice intends to expand the collection of non-financial data from suppliers through dedicated platforms or proprietary questionnaires, obtaining more detailed and standardized information regarding their performance in the areas of environment, social responsibility, business ethics and sustainable procurement. This expansion will allow a gradual reduction in the reliance on indirect estimates and will increase the comparability of data from one year to another.

No significant errors compared with previous reporting periods have been identified that would require corrections in the present statement.

Changes in preparation or presentation of sustainability information

Compared to the previous financial year, the list of material topics was revised based on updated data resulting from supplier evaluations, leading to the exclusion of the topics “Workers in the value chain” and “Biodiversity and ecosystems”.

Compared with the previous financial year, the following changes have been made in the preparation or presentation of sustainability information in the present statement:

- Recalculation of Scope 3 greenhouse gas emissions. Starting with the 2025 financial year, Scope 3 emissions have been calculated using the CEDA (Comprehensive Environmental Data Archive) database, replacing the EXIOBASE database used in the previous reporting period. This change was motivated by the higher accuracy and the greater level of detail provided by CEDA regarding emission factors specific to the pharmaceutical sector. Consequently, the data for 2024 have been recalculated using the new methodology and are presented consistently with the values for 2025, ensuring comparability between reporting periods. The Scope 3 values presented in the previous year’s report, calculated using EXIOBASE, are therefore no longer directly comparable with those included in the present statement.

- Restructuring of the presentation of Substances of Concern (SoC) and Substances of Very High Concern (SVHC). In the 2025 financial year, information regarding hazardous substances has been restructured in accordance with the requirements of ESRS E2, shifting from a presentation based on individual substances used in the previous reporting period to an aggregated presentation by hazard classes. This change ensures full compliance with the standard’s requirements and improves comparability with other reporting companies.

- The range of monitored substances was updated by including two additional substances, without changing the identification and monitoring methodology applied in the previous reporting period

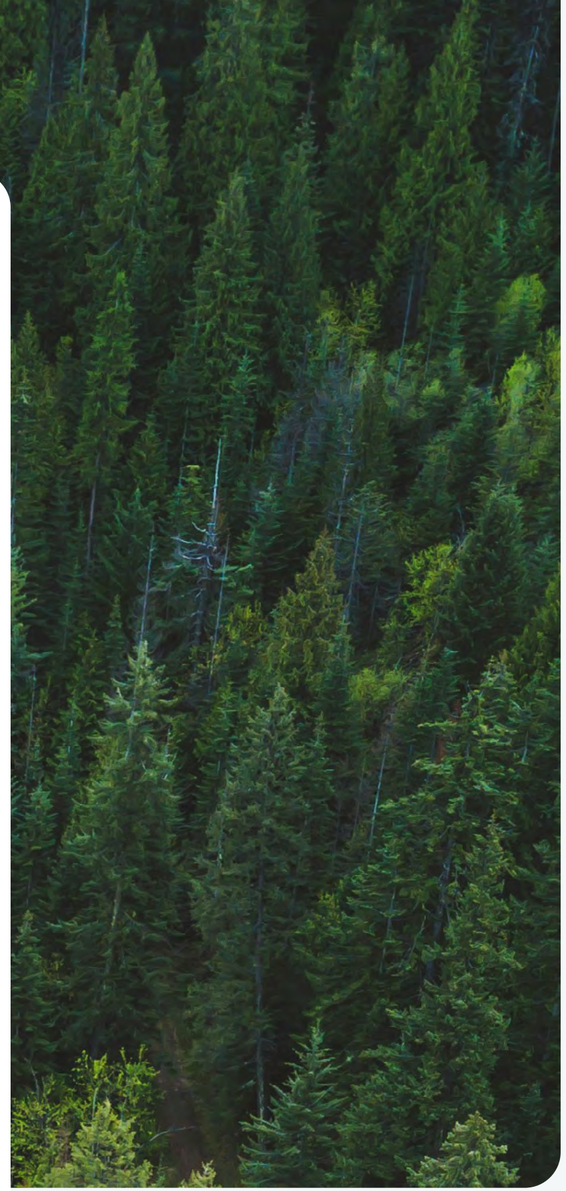
- Extension of the calculation methodology for resource inflows (ESRS E5). Compared with the 2024 financial year, when resource inflows were reported using a methodology limited to certain categories of materials (786 tonnes), in 2025 the methodology was expanded to cover

- the relevant categories of inputs, namely purchases of raw materials and materials, resulting in a total of 2,182.67 tonnes. The two values are not directly comparable, as the difference reflects the broader measurement scope rather than an actual increase in resource consumption. Details regarding the included categories and the applied methodology are presented in the Circular Economy subsection of the sustainability statement.

Standards used for the calculation or reporting of certain indicators and indicators incorporated by reference

The Sustainability Statement has been prepared primarily based on the requirements of the ESRS, which represent the reference standard for the present reporting. In addition to the ESRS requirements, the company used SASB Biotechnology and Pharmaceuticals Industry Standard, Version 2023-12 to present indicators related to specific sustainability topics. For the methodology used to calculate greenhouse gas emissions, the company applied the GHG Protocol Corporate Accounting and Reporting Standard (revised version 2015).

The statement does not directly incorporate specific data points by reference to other documents. However, for certain indicators, reference has been made to the company’s annual financial statements, the remuneration policy, as well as to other policies related to the material topics available on the company’s website, in order to provide appropriate context and to support the information presented.



8.1.2 Governance and accountability

Composition and structure of the administrative, management and supervisory bodies

The governance structure of Antibiotice S.A. consists of two main bodies: the Board of Directors and the Management Team. The Board of Directors is composed of 7 members, including 1 executive director and 6 non-executive directors. Among the six non-executive directors, 4 are independent, representing 57.14% of the total members of the Board. All members are of Romanian nationality and are aged between 33 and 66 years.

Board of Directors

2025			2024		
Total no. of members	Of which, executive members	Of which, non-executive members	Total no. of members	Of which, executive members	Of which, non-executive members
7	1	6	7	1	6

The management team consists of **10 members**: the General Manager, who also serves as the executive director, and 9 executive directors responsible for the following areas: technical and production, national sales, finance, legal and corporate governance, business development and international sales, quality, human resources, and research, development and innovation.

Management Team

2025			2024		
Total no. of members	Of which, executive members	Of which, non-executive members	Total no. of members	Of which, executive members	Of which, non-executive members
10	1	9	10	1	9

The composition of the **Board of Directors**, including the type of mandate, nationality, age and relevant experience for the company's sector of activity, is presented in the table below:

Name	Function	Member Type	Nationality	Age	Experience relevant to the sectors, products and geographic locations of the company
NANI IOAN	Executive Administrator / CEO	Not independent	Romanian	66	IMr. Ioan Nani has over 34 years of experience in the field of activity of Antibiotice, namely the manufacture of basic pharmaceutical products. During this period, he has held the following positions: a) Economist, Biosynthesis Department, 1 March 1987 – 31 March 1987 b) Production Planning Economist, 1 April 1987 – 31 January 1991 c) Executive Director for Economic Affairs, 1 September 1994 – 9 July 1998 d) General Director and Executive Director, 10 July 1998 – 20 April 2008 e) Deputy General Director, 21 April 2008 – 1 November 2008 f) General Director and Executive Director, 21 May 2009 – present **Link to CV**
IAVOR IONUȚ-SEBASTIAN	Non-Executive Administrator/ President of the Board of Directors	Not independent	Romanian	50	Mr. Ionuț Iavor served as a non-executive member of the Board of Directors of Antibiotice during the period 2015 to 2019, during which he also held the position of Chairman of the Board of Directors. In addition, during the period 19 April 2016 – 29 April 2019, he served as a member of the Audit Committee established within the company's Board of Directors. **Link to CV**
VULPES CORINA-LUMINITA	Non-Executive Administrator	Independent	Romanian	56	Ms. Corina-Luminița Vulpeș has extensive experience in the financial and banking sector as well as in institutional relations. She is currently a Member of the Management Board of the Three Seas Initiative Investment Fund S.A. SICAV-RAIF (Luxembourg) and served as a Member of the Management Committee of the Berne Union (London) during the period October 2022 – October 2024. **Link to CV**
NOVAC ANDREI-TIBERIU	Non-Executive Administrator	Independent	Romanian	34	Mr. Andrei-Tiberiu Novac has been a member of the Board of Directors of Romgaz Black Sea Limited since August 2022 and has served as Controlling Department Manager since January 2024. He has experience in the economic and financial field, having held various positions within the same company during the period 2021 – 2024. **Link to CV**
LUNGU CĂTĂLIN	Non-Executive Administrator	Independent	Romanian	41	Mr. Cătălin Lungu was advisor to the Minister of Health from December 2021 to March 2024. **Link to CV**
STANISLAV BOGDAN LAURA-CRISTINA	Non-Executive Administrator	Not independent	Romanian	47	Ms. Laura-Cristina Bogdan Stanislav served as an administrator of Unifarm S.A. during the period 2017–2021. **Link to CV**
BONIFATE MĂDĂLINA-ANCA	Non-Executive Administrator	Independent	Romanian	57	Ms. Mădălina Anca Bonifate served as Chair of the Board of Directors of Medimfarm Topfarm S.A. during the period 2006 – November 2025 and held the position of Commercial Director at Medimfarm S.A. between 2002 and 2005. **Link to CV**

The composition of **the management team**, including the nationality and age of its members, is presented in the table below:

Name	Role	Nationality	Age	Gender	Experience relevant to the sectors, products and geographic locations of the company
Ioan Nani	CEO	Romanian	66	M	Link to CV
Ștefania Alexandru	Deputy General Manager	Romanian	43	W	Link to CV
Cornelia Moraru	Executive Director - Technical and Production	Romanian	60	W	Link to CV
Ovidiu Bățaga	Executive Director - National Sales	Romanian	48	M	Link to CV
Paula-Luminița Coman	Executive Director -Financial (CFO)	Romanian	58	W	Link to CV
Liviu Vatavu	Executive Director - Legal and Corporate Governance	Romanian	54	M	Link to CV
Darius Giorgiani Agafiței	Executive Director -Business Development and International Sales	Romanian	46	M	Link to CV
Daniela Pascariu	Executive Director - Quality Assurance	Romanian	51	W	Link to CV
Mihaela Murariu	Executive Director - Human Resources	Romanian	47	W	Link to CV
Gianina Gabriela Macovei	Executive Director - Research, Development and Innovation	Romanian	46	W	Link to CV

Gender diversity of the management team

Antibiotice pays particular attention to gender diversity at the level of its governing bodies, both within the Board of Directors and the management team.

At the level of the Board of Directors, the gender structure is balanced: 4 men (57.1%) and 3 women (42.9%), with a gender diversity ratio (women to men) of 0.75.

The management team has a majority female representation, with 6 women (60%) and 4 men (40%). The gender diversity ratio is 1.5, reflecting the company's active policies supporting the promotion of women to leadership positions.

Board of Directors – Gender diversity:

Role	Men	Women	Total
President	1	0	1
Members	3	3	6
Total	**4 (57.1%)**	**3 (42.9%)**	**7**

Management Team – Gender diversity:

Role	Men	Women	Total
General Manager	1	0	1
Executive Directors	3	6	9
Total	**4 (40%)**	**6 (60%)**	**10**

Representation of employees

Antibiotice does not have direct representation of employees or other workers on the Board of Directors or in other supervisory bodies. The governance structures are established in accordance with the legislation applicable to public enterprises in Romania, in particular the provisions of Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises.

However, employee involvement in decision making processes that affect them is ensured through specific mechanisms of social dialogue and consultation. The main mechanism is the institutional relationship with the Antibiotice Free Trade Union, the representative trade union organization of the company's employees, through which the Collective Labour Agreement and other agreements regarding working conditions are negotiated and implemented.

In addition to the dialogue with the trade union, the company also uses periodic employee briefings and consultations regarding relevant organizational decisions, internal surveys on employee satisfaction and organizational climate, as well as internal communication channels for providing feedback. These instruments enable the consideration of employees' opinions and interests in decisions that directly affect them, supporting a culture of responsible and participatory governance.

Structure and roles in overseeing sustainability matters

Responsibilities for identifying, assessing and managing sustainability impacts, risks and opportunities are carried out across several structures within the company, integrated into a coherent governance system.

The Board of Directors approves the strategic sustainability objectives based on proposals from the executive management and oversees progress against these objectives. Sustainability risk management is supported by the Risk Management Committee established at the level of the Board of Directors, which monitors the implementation of measures and the evolution of relevant indicators. The Board of Directors is periodically informed, through consolidated reports, about the company's sustainability performance, and on an ad hoc basis in cases of major risks or significant regulatory changes.

The executive management, through the General Manager and the team of directors, is responsible for implementing the sustainability strategy and defining the related operational objectives. Each director has specific responsibilities in areas with direct relevance to sustainability: the Quality Director coordinates the Sustainability Working Team and oversees compliance with environmental regulations, the Legal Director monitors regulatory risks, and the Finance Director evaluates the financial impact of ESG initiatives.

The operational responsibilities related to sustainability are carried out by the **Sustainability Working Team**, established in 2022 by decision of the General Manager and reorganized in 2025 through an internal decision (previously operating under the name G4 Sustainability Working Group). The team is coordinated by the Sustainability Activity Project Manager, reporting to the Quality Director, and includes representatives from various functional departments within the company.

The team's mission covers two main directions: the preparation of financial and sustainability reports in accordance with applicable legislative requirements and international reporting standards, and the development, implementation and periodic review of the company's sustainability policies, in line with best practices and current regulatory requirements.

The team meets periodically to monitor progress against sustainability objectives and to coordinate the preparation of the Integrated Annual Report, which is subsequently submitted to the Board of Directors for information and to the General Manager for approval. In addition, periodic briefings are provided to management regarding the results and developments of international sustainability assessments conducted by specialized organizations.

During 2025, the team's activities focused mainly on the following:

- defining the framework and stages for the preparation of the Sustainability Statement, including the preparation of the audit process;
- updating the double materiality assessment, including the reassessment of impacts, risks and opportunities compared with the previous reporting period;
- operationalizing and implementing the supplier assessment process from a sustainability perspective, through a dedicated platform;
- implementing the mechanism for contractual partners' adherence to the Partner Code of Conduct;
- updating the internal ESG data collection management procedure to reflect organizational changes;
- developing internal working tools, including questionnaires specific to sustainability processes;
- centralizing and monitoring the company's membership in sustainability related initiatives, networks and affiliations, both at national and international level.

The role of the administrative, management and supervisory bodies

The General Meeting of Shareholders established financial and non-financial performance indicators for all directors, including specific sustainability indicators included in the company's remuneration policy (which is publicly available), through the resolution adopted at the meeting held in December 2025. These indicators are integrated into the directors' mandate contracts for the 2025 to 2029 mandate, approved by the Agency for Monitoring and Evaluating the Performance of Public Enterprises (AMEPIP), and assign clear responsibilities in the field of sustainability.

The indicators established at the level of the Board of Directors are taken over and operationalized by the General Manager and the executive directors, each having specific responsibilities for implementing the actions necessary to achieve the sustainability objectives within their area of coordination.

In addition to the performance indicators, members of the governing bodies participate annually in professional training sessions to update their knowledge regarding environmental, social and governance risks, thus ensuring informed and responsible management of sustainability matters within the company.

Sustainability performance indicators established for non-executive administrators

The non-financial sustainability indicators established for non-executive directors are presented in the table below. These indicators have a total weight of 40% in the evaluation of the achievement of the key performance indicators (KPIs) applicable to non-executive directors.

Non-executive directors are remunerated exclusively through a fixed monthly allowance. There is no variable component of remuneration directly linked to the achievement of sustainability indicators.

KPI	ESG Pillar	Weight
Reduction of direct GHG emissions by 2,49% per year	Environment	10%
Promotion of sustainable procurement through the adherence of significant suppliers to the Partner Code of Conduct	Environment / Governance	5%
Establishing an employee safety system	Social	5%
Number of employee safety trainings (4 trainings per year)	Social	10%
Customer retention rate	Governance (operational)	10%
Total weight of sustainability indicators		**40%**

Sustainability performance indicators established for the executive administrator

The non-financial sustainability indicators established for the General Director/Executive Administrator of Antibiotice S.A., as approved by the General Meeting of Shareholders on December 18, 2025, are presented below. These indicators account for a total weight of 50% in the evaluation of key performance indicators (KPIs).

The remuneration of the General Manager includes an annual variable component, the payment of which is conditional upon the achievement of the KPIs. The variable component is granted only if the overall KPI achievement rate reaches at least 85% (in line with expectations) or exceeds 100% (above expectations). An overall achievement rate below 85% does not trigger the payment of the variable component.

KPI	ESG Pillar	Weight
Reduction of energy consumption (approx. 0.024 MWh/year)	Environment	5%
Reduction of water consumption intensity (m^3/net turnover) by 1% per year	Environment	5%
Establishing risk management policies	Governance	10%
Average number of training hours per employee (46h – 2025; 47h – 2026; 48h – 2027–2029)	Social	5%
Maintaining customer satisfaction score at a minimum of 80% annually	Social	10%
Share of sales from new services and products	Operational	10%
Attendance rate at Board of Directors meetings	Governance	5%
Total weight of sustainability indicators		**50%**

Sustainability-related expertise and training programs

The company ensures that its administrative and management bodies possess the necessary expertise to effectively oversee sustainability matters through a well-defined process of periodic competency assessment, continuous training programs, and access to specialized external expertise.

The executive management includes members with extensive experience in the pharmaceutical industry and in the production of active substances and anti-infective medicines, enabling a thorough understanding of impacts on public health, patient safety, and access to essential medicines. This expertise is directly relevant for managing risks associated with the supply chain and the regulatory framework specific to the pharmaceutical sector. At the same time, management benefits from operational and environmental management competencies relevant to activities with potential impacts on water quality, waste management, emissions, and the use of chemical substances, which are essential for compliance with national and international environmental requirements and for pollution prevention, including risks related to pharmaceutical residues and micropollutants.

Management's experience in corporate governance and compliance is relevant for addressing risks related to ethics, integrity, relations with public authorities, and compliance with applicable legislation, given the company's status as a listed entity and the majority state ownership in Antibiotice. The economic and financial expertise of management members supports the assessment of investment opportunities in production capacity upgrades, energy efficiency improvements, innovation, and product development, contributing to the reduction of negative impacts and the capitalization of sustainable growth opportunities.

Where internal expertise requires further strengthening, the company collaborates with external consultants specialized in sustainability, particularly for environmental impact assessments, double materiality analyses, and greenhouse gas emissions reduction strategies.

With regard to training programs carried out in 2025, the company organized the workshop ESRS – European Sustainability Reporting Standards, dedicated to management, attended by 24 participants, as well as a Business Continuity Plan workshop, attended by 23 participants. Members of the management team and the sustainability team also took part in specialized courses available on the Sustainability School e-learning platform, recording 155 participations and a total of 231 training hours. These activities reflect the company's ongoing commitment to continuously updating its competencies in the context of the rapidly evolving European sustainability regulatory framework.

Information provided to and sustainability matters addressed by the company's administrative, management and supervisory bodies

Antibiotice has established a structured and periodic process for informing the administrative, management, and supervisory bodies on significant sustainability impacts, risks, and opportunities, as well as on the implementation of due diligence processes and the effectiveness of adopted policies, actions, and indicators.

The information process is carried out across multiple levels, with contributions from the company's key departments. The Environmental Protection Department monitors and reports environmental impacts and progress toward targets related to emissions reduction, waste management, and compliance with environmental regulations. The Human Resources Department evaluates and reports on the outcomes of actions related to diversity, inclusion, and occupational health and safety. The Risk Management Department oversees significant non-financial risks and reports emerging risks or deviations from established objectives. The Finance Department monitors the financial impact of sustainability policies and initiatives.

The Sustainability Working Group plays a central role in collecting and consolidating data provided by each department, ensuring consistency and integration of information before it is submitted to the governing bodies. Based on the consolidated data, the team prepares the Sustainability Statement included in the Directors' Report and the Integrated Annual Report, which are submitted to the Board of Directors for review and to the General Director for approval prior to publication on the company's website.

The frequency of reporting is structured as follows: each department reports quarterly to the Sustainability Working Team on the results and effectiveness of its own policies, while in the event of major risks, significant deficiencies or important regulatory changes, ad hoc briefings are issued to enable timely decision making at management level. On a monthly basis, within the meetings of the Board of Directors and the Executive Committee, sustainability performance related topics are addressed whenever necessary.

At the strategic level, the Board of Directors and the executive management periodically review, through the Sustainability Working Team, how impacts on public health, the environment and employees, as well as operational, compliance and financial risks, may influence the company's development direction. These analyses are integrated into the process of approving the medium- and long-term strategy, including decisions regarding maintaining and expanding production capacities, technological modernization and the launch of new products.

In the case of major transactions, such as significant investments in production infrastructure, technologies or processes, the governing bodies assess both the economic benefits and the associated impacts and risks, including environmental and social aspects. Tradeoffs between short term investment costs and long-term benefits are analyzed, particularly in relation to reducing resource consumption, improving energy efficiency, lowering emissions and increasing operational safety. Risk management processes include the identification, assessment and monitoring of environmental, health and safety, supply chain, regulatory and reputational risks, with the resulting information being used to adjust internal policies and strategic decisions.

Integration of sustainability-related performance in incentive schemes

The remuneration of the members of the Board of Directors of Antibiotice S.A. is strictly governed by the provisions of GEO no. 109/2011 on the corporate governance of public enterprises, corroborated with GD no. 639/2023 approving the methodological norms for its application and Order no. 651/2024 regarding the minimum level of performance indicators for public enterprises. The legal framework requires that both financial and non-financial indicators, including sustainability related indicators, be included in the mandate contracts of administrators, and their achievement directly conditions remuneration.

Incentive systems differ depending on the status of the board members. Non-executive administrators are remunerated exclusively through a fixed monthly allowance, without any variable component. The executive administrator benefits from both a fixed monthly component and an annual variable component. The variable component is granted only if the overall level of achievement of the KPIs reaches at least 85 percent, in line with expectations, or exceeds 100%, above expectations, and is not granted if the achievement level falls below the 85% threshold.

The overall level of achievement of the indicators is calculated as a weighted average between the level of achievement of each individual indicator and its assigned weight in the mandate contract. Performance is classified as follows: below expectations, under 85 percent, in line with expectations, between 85 and 100 percent, or above expectations, over 100 percent. The remuneration policy is approved by the General Meeting of Shareholders and may be revised upon significant legislative changes or at least once every four years. The Nomination and Remuneration Committee within the Board of Directors reviews and endorses proposals regarding remuneration and performance indicators before their submission for approval to the General Meeting of Shareholders.

Members of the executive management of Antibiotice have clearly defined performance objectives, aligned with their roles and responsibilities in achieving the company's strategic directions. These objectives include both indicators specific to operational activities and individual responsibilities, as well as sustainability related targets.

Depending on their area of responsibility, the objectives may cover aspects such as operational and quality performance, occupational health and safety, environmental incident management, audit and inspection outcomes, as well as the reduction of quality defects or losses generated by operational errors.

In addition, sustainability objectives are integrated at the level of executive management, including the reduction of carbon dioxide emissions Scope 1 and Scope 2 by 46% by 2030 compared to the 2019 baseline, in line with the commitment to the Science Based Targets initiative and the 1.5 degree global warming scenario, as well as adherence to the Ten Principles of the United Nations Global Compact on human rights, labour standards, environmental protection and anti-corruption.

No.	Position	Specific indicators	Weight 2025
1.	Deputy General Manager	Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%
2.	Executive Director Business Development and International Sales	Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%
3.	Executive Director Quality	Occupational health, safety and environmental incidents	10%
		Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%
4.	Executive Director Research and Development	Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%
5.	Executive Director Finance	Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%
6.	Executive Director Legal and Corporate Governance	Occupational health, safety and environmental incidents	10%
		Establishing risk management policies	20%
		Management of corporate governance instruments, including procedures and programs	20%
		Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%
7.	Executive Director Human Resources	Average number of hours of continuous professional training per employee	20%
		Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%
8.	Executive Director Technical and Production	Energy consumption	10%
		Occupational health, safety and environmental incidents	10%
		Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%
9.	Executive Director National Sales	Scope 1 emissions reduction	5%
		Scope 2 emissions reduction	5%

Statement on due diligence

The table below presents the mapping of the key elements of the due diligence processes carried out by Antibiotice and the corresponding paragraphs in this sustainability statement, where detailed information on each element can be found:

Key elements of due diligence processes	Paragraph in the sustainability statement
a) Integration of due diligence processes into governance, strategy, and business model	61, 62, 70, 95, 134, 139, 208
b) Engagement of affected stakeholders at all essential stages of due diligence processes	64-69
c) Identification and assessment of negative impacts	94-98
d) Implementation of actions to address these negative impacts	116, 127-129, 133-135, 139, 140, 150-152, 158, 164, 165, 167, 178, 179, 182, 185, 186, 190-192, 196, 199, 205-207
e) Monitoring the effectiveness of these efforts and communicating the results	117, 136, 148, 150-152, 167-169, 176-178, 182, 186, 197, 212, 213

Risk management and internal controls over sustainability reporting

Antibiotice has developed an internal control framework for sustainability reporting, structured based on an internal procedure established in 2024, which clearly defines responsibilities for the collection, verification and validation of data used in ESG reporting. The procedure outlines the sources of information and supporting documentation required to ensure the traceability of data related to each material topic identified through the double materiality assessment. It is subject to periodic review or whenever significant changes occur in the reporting process or in the company's impact profile.

In 2025, the procedure was updated to reflect organizational changes resulting from the reorganization of the G4 Sustainability Working Group into the Sustainability Working Team, in accordance with the internal decision issued in October 2025. No other internal controls were defined or modified during the year.

The risk management process is carried out in accordance with the system procedure Risk Management, developed in line with applicable regulations and internationally recognized professional best practices. Risk identification and assessment are performed in a structured manner, with prioritization based on the level of exposure determined by correlating the likelihood of occurrence with the associated potential impact. The same methodology is applied consistently across all types of risks, regardless of their nature, financial, operational or sustainability related, ensuring a coherent and comparable approach at organizational level. Oversight of the process is ensured by the Risk Management Committee established at the level of the Board of Directors.

The process for assessing potential risks is based on the internal expertise of responsible teams, who are familiar with relevant economic forecasts, legislative developments and the dynamics of the pharmaceutical industry, as well as on the contextual evaluation of emerging trends identified through continuous monitoring of the external environment. It also relies on a combination of qualitative analysis and professional judgment, taking into account economic, social and environmental implications. The assessment of sustainability related risks and opportunities was carried out with the involvement of the Sustainability Working Team, following the identification of impacts, dependencies and relevant external factors.

The main risks identified in relation to sustainability reporting are associated with the complexity of collecting and consolidating data from multiple internal and external sources, ensuring their consistency and availability within the reporting timeline, and the limited availability of data from the upstream value chain. Suppliers, particularly those outside the European Union, may have underdeveloped reporting processes, which limits the accuracy of estimates for indicators that include upstream data.

To manage these risks, the company has implemented a set of internal controls that includes formalized procedures for the collection, verification and validation of ESG data, with clear workflows and responsibilities defined at department level; a reporting calendar with precise deadlines for each stage of the process; review mechanisms at both operational and management levels; and a protocol for collecting data from the value chain, which includes the obligation for suppliers to provide standardized information. In the medium term, the company aims to increase the level of standardization of ESG indicators, align with ESRS requirements, and leverage opportunities for digitalization and automation of data flows, with the objective of enhancing the reliability, traceability and efficiency of reporting.

The findings resulting from risk assessments and from the functioning of internal controls are integrated into internal functions and processes through the periodic updating of ESG data collection, verification and validation workflows. The results are communicated to the functions involved in reporting and are used to adjust controls, clarify responsibilities and improve applicable procedures. Periodic reporting to the governing bodies is carried out quarterly, through written reports, and on an ad hoc basis in the event of major risks or significant deficiencies. In 2025, the Quality Director presented to the Board of Directors a dedicated briefing on the reporting timeline for the Sustainability Statement, including details on ESG data collection and validation.

8.1.3. Strategy and business model

Significant groups of products and services offered

The Antibiotice portfolio is structured around three main strategic directions, reflecting both the company's technological capabilities and its commitment to ensuring broad access to effective and affordable treatments.

Antibiotice is an integrated manufacturer of generic medicines headquartered in Iași, Romania, with activities covering development, production and distribution both on the domestic market and internationally. The company's development strategy is built around the supply of essential and critical medicines, contributing to the improvement of public health and the optimization of healthcare systems. Its business model is centered on the development, manufacturing and commercialization of generic medicines, supported by a diversified portfolio addressing a wide range of therapeutic needs.

Anti-infective medicines

This category represents the company's historical and competitive core and includes anti-infective medicines in oral, injectable and topical forms, with antibacterial spectrum. The antibiotics produced by Antibiotice are essential in both hospital and outpatient treatments, covering a wide range of severe and common bacterial infections. The company actively contributes to national and international efforts to limit antimicrobial resistance through strict packaging policies that ensure compliance with standard treatment regimens and prevent the misuse or incomplete use of antibiotics.

Topical products

Gama de produse topice include dermatologice, oftalmice și tratamente pentru afecțiuni vasculare și hemoroidale. Prin oferta de produse destinate tratamentului dermatitei atopice, psoriazisului și altor afecțiuni dermatologice cronice, Antibiotice contribuie la îmbunătățirea calității vieții pacienților cu afecțiuni care necesită tratament pe termen lung. Segmentul oftalmic și cel vascular completează această gamă, asigurând o prezență semnificativă a companiei în tratamentul topic al unor patologii cu prevalență ridicată.

Treatments for chronic diseasese

The portfolio includes cardiovascular medicines, addressing the increasing incidence of these conditions and the need for effective, safe and affordable therapies. This category also reflects the company's strategy to diversify beyond anti-infectives toward therapeutic areas with sustained and growing demand.

Antibiotice places particular focus on critical medicines, defined as therapies essential for sustaining life or preventing severe deterioration of health, and on essential medicines, which represent basic treatments for common conditions and are fundamental to the effective functioning of any healthcare system.

The company is **the leading manufacturer of first line anti tuberculosis medicines in Romania** and is prequalified by the World Health Organization, enabling it to ensure access to life saving therapies for tuberculosis treatment at a global level, a disease considered by WHO as one of the most serious public health challenges.

The company does not market prohibited products in the markets where it operates. All products distributed internationally are approved by local authorities through Marketing Authorizations and or Import Licenses. Antibiotice does not carry out activities related to the production of chemicals falling under division 20.2 of Annex I to Regulation EC no. 1893/2006 on the manufacture of pesticides and other agrochemical products and does not generate revenues associated with this sector.

Significant markets and customer groups served

National Market

Antibiotice plays a key role in the Romanian pharmaceutical market, where it is a leader in the generic and anti-infective medicines segment. The company distributes its products through strategic partnerships with national distributors serving open circuit pharmacies, including national pharmacy chains, regional mini chains and independent pharmacies, as well as closed circuit pharmacies such as hospital pharmacies. Antibiotice medicines are available in over 360 public hospitals, as well as in most private healthcare facilities in Romania, ensuring nearly full territorial coverage.

Through its distribution partners, Antibiotice participates in public tenders carried out via the SEAP platform, maintaining a success rate of at least 90%, which reflects the company's ability to respond promptly and efficiently to the needs of the national healthcare system. The consumption of products is supported through reimbursement mechanisms of the National Health Insurance House, within annually funded national healthcare programs. Antibiotice is a strategic partner of the Ministry of Health in the national tuberculosis prevention and control program, ensuring the continuous availability of medicines required by patients enrolled in the program, with a permanent stock covering at least three months.

In addition to traditional distribution channels, the company launched in 2025 the online store comenzionline.antibiotice.ro, which facilitates direct consumer access to non-prescription products, including food supplements, cosmetic and dermocosmetic products, medical devices and veterinary nutraceuticals. This channel contributes to reducing geographical barriers to access, improving consumer information and strengthening the direct relationship with customers.

In the long term, Antibiotice's strategy aims to increase the accessibility of essential and critical medicines in lower income areas, with the objective of reducing inequalities in access to healthcare services and appropriate treatments.

International market

Antibiotice continuously expands its global presence, adapting to the requirements of international markets and responding to healthcare needs across diverse regions. The company operates in over 30 international territories in addition to Romania and has its own representative offices in the Republic of Moldova and Vietnam. Its products comply with European international regulations as well as with the requirements of the United States Food and Drug Administration.

On international markets, injectable beta lactam medicines, including Piperacillin Tazobactam, Amoxicillin Clavulanate and Ampicillin Sulbactam, continue to dominate finished product sales. At the same time, Antibiotice holds a reference position globally in the production of the active substance nystatin, used in a wide range of medicines and pharmaceutical forms, with applications in the treatment of fungal infections and addressing essential therapeutic needs across multiple regions.

The company supplies medicines within World Health Organization tuberculosis control programs, actively responding to requests for specific medicines in countries such as Iraq, Yemen, Tunisia and other territories in North Africa. In addition, Antibiotice is expanding its portfolio in underserved regions in Asia and the Middle East, supplying essential medicines in anti-infective and cardiovascular therapies for vulnerable populations, as part of its strategy to contribute to reducing global inequalities in access to treatment.

Headcount of employees and breakdown of total revenue

As of 31 December 2025, Antibiotice recorded a total of **1,356 employees** in Romania, compared to 1,357 as of 31 December 2024. Employees actively contribute to all stages of the company's operations, including research and development, production, quality, sales and distribution, both on the domestic market and internationally.

In 2025, the company recorded total revenues of 685,826,946 RON, of which operating revenues amounted to 669,274,430 RON, mainly represented by net turnover of 645,275,929 RON, including sales of finished products of 609,288,882 RON, sales of products manufactured at other production sites of 185,424,330 lei, revenues from other activities of 2,038,667 RON, and commercial discounts granted of 151,475,950 lei , in accordance with Note 3 "Operating Revenues" in the Financial Statements. Financial revenues totaled 16,552,517 lei.

In 2024, the company recorded total revenues of 692,983,751 RON, of which 685,368,808 RON represented operating revenues and 7,614,943 RON financial revenues. Operating revenues were mainly generated by net turnover amounting to 675,010,971 RON, consisting of sales of finished goods of 619,179,955 RON, sales of products manufactured at other production sites of 169,286,796 RON, and revenues from other activities of 888,981 RON, from which commercial discounts granted in the amount of 114,344,761 RON were deducted.

Sustainability-related goals in terms of significant groups of products and services, customer categories and geographical areas

Antibiotice's sustainability strategy is structured around a set of clear objectives that integrate dimensions related to access to medicines, operational efficiency, positive impact on public health and responsibility towards strategic partners.

With regard to product groups, the company focuses on the continuous supply of critical medicines for the hospital system and on ensuring coverage of requirements within national healthcare programs, including the tuberculosis control program. The strategy aims to diversify the portfolio, with a focus on anti-infective medicines, treatments for chronic diseases and dermatological and ophthalmic products, depending on the needs identified in local and international markets.

From the perspective of customer categories, Antibiotice's objective is to effectively meet the needs of both public and private hospitals, ensuring sufficient medicine stock across all healthcare units in Romania. Through strategic partnerships with distributors, the company maintains a continuous supply flow, reducing the risk of disruptions and ensuring the accessibility of essential treatments. Patient education campaigns on preventing self-medication and promoting the responsible use of antibiotics contribute to reducing the risk of antimicrobial resistance.

From a geographical perspective, the strategy aims to maintain full national coverage in the Romanian market and to gradually expand international presence, strengthening commercial relationships in existing markets while entering new territories in regions with unmet medical needs. From an environmental standpoint, Antibiotice implements measures to optimize logistics and reduce distribution related emissions, including collaboration with regional logistics partners and the use of lower impact transport solutions.

Sustainability related elements of the strategy

Antibiotice's strategy is built around maintaining and expanding a portfolio of essential and critical medicines, with a strong focus on anti-infectives, which have a direct impact on public health and access to basic treatments. The main strategic directions are defined in close alignment with the company's sustainability objectives.

The expansion and consolidation of the portfolio through the launch of new products on local and international markets contributes to increasing the availability of essential medicines, reducing dependency on imports and ensuring continuity of supply, including in times of crisis or pressure on global supply chains. International expansion is approached not only as a driver of economic growth, but also as a mechanism through which the company contributes to improving access to medicines in regions with unmet medical needs, while adapting the portfolio to local regulatory requirements and maintaining high quality standards.

Investments in the modernization of production lines and technological processes support the increase of production volumes and the launch of new products, while simultaneously reducing resource consumption and environmental risks associated with pharmaceutical activities. The company aims to expand its capacity without increasing negative environmental impacts, with technological modernization representing a key condition for the responsible growth of its portfolio.

The environmental objectives integrated into the strategy focus on reducing greenhouse gas emissions Scope 1 and Scope 2 by 46% by 2030 compared to the 2019 baseline, and reducing by 80% the amount of waste disposed of in landfills by 2030 compared to the 2019 baseline.

At the same time, the company aims to expand the supplier assessment process from an ESG perspective so that, within the next two years, the evaluation will cover suppliers representing approximately 90% of total procurement expenditure. In 2025, the assessment process covered suppliers accounting for approximately 80% of procurement expenditure, and the objective is to gradually increase this coverage by including a larger number of relevant suppliers based on purchasing volume.

Details regarding these objectives are presented in the thematic chapters of the sustainability statement E1, E2, E3 and E5.

Description of Antibiotice's business model and value chain model and value chain

Antibiotice focuses on the development, production, and distribution of generic medicines, with a diversified portfolio that includes prescription drugs, over-the-counter (OTC) products, dietary supplements, dermatocosmetics, and veterinary products. The company consistently invests in innovation and research to continuously expand its product portfolio.

Upstream value chain

The upstream value chain of Antibiotice includes suppliers of active pharmaceutical ingredients, excipients, auxiliary raw materials, packaging materials and solvents, as well as equipment and services required for production activities. Suppliers are located both within and outside the European Union, including in Asia, a region that plays a significant role in the global supply of pharmaceutical ingredients. All key suppliers of essential raw materials are qualified in accordance with internal procedures and applicable international standards, including GMP, ISO, FDA and REACH.

The supplier evaluation and selection process is based on clearly defined criteria, with the objective of ensuring high quality raw materials at competitive costs and maintaining continuity of production activities. Antibiotice applies rigorous quality control and traceability mechanisms, supported by advanced monitoring systems from the stage of raw material reception and throughout the entire production flow, ensuring full traceability of resources from source to finished product.

For equipment, the company procures advanced technology primarily from the European Union, including large scale production equipment and laboratory instruments that comply with European standards for health, safety and energy efficiency. Contracts with equipment suppliers include clauses related to compliance with quality standards, delivery terms, commissioning and warranty and post warranty services. Utility procurement, water, gas and electricity, is carried out in Romania from suppliers selected based on criteria that include compliance with local and European standards regarding energy consumption and sustainability.

In licensing projects represent an important component of the upstream value chain, consisting of the acquisition of licenses for products developed by external partners, both within the EU and internationally, as a mechanism for rapidly expanding the portfolio with innovative products or products already established in other markets.

The categories of suppliers, their location and the verification processes applied are presented in the following table:

Category of supplier	Geographical location	Verification process
Materials and raw materials for production	EU & non-EU	Full due diligence: documentation verification, on site audits conducted by internal teams or external firms, and periodic performance evaluations regarding material quality, delivery punctuality and responsiveness to changes or urgent requests. The results of the process contributed to improving the quality of raw materials and reducing noncompliance incidents.
Equipment (including spare parts, maintenance services, etc.)	EU member states and Romania, through local distributors	Supplier due diligence, product testing and verification of certifications. Assessment of equipment compliance with Antibiotice's requirements and monitoring of contract implementation, including services during the warranty and post warranty periods.
Logistics procurement	Romania	Financial assessment and supplier verification performed by the Risk Management Department, based on experience, references and the ability to deliver high quality logistics services.
Licenses (in-licensing projects)	EU and non-EU states	Strict selection criteria: reputation, technical capabilities, certifications, delivery capacity and financial conditions. The process aims to maximize project efficiency and minimize risks across the supply chain.
Transport	Romania	Financial assessment and supplier verification carried out by the Risk Management Department, with a focus on reliability and compliance with safety standards in the transport of medicines and personnel.
Construction	Romania	Financial assessment and Risk Management reports, supported by the request for supporting documentation, including qualification certificates, authorizations and relevant industry experience.
Utilities	Romania	Single supplier for water supply and wastewater services. Electricity and natural gas are selected based on ANRE reports, followed by an analysis of risks, pricing and supplier sustainability.

Production

Antibiotice uses its production capacities, organized across four categories of pharmaceutical forms, to manufacture a wide range of products. A central element of its production activity is the Clinical Studies Center, which conducts bioequivalence clinical trials for both its own products and for external partners from Europe and Canada. The Center operates under an integrated quality system certified according to GMP and GLP standards and complies with the ethical principles set out in the Declaration of Helsinki on medical research involving human subjects. The studies conducted have supported the company's partners in registering their products across multiple international markets.

Distribution and downstream value chain – International market

International sales are carried out through two main models: direct distribution via local distributors for products registered directly by Antibiotice, and collaboration with local or regional manufacturers or distributors for products registered by them. Products are distributed in compliance with international standards through a flexible model adapted to each region, using logistics partners specialized in the transport of products with specific storage and handling requirements.

Portfolio policies applied on international markets are tailored to increase patient access to appropriate treatments through several mechanisms: structuring products in multiple strengths in line with medical guidelines to ensure proper administration across different patient groups; availability in both sterile injectable forms for hospital use and oral forms for continuation of treatment in outpatient settings; adaptation of packaging volumes to climatic conditions, with smaller tubes for regions with high humidity and temperatures such as Asia Pacific and the Middle East, and larger volumes for Europe, North America and Central Asia; and availability in formats suitable for both outpatient and hospital use, ensuring compliance with standard treatment regimens.

The company also applies flexible pricing policies adapted to the economic conditions of each region, maintaining a balance between financial sustainability and patient affordability.

Distribution and downstream value chain – National market

Distribution on the domestic market is carried out through a diversified network of strategic partnerships. Antibiotice operates **6 joint distribution partnerships** for human and veterinary medicines, ensuring efficient portfolio coverage, as well as **4 dedicated partnerships** for the distribution of veterinary medicines for companion animals.

Key stakeholders in the downstream value chain on the national market include national distributors, which ensure the delivery of medicines to hospitals, pharmacies and clinics with optimal territorial coverage; open circuit pharmacies, including national chains, regional mini chains and independent pharmacies, which enable rapid patient access to treatments; closed circuit hospital pharmacies, where medicines for hospitalized patients are distributed; collaborating physicians and pharmacists, who act as the interface with patients, contribute to identifying their needs and support portfolio adjustments; and patients as end users, whose demand directly influences the development of the over the counter product portfolio. Regulatory authorities, through their supervisory role, ensure the legal compliance of all activities.

The structure of the downstream value chain across the main international territories, including product categories and the distribution models applied, is presented in the following table:

Territories	Categories of Commercialized Products	Distribution model and stakeholders
Vietnam **Republic of Moldova** **Serbia**	Sterile Antibiotics Oral Antibiotics Cardiovascular medicines Dermatologicals Topical anti-inflammatory medicines	Medicines are delivered to an importer and received in the local distributor's warehouse. Through regional subsidiaries or sub distributors, sterile antibiotics reach hospitalized patients, while oral forms and cardiovascular medicines are supplied both to hospitals and to pharmacies for outpatient treatment. Periodic medical promotion activities are carried out, including visits to medical practices, pharmacies and participation in conferences. In the Republic of Moldova, promotion activities are conducted by the Antibiotice's own local representative office team.
United Kingdom **USA** **Norway** **Denmark** **Italy** **Germany** **Hungary** **Bulgaria** **Netherlands** **Saudi Arabia**	Sterile Antibiotics	Medicines are delivered to local importers and/or distributors. Sterile antibiotics reach hospitalized patients.
Underserved territories with WHO-subsidized requests (Iraq, Yemen, Kosovo, Ukraine)	Sterile Antibiotics Oral Antibiotics Cardiovascular medicines	Delivery is carried out to importers authorized by the local Ministry of Health or by the World Health Organization, based on the authorization issued in Romania and a Special Import Permit. The products are subsequently distributed through local sub-distribution networks and directly to hospitals.

Interests and views of stakeholders

Antibiotice's stakeholders are divided into two main categories: **affected stakeholders**, whose interests are directly or indirectly influenced by the company's activities, and **users of sustainability reports**, who rely on the reported information to assess the company's performance, impact, and compliance with ethical and sustainability standards.

Affected stakeholders:

Patients and consumers of our products: They are directly affected by the quality, effectiveness, safety, and accessibility of the pharmaceutical products we develop and distribute. Their needs and health are a top priority for the company.

Employees and employee representatives: Directly affected by working conditions, compensation policies, and job security.

Internal suppliers: Directly affected by contracts, commercial conditions established with us, and sustainability requirements.

External suppliers: Directly affected by contracts, commercial conditions established with us, and sustainability requirements.

Distributors: Affected by our distribution strategy and the quality, safety, and efficiency of our products.

Doctors: Professionals who prescribe our products and contribute to their correct use; they are influenced by the efficiency and safety of our products.

Hospitals: Institutions that use our pharmaceutical products to treat patients, affected by the availability and quality of our products.

Workers in the value chain: Individuals involved in the production of raw materials, equipment, and services necessary for the production and distribution of our products, whose working conditions are directly influenced by our requirements and commercial partners.

Local communities: Individuals and organizations from the regions where we operate, affected by the economic, social, and environmental impact of our operations.

The users of sustainability reports:

Shareholders: Existing and potential investors interested in the company's financial performance and long-term sustainability.

Capital providers (banks and other financial institutions): Current or potential financial partners.

Industry associations or industry representatives: Organizations that represent the interests of the pharmaceutical industry and use the information in our sustainability reports to track best practices.

Business associations: Business organizations that follow sustainability standards to evaluate compliance and ethical performance of companies.

Patient associations: Representatives of patients who use sustainability reports to evaluate access to medicines and the quality of our products.

NGOs (non-governmental organizations): Organizations that monitor sustainability and ethical practices in healthcare, the environment, and human rights.

Regulatory and control authorities: Government entities that use the information in our sustainability reports to monitor compliance with legal regulations and ethical standards.

Central and local authorities: The government and local authorities that use the information in our sustainability reports to understand the social and economic impact of our activities on communities.

International organizations: Organizations that monitor compliance with international standards.

Academia: Academics and researchers who analyze our reports to understand the impact of our activities and promote best practices in the industry.

Media: Media organizations that use sustainability reports to communicate to the public about the company's performance and social responsibility.

Stakeholder engagement

Key stakeholders	Type of engagement with stakeholders and how it is organized	Purpose of engagement	How the engagement out-come is taken into account
Affected Stakeholders			
Patients and consumers of our products	• E-mail • Phone • Completion and submission of adverse reaction reporting forms by patients and consumers.	Collection of safety information regarding the products in the company's portfolio.	Depending on the relevance of the information received, it can be recorded in a log, included in documents, or registered in databases.
Employees and employees' representatives	• Direct communication through meetings organized by management with employees • Communication through union leaders • Communication through internal publications • Communication by sending official messages to employees (e-mail) • Communication through posting in designated internal areas • Procedure for addressing individual employee requests or complaints – according to the Internal Regulations • Communication through internal social media groups • Collective bargaining negotiations (CCM) • Conducting studies and opinion surveys on topics of interest for the employer	• Employee awareness of internal regulations • Awareness of the company's actions and future plans • Bilateral communication on topics of common interest • Collective bargaining negotiations (CCM) • Collecting employees' opinions and suggestions regarding the work environment • Resolution of individual requests and complaints • Consultation on topics of mutual interest • Gathering information for the database	• Database completion • Conducting climate studies • Developing action plans to improve the work climate • Collective bargaining negotiations (CCM) • Internal training to familiarize employees with internal regulations
Local suppliers	Continuous collaboration based on contractual relationships and strategic agreements.	Supporting the local economy and developing a sustainable business relationship.	Improving supply chain efficiency through periodic evaluation of supplier performance.
International suppliers	• E-mail • Phone • Face-to-face meetings • Videocall	Commercial interest: acquisition of equipment, spare parts, consumables, and services. Obtaining information/ presentations regarding new technologies and equipment in the pharmaceutical product manufacturing field.	Commercial information is translated into contracts, purchase orders, and feasibility studies for future investment projects.
Distributors	**Local market:** Sales contracts establish the following: • commercial terms (price, quantities, delivery and transport deadlines); • payment terms and return policy; and • other obligations regarding drug safety.	Ensuring access to medicines Increasing production capacity (the company invests in expanding its production capacity)	Based on the feedback received from distributors, the company can adjust/negotiate commercial terms and implement advanced logistics systems to optimize the supply flow and gain real-time visibility over stocks and production, facilitating the process of ordering and delivering medicines.
	International market: • E-mail • Phone • Face-to-face meetings • Videocall • Customer Satisfaction Questionnaire	**International market:** Involvement in various commercial projects for marketing and selling products in international territories. Annual evaluation of customer satisfaction regarding the activities provided by Antibiotice in the value chain (production-delivery), selecting customers who generate 80% of sales value and with a minimum annual contract value of 50,000 USD.	**International market:** Commercial information is transposed into contracts, orders, and specific delivery documents. The results of the annual customer satisfaction evaluation reports are communicated to the Economic Department and the Quality Department. According to the SOP-EXP-003 work procedure, for results with a satisfaction rate >85%, no corrective and preventive actions are required. In 2024, the satisfaction rate was 97.65%. For 2025, the satisfaction rate will be measured until March 31, 2026.

Hospitals	Our company supplies medicines to public and private hospitals in Romania by participating in public tenders, thus ensuring access to treatment for patients in both the public and private healthcare systems.	Ensuring access to essential treatments and medicines.	Our company supplies medicines to public and private hospitals in Romania by participating in public tenders, thus ensuring access to treatment for patients in both the public and private healthcare systems.
Doctors & Pharmacies	**Pharmacovigilance:** • E-mail • Courier/Postal Office • Phone Completing and submitting adverse reaction reporting forms. Sending direct communications to healthcare professionals. Collaboration with Key Opinion Leaders (KOLs) to validate therapeutic strategies. **Local market:** • Consultancy contracts; • Medical events and congresses where new products and clinical studies are presented; • Medical information and education programs; • Distribution of products in pharmacy networks in partnership with contracted distributors (over 8,000 pharmacies nationwide).	**Pharmacovigilance:** Collecting safety information regarding the products in Antibiotice's portfolio. Communicating important safety information regarding human medicines in our portfolio. This type of communication informs about a new safety issue and provides recommendations regarding the measures to be taken to minimize the newly identified safety problem. Ensuring correct and informed use of the products. Increasing doctors' trust in the safety and efficacy of treatments. Optimizing therapeutic strategies based on feedback from practice. Adapting educational and promotional materials according to the needs of doctors. **Local market:** Informing healthcare professionals about the benefits, indications, and proper use of the medicines in the company's portfolio; (doctors are the primary decision-makers in prescribing medications, while pharmacists can guide patients in the correct use of medicines, preventing administration errors). Developing innovative solutions - investments in the research center.	**Pharmacovigilance:** Depending on the relevance of the information re-ceived, it can be recorded in a log, included in docu-ments, or registered in databases. Reports on the number of recipients of the communi-cation, the number of those who received the envelope, and the number of those who opened the email (depending on the method of transmission). Integrating clinical feed-back into the development and improvement of prod-ucts. Updating medical promo-tion strategies based on the latest data and guidelines. Developing new education-al materials to support clinical decision-making by doctors. Optimizing communication between the company and healthcare professionals for effective collaboration. **Local market:** Antibiotice collaborates with healthcare profession-als to: • Identify unmet therapeu-tic needs and develop new medications; • Improve informational materials and develop medical education pro-grams.
Workers in the value chain	In 2025, the company conducted an initial supplier sustainability assessment process, which also included the analysis of aspects related to the respect of workers' rights within the value chain. The assessment was carried out through a dedicated questionnaire sent to relevant suppliers and partners, with the aim of collecting information on their policies and practices regarding working conditions and employee protection. The questionnaire covered, among others, the existence of policies prohibiting forced labor and child labor, equal opportunities and non-discriminatory treatment, respect for employees' contractual rights, occupational health and safety, as well as the existence of grievance mechanisms, training programs, reporting of workplace accidents, the right to freedom of association and the existence of collective bargaining. The information obtained was used to build an initial overview of suppliers' practices regarding working conditions and to support the next steps in structuring the sustainability assessment process across the value chain.		
Local community	Involvement through environmental education programs, partnerships for environmental projects, and volunteer work. Collaboration on recycling projects, emission reduction, and conservation of natural resources. Among the initiatives dedicated to community engagement is the "Open Doors Day," which provides community members with the opportunity to visit the company, learn more about its activities and participate in information and consultation sessions regarding the company's impact on the environment and the local community	Creating a clean and sustainable environment, protecting local biodiversity, and reducing pollution.	Assessing the impact of the company's activities on the local community through direct feedback and adapting the environmental strategy based on this feedback.

Key stakeholders	Type of engagement with stakeholders and how it is organized	Purpose of engagement	How the engagement out-come is taken into account
Users of Sustainability Statement			
Shareholders	The main communication channels with shareholders are: phone, email, calls, and direct meetings at the company's headquarters.	Promoting transparency and accountability of the management team, establishing a strong image and reputation, increasing investor trust and satisfaction, and informing shareholders about the company's strategies and development plans.	Improving and adapting the company's strategy based on the feedback received.
Capital providers (such as banks and other financial institutions)	The main communication channels with banks and financial institutions are phone, email, meetings at the company's headquarters or at the capital providers' headquarters, and participation in conferences organized by the capital providers.	The creditworthiness analysis conducted by capital providers impacts financing costs. Partnerships with capital providers contribute to achieving the company's strategic development objectives.	Implementing measures that contribute to maintaining economic and financial soundness to reduce financing costs.
Associations or industry bodies/ Industry representatives	Antibiotice is a member of an industry organization in the pharmaceutical sector. Within the association, there are several working groups (6 specialized groups), and our company has a representative in each of these groups. The meetings take place online and/or in person, and the group's opinion is voted to validate communication (a majority vote is required for the public release of messages).	Periodically, the association sends stakeholders and/or publicly presents topics of interest related to healthcare, the pharmaceutical market, the medical system, etc., raising awareness about generics (pricing system, authorization process, impact on budget savings, inclusion in reimbursement lists).	Through these groups, it is possible to influence legislation and system rules in favor of increasing the contribution of generics to the national healthcare system.
Business associations	Email, workshops, seminars, meetings, conferences, and meetings with specific themes related to the company's activities. • E-mail • Phone • Face-to-face meetings	Interacting with representatives from other companies in the national and international business environment to develop partnerships and collaborations on topics of interest. Updates on legislative projects in the field of international trade.	The information accessed as a result of participation or involvement in organized actions can contribute to the smooth operation of the business, to the extent that it is relevant to the company's business activity. The information is integrated into business plans, as risks/ opportunities for medium- and long-term development.
Patient associations	• Conferences • E-mail • Meetings	Projects with themes proposed by associations.	The information is integrated into the company's future plans.
NGOs	• E-mail • Phone	Involvement in social responsibility projects.	Organizing events in which we involve them, based on identified themes and needs.
Regulatory and control authorities	**Labor regulatory authorities:** **Collaboration through communication** • Direct: participation in training sessions, professional development courses, inspections conducted by the authority • Indirect: phone, email, through specific documents (reports, research files, maternal risk files, etc.) **Public health regulatory authorities:** • Direct: meetings upon request, inspections, thematic controls • Indirect: phone, email	Compliance with legal requirements for the conducted activity Increasing training levels, reducing workplace risks Ensuring compliance with environmental legal requirements and improving environmental performance Ensuring compliance of manufacturing sites and products.	Verification of compliance with legal requirements, taking the information and translating it into workplace practices for employee safety Implementation of measures to reduce emissions, manage resources efficiently, and minimize waste Verification of compliance with legal requirements, taking the information and applying it to ensure the quality, efficacy, and safety of products.

	Environmental Protection regulatory authorities: • Direct: meetings upon request, inspections. Collaboration through periodic reports, participation in consultations, and compliance with regulations regarding emissions, waste management, and natural resource usage. • Indirect: phone, email **Environmental regulatory authorities:** • Direct: meetings upon request, inspections. Collaboration through periodic reports, participation in consultations, and compliance with regulations regarding emissions, waste management, and natural resource usage. • Indirect: phone, email **Environmental Fund Regulatory Authorities:** • Direct: meetings upon request, inspections. Collaboration through periodic reports, participation in consultations, and compliance with regulations regarding emissions, waste management, and natural resource usage. • Indirect: phone, email **Environmental and Water regulatory authorities:** • Direct: meetings upon request, inspections. • Indirect: phone, email **Regulatory authorities for medicines and medical devices:** • Direct: meetings upon request, inspections. • Indirect: phone, email **Regulatory authorities in EU member states:** • Direct: meetings upon request, inspections. • Indirect: phone, email		
Central and Local Authorities (Embassies, Consulates)	Collaboration through local environmental protection initiatives, public consultations, and compliance with local legislative requirements regarding the management of natural resources and waste.	Reducing environmental impact and aligning with local regulations.	Adopting environmental protection measures, reducing resource consumption, and optimizing waste management.
International organizations	Active participation in international initiatives and commitments for reducing carbon emissions and the sustainable use of resources. Alliances for critical medicines Engagement in international networks such as the United Nations Global Compact, to promote sustainability principles, human rights, labour standards and anti-corruption. Authorities for preparedness and response to public health emergencies	Increasing transparency and commitment to sustainability Increasing transparency and commitment to ensuring access to medicines	Implementing best practices and green technologies to minimize environmental impact. Delivering medicines to patients and healthcare systems.

Academia	Partnerships in environmental protection research and the implementation of sustainable solutions to reduce environmental impact.	Supporting scientific research for the development of sustainable practices.	Using research results to integrate innovative ecological solutions into production processes and operations.
Media	• Email • Phone • Direct contact • Press conferences • Events (e.g., ZF Pharma) • Press releases • Media trips • Interviews • Statements Collaboration through press releases, interviews, press conferences, articles in specialized publications. Involvement in awareness campaigns regarding environmental protection and sustainability.	Informing the public about the company's environmental protection measures, promoting environmental responsibility, and creating a positive image of the company.	Evaluating the impact of media communication on the company's reputation and adjusting the communication strategy to better reflect ecological commitments.

Antibiotice ensures the periodic informing of management and supervisory bodies regarding stakeholders' views and interests through a structured set of reporting and monitoring mechanisms. Sustainability reports, which include assessments of the impact of operations on the environment and society, the identification of relevant risks and the highlighting of strategic opportunities, are reviewed annually by the Board of Directors and the executive management to support strategic decision making and alignment with ESG objectives.

Significant sustainability related matters, including ESG risks, supplier performance and compliance with applicable regulations, are systematically discussed within Board of Directors meetings, ensuring appropriate oversight and well-grounded management decisions. At the same time, the Sustainability Working Team submits quarterly summary reports to the executive management on developments and changes in stakeholder expectations, facilitating the timely adoption of appropriate measures.

Material impacts, risks and opportunities and their interaction with strategy and business model

Antibiotice continuously identifies and assesses significant impacts, risks and opportunities associated with its activities, both at the level of its own operations and within value chain relationships, integrating these analyses into its strategy and business model, as well as into decision making processes. The assessment is based on internal data, operational process monitoring and the analysis of external factors, including pharmaceutical sector specific regulations, market requirements and stakeholder expectations.

The company's operations generate effects on the environment, the community and the value chain. The material impacts identified include energy consumption, waste management, working conditions, supplier relationships and transparency in non-financial reporting, all of which directly influence strategic decisions, investment prioritization and the way the company manages operational and compliance risks. The company's response to these impacts is reflected in initiatives such as expanding the use of renewable energy through the installation of photovoltaic panels, implementing programs to improve resource efficiency and reduce environmental footprint, as well as social responsibility actions, such as expired medicines recycling programs and the continuous improvement of working conditions.

With regard to the supply chain, in September 2025 Antibiotice carried out its first formal supplier assessment process from a sustainability criteria perspective, as part of the double materiality analysis for the 2025 Sustainability Statement. Suppliers relevant to the top 80% of procurement (based on 2024 data) were assessed. Over the next two years, the company aims to expand the supplier assessment process from an ESG perspective, so that it covers suppliers representing approximately 90% of the total procurement spend. The purpose of the assessment was to identify and collect information on impacts, risks and opportunities associated with the upstream value chain, with a focus on environmental, social and governance dimensions.

At the same time, the company launched the Code of Conduct for Partners, communicating expectations regarding ethics, sustainability and compliance, and collecting statements of adherence from partners. These initiatives strengthen transparency and accountability within the supply chain and support the decision-making process of both management and the Board of Directors. The identified material opportunities are also leveraged through participation in external sustainability assessments. Antibiotice S.A. obtained an ESG Risk Rating score of 17.7, being classified in the Low-Risk category, with a medium exposure (45.0) and strong ESG risk management (65.2), according to the Sustainalytics assessment. This result places the company above the pharmaceutical industry average, confirming the effectiveness of its governance systems and the robustness of its risk management approach.

At the same time, the company achieved a total score of 72 points at the EcoVadis evaluation, positioning it in the upper tier of evaluated companies. The pillar scores were: 89 for Environment, 70 for Labour & Human Rights, 72 for Ethics and 53 for Sustainable Procurement. Following this assessment, between June and October 2025, Antibiotice carried out the process of communicating and securing supplier adherence to the Code of Conduct, as well as conducting the ESG supplier assessment, in order to strengthen responsibility across the value chain. These actions mark the first full ESG assessment cycle and provide a solid baseline for planned improvements in the coming years.

For transparency, Antibiotice also achieved the Gold level in the Romania Corporate Sustainability & Transparency Index, a result that strengthens its reputation among investors and international partners and supports its expansion into external markets. In addition, the company received the Best ESG Performance & Communication award at the ARIR Gala 2025 in the Small/Mid Cap category. This latest recognition reflects the progress made over the past year, including well-grounded environmental projects, investments in modernization, transparent reporting, and open dialogue with the community.

From a financial perspective, Antibiotice assessed sustainability related risks and opportunities within the Romanian economic context in 2025, characterized by high and persistent inflation, fiscal pressures and macroeconomic imbalances. The main risks with potential financial impact relate to increasing costs of compliance with environmental regulations, fluctuations in the prices of raw materials and essential resources, and supply chain vulnerabilities, in the context of increasingly stringent legislative requirements regarding pharmaceutical waste management and resource use. In the short term, these risks may materialize through increases in operating expenses required to align with regulatory requirements.

In the medium and long term, the transition toward circular economy models and the use of alternative sources of raw materials may generate significant benefits, including reduced resource procurement costs and access to green financing instruments. The adoption of proactive sustainability measures may also strengthen the company's competitiveness on European markets, where ESG criteria are becoming increasingly relevant in the selection of business partners. The assessment did not include a precise quantification of the financial impact on financial position, performance and cash flows, and therefore no significant adjustments to the carrying values of assets and liabilities are expected during the reporting period. Antibiotice continues to develop more robust methodologies for assessing sustainability related financial risks in order to integrate these aspects more rigorously into decision making processes.

The company's strategy and business model are oriented toward medium- and long-term resilience, supported by significant structural investments and clear commitments to reducing environmental impact. In November 2025, Antibiotice signed a financing agreement of approximately 75 million EUR for the project "INOVA a+ research and development center and production of critical medicines", funded through the Health Programme Priority 9 STEP, with implementation planned between November 2025 and November 2029. The investment aims to create a modern infrastructure for research, development and production of critical medicines, contributing to strengthening the company's strategic position and securing the pharmaceutical value chain at both national and European level.

In addition, in 2025 Antibiotice committed to the Science Based Targets initiative, undertaking to set greenhouse gas emission reduction targets aligned with the 1.5°C global warming scenario, with decarbonization plans to be published following the official validation of these targets.

The impacts, risks and opportunities described are the result of a structured double materiality assessment process, through which Antibiotice evaluates both the effects of its activities on people and the environment and how sustainability factors may influence the company's financial performance and position. The following table presents the identified material IROs, indicating their source, estimated time horizon and their linkage to the company's activities, business model and strategy.

Topic/ Sub-topic/ Sub-subtopic	Description of material impact	Nature of impact	Location in the value chain	Time horizon	How it affects/ could affect the people and the environment	Derives from strategy and business model
ENVIRONMENT						
Climate change/ Climate change adaptation & Climate change mitigation	The pharmaceutical production and international transportation of raw materials and equipment significantly contribute to greenhouse gas emissions. These activities generate a considerable carbon footprint, having a negative impact on the environment.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Greenhouse gas emissions contribute to climate change, affecting biodiversity and increasing the risk of extreme phenomena, while air pollution can cause respiratory and cardiovascular issues among the population.	Yes, as a result of production processes. Reduction targets are part of the company's strategy.
	The manufacturing process of medicines and the raw materials used in production requires large amounts of energy. Excessive consumption of non-renewable resources can amplify the effects of climate change and lead to the depletion of local natural resources.	Negative, Actual	Upstream, Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	High consumption of non-renewable energy increases CO emissions, contributing to global warming. The depletion of local natural resources can affect ecosystems and the access of communities to energy.	Yes, as a result of production processes. Reduction and efficiency objectives for energy consumption are part of the company's strategy.
Climate change/ Energy	The manufacturing process of medicines within Antibiotice requires significant amounts of energy. If this energy comes from non-renewable sources (coal, natural gas), the company contributes to greenhouse gas emissions, amplifying the effects of climate change.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Greenhouse gas emissions resulting from the use of non-renewable energy contribute to climate change, affecting air quality and public health.	Yes, from the production process. The company has objectives in its strategy to increase the share of renewable energy.
	In addition to electricity and thermal energy consumption, the company's transport fleet, which uses diesel and gasoline, significantly contributes to greenhouse gas emissions. The company's own fleet and the international transport of raw materials are a major source of CO emissions and other polluting gases.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	CO_2 emissions and other polluting gases from transportation contribute to global warming and air quality degradation. This can affect public health by increasing the incidence of respiratory diseases and impact ecosystems through atmospheric pollution.	Yes, from daily operations. The company has objectives in its strategy to increase the number of electric vehicles.
	The use of fossil fuels in the transport fleet generates, in addition to CO, emissions of fine particles and nitrogen oxides (NOx), contributing to air pollution, especially in urban and industrial areas.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Emissions of fine particles and NOx from transportation pollute the air, affecting respiratory health and contributing to climate change.	Yes, from daily operations. The company has objectives in its strategy to increase the number of electric vehicles.
Pollution/ Pollution of air	The process of manufacturing medicines, both internal and international transportation of raw materials, and the use of the company's own fleet of vehicles operating on fossil fuels contribute to CO_2 emissions and other pollutants, which amplify climate change.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	CO_2 emissions and pollutants from production and transport exacerbate climate change and affect air quality, impacting human health and ecosystems.	Yes, from daily activities. The company has objectives in its strategy to increase the number of electric vehicles.
	The fleet of transport contributes to air pollution through emissions of fine particles (PM10, PM2.5) and nitrogen oxides (NO_2), with a negative impact on air quality.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	CO_2 emissions and pollutants from production and transportation exacerbate climate change and affect air quality, impacting human health and ecosystems.	Yes, from daily activities. The company has objectives in its strategy to increase the number of electric vehicles.
	The factories of raw material and equipment suppliers may generate high emissions from industrial processes, contributing to both local and global pollution.	Negative, Actual	Upstream	Impact derived from supplier relationships. Currently, the company does not have data to assess the scale or time horizon.	Industrial emissions from suppliers can degrade air quality, affecting the health of local communities and contributing to global pollution and climate change.	Yes, from business relationships. The objective regarding the evaluation of suppliers is part of the company's strategy.

Pollution/ Pollution of water	Pharmaceutical production requires large quantities of water for various industrial operations, including equipment washing and cooling systems. If the water is not properly treated before being discharged into the environment, it can lead to water pollution with hazardous chemicals and pharmaceutical residues.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The intensive use of water can lead to the depletion of local resources, and improper discharge of wastewater can contaminate aquatic ecosystems, affecting biodiversity and human health.	Yes, from the production activity. The company has objectives in its strategy to reduce the intensity of water consumption and to comply with the wastewater quality standards.
Pollution/ Pollution of living organisms and food resources	In Romania, weak legislation regarding the collection and management of expired or unused medications can lead to indirect exposure of the population to pharmaceutical substances through the contamination of water and food sources.	Negative, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Poor management of expired medications can contaminate water sources and soil, affecting public health through exposure to pharmaceutical substances. This can increase the risk of toxicity and the emergence of antimicrobial resistance.	Yes, due to the nature of the activity. The company aims to promote the responsible disposal of medications to reduce risks to the environment and public health.
Pollution/ Substances of concern & Substances of very high concern	Antibiotice uses substances that fall into categories defined as hazardous, including categories 1 and 2, toxic for reproduction or dangerous for aquatic environments. Accidental spills or improper handling of these substances can contaminate water, soil, and air, affecting ecosystems and public health.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Hazardous substances used in production can severely affect the environment and human health if not properly managed. Accidental spills or improper disposal can contaminate water, soil, and air, endangering ecosystems and local communities.	Yes, due to the nature of the activity. The company aims to strictly comply with legislative requirements.
	Some pharmaceutical substances used in production can be persistent, bioaccumulative, and toxic (PBT), meaning they can accumulate in the environment over the long term, affecting food chains and biodiversity.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Persistent, bioaccumulative, and toxic (PBT) substances can contaminate ecosystems over the long term, affecting food chains and biodiversity. Their accumulation in soil and water can lead to indirect exposure of humans and animals, with negative effects on health and the environment.	Yes, due to the nature of the activity. The company aims to strictly comply with legislative requirements.
	Accidental exposure to hazardous substances or those toxic to reproduction can severely impact the health of local communities, especially in the case of uncontrolled spills or water contamination, leading to long-term health issues.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Accidental exposure to hazardous substances can contaminate water and soil, affecting the health of local communities. Over the long term, this can lead to chronic diseases and other negative effects on both the population and ecosystems.	Yes, due to the nature of the activity. The company aims to strictly comply with legislative requirements.
Pollution/ Microplastics	Microplastics are generated either directly, through the use of polymers in pharmaceutical production or in product packaging, or indirectly, through the breakdown of plastic fragments from packaging and pharmaceutical waste. These small particles can contaminate bodies of water and soil, disrupting ecosystems and biodiversity. They are difficult to eliminate and persist in the environment, amplifying long-term pollution.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Microplastics can contaminate water and soil, affecting biodiversity and ecosystems, and their persistence in the environment exacerbates long-term pollution.	The impact derived from supplier relationships is currently unknown, as the company lacks data to assess the scale or time horizon of the effects.
Water and marine resources/ Water/ Water withdrawals	If water resources are exploited intensively or contaminated, local communities' access to clean drinking water may be reduced. This is particularly problematic in areas where water is a limited resource. Uncontrolled spills or insufficient treatment of wastewater can negatively impact public health and the quality of life in surrounding areas.	Negative, Actual	Upstream, Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Intensive exploitation or contamination of water can reduce communities' access to drinking water, affecting public health and quality of life, especially in areas with limited resources.	Yes, from production processes. The company has the objective of strictly adhering to legislative requirements.
Water and marine resources/ Marine resources/ Extraction and use of marine resources	Pharmaceutical plastic packaging that is not properly collected and managed can end up in seas and oceans, where it contributes to microplastic pollution. Microplastics are ingested by marine organisms, causing irreparable harm to their health and affecting the marine food chain.	Negative, Actual	Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Improperly collected pharmaceutical packaging contributes to water pollution with microplastics, affecting marine organisms and disrupting the food chain.	Yes, from production processes.
	Pharmaceutical substances and microplastics from packaging, once in the marine environment, can contaminate aquatic organisms, which are consumed by humans. This can expose the population to toxic substances or pharmaceutical compounds that affect long-term health, generating risks of chronic diseases and hormonal disorders.	Negative, Actual	Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The contamination of marine organisms with pharmaceuticals and microplastics can expose the population to toxins, increasing the risk of chronic diseases and hormonal disorders.	Yes, from production processes.

Circular economy/ Resources inflows, including resource use	Antibiotice is dependent on water resources in the production process, for equipment cooling, cleaning, and as a component of medications. Excessive water usage can contribute to the depletion of local water resources and affect ecosystems that rely on water for their functioning.	Negative, Potential	Upstream, Own operations	It is likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.	High water consumption can reduce its availability for local communities and ecosystems in the region, affecting both biodiversity and the population's access to essential drinking water resources	Yes, from production activities. The company has objectives in its strategy to reduce water consumption intensity and ensure compliance with wastewater quality standards.
	Pharmaceutical production is an energy-intensive process, and the use of non-renewable energy sources, such as fossil fuels, contributes to carbon emissions and climate change. Antibiotice uses large amounts of energy to operate production lines and infrastructure, and the lack of a transition to renewable energy may exacerbate the negative environmental impact.	Negative, Actual	Upstream, Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The high consumption of energy from non-renewable sources contributes to greenhouse gas emissions, exacerbating climate change and affecting air quality. A delayed transition to green energy may increase the long-term negative environmental impact.	Yes, as a result of production processes. The company has objectives to reduce and optimize energy consumption as part of its strategy.
Circular economy/ Waste	Pharmaceutical or chemical waste improperly disposed of can contaminate soil and groundwater, affecting the health of ecosystems and reducing their ability to support life. Toxic substances can persist in the environment and affect biodiversity through accumulation in food chains.	Negative, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The improper disposal of pharmaceutical and chemical waste can pollute the soil and groundwater, affecting the health of ecosystems and biodiversity.	Yes, as a result of production processes. Objectives to reduce the amount of waste stored are part of the company's strategy.
	Improper disposal or discharge of antibiotics and other antimicrobial agents can lead to the development of antimicrobial resistance in the natural environment. This phenomenon affects human and animal health, as resistant bacteria can spread, making medical treatments less effective.	Negative, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Improper disposal of antibiotics promotes the development of antimicrobial resistance, reducing the effectiveness of medical treatments for humans and animals. Resistant bacteria can spread in the environment, increasing the risk of infections that are difficult to treat.	Yes, due to the sector of activity. The company implements consumer education campaigns.
	If pharmaceutical product packaging made of plastic is not properly recycled, it can contribute to land and marine pollution. Plastic can persist in marine ecosystems, being ingested by organisms and disrupting marine food chains.	Negative, Actual	Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Improperly managed plastic packaging waste can pollute soil and water, affecting biodiversity. In marine ecosystems, plastic can be ingested by organisms, disrupting food chains and accumulating in the environment in the long term.	Yes, as a result of production processes. Objectives for reducing the amount of waste stored are part of the company's strategy.
SOCIAL						
Own workforce/ Working conditions/ Secure employment	The company plays an important role in creating jobs and supporting the local economy. Good working conditions contribute to the social and economic stability of the community, while poor working conditions can exacerbate inequalities and social issues in the region.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Stable jobs and good working conditions contribute to economic stability and reduce social inequalities.	Yes, through human resources policies.
	By providing stable jobs with competitive salaries and attractive social benefits, Antibiotice contributes to the economic growth of local communities. These jobs support families and develop local economies, helping to reduce economic inequalities.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Stable jobs, competitive salaries, and social benefits support local economic development and reduce economic inequalities.	Yes, through human resources policies.
Own workforce/ Working conditions/ Adequate wages	Inadequate or unfair wages can generate dissatisfaction among employees and affect the company's ability to attract and retain talent. Salary discrimination based on gender, age, or other factors can affect social equity and employee rights.	Negative, Potential	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Fair and competitive salaries contribute to employee satisfaction, workforce stability, and the reduction of social inequalities.	Yes, through human resources policies.
Own workforce/ Working conditions/ Working time & Work-life balance	By adopting policies that support work-life balance (flexible schedules, remote work, paid leave), Antibiotice improves the quality of life for its employees and has a positive impact on their mental and physical health. This, in turn, creates a healthy organizational culture that is respected externally.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The balance between professional and personal life contributes to employee well-being, stress reduction, and increased productivity, fostering a healthy work environment.	Yes, through human resources policies.

Own workforce/ Working conditions/ Health and safety	Implementing strict health and safety standards at the workplace can have a positive impact on the local community and the pharmaceutical industry as a whole. Employees who benefit from safe working conditions will be healthier, more productive, and more loyal to the company, contributing to the creation of a positive corporate culture.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Safe working conditions reduce health risks for employees, increase their productivity and loyalty, and have a positive impact on the community and the industry	Yes, through human resources policies.
	By implementing responsible working practices, the company can become a role model in the pharmaceutical industry and other sectors. The company can contribute to raising standards regarding health, safety, wages, and labor rights, inspiring other companies to adopt similar practices.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	By promoting responsible working practices, the company can improve industry standards, positively influencing the health, safety, and rights of employees.	Yes, through human resources policies.
Own workforce/ Equal treatment and opportunities for all/ Gender equality and equal pay for work of equal value	By offering fair salary policies and promoting gender equality in the workplace, Antibiotice contributes to reducing income inequality and improving gender balance in leadership positions. This creates a positive influence on the community and inspires other organizations to adopt the same standards.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The implementation of fair salary policies and the promotion of gender equality contribute to reducing economic inequalities and increasing diversity in leadership positions. This supports an inclusive work environment.	Yes, through human resources policies.
Own workforce/ Equal treatment and opportunities for all/ Training and skills development	By providing equal opportunities for professional development and continuous training, the company improves the employability and professional mobility of its employees. Employees with new skills become valuable assets and can contribute more effectively to the development of the local economy and the pharmaceutical industry.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Offering equal opportunities for training and professional development enhances employees' employability and professional mobility, supporting both local economic growth and the progress of the industry.	Yes, through human resources policies.
Own workforce/ Equal treatment and opportunities for all/ Measures against violence and harassment in the workplace	Creating a safe, violence-free, and harassment-free work environment contributes to employees' well-being and fosters a pleasant and productive work atmosphere. By promoting ethical behavior and respect in the workplace, Antibiotice strengthens its role as a responsible employer.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	A safe work environment, free from violence and harassment, enhances employee well-being and boosts productivity.	Yes, through human resources policies.
Own workforce/ Equal treatment and opportunities for all/ Diversity	Diversity brought by employees from different social, cultural, and ethnic backgrounds contributes to a more creative work environment. Diversity is a driver for economic growth and sustainable development, and Antibiotice can play an important role in strengthening this aspect within the local community.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	A diverse environment stimulates innovation and collaboration, improving organizational performance and social cohesion. Equal access to opportunities supports inclusion and community development.	Yes, through human resources policies.
Own workforce/ Other work-related rights/ Privacy	Antibiotice can contribute to protecting the fundamental rights of its employees by implementing strict privacy policies regarding personal data (health information, salary data, work history, etc.). This creates a safer and more equitable work environment, fostering trust and respect between employees and the company.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Protecting employee data ensures a safe and equitable work environment, preventing abuse and strengthening trust in the company.	Yes, through human resources policies.
Affected communities/ Communities' economic, social and cultural rights/ Adequate housing	The company's activities can contribute to improving the standard of living for its employees, enabling them to access better housing. Local economic growth can lead to infrastructure development and improved living conditions for communities.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Access to stable and well-paid jobs can improve employees' living conditions and support the development of local infra-structure.	Yes, it aligns with the company's sustainability and expansion objectives.

Affected communities/ Communities' economic, social and cultural rights/ Adequate food	By creating stable jobs and supporting local communities, Antibiotice contributes to the economic security of the region, reducing the risks of poverty and social insecurity. Employees and workers who benefit from economic stability contribute to strengthening overall security within the community.	Positive, Actual	Own operations	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The stability of jobs and the economic support provided to communities reduce the risk of poverty and contribute to the social and economic security of the region.	Yes, it aligns with the company's sustainability and expansion objectives.
Consumers and end-users/ Information-related impacts for consumers and/or end-users/ Access to (quality) information	Antibiotice, by providing precise and detailed information about its products (including detailed leaflets and clear labeling), can help improve access to accurate information for consumers and patients. A well-written leaflet, accompanied by clear instructions, helps end users understand the correct usage, side effects, and contraindications of the products. The lack of clear information or the provision of misleading information can lead to improper use of medicines, which may affect the health of consumers.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Clear and detailed information about medications ensures correct usage and reduces health risks for consumers, preventing adverse effects and dangerous self-medication.	Yes, by the nature of the activity.
	Antibiotice can play an important role in informing and educating consumers and healthcare professionals through awareness campaigns, explaining the benefits and risks of the medications it produces. This positive impact is reflected in the responsible use of pharmaceutical products, reducing the risk of self-medication or incorrect usage. Indirectly, insufficient access to correct information regarding products can lead to distrust among consumers and misuse of medications, affecting both public health and the company's reputation.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Correct information and education for consumers and healthcare professionals contribute to the responsible use of medications, preventing self-medication and reducing risks to public health.	Yes, by the nature of the activity.
	Antibiotice can contribute to increasing consumer trust by providing transparent information about active ingredients, excipients, and the origin of the raw materials used. This transparency can help avoid issues related to allergic reactions and increase user confidence in the company's products. On the other hand, a lack of transparency regarding the exact composition of products or unclear information about the origin of raw materials can create risks to users' health.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Transparency regarding ingredients and the origin of raw materials reduces the risks of adverse reactions and increases consumer trust in the company's products.	Yes, by the nature of the activity.
	Antibiotice can help consumers properly manage unused or expired medications, thereby reducing the risks of environmental pollution. The lack of clear information regarding the proper disposal of medications can lead to improper handling, contributing to environmental pollution and affecting public health.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Clear information about the disposal of expired medications helps protect the environment and prevent the contamination of water resources.	Yes, by the nature of the activity.
Consumers and end-users/ Personal safety of consumers and/or end-users/ Health and safety	Antibiotice has an implicit positive impact on public health by producing high-quality medicines that meet international standards, helping to maintain public health and increasing access to essential treatments. This positive impact is evident through the company's contribution to healthcare systems in Romania and other countries where it exports, providing accessible solutions for various medical conditions.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The production of high-quality and affordable medicines supports public health by facilitating access to essential treatments.	Yes, by the nature of the activity.
Consumers and end-users/ Personal safety of consumers and/or end-users/ Protection of children	The development of safe medicines for children, adapted to appropriate doses and pharmaceutical forms, contributes to the protection of the most vulnerable users. A positive impact is reflected in reducing the risks of overdose and improving the safety of pediatric treatments. However, the lack of clear information or secure packaging can have negative effects, increasing the risk of accidents.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Adapting medicines for children reduces the risk of overdose and improves the safety of administering pediatric treatments.	Yes, by the nature of the activity.

Consumers and end-users/ Social inclusion of consumers and/or end-users/ Non-discrimination	Antibiotice can contribute to social inclusion by developing products tailored to the specific needs of vulnerable groups, such as people with disabilities, the elderly, or children. Easy-to-use packaging, accessible leaflets, and products that are easy to administer can facilitate access for these groups to medical treatments. A negative impact could arise if the products are not adapted to these needs, thereby limiting their access to appropriate treatments.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Adapting pharmaceutical products to the needs of vulnerable groups improves their access to essential treatments.	Yes, by the nature of the activity.
	Providing clear and accessible information, including for people with visual disabilities or those with low education levels, contributes to true social inclusion. Antibiotice can have a positive impact by using simple language, easy-to-read leaflets, or technology that facilitates access to information (e.g., audio labels). A negative impact could occur if information is presented in a technical or inadequate way for groups with special needs, limiting access to essential information.	Positive, Actual	Downstream	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.	The accessibility of medical information allows all patients to understand treatments correctly and use them safely.	Yes, by the nature of the activity.
Consumers and end-users/ Social inclusion of consumers and/or end-users/ Access to products and services	Antibiotice can facilitate access even for consumers in rural or hard-to-reach areas by ensuring an efficient distribution of medicines both nationally and internationally. A negative impact may occur if distribution is uneven, and certain regions or social categories remain without access to the company's products.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Equitable access to medicines ensures essential treatments for all patients.	Yes, by the nature of the activity.
	Antibiotice can contribute to social inclusion by developing and promoting products that improve the quality of life for individuals in marginalized social categories, such as refugees, impoverished communities, or people affected by chronic illnesses. The lack of such initiatives can lead to the exclusion of these groups from quality healthcare, exacerbating social inequalities.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Equitable distribution of medicines helps marginalized individuals access essential treatments, improving their quality of life and reducing health inequalities.	Yes, by the nature of the activity.
Consumers and end-users/ Social inclusion of consumers and/or end-users/ Responsible marketing practices	Antibiotice can have a major positive impact by contributing to equitable access for all categories of consumers to essential medicines. Through the production of generic drugs and affordable prices, the company can ensure that vulnerable or low-income groups also have access to basic medical treatments. A negative impact could arise if prices are high or unevenly distributed, thus excluding certain population groups from essential treatments.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	The accessibility of essential medicines improves public health and reduces inequalities in healthcare.	Yes, by the nature of the activity.

GOVERNANCE

Business conduct/ Corporate culture	A well-applied and integrated ethical code of conduct at all levels of the organization can create a positive impact by establishing a transparent, respectful, and responsible work environment. This contributes to increasing trust among employees and business partners in the company. A negative impact can occur if the code of conduct is merely formal, with no practical application, which can lead to distrust and compliance issues.	Positive, Potential	Upstream, Own operations, Downstream	It is likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.	Adherence to clear principles of ethics and transparency contributes to a safe and fair work environment, strengthening trust between employees and management.	Yes, through internal ethics and business responsibility policies.
	Antibiotice can have a positive impact by promoting corporate values that align with social and environmental expectations, integrating sustainability and social responsibility into its activities. Discrepancies between the expressed values and the actual actions of the company can have a negative impact, undermining the trust of the public and employees.	Positive, Potential	Upstream, Own operations, Downstream	It is likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.	Aligning the company's activities with sustainability principles can reduce the environmental impact and increase the community's trust in the company's social responsibility.	Yes, through internal ethics and business responsibility policies.
	Antibiotice can have a positive impact by promoting corporate values that align with social and environmental expectations, integrating sustainability and social responsibility into its activities. Discrepancies between the expressed values and the actual actions of the company can have a negative impact, undermining the trust of the public and employees.	Positive, Potential	Upstream, Own operations, Downstream	It is likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.	Aligning the company's activities with sustainability principles can reduce the environmental impact and increase the community's trust in the company's social responsibility.	Yes, through internal ethics and business responsibility policies.
Business conduct/ Protection of whistle-blowers	The implementation of strong whistleblower protection policies helps identify and promptly address unethical or illegal practices, having a significant positive impact on the community. By encouraging the reporting of irregularities related to production, safety, or the environment, the company ensures that potential impacts are managed effectively, protecting public health and the surrounding environment. As a result, communities around the factories benefit from a safer and cleaner environment, contributing to a better quality of life.	Positive, Actual	Upstream, Own operations, Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Protecting whistleblowers ensures a safer environment for communities by preventing health risks and reducing pollution through the prompt reporting and correction of non-compliant practices.	Yes, through internal ethics and business responsibility policies.
Business conduct/ Animal welfare	Antibiotice, within its veterinary medicine segment, can have a positive impact by promoting the health and well-being of farm and companion animals, providing treatments that improve health and prevent suffering. High-quality veterinary products ensure the enhancement of the animals' quality of life.	Positive, Actual	Downstream	It is highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.	Improved animal health contributes to food safety, reduces the risks of disease transmission, and supports the well-being of communities that rely on animal farming.	Yes, through internal ethics and business responsibility policies.

SPECIFIC

Clinical studies/ Safety of clinical trial participants	Well-managed clinical trials, conducted with respect to ethical standards and safety, can have a significant positive impact on public health. Antibiotice can contribute to the development of new treatments and medications that improve patients' quality of life and treat diseases for which effective solutions do not yet exist. This brings tangible benefits to society and advances global medical knowledge.	Positive, Actual	Downstream	Ongoing	Well-managed clinical trials provide patients with access to new treatments, improving recovery chances for serious or otherwise untreatable conditions. Participants benefit from close monitoring and medical support, ensuring their safety and protection throughout the trials. Strict adherence to ethical standards strengthens public trust in the medical system and the research process, encouraging volunteer participation and accelerating the discovery of new therapies. Thus, progress in clinical trials contributes to the development of safer and more effective treatments, with a positive impact on public health.	Yes, by the nature of the activity.
	Participants in clinical trials may benefit from access to medical treatment and careful monitoring, which has a positive impact on their health. In some cases, they may receive treatments that are not yet available on the market, which can significantly improve their health condition.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	By strictly adhering to international regulations and ethical standards regarding clinical trials, Antibiotice can have a positive impact on the rights and well-being of participants. The company can protect participants by obtaining informed consent, providing adequate support, and ensuring continuous monitoring of their health status throughout the trials.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	If clinical trials are not conducted according to safety and ethical standards, there can be a significant negative impact on the health of participants. Improper administration of experimental treatments or lack of adequate monitoring can lead to severe adverse effects or even irreversible harm, affecting public trust in clinical trials and the healthcare system.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.
	Unethical practices or safety incidents related to clinical trials can have a negative impact on public trust in the entire drug testing process. This can lead to a decrease in volunteer participation in future clinical trials and a negative perception of the pharmaceutical industry as a whole.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.
Research & Development	Research and development of new medications and treatments by Antibiotice can have a significant positive impact on public health. Developing innovative solutions for treating serious or chronic diseases contributes to improving patients' quality of life and saving lives. This has a beneficial impact on society, particularly in the healthcare sector.	Positive, Actual	Downstream	Ongoing	Research and development of new medications contribute to improving public health by providing more effective and accessible treatments for serious or chronic diseases, thus increasing patients' life expectancy and quality of life. Investments in this field stimulate job creation and the development of a highly skilled workforce, supporting both the local economy and global scientific progress. New technologies and discoveries in the pharmaceutical field bring benefits to the entire healthcare system, facilitating access to innovative treatments and contributing to the prevention and control of critical conditions. Furthermore, scientific progress generated through research accelerates the development of personalized and safer therapies, having a positive impact on society as a whole.	Yes, by the nature of the activity.
	Investments in research and development can stimulate job creation and support economic growth both locally and nationally. The development of new technologies, pharmaceutical products, and innovative solutions can attract top talent and contribute to the formation of a skilled workforce in the pharmaceutical and scientific fields.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.

	The research and development activities carried out by Antibiotice contribute to global scientific progress. By developing new knowledge, processes, and technologies, the company can benefit the entire scientific community and accelerate the discovery of innovative solutions in the fields of health and medicine.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	Research and development of new pharmaceutical products may involve chemical processes that generate toxic waste or other pollutants. If not properly managed, these processes can have a negative impact on the surrounding environment, affecting the quality of water, air, and soil in local communities.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	The development of new medications may involve animal testing, which can have a negative ethical impact and affect the welfare of the animals involved.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.
Access to medicine/ Pricing policy	Antibiotice can have a positive impact on public health by ensuring access to essential medicines at affordable prices. Generic pharmaceutical products, which are more financially accessible, can reduce inequalities in access to treatments, especially for vulnerable populations and patients in low- or middle-income countries.	Positive, Actual	Downstream	Ongoing	Providing essential medicines at affordable prices helps reduce health inequalities and improves access to treatments for vulnerable patients. This enables communities with limited financial resources to benefit from adequate medical care, preventing the worsening of conditions and reducing the burden on healthcare systems. Additionally, the availability of generic medicines contributes to the health of patients and healthcare systems by allowing resources to be allocated to other critical medical needs.	Yes, by the nature of the activity.
	If Antibiotice focuses excessively on protecting patents and extending their duration, it could have a negative impact by limiting access to cheaper generic medicines. This could affect patients who need affordable treatments and exacerbate health inequalities.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.
	Practices of setting excessively high prices for certain medications can negatively impact access to treatments, especially for patients with low incomes. High medication costs can hinder access to necessary care and exacerbate health issues in certain communities.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.
Access to medicine/ Availability of medicine	Supply and distribution issues can have a negative impact on access to essential medicines. If Antibiotice faces difficulties in ensuring a continuous supply of medications, this can affect patients who depend on these treatments, jeopardizing public health.	Negative, Potential	Downstream	Ongoing	The development and distribution of innovative medicines contribute to the improvement of public health by providing effective solutions for serious and chronic conditions. Ensuring a constant supply of essential medications helps patients follow proper treatments without interruptions, preventing medical complications. Expanding access to pharmaceutical products in various regions supports the fight against infectious diseases and reduces health inequalities, having a positive impact on vulnerable communities and healthcare systems worldwide.	Yes, by the nature of the activity.
	The development and provision of new innovative medicines that address unmet medical needs can have a significant positive impact on public health. Antibiotice can contribute to improving available treatments for serious or chronic conditions, supporting long-term health and reducing the burden of diseases.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	By exporting medicines to numerous countries and expanding access to essential pharmaceutical products, Antibiotice can have a positive global impact. The company can help combat infectious diseases and other conditions by providing treatments that would otherwise be unavailable or inaccessible in certain markets.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.

Combating counterfeit medicines and parallel trade	Through active measures to combat counterfeit medicines, Antibiotice can have a major positive impact on public health. Counterfeit medicines pose a significant risk to patients as they may contain inactive substances, incorrect doses, or even toxins. Through prevention and counteraction efforts, the company helps reduce the risk of patients receiving inadequate or dangerous treatments, thus protecting their health.	Positive, Actual	Downstream	Ongoing	Measures to prevent counterfeit medicines directly contribute to patient safety, ensuring that they have access to effective and safe treatments without the risk of adverse effects caused by falsified products. Traceability and verification systems strengthen trust in pharmaceutical products, both for consumers and healthcare professionals, guaranteeing the use of high-quality medicines. Additionally, maintaining a secure supply chain reduces public health risks and supports the fight against diseases through proper treatments, contributing to the protection of communities worldwide.	Yes, by the nature of the activity.
	Actions to combat counterfeiting and parallel trade can generate a positive impact on the trust of consumers and healthcare professionals in pharmaceutical products. By collaborating with regulatory authorities and developing effective traceability systems, Antibiotice helps maintain a secure supply chain and ensures the quality of distributed products.	Positive, Actual	Down-stream	Ongoing		Yes, by the nature of the activity.
	By implementing rigorous verification and traceability systems for medicines, Antibiotice can have a positive impact on the security of the supply chain. Preventing counterfeit drugs from entering the distribution chain protects the entire pharmaceutical system and ensures that patients have access to safe and high-quality products.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	Strict measures against parallel trade can have a negative impact on access to medicines in certain countries or regions. For example, in markets where the prices of medications are high, patients may struggle to access necessary treatments if alternative supply sources, even those from parallel trade, are eliminated.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	Efforts to combat counterfeit medicines can increase the costs associated with the production and distribution of medicines, which may lead to higher prices for consumers. This negative impact can affect access to treatments for patients with lower incomes or those from vulnerable regions.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.
Preventing drug abuse	Antibiotice can have a significant positive impact through campaigns educating patients and healthcare professionals about the responsible use of medications, especially those with a risk of abuse, such as antibiotics, opioids, or benzodiazepines. These initiatives can help reduce abuse and protect public health.	Positive, Actual	Downstream	Ongoing	Educating patients and healthcare professionals about the responsible use of medications contributes to preventing abuse and protecting public health. Promoting the correct prescription of antibiotics helps combat antimicrobial resistance, reducing the risk of hard-to-treat infections. Developing safer alternatives for medications with addiction risks supports the protection of vulnerable patients, while continuous training for doctors and pharmacists ensures better management of treatments. These measures contribute to a safer healthcare system and reduce the negative impact of improper medication use.	Yes, by the nature of the activity.
	By promoting appropriate antibiotic prescribing and collaborating with public health authorities, Antibiotice can help reduce the risk of antibiotic resistance development. This is a major positive impact on global health, as antibiotic resistance is one of the biggest threats to public health.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	By developing and promoting safer alternatives for treatments with a risk of abuse, such as opioids, Antibiotice can have a positive impact on preventing substance addiction. This can help reduce cases of abuse and dependence, as well as protect vulnerable patients.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	By providing continuous training for doctors and pharmacists regarding the risks associated with medication abuse, Antibiotice can have a positive impact on the quality of healthcare services. This helps prevent medication abuse through responsible prescribing and distribution.	Positive, Actual	Downstream	Ongoing		Yes, by the nature of the activity.
	If Antibiotice does not properly manage the promotion and distribution of certain medications with abuse potential, this could have a significant negative impact on public health. Excessive promotion of potent medications can lead to their misuse and an increase in cases of abuse and addiction.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.
	In the absence of strict control measures, Antibiotice could unintentionally contribute to the improper distribution of medications with abuse potential, such as opioids or benzodiazepines. This negative impact could exacerbate issues related to medication abuse among the population, especially in vulnerable communities.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.
	If Antibiotice does not provide adequate information about the risks of abuse and dependency associated with certain medications, it could have a negative impact on patient safety. The lack of proper education could lead to improper use and serious health complications.	Negative, Potential	Downstream	Ongoing		Yes, by the nature of the activity.

Topic / Sub-topic/ Sub-subtopic	Description of material risk	The magnitude of financial effects	Time horizon
ENVIRONMENT			
Climate change/ Climate change adaptation & Climate change mitigation	Increased supply costs: Weather phenomena and extreme events, such as droughts, floods, or other climate-related occurrences, could lead to rising raw material prices, especially from sensitive regions like India and China.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Stricter regulations on emissions and resources: As Romania and the EU enforce stricter regulations on carbon emissions and resource use, the company may need to adopt newer technologies or modify its production processes to comply, leading to increased costs for equipment procurement.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Reputational risk: If the company fails to develop a clear plan for adaptation measures and climate impact reduction, it may be perceived negatively by customers, partners, and investors, especially in well-regulated international markets such as the US and the EU.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Climate change/ Energy	Strict regulations on transport emissions and energy efficiency: EU and national regulations impose stringent requirements on reducing CO emissions and improving energy efficiency. Non-compliance may result in financial penalties or operational restrictions for the transport fleet and production processes. Stricter standards (EURO 6 and beyond) could ban older vehicles from certain areas, impacting the company's logistics or logistics service providers, potentially leading to increased transportation costs.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Negative perception among the public and international partners: if Antibiotice does not adopt measures to reduce energy consumption and emissions. The lack of transition to green energy sources or environmentally friendly vehicles may affect the company's image in external markets, particularly in countries with strict regulations.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Operational vulnerability: The intensive use of non-renewable energy makes the company vulnerable to energy market fluctuations, including the fuel needed for its own fleet. Price increases or limited availability of fossil fuels can disrupt operations by driving up costs.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Pollution/ Pollution of air	Increased transportation and production costs: Stricter regulations on transport and production emissions, along with rising fuel prices, may drive up the company's operational costs.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Pollution/ Pollution of water	Negative impact on public image: Any incident related to water pollution can severely damage Antibiotice's reputation, both nationally and internationally. The public, partners, and investors are increasingly sensitive to companies' environmental impact, and negative perception can undermine trust in the company's products and services.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Pollution/ Pollution of soil	High costs for remediating contaminated soils: If Antibiotice is involved in soil contamination incidents, the company may be required to bear significant costs for remediation and restoration. These costs may include chemical treatments, removal of contaminated soil, and ecological rehabilitation of affected lands.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Risk of fines and legal sanctions: Non-compliance with waste management and soil protection regulations may result in penalties from environmental authorities. Fines for soil pollution can be significant, impacting the company's financial performance.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Risk of lawsuits and litigation from affected communities: Local communities impacted by soil contamination may file lawsuits against the company, seeking compensation for economic or health damages caused by pollution. Soil pollution-related litigation can result in high defense costs and potential compensation payments.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Loss of access to international markets: International markets, particularly in the European Union, enforce strict environmental standards. Non-compliance with these standards regarding soil pollution could lead to the company being excluded from certain markets or facing trade restrictions that may impact exports.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Reputational risk: Soil pollution can severely damage the company's reputation, especially if it is perceived as being irresponsible regarding environmental protection. This may lead to a loss of trust from consumers, investors, and business partners.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.

Pollution/ Substances of concern (SHC)/ Substances of very high concern (SVHC)	Violation of REACH regulations: If Antibiotice uses substances classified as substances of very high concern (SVHC) and fails to comply with the requirements set by the REACH regulation (EC Regulation 1907/2006), the company risks severe sanctions and restrictions, including the withdrawal of products from the market.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Export bans and restrictions: Substances classified as PBT (persistent, bioaccumulative, and toxic), vPvB (very persistent and very bioaccumulative), or those toxic to the environment (classified as a chronic hazard to the aquatic environment) may be banned or restricted for export in certain countries or regions, negatively impacting the company's access to international markets.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Public and partner perception: If Antibiotice uses hazardous substances without adequate control and disposal measures, the company may be perceived negatively by customers and partners. Any incident related to environmental pollution or public health could damage the company's image and lead to contract losses.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Litigation and sanctions: In the event of a major incident affecting public health or the environment, the company could face lawsuits from affected communities, potentially resulting in significant financial penalties and reputational damage.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Pollution/ Pollution of living organisms and food resources	Violation of environmental regulations: If the company fails to properly manage waste and discharges of pharmaceutical and chemical substances, it may face sanctions under national and European environmental protection laws. Regulations protecting ecosystems and food resources are becoming increasingly stringent, and non-compliance can result in significant penalties.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Development of antimicrobial resistance: Constant exposure to antibiotics through contaminated organisms (e.g., fish or meat) can contribute to the development of antimicrobial resistance, one of the greatest threats to global health. This can severely impact the ability to effectively treat infections.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Negative public and partner perception: Any incident of contamination affecting food resources or living organisms, which could impact human health or the environment, may severely damage Antibiotice's reputation. The contamination of essential resources such as water and food can attract public scrutiny, as well as the attention of environmental organizations and regulatory authorities.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Litigation and sanctions: If confirmed incidents of food resource contamination occur, the company may face penalties from authorities, lawsuits from affected communities, financial sanctions, and trade restrictions.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Pollution/ Microplastics	Strict regulations: In the global context of increasing efforts to reduce plastic and microplastic pollution, the company may face stricter regulations on pharmaceutical packaging and plastic waste management. The European Union, among others, enforces rigorous policies to reduce plastic pollution, and non-compliance may result in financial penalties and bans on selling certain products in international markets.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Increasing compliance costs: Adapting to new regulations on microplastic management and the elimination of plastic packaging will generate additional costs for implementing more sustainable solutions. The company will need to invest in eco-friendly packaging alternatives and technologies for pharmaceutical waste management.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Litigation and sanctions: If proactive measures are not adopted, the company may face lawsuits from authorities or environmental organizations if its negative impact on the environment and public health becomes a major concern. Additionally, it may be sanctioned for non-compliance with future international regulations.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Water and marine resources/ Water/ Water consumption & Water discharges	Strict regulations on water consumption and discharge: The company faces the risk of non-compliance with stringent regulations on water use and wastewater disposal imposed by European and international authorities. As water protection standards become stricter, the company may need to invest in more advanced treatment technologies and adopt more efficient water resource management practices to avoid sanctions and operational restrictions.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Water and marine resources/ Water/ Water consumption	Obligation to reduce water consumption: Increasing global regulations aimed at conserving water resources may require the company to implement strict measures to reduce water usage in its production processes. These measures could lead to higher operational costs, especially if upgrading facilities with more water-efficient technologies becomes necessary.	Average	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Increasing water resource costs: Amid growing competition for access to water resources, especially in areas affected by drought or water stress, Antibiotice may face rising costs for securing clean water necessary for its production processes.	Average	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.

Water and marine resources/ Water/ Water discharges	Increased wastewater treatment costs: Implementing advanced technologies for treating wastewater containing hazardous pharmaceutical substances may raise the company's operational costs. As regulatory requirements become stricter, the company will need to make significant investments to ensure the proper disposal of wastewater.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Lawsuits and legal actions from the community: If the company is involved in a water pollution incident, affected communities or environmental protection organizations may initiate legal proceedings against the company. This could result in financial penalties, costs for damage remediation, and a negative impact on relationships with authorities and local communities.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Circular economy/ Resources inflows, including resource use	Compliance with international environmental regulations: International regulations regarding resource usage, carbon emissions, and waste management are becoming increasingly stringent. The company may be required to implement significant changes in its operations to meet new legal requirements, which could lead to additional operational costs.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Competition for resources: In a global context where natural resources, such as water and raw materials, are becoming increasingly limited, Antibiotice may compete with industry peers or even other industries for access to these resources. Particularly in regions affected by drought or climate change, competition for water and other resources could lead to price increases and supply shortages.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Circular economy/ Waste	Increased compliance costs with environmental regulations: Legislation in Romania and international markets (e.g., the EU) imposes strict standards for the disposal of pharmaceutical and chemical waste. Antibiotice must invest in advanced waste treatment and disposal technologies to comply with these standards, which could lead to higher operational costs.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Risk of fines and sanctions: Non-compliance with environmental and waste management regulations may result in substantial fines and other sanctions from regulatory authorities. Fines for failing to meet international standards can be significant, impacting the company's financial performance.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Litigation and legal costs: If improper management of pharmaceutical or industrial waste affects public health or the environment, the company may be exposed to lawsuits from affected communities or environmental organizations. These litigations can result in significant costs for the company and may impact its long-term reputation.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Reputational risk: Environmental pollution from pharmaceutical waste, especially in Romania, where regulations regarding the disposal of expired medications are weaker, can severely damage the company's reputation. Accusations from civil society in the field of environmental protection, the public, or the media may lead to a loss of trust from consumers and business partners.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	High costs for treating and disposing of hazardous waste: The company will need to invest in advanced technological solutions to safely treat and dispose of hazardous pharmaceutical waste. These costs may increase depending on the volume of waste generated, and in the long term, they could impact the company's profit margins.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Loss of access to international markets: Non-compliance with international waste management standards could affect Antibiotice's ability to access or maintain business partnerships in markets such as the European Union or the United States, where environmental regulations are very strict. This may lead to financial losses and a reduction in market share.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Increased extended producer responsibility requirements: In many countries, pharmaceutical companies are required to implement programs for collecting expired medications. The company may be obligated to invest in the creation and operation of pharmaceutical waste management systems, thereby increasing operational complexity and compliance costs.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Costs related to adopting circular economy principles: Implementing a circular economy model, where waste is transformed into reusable resources, may require significant investments in production and waste management infrastructure. Although this model can generate long-term savings, the initial costs can be high and may impact short-term financial results.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.

Topic/ Sub-topic/ Sub-subtopic	Description of a material risk opportunity	The magnitude of financial effects	Time horizon
SOCIAL			
Own workforce/ Working conditions	Reputational risks: A work environment perceived as unsafe or unfair may affect Antibiotice's reputation among employees, investors and the public. Criticism related to inadequate salaries, poor working conditions or social conflicts may attract negative attention to the company and may affect the brand.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Risk of losing valuable employees: If salaries and working conditions are not competitive, Antibiotice may face difficulties in attracting and retaining talented employees. This may lead to a loss of know-how and increased costs related to recruiting and training new staff.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Own workforce/ Equal treatment and opportunities for all	Increase in absenteeism and decline in productivity: An unsafe work environment that does not effectively address harassment and violence may create a sense of insecurity among employees, leading to increased absenteeism and reduced productivity.	Average	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Own workforce/ Other work-related rights/ Privacy	Legal sanctions for breaches of data protection regulations: If Antibiotice fails to comply with legal requirements regarding the protection of personal data, such as GDPR, the company may be exposed to significant financial and legal penalties. These may include substantial fines that could have a significant impact on the company's financial stability.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Reputational risk: Any incident involving the leakage of employees' personal data may seriously affect the company's public image. This could lead to a loss of trust among both existing and potential employees, reducing the company's attractiveness on the labor market.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Costs of implementing protection measures: The investments required to implement and maintain a robust data protection system may be significant. Antibiotice must ensure the necessary resources to maintain the security of employees' data without negatively affecting other operational areas.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Consumers and end-users / Information-related impacts for consumers and/or end-users/ Access to (quality) information	Pollution and environmental issues related to improper disposal of medications: The lack of clear guidelines regarding the disposal of expired medications can contribute to water and soil pollution, potentially leading to sanctions from environmental authorities and criticism from the public and environmental organizations.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
GOVERNANCE			
Business conduct/ Protection of whistle-blowers	Significant reputational risk: In the absence of a clear and effective whistleblower protection policy, there is a major risk that Antibiotice's reputation could be severely affected. If unethical or illegal practices are concealed and later exposed, the company may be perceived by the public, business partners, and clients as lacking transparency and integrity, which could lead to a loss of trust and damage to business relationships.	Very high	Unlikely to happen over a long period (3-5 years) or has occurred at least once in the last 3 years.
Business conduct/ Cybersecurity	Cyberattacks, including incidents such as malware, phishing or data theft, may affect the company's IT infrastructure and compromise the confidentiality, integrity and availability of data. As Antibiotice operates with sensitive information related to production, supply chains and commercial relationships, a security breach could generate significant financial losses, high remediation costs and damage to the company's reputation on international markets.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.

Topic/ Sub-topic/ Sub-subtopic	Description of a material opportunity	The magnitude of financial effects	Time horizon
ENVIRONMENT			
Climate change/ Climate change adaptation & Climate change mitigation	Investments in renewable energy sources: Developing its own energy production projects, such as investing in solar energy or other renewable energy sources, could reduce long-term energy costs and carbon emissions, which may improve operational efficiency and the company's reputation.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Investments in greener production processes: The need to adapt to climate change can drive investments in green technologies, which can reduce long-term costs and risks, enhancing the company's competitiveness in the international market.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Diversification of supply sources: Creating local supply networks or sourcing from regions less exposed to climate risks can reduce the company's vulnerability to price fluctuations or the availability of raw materials.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Access to green financing: The company can attract investments from sustainability funds or benefit from grants and financing schemes for green projects, allowing it to modernize production technologies and become more competitive.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Gaining competitive advantages: In international markets, an active carbon emission reduction policy can transform the company into a preferred supplier for partners who prioritize sustainability, especially in countries with strict regulations.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Increased demand for certain medications: Climate change and its impact on public health (increased infectious and cardiovascular diseases) may lead to higher demand for certain medications in the company's portfolio.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Climate change/ Energy	Transition to green energy: Implementing renewable energy solutions (solar panels, wind, biomass) can reduce long-term energy costs and protect the company from the volatility of fossil fuel prices.	Very high	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Access to subsidies and incentives for green energy and eco-friendly fleet: The company can benefit from European or national subsidies to transition to an electric or hybrid vehicle fleet and invest in green infrastructure, such as using renewable energy in production processes.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Energy efficiency and emissions reduction: Optimizing production processes and implementing modern technologies for monitoring and reducing energy consumption can lead to significant long-term savings. Additionally, an upgraded fleet can reduce CO emissions and improve the company's sustainability.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Fleet modernization: Acquiring fuel-efficient or electric vehicles can reduce maintenance expenses and logistical costs, minimize the environmental impact of emissions, and enhance the company's reputation.	Average	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Improving reputation and attractiveness to investors: Adopting measures to use green energy sources and reduce fossil fuel consumption can attract investors and partners who place a strong emphasis on environmental and sustainability criteria.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Investments in transportation and logistics: Implementing efficient logistical solutions, such as optimizing transport routes to reduce fuel consumption or collaborating with partners for green logistics solutions, can generate competitive advantages and long-term savings.	Average	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Pollution/ Pollution of air	Reducing emissions through fleet modernization: Antibiotice can adopt electric or hybrid vehicles to reduce CO emissions and fine particulate matter from transportation.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Technologies for pollution reduction: Investments in more efficient and low-emission production technologies can reduce air pollution, ensuring compliance with regulations and enhancing the company's image.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Green financing: Antibiotice can access European or national funds to implement technologies and practices that reduce air pollution, both in production and transportation.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Sustainability audits: Implementing procedures that require environmental audits for the supply chain can increase the company's attractiveness in international markets and attract new partners who prioritize sustainability.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.

Pollution/ Pollution of water	Investments in wastewater treatment systems: Antibiotice can invest in modern wastewater treatment technologies to reduce the environmental impact of pollution. Implementing advanced purification solutions can minimize harmful discharges and improve compliance with regulations.	Very high	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Innovations in production processes: Modernizing production processes to reduce water consumption and prevent pollution can bring long-term benefits by improving resource efficiency.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Collaboration with sustainable suppliers: Antibiotice can identify and collaborate with suppliers who have implemented sustainable measures to prevent water pollution, thus reducing the risk of association with unsustainable practices. Choosing suppliers with environmental certifications can enhance the company's reputation and reduce supply chain risks.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Supplier diversification: Diversifying suppliers from regions with stricter environmental protection regulations and who use modern wastewater treatment technologies can reduce the risk of water pollution and supply chain vulnerability.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Access to financing: Antibiotice can access national or European funds and subsidies for implementing environmental projects, such as installing wastewater treatment equipment or technologies that reduce water consumption. These projects can lower operational costs and improve the company's environmental performance.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Environmental certifications: Obtaining certifications for sustainable water management practices can enhance the company's reputation in international markets and attract customers and partners who prioritize sustainability.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Pollution/ Pollution of soil	Investments in eco-friendly technologies for pollution prevention: The company can invest in advanced production technologies that reduce the risk of soil contamination. These technologies, such as filters for liquid and solid waste, can prevent the release of toxic substances into the environment and ensure compliance with environmental regulations.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Diversifying supply sources to avoid risks related to soil pollution: The company can assess its raw material suppliers to ensure they comply with environmental standards. By diversifying supply sources and collaborating with sustainable suppliers, the company can reduce risks related to raw material contamination and ensure a continuous supply chain.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Pollution/ Substances of concern (SHC)/ Substances of very high concern (SVHC)	Developing safer alternatives: The company can invest in research and development to identify and adopt safer alternatives to SHC and SVHC. This can reduce regulatory risks and enhance the sustainability of the company's products, attracting new customers and partners.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Advanced technologies for managing SHC and SVHC: Adopting advanced technologies for the disposal and treatment of hazardous substances can reduce environmental impact and bring benefits by ensuring compliance with strict environmental regulations.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Diversifying the supplier base: Collaborating with suppliers from regions with stricter regulations and more sustainable production practices can reduce the company's vulnerabilities to the risks of sourcing hazardous substances.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Research and development funding: The company can access European or international funds for projects aimed at replacing hazardous substances with safer and more sustainable alternatives. These funds can reduce transition costs and improve the company's competitiveness.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Funding for technologies to reduce environmental impact: The implementation of technologies for managing and treating hazardous substances can be supported by grants and funds intended for companies promoting innovation in the fields of environmental protection and safety.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Positioning as a sustainability leader: By adopting strict policies for the disposal of hazardous substances and complying with REACH requirements, Antibiotice can become a leader in sustainability within the pharmaceutical industry. This can attract partners and customers who prioritize safety and environmental protection, strengthening the company's position in the market.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Pollution/ Pollution of living organisms and food resources	Monitoring and reducing bioaccumulative substances: Investments in processes and technologies that monitor and reduce emissions of bioaccumulative and persistent substances (PBT) can prevent long-term contamination of food chains and resources.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Selecting responsible suppliers: The company can collaborate with suppliers who comply with environmental regulations and implement effective pollution prevention measures. This can reduce the risk of contamination in the supply chain and improve the company's environmental performance.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Diversifying supply sources: Choosing suppliers from better-regulated regions or implementing strict sustainability criteria in the supply chain can reduce the risks of contamination of natural and food resources.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Initiating a collection program: The company can implement a broader program for collecting expired or unused medications, in collaboration with pharmacies and local authorities. This would reduce environmental pollution and enhance the company's image, demonstrating a commitment to environmental responsibility.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Consumer education campaigns: The opportunity to launch campaigns informing consumers about the risks of improper medication disposal and the benefits of returning them to pharmacies for safe disposal.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.

Water and marine resources/ Water/ Water consumption & Water withdrawals	Investments in water consumption reduction technologies: Antibiotice can invest in innovative technologies to optimize water usage in production processes. Water recycling systems or the use of alternative water sources, such as rainwater harvesting, can reduce dependence on conventional resources and improve water efficiency.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Water and marine resources / Water/ Water discharges	Advanced wastewater treatment: Implementing advanced wastewater treatment and recycling solutions, such as biological filtration technologies or specialized chemical treatments, can prevent environmental contamination and improve the company's environmental performance. These solutions can also reduce the risk of sanctions and penalties related to improper water management.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Circular economy/ Resources inflows, including resource use	Development of low-impact pharmaceutical formulations: The company can explore opportunities to develop new types of pharmaceutical formulations that use fewer natural resources or are more biodegradable, thus reducing long-term environmental impact. Innovation in pharmaceutical product design, especially regarding packaging and excipients, could reduce waste generation and the use of materials with a high environmental impact.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Circular economy/ Waste	Reducing costs through recycling and waste recovery: Antibiotice can implement pharmaceutical and industrial waste recycling solutions, transforming waste into reusable resources. For example, certain chemicals can be extracted from waste and reintegrated into production processes, thereby reducing the need to purchase new raw materials.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Creating a partnership network for pharmaceutical waste disposal: Antibiotice can collaborate with local authorities and public health institutions to develop an efficient network for collecting and recycling unused medications. These partnerships would create an integrated system for responsible resource management and reduce the risks associated with improper medication disposal.	Very high	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.

SOCIAL

Own workforce/ Working conditions & Equal treatment and opportunities for all/ Health and safety	Improving reputation as a top employer: By creating a safe and inclusive work environment, Antibiotice can be recognized with awards or certifications such as "Top Employer" (e.g., certifications like Great Place to Work). This would increase the company's attractiveness to potential employees and investors.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Reducing costs associated with absenteeism and occupational diseases: By making proactive investments in the physical and mental health of employees, Antibiotice can reduce costs related to absenteeism and decreased productivity. This can lead to improved operational efficiency and long-term savings.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Achieving lower insurance premiums: By creating a safe work environment and reducing workplace accidents, Antibiotice can benefit from lower premiums for insurance policies (health, workplace accidents, etc.), thus saving considerable amounts in the long term.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Own workforce/ Working conditions & Equal treatment and opportunities for all/ Secure employment & Working time & Adequate wages & Social dialogue & Freedom of association, the existence of works councils and the information, consultation and participation rights of workers & Collective bargaining Work-life balance & Health and safety & Gender equality and equal pay for work of equal value & Training and skills development & Employment and inclusion of persons with disabilities & Measures against violence and harassment in the workplace & Diversity	Access to new markets and partnerships: International companies and global markets prefer partners who respect labor rights and maintain high standards regarding working conditions. By aligning with these standards, Antibiotice can access new markets or commercial partnerships in sectors that prioritize social responsibility.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Increasing employee loyalty and retention, and reducing staff turnover: By offering competitive salaries, safe working conditions, and work-life balance programs, Antibiotice can significantly reduce staff turnover, retain valuable employees, and save resources on recruitment and training.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Attracting talent through innovative benefit packages: Companies with excellent working conditions become attractive destinations for market talent. Antibiotice can attract skilled professionals and talented employees through innovative benefit packages (e.g., continuous training programs, performance bonuses), thus contributing to the improvement of human capital quality.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Access to funding for social projects or improving working conditions: Antibiotice can access national or European funds aimed at companies investing in employee well-being and developing social initiatives. These funds can support the development of workplace health and safety programs.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Creating a positive brand on the job market: Antibiotice can position itself as a brand that promotes values of social responsibility and care for employees. This can attract a new generation of employees (especially Millennials and Gen Z) who prefer to work for companies with a strong social and ethical commitment.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Own workforce/ Working conditions & Gender equality and equal pay for work of equal value/ Freedom of association & Collective bargaining	Improving performance and productivity while maintaining motivated employees: Social dialogue and offering programs that encourage employee participation in decision-making can contribute to increased employee motivation. Engaged and heard employees tend to be more productive and dedicated, which can improve the operational performance of Antibiotice.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Own workforce/ Working conditions/ Equal treatment and opportunities for all/ Training and skills development	Increasing internal expertise: The company can develop mentorship and training programs to support the continuous professional development of employees. These programs can not only increase employee satisfaction but also enhance internal expertise and innovation, leading to improvements in the company's products and services.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.

Own workforce/ Other work-related rights/ Privacy	Attracting and retaining talent: By offering strong guarantees regarding personal data protection, Antibiotice can attract and retain valuable employees who will appreciate the company's commitment to privacy. This will reduce staff turnover and contribute to the stability of work teams.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Improving transparency and communication with employees: Antibiotice can turn data privacy management into an opportunity to enhance transparency and communication with employees. By providing regular and clear information to employees about how their data is managed, the company can strengthen trust and foster better collaboration between employees and management.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Positioning as a trusted and responsible employer: By providing a secure framework for data privacy, Antibiotice can become a top employer, recognized for its care for employees and respect for their rights. This positioning can attract high-quality talent and contribute to strengthening the company's long-term reputation.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Affected communities/ Communities' economic, social and cultural rights/ Adequate housing & Adequate food & Water and sanitation & Land-related impacts & Security-related impacts	Increasing loyalty and trust within local communities: Antibiotice can initiate support programs for the communities surrounding its factory or encourage its suppliers to implement such measures, improving access to essential resources such as water, food, and sanitation services. These initiatives will contribute to increasing community loyalty and preventing social conflicts.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Affected communities/ Communities' civil and political rights/ Freedom of expression & Freedom of assembly & Impacts on human rights defenders	Positioning as a leader in human rights: Promoting freedom of expression and assembly, both within the company and across the supply chain, can strengthen Antibiotice's reputation in international markets.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Access to markets and partnerships: Upholding and promoting civil and political rights can attract strategic partnerships with companies and investors who prioritize social responsibility.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Improving relationships with local communities: Actively supporting the civil rights of communities can improve the company's relationships with them, helping prevent social conflicts and fostering a positive long-term image.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Consumers and end-users / Information-related impacts for consumers and/or end-users/ Access to (quality) information	Increasing consumer loyalty through clear information and education: By providing transparent and easily understandable information about its products, Antibiotice can gain the trust of consumers and healthcare professionals. Educational campaigns on the proper use of medications can contribute to customer loyalty and position the company as a leader in consumer responsibility.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Raising awareness about environmental impact: By educating consumers on the proper disposal of unused medications, Antibiotice can help reduce environmental impact and position the company as a leader in sustainability. This can attract environmentally responsible consumers and open new collaboration opportunities.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Consumers and end-users / Personal safety of consumers and/or end-users/ Protection of children	Developing and promoting safe pediatric products: Antibiotice can develop and promote safe pediatric medications, addressing the specific needs of children, gaining the trust of parents and healthcare professionals. This could represent an important market niche, strengthening the company's reputation as a responsible leader.	Very high	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Innovations in child-safe packaging: Investments in innovative packaging that is difficult for children to open can prevent accidents and become a competitive advantage in the market. Safe packaging will enhance consumer loyalty and provide direct benefits in risk prevention.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.

Consumers and end-users/ Personal safety of consumers and/or end-users/ Health and safety & Protection of children	Increasing consumer loyalty through educational campaigns: Informational and educational campaigns on the safe use of medications and child protection will build long-term loyalty and trust, helping to prevent accidents and fostering a better relationship between the company and consumers.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Consumers and end-users/ Social inclusion of consumers and/ or end-users/ Non-discrimination & Access to products and services	Expanding access to medicines for vulnerable groups: Antibiotice has the opportunity to expand its social impact and create a competitive advantage by ensuring access to medicines for vulnerable groups, such as individuals from disadvantaged backgrounds, rural areas, or low-income populations. This can attract international funding or partnerships with civil society and public authorities.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Investments in research and development (R&D) for innovative products targeting vulnerable groups: Antibiotice can invest in research and development to create innovative pharmaceutical products tailored to the needs of vulnerable groups, such as medications for people with disabilities, the elderly, or children. These products could include more easily administered pharmaceutical forms, such as oral solutions or transdermal patches, as well as intuitive and accessible packaging. This focus on innovation will not only address the needs of underserved market segments but also stimulate growth and expansion into new markets, while attracting funding or grants for healthcare research.	High	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
GOVERNANCE			
Business conduct/ Corporate culture	Building public trust through transparency and integrity: The company can leverage the opportunity to build a trusting relationship with society, business partners, and customers by promoting transparency and adhering to ethical standards. This can strengthen the company's reputation and attract long-term partners and collaborators.	Average	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Expanding collaborations and partnerships through shared social values: A corporate culture that promotes common social values can open new collaboration opportunities with non-governmental organizations, authorities, and other partners interested in social responsibility. This can generate joint projects and financial support for sustainability initiatives.	Average	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Research, development, innovation: A corporate culture that encourages values such as innovation can stimulate research and development activities, leading to new solutions for pharmaceutical products and more efficient processes. This can create a competitive advantage in the market and attract resources for innovation.	High	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
Business conduct/ Protection of whistle-blowers	Improving compliance with regulations and preventing legal issues: By providing whistleblower protection and encouraging the reporting of irregularities, Antibiotice can identify and address issues early, preventing major crises and legal problems. This can lead to better compliance with regulations, reducing legal risks and associated costs.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.

Business conduct/ Animal welfare	Improving relationships with consumers by promoting high-quality veterinary products: Antibiotice can leverage the opportunity to offer veterinary products that support the health of farm and companion animals, thus promoting their well-being. Such a strategy can attract customers concerned about animal health and improve their loyalty to the brand.	Very high	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Developing new veterinary products: Antibiotice has the opportunity to invest in research and development to create innovative veterinary products that improve the health and well-being of animals. These products can include medications for treating common diseases in farm or companion animals, as well as products that support improving the quality of life for animals. Developing new, safer, and more effective products can open new market segments and attract new customers.	Very high	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Investing in treatments that reduce animal suffering: Antibiotice can develop veterinary treatments and pharmaceutical products that reduce animal suffering by innovating more effective medical solutions with fewer side effects. This may include developing pain relievers, more efficient antibiotics, or products that treat specific conditions affecting animal welfare. In this way, the company can expand its portfolio and become a leader in modern veterinary solutions.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Business conduct/ Corruption and bribery/ Prevention and detection including training & Incidents	Access to new international markets through integrity: Adopting and promoting strict anti-corruption and anti-bribery policies can open new opportunities for Antibiotice in international markets. Companies that demonstrate a clear commitment to ethics and integrity are viewed more favorably by authorities and international organizations, thus facilitating access to public tenders and global health projects, particularly in countries with strict compliance and anti-corruption regulations.	High	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Attracting investors and partners focused on responsible corporate governance: By implementing strict integrity policies, Antibiotice can attract responsible investors and business partners who prioritize ethics and compliance in their investments. Investors who focus on ESG (environmental, social, governance) criteria will see the company as a trusted partner, which can generate additional financial capital and sustainable strategic partnerships.	High	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Improving reputation and customer loyalty: A firm commitment to transparency and integrity can enhance Antibiotice's public reputation, creating an image of a responsible and trustworthy company. This can increase customer and consumer loyalty, especially in the context of growing sensitivity to ethics and social responsibility, providing a significant advantage over competitors who do not prioritize these values.	High	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Strengthening public-private partnerships: Antibiotice can develop strong public-private partnerships by aligning with international anti-corruption and corporate governance standards. Participating in joint projects with government authorities, international health organizations, or economic development agencies becomes more accessible when the company is seen as an ethical and trustworthy leader in its field.	High	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
	Increasing attractiveness for top talent: Companies that promote integrity and ethics are more attractive to top professionals seeking a responsible and safe work environment. Antibiotice can attract and retain valuable talent by fostering a corporate culture based on respect, ethics, and transparency, which can contribute to innovation and improved operational efficiency.	Ridicată	Este foarte probabil să se întâmple pe o perioadă scurtă de timp (<1 an) sau s-a întâmplat de mai multe ori în ultimul an (se va alege 5, inclusiv în cazul impacturilor actuale).
SPECIFIC			
Research and development	Positioning as a leader in pharmaceutical innovation: By developing new and innovative medicines and treatments, Antibiotice has the opportunity to position itself as a leader in research within the pharmaceutical industry. This can open new markets and attract strategic partnerships with universities and other research organizations worldwide.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Access to international funding and grants: The opportunity to attract research funding and grants is significant. Innovative and sustainable projects can receive support from authorities and international organizations, providing additional resources to accelerate the development of new treatments and technologies.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Increasing competitiveness through international partnerships: Antibiotice can create strategic partnerships with research centers and international pharmaceutical companies, allowing access to cutting-edge technologies and expertise. These collaborations can lead to the development of state-of-the-art pharmaceutical products and expansion into new global markets.	Very high	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.

Access to medicine/ Availability of medicine	International collaborations to increase access to medicines: Antibiotice can develop partnerships with international organizations such as the World Health Organization (WHO) or the Global Fund to support the distribution of essential medicines in low- and middle-income countries. This represents an opportunity to expand its presence in emerging markets and contribute to global health.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
Access to medicine/ Pricing policy & Availability of medicine	Developing social responsibility programs for accessibility: Antibiotice can launch social responsibility initiatives to support access to essential medicines in vulnerable or disadvantaged communities. These programs can improve the company's reputation and attract support from governments and responsible investors.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Access to international funds for improving access to medicines: Antibiotice can access international funds and grants aimed at improving access to medicines, supporting its research and development initiatives for affordable and sustainable pharmaceutical solutions. These funds can provide the company with additional resources to expand its range of available medications and improve global distribution.	Very high	Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year (a score of 5 will be selected, including in the case of current impacts).
Combating counterfeit medicines and parallel trade	Partnerships with authorities and international organizations: Antibiotice has the opportunity to collaborate with regulatory authorities, government agencies, and international organizations to support global initiatives in combating counterfeit medicines. Such partnerships can enhance the company's reputation and expand its influence in addressing major global issues in the healthcare sector.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Innovation in medicine security technologies: Antibiotice can invest in innovative technologies such as QR codes, security holograms, or smart labels to ensure the authenticity of medicines. These innovations will not only combat counterfeiting but also contribute to modernizing the supply chain and protecting the market from counterfeit products.	High	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
Preventing drug abuse	Positioning as a leader in preventing medication abuse: Antibiotice has the opportunity to become a leader in preventing medication abuse by developing educational programs, collaborating with authorities, and promoting responsible prescribing and usage practices. This can enhance the company's reputation and attract support from governments and health organizations.	Average	Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
	Creating partnerships with health authorities: Antibiotice can collaborate with governmental and non-governmental organizations to develop educational programs on the risks of medication abuse and support national, European, and global initiatives to reduce abuse. These partnerships can bring benefits for both public health and the company's image.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
	Increasing loyalty and trust in the company's products: Through proactive education and abuse prevention measures, Antibiotice can enhance consumer loyalty and public trust. Such a responsible approach can differentiate the company from competitors and attract patients, doctors, and organizations that value safety and ethics.	Average	Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.

8.1.4. Impacts, risks and opportunities management

Description of the process to identify and assess material impacts, risks and opportunities

This section describes the methodology used by Antibiotice to identify and assess material impacts, risks and opportunities, within the second year of reporting in accordance with the European Sustainability Reporting Standards. Compared to the previous reporting period, the analysis has been updated to reflect 2025 data and context, the results of the first formal ESG supplier assessment process, the expansion of stakeholder consultations and changes in the company's internal and external environment.

The core methodology, including the assessment scales and materiality thresholds, remained unchanged from the previous year, ensuring comparability of results. The reassessment was carried out by the Sustainability Working Team, with the involvement of relevant specialists from each department of the company.

Following the update of the analysis process, two topics fell below the materiality threshold compared to the previous year: workers in the value chain and biodiversity and ecosystems. At the same time, a new material topic was identified, cybersecurity, reflecting the increasing risks associated with digital infrastructure in the context of the entry into force of Law no. 124/2025 transposing the NIS2 Directive. Cybersecurity was also addressed in the 2024 sustainability statement under the corporate governance section G1.

Methodologies and assumptions applied to identify its impacts, risks and opportunities

The sources of information used to determine impacts, risks and opportunities included both internal and external data, integrated into a detailed assessment process, supplemented by assumptions and estimates from the internal team where concrete data was lacking. Compared to the previous reporting period, the information base was enriched through the results of the ESG supplier assessment and the expansion of stakeholder consultations.

Internal sources

Information on the organization's performance was used, based on the same categories as in the previous reporting period:

- **Relevant financial and operational data**, such as financial performance, employee turnover, and consumption of natural resources.
- **Sustainability reports from previous years**, including monitoring environmental, social, and governance indicators, used as a starting point for the current evaluation.
- **Results from consultations with internal stakeholders**, such as surveys addressed to employees and feedback collected through internal workshops organized for this process.
- **Complaints, grievances, and feedback** recorded throughout the year through the company's open communication channels with stakeholders.
- **Performance indicators and analysis** of operational incidents, such as safety-related events, regulatory compliance, or internal process performance.
- **Results of the ESG supplier assessment** conducted in September 2025, which covered over 80% of total procurement expenditure, providing structured data on the environmental, social and governance performance of value chain partners.
- **Results of studies and surveys** carried out with relevant stakeholders, aimed at capturing their perceptions and concerns.
- **Supplier scorecards**, publicly available sustainability reports of partners and the results of the company's own ESG assessment questionnaire.

External sources

External sources were consulted as needed, based on their relevance to the topics analyzed:

- **Applicable regulations and standards**, including relevant national and international legal requirements for the pharmaceutical sector, such as Law no. 124/2025 on cybersecurity (NIS2).
- **Market studies and sector reports** on industry trends and emerging risks.
- **Demographic data and official statistics** provided by INS and ANPM.
- **International reports published by OECD or WHO**, used to understand global sustainability related risks.
- **Benchmarking against other companies in the industry**, based on publicly available reports, to identify best practices and relevant trends.

Where concrete data was not available, particularly for impacts associated with the value chain, a precautionary approach was applied, using worst case scenarios to consider such impacts as material, enabling the prompt implementation of measures and the preparation of action plans. Compared to the previous reporting period, data on supplier performance was collected as a result of the ESG assessment, reducing the level of uncertainty in estimates.

In its second year of implementing this process in line with ESRS requirements, the company continues to refine its assessment methodology, aiming to expand the data sources used, standardize information sources and improve the process of data collection from suppliers.

Steps of the process

Mapping of value chain hotspots

Similar to the previous reporting period, the process began with the identification of areas within the value chain that expose the company to the likelihood of impacts and that may represent sources of risks and or opportunities. As part of the mapping process, raw material suppliers were identified as key elements on which the company significantly depends.

Compared to the previous year, when no formal ESG supplier assessment process was in place, in 2025 Antibiotice conducted its first extended ESG assessment of suppliers, initially covering the top 80% of total procurement. The assessment combined supplier scorecards provided through dedicated platforms or via email, the company's own questionnaire and, where available, suppliers' sustainability reports, offering a structured and comparable overview of partner performance.

The results show that over 42% of suppliers are classified as low risk, while approximately one third present areas for improvement, particularly suppliers from regions outside the EU. The average total ESG score was 3.06 out of 5, reflecting an above average level of alignment with sustainability principles. These findings were directly integrated into the update of the IROs related to the supply chain.

Mapping of business model dependencies

As in the previous reporting period, the critical elements on which the company's business model depends were identified, structured across two dimensions:

Environmental dependencies:

- **Water:** pharmaceutical production requires significant amounts of clean water for manufacturing, sterilization and cooling. In 2025, works were completed to enable the use of groundwater for irrigation, reducing dependence on potable water.
- **Energy:** production processes are energy intensive; in 2025, the share of energy from renewable sources increased from 16% to approximately 27.71%.
- **Raw materials and natural resources:** dependence on suppliers of active pharmaceutical ingredients and auxiliary materials, with associated risks related to global supply chains.
- **Biodiversity and biological resources:** the use of biotechnologies creates an indirect dependency on natural ecosystems.

Social dependencies:

- **Skilled workforce:** reliance on qualified personnel in research and development, pharmaceutical production and regulatory activities.
- **Suppliers:** the first structured ESG assessment conducted in 2025 provided a baseline view of supplier compliance with ESG criteria, identifying risk areas and opportunities for improvement.
- **Local communities:** the operation of production facilities depends on the support and acceptance of surrounding communities.
- **Customers and international markets:** the company is influenced by strict regulations and demand in external markets such as the United States, the United Kingdom, Germany, Italy, Vietnam and Saudi Arabia

Identification of impacts, risks and opportunities

Compared to the previous reporting period, in 2025 the identification process started from the already established list of IROs, which was subject to an update review. The Sustainability Working Team assessed both the external and internal context to determine whether new factors had emerged that would justify changes to the list. The main triggering factors analyzed included:

- **Legislative changes:** the entry into force of Law no. 124/2025 transposing the NIS2 Directive, introducing obligations related to registration, risk assessment and reporting of cybersecurity incidents; the update of the CBAM framework through Regulation EU 2025/2083, with potential indirect effects on the costs of certain raw materials from third countries.
- **Macroeconomic context:** high inflation, delays in budget reimbursements and pressures on operational and labour costs.
- **Expansion into external markets:** entry into the German market and the consolidation of operations in Italy, Vietnam and Latin America.
- **Internal context:** results of the ESG supplier assessment, operational developments and feedback from stakeholder consultations and benchmarking analysis of peer companies in the sector.

Following this analysis, it was concluded that the list of IROs remains largely valid, with all previously identified aspects continuing to be relevant. The only addition is cybersecurity, identified as a new material topic due to NIS2 requirements and the increasing risks associated with digital infrastructure in the pharmaceutical sector. The other triggering factors analyzed were considered in the reassessment of existing IRO scores, without generating new material topics or IROs.

Affected stakeholder consultation

Compared to the previous reporting period, in 2025 stakeholder consultation was expanded, covering three main categories:

Employees

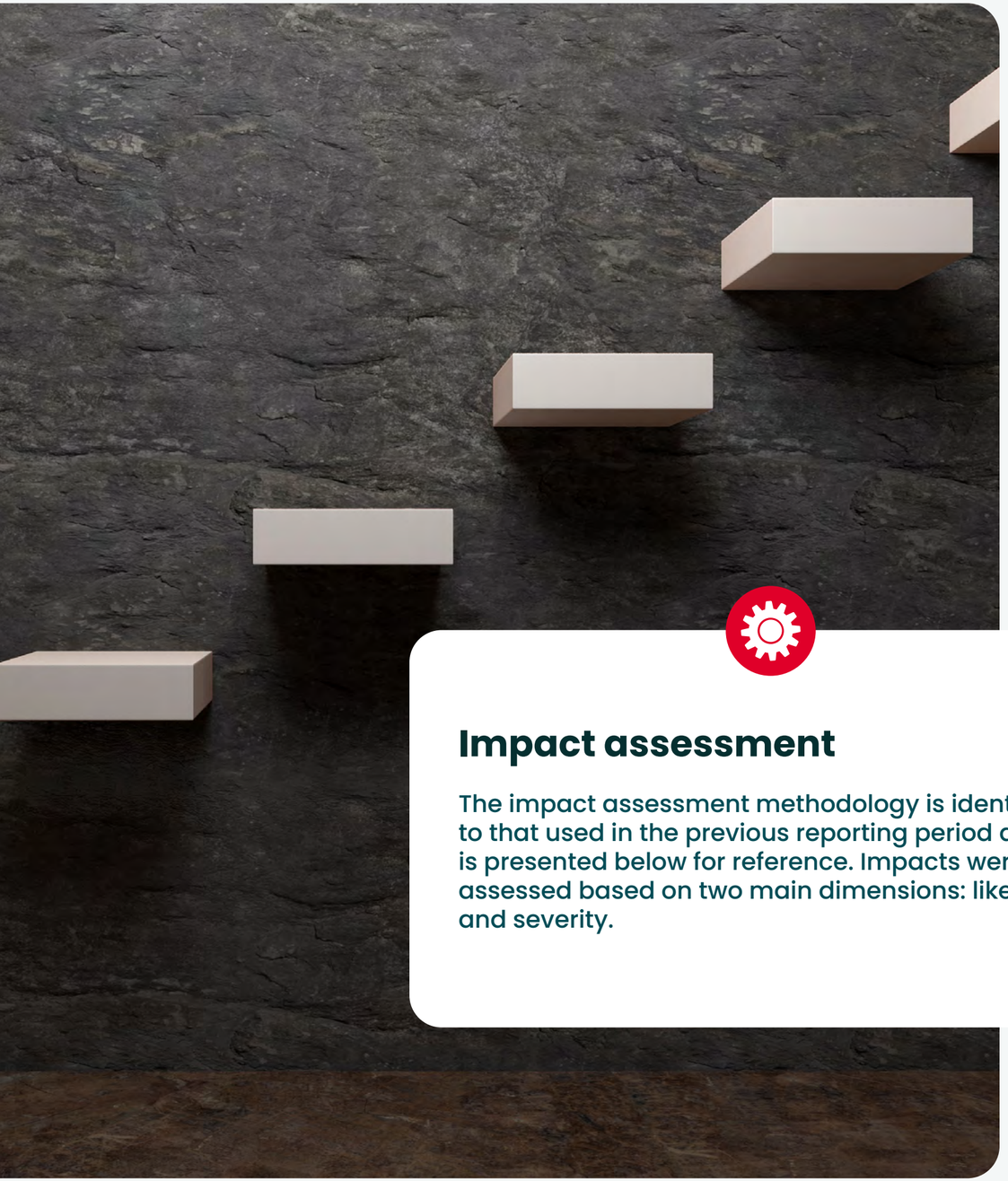
Employee consultation focused on sustainability topics included in ESRS S1 Own workforce, through a thematically adapted online questionnaire distributed via internal communication channels, similar to the previous reporting period.

Distributors

As a new element compared to the previous year, in 2025 the distributor category was also consulted, through a dedicated questionnaire addressed to commercial partners. The feedback received was analyzed by the commercial team and integrated into the reassessment of IROs relevant to customer and market relationships.

Local communities

Consultation with the local community included feedback collected during the "Open Doors Day" event in June 2025, attended by approximately 250 participants, as well as a dedicated questionnaire addressed to the broader local community. Other stakeholder categories were continuously engaged through permanently available communication channels, with the feedback received being analyzed during the context understanding phase.



Impact assessment

The impact assessment methodology is identical to that used in the previous reporting period and is presented below for reference. Impacts were assessed based on two main dimensions: likelihood and severity.

The assessment of impacts was carried out during meetings with representatives of the Sustainability Working Team and, where relevant, with other experts and specialists within the company responsible for stakeholder relationships and the identified impacts. Based on internally available information, the results of stakeholder consultations and publicly available evidence, impacts were evaluated according to the established criteria, as follows:

- for actual negative impacts, severity, including scale, scope and remediability or irremediability, and likelihood, which was assigned a score of 5, reflecting that the impact occurred multiple times during the past year.
- for potential negative impacts, severity and likelihood of occurrence.
- for actual positive impacts, severity, including scale and scope, and likelihood, which was assigned a score of 5, reflecting that the impact occurred multiple times during the past year.
- for potential positive impacts, severity, including scale and scope, together with likelihood of occurrence.

Although the standard does not require the assessment of likelihood for actual impacts, this element was included in our methodology to ensure process consistency and comparability between actual and potential impacts. For actual impacts, a likelihood score of 5 was assigned, reflecting that the impact occurred during the past year.

The scales used for impact assessment

The impact assessment in the analysis process was carried out using two main dimensions: probability and severity. These were quantified on detailed scales to provide a clear and objective understanding.

1. Likelihood

The probability reflects the frequency and likelihood of a potential impact occurring, evaluated on a scale from 0 to 5:

- **0:** 0% probability of happening.
- **1:** Highly unlikely to happen over a long period (3-5 years) or has not occurred so far.
- **2:** Unlikely to happen over a long period (3-5 years) or has occurred at least once in the last 3 years.
- **3:** Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
- **4:** Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
- **5:** Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.

2. Severity

Severity analyzes the gravity, extent, and irremediability of an impact, being assessed based on three dimensions: **gravity, extent, and irremediable nature.**

Scale:

- **0:** No impact (e.g., no emissions, no workplace accidents, no employee turnover, no wastewater discharges, etc.).
- **1:** My impact is over 50% lower than the industry average/legal limit/national average (depending on the form of impact).
- **2:** My impact is up to 50% lower than the industry average/legal limit/national average (depending on the form of impact).
- **3:** My impact is the same as the industry average/legal limit/national average (depending on the form of impact).
- **4:** My impact is up to 50% higher than the industry average/legal limit/national average (depending on the form of impact).
- **5:** My impact is over 50% higher than the industry average/legal limit/national average (depending on the form of impact).

Scope:

- **0:** No detectable effect (0% of the relevant population or ecosystem is affected).
- **1:** Up to 10% of the relevant population, community, or ecosystem is affected.
- **2:** Between 10-25% of the relevant population, community, or ecosystem is affected.
- **3:** Between 25-50% of the relevant population, community, or ecosystem is affected.
- **4:** Between 50-75% of the relevant population, community, or ecosystem is affected.
- **5:** Over 75% of the relevant population, community, or ecosystem is affected.

Note: The determination of the number of people in the relevant population, community, or ecosystem for calculating the affected percentage was done separately, depending on the specific theme. For example, for employees, we analyzed the percentage of the total company employees who are or might be affected by the impact associated with a particular theme, such as health and safety at the workplace; for the local community, we referred to the population of Iași County, considering the percentage of this population who is or might be affected by the company's activities.

Irremediable nature:

- **0:** No impact, no remedial measures needed, the situation remains unaffected.
- **1:** Slightly remediable impact, reduced and can be fully remediated with minimal actions from the company; the situation can return completely to its original state.
- **2:** Remediable impact, requiring considerable intervention from the company to restore the situation to its original state; full remediation is possible through internal efforts.
- **3:** Significantly remediable impact, requiring coordinated efforts between the company and other external parties (e.g., government, NGOs) to mitigate the effects; full restoration is possible but difficult.
- **4:** Hard to remediate impact, even with significant efforts from the company and other external parties, the impact is only partially reversible; complete restoration to the previous state is unlikely.
- **5:** Irreversible impact, cannot be restored, with no realistic possibility of returning the affected environment or population to its original state; any action can only slightly mitigate the effects.

Data sources used to determine industry averages, legal thresholds and national benchmarks:

The determination of industry averages, legal thresholds or national benchmarks was carried out through a preliminary analysis of available sources, tailored to each topic assessed. The process relied on a combination of internal information and consultation of relevant external resources, where available.

Examples of sources used include:

- **Internal information:** historical data on reported incidents, fines or sanctions applied, as well as internal reports on compliance with legal requirements.
- **Legal regulations:** review of applicable national legislation and official guidelines issued by relevant regulatory authorities, such as the Ministry of Environment and the Labour Inspectorate.
- **Industry perspective:** information obtained through participation in conferences, seminars or meetings with other industry actors, as well as reports or case studies published by professional associations.
- **National and regional context:** references to statistical data published by official institutions such as the National Institute of Statistics, Eurostat or other reliable sources.

These sources were analyzed and interpreted within the assessment process, with the direct involvement of relevant specialists across the organization. The assumptions formulated reflect the company's specific context and were validated through accumulated expertise and professional judgment, ensuring a robust basis for the assessment of impacts, risks and opportunities.

Risks and opportunities assessment

The assessment of risks and opportunities followed the same methodology as in the previous reporting period. The process started with the mapping of activities, business relationships and the value chain, identifying potential new risks and opportunities from three perspectives: dependencies on natural, human and economic resources; positive or negative impacts generated; and external conditions not directly linked to impacts or dependencies, such as regulatory requirements, market trends or emerging risks.

Sustainability-related risks are formally integrated into the company's overall risk management procedure, updated in the previous reporting period. Material risks are managed in accordance with this procedure and are included at a macro level in the general Risk Register.

In 2025, the company continued the development of a dedicated Sustainability Risk Register and the definition of specific action plans for each material risk. Risk prioritization is carried out consistently, regardless of their nature, based on the likelihood of occurrence and the magnitude of financial, operational and reputational effects.

Prioritization of sustainability-related risks

Risk prioritization, including sustainability-related risks, is carried out in accordance with the company's risk management procedure, which has been updated to integrate sustainability aspects. The same procedure is applied consistently across all types of risks, regardless of their nature, whether financial, operational or sustainability-related.

Risks are assessed using objective criteria, such as the likelihood of occurrence and the magnitude of financial impact, ensuring a coherent and comparable approach at the organizational level.

Methodologies and assumptions applied for potential risks

The process of identifying and assessing potential risks was carried out in accordance with the internal risk assessment procedure, which represents a fundamental tool in ensuring a rigorous methodological framework tailored to the organization's specific context. This procedure integrates:

- **Internal expertise:** The risk analysis was based on the knowledge and experience accumulated by the responsible teams, who are familiar with relevant economic forecasts, legislative developments, and the general dynamics of the industry.
- **Contextual evaluation:** The methodology applied took into account both the operational specifics of the organization and emerging trends identified through continuous monitoring of the external environment.
- **A judgment-based approach:** Decisions and risk prioritization were made by applying a combination of qualitative analysis and professional judgment, considering the potential economic, social, and environmental implications.
- **Fundamental assumptions:** The process involved using informed assumptions regarding economic development directions, the impact of regulatory changes, and the current context of the industry, ensuring an integrated and realistic assessment of risks.

The assessment of risks and opportunities was carried out based on the internal Risk Management procedure and was performed by relevant specialists within the company. This process took place following the analysis of triggering factors identified in 2025, with a focus on how these may affect or contribute to the company's financial performance and position, cash flows and access to capital.

The scales used for risks and opportunities assessment

1. Likelihood

Probability reflects the frequency and likelihood of a risk or opportunity occurring, being evaluated on a scale from 0 to 5:

- **0:** 0% probability of happening.
- **1:** Highly unlikely to happen over a long period (3-5 years) or has not occurred so far.
- **2:** Unlikely to happen over a long period (3-5 years) or has occurred at least once in the last 3 years.
- **3:** Likely to happen over a medium period (1-3 years) or has occurred at least once in the last 3 years.
- **4:** Likely to happen over a short period (<2 years) or has occurred a few times in the last 2 years.
- **5:** Highly likely to happen over a short period (<1 year) or has occurred multiple times in the last year.

2. Magnitude

The impact of the risk/opportunity reflects the negative/positive financial, operational, and reputational effects on the company as follows:

1: Very low

- **Financial:** Decrease in net profit by up to 3%. Decrease in net turnover by up to 5%.
- **Operational:** Company activities/work processes are not conditioned/suspended. Objectives are not affected. Loss of employees from the Specialist and Standard staff categories. No fluctuation of staff. Minor work accidents that do not cause work incapacity.
- **Reputational:** Company's image is not affected.

2. Low

- **Financial:** Decrease in net profit between 3% - 6%. Decrease in net turnover between 5% - 10%.
- **Operational:** Company activities/work processes continue with conditions to maintain operating permits. Partial achievement/difficulties in achieving an objective at the organizational structure level. Loss of employees from the Specialist and Standard categories with tenure in the company. Staff turnover between 2% and 3%. Minor work accidents that do not cause work incapacity but affect multiple employees.
- **Reputational:** Company's image is slightly affected.

3. Medium

- **Financial:** Decrease in net profit between 6% - 9%. Decrease in net turnover between 10% - 15%.
- **Operational:** Temporary suspension of certain activities. Partial achievement/ difficulties in achieving an objective at the company level. Loss of employees from the Operational Management staff category. Staff turnover between 3% and 4%. Minor work accidents that result in work incapacity of less than 3 days.
- **Reputational:** Company's image is moderately affected.

4. High

- **Financial:** Decrease in net profit between 9% - 12%. Decrease in net turnover between 15% - 20%.
- **Operational:** Cancellation of some licenses that do not fully affect the company's activities/ work processes. Inability to achieve an objective at the company level. Loss of employees from the Operational Management staff categories. Staff turnover of less than 5%/employee retention greater than 95%. Work accidents resulting in work incapacity of more than 3 days.
- **Reputational:** Company's image is significantly affected at the national level.

5. Very high

- **Financial:** Decrease in net profit by more than 12%. Decrease in net turnover by more than 20%.
- **Operational:** Interruption of essential activities – cancellation or suspension of licenses affecting the company's operation. Inability to achieve strategic objectives. Loss of multiple strategic employees from essential staff categories across multiple organizational structures. Staff turnover greater than 5%/employee retention lower than 95%. Work accidents resulting in disability or death.
- **Reputational:** Company's image is significantly affected at both national and international levels.

Determining materiality of impacts, risks and opportunities

The impacts (both positive and negative) were assessed using a probability and severity matrix, and based on the final score, measures were assigned tailored to each type of impact:

Very high	5	SEVERITY	5	10	15	20	25
High	4		4	8	12	16	20
Medium	3		3	6	9	12	15
Low	2		2	4	6	8	10
Very low	1		1	2	3	4	5
			PROBABILITY				
			1	2	3	4	5
			Very low	Low	Medium	High	Very high

Severity of negative impacts = $\frac{(Gravity+Extent+Irremediability)}{3}$

Severity of positive impacts= $\frac{(Gravity+Extent)}{2}$

Impact final score = Severity x Probability

Negative impacts

1-4	Tolerable	Does not require immediate due diligence measures..
5-8	Medium/long term reduction	Requires due diligence measures for the medium or long term.
8.01-15	Short term reduction	Requires due diligence measures implemented in the short term.
15.01-25	Urgent reduction	Requires urgent due diligence measures to manage critical impacts.

Positive impacts

1-4	Minor Positive Effects	The positive effects are small and it is discussed whether they should be amplified; investment in additional resources may be considered to increase these positive effects.
5-8	Moderate Positive Effects	Requires monitoring and planned actions to increase benefits in the medium to long term; specific measures may be implemented to develop these impacts and to increase the positive effects.
8.01-12	Significant Positive Effects	It is important to maintain positive impacts (by maintaining and consolidating the policies, procedures, and practices that generated them or could generate them); constant monitoring of these effects is recommended to reduce their decline and encourage their replication in other relevant areas.
15.01-25	Major Positive Effects	Requires high priority to be maintained externally; it is crucial to ensure continuity of the policies or practices that contribute to generating these effects.

Risk assessment

The risks were classified based on the likelihood of occurrence and the severity of the financial/operational/ reputational impact, using the following matrix:

		IMPACT					
Very high	5		5	10	15	20	25
High	4		4	8	12	16	20
Medium	3		3	6	9	12	15
Low	2		2	4	6	8	10
Very Low	1		1	2	3	4	5
			PROBABILITY				
			1	2	3	4	5
			Very Low	Low	Medium	High	Very high

Risk final score = Impact x Probability

1-4	Tolerable	No control measures are needed.
5-8	High Tolerance	Control measures are required in the medium/long term.
9-12	Low Tolerance	Control measures are required in the short term.
15-25	Intolerable	Urgent control measures are required.

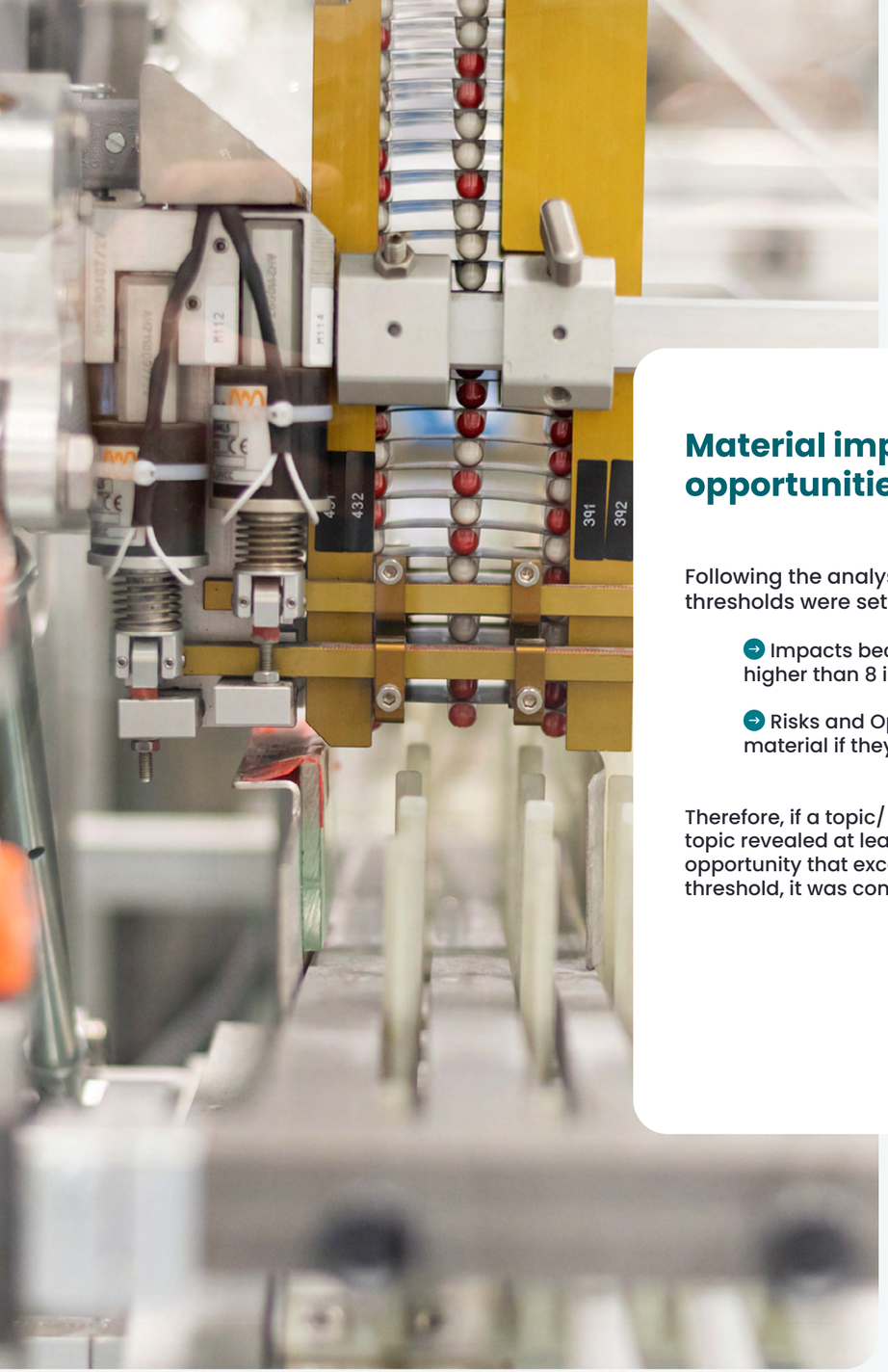
Opportunity assessment

Opportunities were classified based on the likelihood of materialization and the magnitude of financial or strategic benefits:

		IMPACT					
Very high	5		5	10	15	20	25
High	4		4	8	12	16	20
Medium	3		3	6	9	12	15
Low	2		2	4	6	8	10
Very Low	1		1	2	3	4	5
			PROBABILITY				
			1	2	3	4	5
			Very Low	Low	Medium	High	Very high

Opportunity final score = Impact x Probability

1-4	Very long-term exploration	Does not require immediate action; the opportunity is of small scale.
5-8	Medium/long-term exploration	Requires additional evaluations and investments to capitalize on the opportunities.
9-12	Short-term exploration	Requires the implementation of rapid measures to capitalize on the benefits.
15-25	Priority exploitation	Requires immediate interventions to maximize the identified opportunities.



Material impacts, risks and opportunities

Following the analysis, the materiality thresholds were set as follows:

- Impacts become material if they score higher than 8 in the assessment.
- Risks and Opportunities become material if they score higher than 9.

Therefore, if a topic/ sub-topic/ sub-sub-topic revealed at least one impact, risk, or opportunity that exceeded the materiality threshold, it was considered material.

Materiality assessment and updated results

Materiality thresholds remained unchanged compared to 2024: impacts are considered material if they achieve a score higher than 8, while risks and opportunities are considered material if they achieve a score of 9 or higher. If at least one impact, risk or opportunity associated with a topic exceeded the materiality threshold, the entire topic was classified as material.

Compared to the previous reporting period, the list of material topics underwent two changes. **Value chain workers** and **Biodiversity and ecosystems** were excluded following reassessment based on updated data obtained from the supplier ESG evaluation process. At the same time, Cybersecurity was identified as a new material topic, reflecting the increasing risks associated with digital infrastructure in the context of NIS2 requirements.

Disclosure Requirements in ESRS covered by the Sustainability Statement

The ESRS disclosure requirements covered by the Sustainability Statement, as well as the list of indicators derived from other EU legislative acts, are presented in Appendix 1 and Appendix 2 of this Statement.

8.2. Environment

8.2.1 Taxonomy related information

Taxonomy

This chapter describes the information disclosed by Antibiotice S.A. pursuant to Article 8 of the Taxonomy Regulation (Regulation (EU) 2020/852) for the financial year ended 31 December 2025.

The information is presented in accordance with the reporting requirements under Article 8 of the Taxonomy Regulation and the subsequent Delegated Regulations: Commission Delegated Regulation (EU) 2021/2178, Commission Delegated Regulation (EU) 2021/2139, Commission Delegated Regulation (EU) 2022/1214, Commission Delegated Regulation (EU) 2023/2485, Commission Delegated Regulation (EU) 2023/2486, and Commission Delegated Regulation (EU) 2026/73.

The table below presents the proportion of economic activities that are Taxonomy-aligned (A1), eligible (A2), and non-eligible (B) for Antibiotice S.A., in accordance with Article 8(2) of the Taxonomy Regulation.

Art. 8 (2) Taxonomy Regulation

Antibiotice S.A.

KPIs	Total (RON)	The proportion of eligible and non-eligible economic activities for the taxonomy in total revenue, CapEx, and OpEx Financial Year 2025 Eligible and aligned activities (A1):	Eligible and not aligned activities (A2):	Non-eligible activities (B):
Turnover (RON)	645,275,929	0	492,607,558	152,668,371
Capital expenditures (RON)	86,393,631	0	45,234,075	41,159,556
(CapEx) (RON)	42,769,599	0	4,866,347	37,903,252

Assessment of compliance with Regulation (EU) 2020/852

In the context of the transition towards a sustainable economy, the EU Taxonomy represents a key framework for classifying economic activities that contribute to the environmental objectives established at European level. In accordance with Regulation (EU) 2020/852 and the related delegated acts, this classification system helps companies, investors, and decision-makers identify activities that support sustainability and improve reporting transparency.

The EU Taxonomy is a classification system that defines which activities are sustainable ("green") and provides a methodology to determine how green turnover, CapEx, and OpEx are.

The EU Taxonomy:

- helps identify which activities qualify as sustainable and which do not;
- measures how sustainable a company's activities are, enabling accountability and comparability;
- provides investors with visibility into sustainable activities;
- helps prevent "greenwashing".

Criteria for environmentally sustainable economic activities

For the purpose of determining the environmental sustainability of an investment, an economic activity qualifies as environmentally sustainable if that activity:

a. contributes substantially to one or more of the following environmental objectives:

- climate change mitigation;
- climate change adaptation;
- sustainable use and protection of water and marine resources;
- the transition to a circular economy;
- pollution prevention and control;
- the protection and restoration of biodiversity and ecosystems.

b. does not significantly harm any of the environmental objectives;

c. is carried out in compliance with minimum safeguards, namely procedures implemented by an undertaking performing an economic activity to ensure alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and in the International Bill of Human Rights;

d. complies with the technical screening criteria.

On 4 July 2025, the European Commission adopted the Delegated Act (known as "Omnibus I"), which amended the previous delegated regulations on reporting (2021/2178), climate (2021/2139), and environment (2023/2486).

This simplification package was published in the Official Journal of the European Union on 8 January 2026, entered into force on 28 January 2026, and applies retrospectively to reporting for the 2025 financial year (reported in 2026).

This regulation introduces a materiality threshold of 10%, meaning that non-material activities must be excluded from the assessment, namely activities that cumulatively generate less than 10% of turnover, capital expenditure (CapEx), or operating expenditure (OpEx).

Following the assessment, in accordance with the legislative requirements, we identified activities that are eligible under the EU Taxonomy, meaning that they fall within economic sectors considered essential for the transition to sustainability, as follows:

Economic activity	Objective	Description of activity	NACE Code
1.1 Manufacture of active pharmaceutical ingredients (API) or active substances	Pollution prevention and control	According to the Articles of Incorporation, Antibiotice's main activity is the manufacturing of basic pharmaceutical products – NACE code 2110, which falls under the description of the EU Regulation: economic activities in this category could be associated with the NACE code C21.1, in accordance with the statistical nomenclature of economic activities established by Regulation (EC) No. 1893/2006. Nystatin has been manufactured by Antibiotice since 1970. Between 1995-1997, the technology for obtaining this active substance was perfected, the biosynthesis activity being aligned with the requirements of the international market, while respecting the rules of good manufacturing practice and the requirements of the Pharmacopoeias in international circulation. In 2006, the manufacturing process of Nystatin was optimized, leading to a significant increase in the productivity of the substance. The manufacturing of biosynthesis products, in bulk finished form, is carried out within the Biosynthesis Unit and its associated facilities – solvent recovery, cooling station – with a total area of 7,400 square meters. Since 2017, the active substance produced by Antibiotice has become a certified reference standard by the United States Pharmacopeia. Certifications: • GMP Quality Certificate • EDQM Certification • FDA Approval • International Reference Standard granted by USP	**2110**
1.2 Manufacture of medicinal products	Pollution prevention and control	According to the Articles of Incorporation, Antibiotice carries out the secondary activity of Manufacturing of pharmaceutical preparations - NACE code 2120, which falls under the description of the EU Regulation: economic activities in this category could be associated with the NACE code C21.2, in accordance with the statistical nomenclature of economic activities established by Regulation (EC) No. 1893/2006. The medicines are produced on production lines that are verified and certified by the National Agency for Medicines and Medical Devices of Romania (ANMDMR), in accordance with Good Manufacturing Practices (GMP) requirements. Production activities are carried out across four manufacturing sites: • Parenteral Unit – where powders for injectable suspension/solution are produced; • Tablets Unit – where tablets are produced; • Capsules Unit – where capsules are produced; • Ointments and Suppositories Unit – where ointments, creams, gels, suppositories, and pessaries are produced.	**2120**
5.5 Collection and transport of non-hazardous waste in source segregated fractions	Climate change mitigation	The activities carried out at Antibiotice result in materials classified according to legal requirements as waste, specifically any substance or object that the holder discards or has the intention or obligation to discard. These are managed at the company level, meaning Antibiotice handles the collection, transportation, recovery (including sorting), and disposal of waste, as well as supervising these operations and the subsequent maintenance of disposal sites, along with actions undertaken by a trader or broker.	**4646**
6.3 Urban and suburban transport, road passenger transport	Climate change mitigation	This activity is represented by the acquisition of a bus for transporting employees to and from the workplace.	**NA**

Economic activity	Objective	Description of activity	NACE Code
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	Climate change mitigation	The company purchased a passenger vehicle in the M1 category.	**NA**
7.1 Construction of new buildings	Climate change mitigation	This activity is represented by the construction of a new finished goods warehouse.	**NA**
7.2 Renovation of existing buildings	Climate change mitigation	The activity represents the cladding of the building of a 6/0.4 kV transformer station.	**NA**
7.3 Installation, maintenance and repair of energy efficiency equipment	Climate change mitigation	The activity mainly involves the installation of air conditioning systems and the replacement of inefficient lighting with LED technology.	**NA**
7.7 Acquisition and ownership of buildings	Climate change mitigation	Antibiotice rents spaces to third parties for the installation, operation, and maintenance of telecommunications equipment.	**6820**

An economic activity qualifies as contributing substantially to one or more environmental objectives if it directly enables a substantial contribution by other activities to one or more of those objectives, provided that the activity: (a) does not lead to a lock-in of assets that would undermine long-term environmental objectives, taking into account the economic lifetime of those assets; and (b) has a substantial positive environmental impact, based on life-cycle considerations.

Following the assessment carried out by the relevant departments, the identified activities do not meet all the requirements to be classified as aligned in accordance with Article 3 points (a) and (b) of Regulation (EU) 2020/852.

For the calculation of the indicators related to turnover, CapEx, and OpEx, we analyzed revenues, investments, and operating expenses in conjunction with the requirements of the Taxonomy Regulation. This approach ensures that no activity is double counted.

None of our activities contribute to more than one environmental objective and, therefore, no disaggregation of key performance indicators is required.

Contextual information on KPIs related to revenue

From the perspective of the turnover KPI, based on the internal assessment of the eligibility of the activities carried out, in line with the NACE codes included in the Articles of Association and in accordance with the provisions of Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investment, the following eligible activities were identified at the level of Antibiotice S.A.:

- Production of active pharmaceutical ingredients (Taxonomy activity 1.1) and Manufacture of medicinal products (Taxonomy activity 1.2) – under the environmental objective Pollution prevention and control, representing material activities with a share of 76.29% of total turnover;

- Collection and transport of non-hazardous waste in separately collected fractions at source (Taxonomy activity 5.5) and Acquisition and ownership of buildings (Taxonomy activity 7.7) – under the environmental objective Climate change mitigation, representing non-material activities with a share of 0.05% of total turnover.

Based on the database containing the breakdown of operations contributing to net turnover, we performed a grouping by NACE code, activity code, and accounting account, and extracted the value of net turnover for each activity.

The turnover KPI was calculated as the ratio of Taxonomy-eligible turnover to total turnover. The denominator of the turnover KPI is based on the net turnover recognized in the Financial Statements prepared in accordance with IFRS for the financial year ended 31 December 2025, in line with the accounting policies presented in Note 2.6 "Revenue recognition IFRS 15 – Revenue from contracts with customers".

The turnover, amounting to a total of 645,275,929 RON, is reconciled with the Financial Statements prepared in accordance with IFRS for the financial year ended 31 December 2025, Note 3 – Operating revenues.

The numerator of the eligible turnover KPI is defined as the net turnover derived from products and services associated with Taxonomy-eligible economic activities, as follows:

- **Activity 1.1 "Manufacture of active pharmaceutical ingredients (APIs) or active substances" and Activity 1.2 "Manufacture of medicinal products"** generate turnover through the sale of active substances and medicinal products to commercial partners in over 70 countries worldwide. The amounts are identified using analytical accounting accounts. The value of these revenues amounts to 492,257,027 RON, decreasing compared to 2024, as a result of lower sales on the U.S. market, reduced consumption of oral antibiotics, and a contraction in demand for food supplements based on plant extracts subject to Law no. 81/2022.

- **Activity 5.5 "Collection and transport of non-hazardous waste in separately collected fractions at source"** generates turnover through the recovery of materials resulting from the company's activities. The amounts are identified using analytical accounting accounts. The value of revenues in 2025 amounted to 140,882 RON.

- **Activity 7.7 "Acquisition and ownership of buildings"** generates turnover through the leasing of spaces to third parties for the installation, operation, and maintenance of telecommunications equipment. The amounts are identified using analytical accounting accounts. The value of revenues in 2025 amounted to 209,650 RON.

The revenues presented arise from the company's core activities and are of a recurring nature.

Contextual information about the KPIs regarding CapEx

From the perspective of the CapEx KPI, in accordance with the Taxonomy Regulation, the CapEx denominator includes additions to tangible assets (IAS 16) and intangible assets (IAS 38).

Based on the internal assessment of investments carried out in line with the provisions of Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investment, the following investments related to eligible activities were identified at the level of Antibiotice S.A.:

- Production of active pharmaceutical ingredients (Taxonomy activity 1.1) and Manufacture of medicinal products (Taxonomy activity 1.2), contributing to the environmental objective Pollution prevention and control;
- Urban and suburban transport, road passenger transport (Taxonomy activity 6.3), Transport by motorcycles, passenger cars and light commercial vehicles (Taxonomy activity 6.5), Construction of new buildings (Taxonomy activity 7.1), Renovation of existing buildings (Taxonomy activity 7.2), Installation, maintenance and repair of energy efficiency equipment (Taxonomy activity 7.3), contributing to the environmental objective Climate change mitigation.

The CapEx KPI is calculated as Taxonomy-eligible CapEx (numerator) divided by total CapEx (denominator, which includes both intangible and tangible assets), and is recognized in the Financial Statements prepared in accordance with IFRS for the financial year ended 31 December 2025, based on the accounting policies presented in Notes 2.7 Property, Plant and Equipment Accounting Policies and 2.8 Intangible Assets Accounting Policies.

Capital expenditures are reconciled with the amounts presented in Note 11 of the Financial Statements prepared in accordance with IFRS for the financial year ended 31 December 2024, Property, Plant and Equipment, under the line "Additions", and in Note 12 Intangible Assets, under the line "Additions", less the amount of 56,199,070 RON classified as "Advances", which was excluded from the Taxonomy analysis.

This amount relates to advances paid for equipment associated with the following investment projects currently under implementation:

- manufacturing flow for sterile solutions, with the estimated completion of equipment delivery and construction works by the end of 2027, and the inspection and obtaining of the Good Manufacturing Practice (GMP) certificate in Q3 2028.
- manufacturing flow for sterile topical products, with equipment delivery completed by the end of 2026, and the inspection and obtaining of the Good Manufacturing Practice (GMP) certificate in Q2 2027.

The numerator of the CapEx KPI is defined as investments associated with Taxonomy-eligible economic activities, as follows:

Investments associated (CapEx type A)

- **Activity 1.1 "Manufacture of active pharmaceutical ingredients (APIs) or active substances" –** additions during the year consist of direct investments in the production site and supporting activities. The amount is identified using analytical accounting accounts. The value of additions in 2025 amounted to 3,541,920 RON.
- **Activity 1.2 "Manufacture of medicinal products" –** additions in 2025 consist of direct investments in production sites and supporting activities. The amount is identified using analytical accounting accounts. The value of additions in 2025 amounted to 32,597,017 RON.

Relevant investments for Taxonomy (CapEx type C)

- **Activity 6.3 "Urban and suburban transport, road passenger transport"** represents the acquisition of vehicles necessary for the proper conduct of the company's activities. The amount is identified using analytical accounting accounts. The value of additions in 2025 amounted to 1,060,752 RON, representing investments carried out in 2025 for the renewal of the passenger transport fleet. The bus complies with EURO VI specifications and represents non-material activities under Commission Delegated Regulation (EU) 2026/73.
- **Activity 6.5 "Transport by motorcycles, passenger cars and light commercial vehicles"** consists of the acquisition of a passenger car required for sales activities. The amount is identified using analytical accounting accounts. The value of additions in 2025 amounted to 122,425 RON.
- **Activity 7.1 "Construction of new buildings"** consists of the construction of a new pharmaceutical products warehouse. This investment addresses the company's need for a modern and efficient facility capable of supporting planned future production. With a storage capacity aligned with the anticipated growth up to 2030, this warehouse will serve as a key hub for the storage and distribution of pharmaceutical products. The amount is identified using analytical accounting accounts. The value of additions in 2025 amounted to 1,296,237 RON. The investment was completed in 2025 and received operating authorization from the National Agency for Medicines and Medical Devices of Romania.
- **Activity 7.2 "Renovation of existing buildings"** represents investments in the modernization of the garage and fire safety (PSI) facility, amounting to 4,708,347 RON.
- **Activity 7.3 "Installation, maintenance and repair of energy efficiency equipment"** consists of replacing oil-filled electrical transformers in all transformer stations across the company's platform with dry-type transformers, which are more reliable, more compact, and have lower energy losses. External lighting works included the implementation of a new outdoor lighting network using equipment, LED lamps, and motion sensors, aimed at ensuring adequate lighting and reducing electricity consumption. The amount is identified using analytical accounting accounts. The value of additions in 2025 amounted to 1,907,377 RON.

The investments carried out in 2025 are part of the company's multiannual investment plan and will support the continuity of production in line with industry standards, as well as the improvement of business performance. Their value varies depending on the stage of the investment projects.

Contextual information about the KPIs regarding OpEx

The OpEx KPI is defined as Taxonomy-eligible OpEx (numerator) divided by total OpEx. Expense accounts related to external services (maintenance and repair costs, royalty expenses, and expenses for services provided by third parties) are recognized in the Financial Statements prepared in accordance with IFRS for the financial year ended 31 December 2025, based on the accounting policies presented in Note "2.14 Expense recognition".

The operating expenses related to the OpEx KPI analyzed for Taxonomy purposes are included in the amounts presented in the trial balance under the following accounts: 6021 "Auxiliary materials expenses", 6024 "Spare parts expenses", 6028 "Other consumables expenses", 611 "Expenses for repairs of buildings, equipment, machinery and others", 612 "Rental expenses", 615 "Professional training expenses", and 628 "Other expenses for services provided by third parties".

Total OpEx consists of non-capitalized direct costs related to research and development, building renovation measures, short-term leases, maintenance and repairs, and any other direct expenses related to the day-to-day servicing of assets, property, plant and equipment.

The numerator of the OpEx KPI represents operating expenses associated with Taxonomy-eligible economic activities (OpEx type A), as follows:

- **Activity 1.1 "Manufacture of active pharmaceutical ingredients (APIs) or active substances" –** the recorded expenses include maintenance and repair costs, IT expenses related to the maintenance of tangible assets, professional training expenses, and short-term rental expenses. The amount is identified using analytical accounting accounts. The value of expenses in 2025 amounted to 1,440,007 RON.

- **Activity 1.2 "Manufacture of medicinal products" –** the recorded expenses include maintenance and repair costs, IT expenses related to the maintenance of tangible assets, professional training expenses, and short-term rental expenses. The amount is identified using analytical accounting accounts. The value of expenses in 2025 amounted to 3,426,340 RON.

Expenses related to the routine maintenance of property, plant and equipment include periodic inspections, replacement of worn parts, cleaning and disinfection materials, and maintenance services, all of which are necessary to ensure the efficient operation of equipment and the upkeep of buildings.

The OpEx incurred in 2025 was aimed at supporting the company's revenue generation, with no significant changes in its structure, and its value is comparable to that of 2024.

Table 1. Proportion of turnover derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – information provided as of 31st December 2025 (summary of key performance indicators – KPIs)

31.12.2025

key performance indicators (KPIs) (1)	Total (2)	Proportion of Taxonomy-eligible activities (3)	Taxonomy-aligned activities (4)	Proportion of Taxonomy-aligned activities (5)	Breakdown of Taxonomy-aligned activities by environmental objectives						Proportion of enabling activities	Proportion of transitional activities	Non-assessed activities considered non-material	Taxonomy-aligned activities in the previous financial year (N-1) (15)	Proportion of Taxonomy-aligned activities in the previous financial year (N-1) (16)
					Climate change mitigation (6)	Climate change adaptation (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiversity (11)					
Text	RON	%	RON	%	%	%	%	%	%	%	%	%	%	RON	%
Turnover	645,275,929	76.34%	0	0%										0	0%
CapEx	86,393,631	52.36%	0	0%										0	0%
OpEx	42,769,599	11.38%	0	0%										0	0%

Table 2. Proportion of turnover derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – information provided as of 31st December 2025 (breakdown by activity)

Reported key performance indicators (KPIs) (Turnover)

31.12.2025

Economic Activities (1)	Code (2)	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible turnover) (3)	Taxonomy-aligned KPI (monetary value of turnover) (4)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned turnover) (5)	Environmental objective of Taxonomy-aligned activities						Enabling activities (12)	Transitional activities (13)	Proportion of Taxonomy-aligned activities out of Taxonomy-eligible activities (14)
					Climate change mitiga-tion (6)	Climate change adapta-tion (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiver-sity (11)			
Text	RON	%	RON	%	%	%	%	%	%	%	(E – where applicable)	(T - where applicable)	%
Manufacture of active pharmaceutical ingredients (APIs) or active substances and manufacture of medicinal products	1.1 and 1.2 Pollution prevention and control	76.29%											
Sale of residual products resulting from the activities of Antibiotice S.A.	5.5 Climate change mitigation	0.02%											
Leasing of spaces for the installation, operation, and maintenance of telecommunications equipment	7.7 Climate change mitigation	0.03%											
Amount of aligned activities per objective													
Total KPI (turnover)		**76.34%**	**-**	**0%**							**0%**	**0%**	**0%**

Table 3. Proportion of CapEx derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – information provided as of 31st December 2025 (breakdown by activity).

Economic Activities (1)	Code (2)	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible CapEx) (3)	Taxonomy-aligned KPI (monetary value of Capex) (4)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned CapEx) (5)	Environmental objective of Taxonomy-aligned activities						Enabling activities (12)	Transitional activities (13)	Proportion of Taxonomy-aligned activities out of Taxonomy-eligible activities (14)
					Climate change mitiga-tion (6)	Climate change adapta-tion (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiver-sity (11)			
Text		%	RON	%	%	%	%	%	%	%	(E – where applicable)	(T - where applicable)	%
Manufacture of active pharmaceutical ingredients (APIs) or active substances	1.1 Pollution prevention and control	4.10%		%	%	%	%	%	%	%			%
Manufacture of medicinal products	1.2 Pollution prevention and control	37.73%											
Urban and suburban transport, road passenger transport	6.3 Climate change mitigation	1.23%											
Transport with motorbikes, passenger cars, and light commercial vehicles	6.5 Climate change mitigation	0.14%											
Construction of new buildings	7.1 Climate change mitigation	1.50%											
Renovation of existing buildings	7.2 Climate change mitigation	5.45%											
Installation, maintenance, and repair of energy efficiency equipment	7.3 Climate change mitigation	2.21%											
Amount of aligned activities per objective													
Total KPI CapEx		**52.36%**	**0**	**0%**							**0%**	**0%**	**0%**

Table 4. Proportion of OpEx derived from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – information provided as of 31st December 2025 (breakdown by activity)

Economic Activities (1)	Code (2)	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible OpEx) (3)	Taxonomy-aligned KPI (monetary value of OpEx) (4)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned OpEx) (5)	Environmental objective of Taxonomy-aligned activities						Enabling activities (12)	Transitional activities (13)	Proportion of Taxonomy-aligned activities out of Taxonomy-eligible activities
					Climate change mitiga-tion (6)	Climate change adapta-tion (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiver-sity (11)			
Text		%	RON	%	%	%	%	%	%	%	(E – where applicable)	(T - where applicable)	%
Manufacture of active pharmaceutical ingredients (APIs) or active substances	1.1 Pollution prevention and control	3.37%											
Manufacture of medicinal products	1.2 Pollution prevention and control	8.01%											
Amount of aligned activities per objective													
Total KPI CapEx		**11.38%**	**0**	**0%**							**0%**	**0%**	**0%**

8.2.2 Climate change

In a global context where regulatory requirements are becoming increasingly stringent, investor expectations are rising and the physical effects of climate change are becoming more visible, Antibiotice treats this topic as a factor with direct relevance for the long-term sustainability of its business. This section describes the framework through which the company manages climate-related impacts, risks and opportunities, covering governance aspects, policies and actions, greenhouse gas emission reduction targets and energy performance for the year 2025.

Integration of sustainability-related performance in incentive schemes

Commitment to climate at the level of the company's leadership goes beyond the policies developed in this area and is directly embedded in the management incentive and remuneration system. Antibiotice includes specific environmental indicators within the structure of key performance indicators (KPIs) established for board members and the Chief Executive Officer, in accordance with the provisions of GEO no. 109/2011, corroborated with GD no. 639/2023 and Order no. 651/2024. The indicators for 2025 were approved by the General Meeting of Shareholders in December 2025. The weighting of environmental indicators related to the achievement of emission reduction targets is detailed in the "Governance and Responsibilities" section.

Executive Directors

Climate-related indicators target the reduction of Scope 1 emissions (5%) and Scope 2 emissions (5%), together accounting for 10% of total KPIs. The calculation and allocation mechanism for the variable component is identical to that applied to the General Manager.

The overall KPI achievement level falls into one of three categories: below expectations (below 85%), in line with expectations (85% to 100%) or above expectations (above 100%). The variable component of remuneration is granted only if the achievement level falls within the latter two categories.

Transition plan for climate change mitigation

The company's climate policy framework is supported by an ongoing assessment of the opportunity to develop a climate transition plan.

As of the reporting date, Antibiotice S.A. does not have a formalized and approved climate transition plan. The company is currently evaluating options for developing such a plan, in alignment with the evolving European regulatory framework and its strategic priorities.

A concrete step in this direction was the submission, in 2025, of a formal commitment to set short-term emission reduction targets under the Science Based Targets initiative (SBTi), with Committed status. As of the reporting date, these targets have not yet been defined or submitted for validation to SBTi.

Until dedicated strategic instruments for climate transition are finalized, the company continues to implement energy efficiency and emission reduction measures, to monitor its greenhouse gas inventory on an annual basis and to integrate climate considerations into operational and investment decision-making processes, with a focus on Scope 1 and Scope 2 emissions. Antibiotice has not established a formal Net Zero commitment.

Decisions regarding the development of a climate transition plan will be periodically assessed in line with the evolution of the regulatory framework and the company's strategic priorities.

Material impacts, risks and opportunities and their interaction with strategy and business model

Antibiotice's activities generate greenhouse gas emissions through multiple sources, with a direct impact on the climate. The manufacturing process for medicines and raw materials requires significant amounts of energy, and where this energy is derived from non-renewable sources such as natural gas and petroleum products, the company contributes to CO_2 emissions and the intensification of climate change effects. A high consumption of non-renewable energy resources also places pressure on the long-term availability of natural resources.

A second significant source of emissions is transportation. The company's own fleet, which relies on fossil fuels, generates not only CO_2 emissions but also fine particulate matter and nitrogen oxides (NOx), affecting air quality in urban and industrial areas. In addition, the international transport of raw materials and equipment contributes to the carbon footprint of the value chain and represents a category of emissions that is indirectly controllable, depending on supplier decisions and the structure of the supply network.

Taken together, production and transportation define Antibiotice's climate footprint and represent the key areas where energy efficiency measures, the transition to renewable energy sources and supply chain optimization can deliver the most significant emission reductions.

The main climate-related risks identified for Antibiotice cover both physical exposure and transition pressures associated with the shift to a low-carbon economy.
On the physical risk side, extreme weather events such as droughts, floods or heatwaves may affect the availability and cost of raw materials sourced from climate-sensitive regions, with direct implications for procurement costs and production continuity.

Transition risks are more diverse and tend to materialize over a shorter time horizon. The progressive tightening of European and national regulations on carbon emissions, energy efficiency and resource use may require significant investments in new technologies and the adaptation of production processes to maintain compliance. In the transport sector, increasingly stringent requirements on vehicle emissions and fleet energy efficiency may generate additional costs for both internal operations and logistics partners. At the same time, dependence on conventional energy sources exposes the company to volatility in energy and fuel prices, with the potential to disrupt operations during periods of market pressure.

Finally, the absence of a clear and credible plan to reduce climate impact may affect the company's perception among customers, business partners and investors, particularly in international markets with stringent sustainability requirements. This reputational risk is amplified by the global trend of linking commercial relationships and access to financing to demonstrated climate performance, with direct implications for the company's competitiveness and attractiveness for capital.
The climate transition creates a range of concrete opportunities for Antibiotice. Investments already initiated in on-site solar energy production and in the modernization of energy infrastructure reduce dependence on conventional sources, lowering both long-term operational costs and the carbon footprint of operations. In the same direction, the adoption of more energy-efficient production technologies can enhance the company's competitiveness on international markets, where sustainability requirements from business partners are becoming increasingly stringent, while improved climate performance can further strengthen its market position.

From a financing perspective, active commitment to emission reduction and alignment with internationally recognized standards such as SBTi facilitate access to green financing instruments, sustainability-linked funds and support schemes for energy efficiency and decarbonization projects, providing complementary sources of capital for the continuous modernization of production capacities.

At the supply chain level, diversifying raw material sourcing towards suppliers located in regions less exposed to climate risks can reduce vulnerability to availability and price fluctuations driven by extreme weather events.

Resilience analysis

Understanding how climate change may affect Antibiotice's business model underpins all strategic and investment decisions relevant to climate. In 2022, the company conducted a structured climate risk analysis using the TCFD methodology, enabling the identification of both physical and transition risks across defined time horizons.

To assess its exposure to these risks, the 2022 analysis used four scenarios, evaluated over short-term (up to 2030), medium-term (2030 to 2040) and long-term (up to 2050) horizons, in line with TCFD recommendations:

- **Scenario 0** – Business as usual: a baseline scenario without additional decarbonization measures, used to test exposure to physical risks.
- **Scenario 1** – Energy efficiency: optimization of resource consumption, with a primary implementation horizon up to 2025.
- **Scenario 2** – Sustainable transition: additional measures to reduce dependence on high-emission resources, with effects assessed over the medium and long term.
- **Scenario 3** – Advanced reduction: long-term decarbonization measures, including transport and infrastructure initiatives, compatible with climate neutrality by 2050.

For transition risks, at least one scenario aligned with the objective of limiting global warming to 1.5°C was used, namely Net Zero 2050, equivalent to SSP1-1.9. Scenarios 2 and 3 are aligned with a 42% emission reduction target by 2030.

The identification of physical hazards and the assessment of exposure were based on a high-emission scenario, ensuring a precautionary approach, using climate data aggregated at national and regional levels, without detailed site-specific geospatial modelling.

Results of the analysis and implications for the business model

At the time of the assessment, the analysis did not indicate climate-related risks that would significantly affect the company's operational continuity in the short and medium term. No assets or activities were identified as inherently incompatible with the climate transition. However, certain operational processes will require progressive investment efforts to remain aligned with a Net Zero 2050 scenario, primarily due to partial dependence on conventional energy sources.

In direct response to the identified transition risks, the company has oriented its investment decisions towards energy efficiency and renewable energy. In 2024, a 2.5 MW photovoltaic plant was completed, and in 2025 the company initiated the modernization of the 110/6 kV transformer station, commissioned two 6/0.4 kV electrical transformers and entered the final testing phase of a 1.2 MW rooftop photovoltaic system. These investments contribute directly to the reduction of Scope 1 and Scope 2 emissions.

Physical risks related to extreme weather events are managed through the diversification of supply sources, with no direct impacts on the company's own assets identified at the time of the analysis.

As of the reporting date, the identified climate risks have not led to significant adjustments of assumptions used in the financial statements. The resilience analysis will be periodically reviewed in line with the evolution of climate risk assessment methodologies and the relevant regulatory framework.

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

The process for identifying and assessing climate-related impacts, risks and opportunities is structured around three main components: the greenhouse gas emissions inventory, the analysis of physical risks and the analysis of transition risks.

The emissions inventory covers direct Scope 1 emissions, including stationary and mobile combustion and fugitive emissions, indirect Scope 2 emissions from purchased electricity consumption and indirect Scope 3 emissions across the value chain. The methodology follows the GHG Protocol standards, and in 2024 it was expanded to systematically cover Scope 3 categories, an approach further developed in 2025.

Physical risks were assessed, including through the 2022 TCFD analysis, using high-emission scenarios to test the exposure of operational sites. Transition risks and opportunities were identified based on the same analysis, incorporating scenarios aligned with the 1.5°C pathway across differentiated time horizons. The results of this process underpin emissions reporting, support climate risk management and guide energy efficiency decisions, as detailed in the following sections.

Policies related to climate change mitigation and adaptation

Antibiotice's climate policy framework is represented by the Climate Resilience Policy, adopted at company level and integrated into the overall governance and risk management framework. The policy establishes the principles and guidelines for managing climate-related impacts, risks and opportunities and addresses both mitigation and adaptation aspects.

Mitigation

- Reduction of greenhouse gas emissions associated with own operations, through energy efficiency measures and the use of low-carbon energy sources.
- Improvement of the energy efficiency of infrastructure and equipment, including the modernization of internal electrical networks and the progressive integration of renewable energy.
- Integration of sustainability criteria into relationships with relevant suppliers within the supply chain.

Adaptation

- Periodic assessment of physical climate risks and operational vulnerabilities, with the objective of ensuring business continuity.
- Implementation of measures to protect assets and infrastructure against the potential effects of extreme weather events.
- Continuous monitoring of climate-related risks and updating response measures in line with regulatory developments.

The Climate Resilience Policy also serves as the reference framework for potential future initiatives regarding the development of a climate transition plan. In the context of the near-term SBTi commitment undertaken in 2025, the policy may be subject to periodic review, depending on the evolution of the methodological framework, the company's strategic options and any emission reduction pathways that will be defined.

Implementation is monitored through internal management mechanisms, and relevant information is disclosed annually through the company's integrated reports.

Actions and resources in relation to climate change policies

The Climate Resilience Policy is operationalized through a continuous program of actions aligned with the identified impacts, risks and opportunities. These actions are integrated into the company's operational and investment processes and address both mitigation and adaptation.

Actions implemented in 2025

Investments in 2025 focused primarily on improving the energy efficiency of internal infrastructure and expanding renewable energy generation capacity, directly contributing to the reduction of Scope 1 and Scope 2 emissions:

- Initiation of the modernization of the 110/6 kV transformer station, through the replacement of a 16 MVA transformer with a high energy-efficiency unit. By reducing network losses, this decreases the amount of energy required to achieve the same level of consumption, with a direct effect on lowering associated emissions.
- Commissioning of two 6/0.4 kV electrical transformers with a capacity of 1,000 kVA each, contributing to the optimization of internal energy distribution.
- Entry into the final testing phase of a 1.2 MW rooftop photovoltaic plant, which will further increase the company's existing renewable energy generation capacity.

These projects are part of a multi-year program for the modernization of energy infrastructure, with progress monitored annually through operational and energy performance indicators.

Decarbonization levers

Emission reduction is supported by three main levers, applied in a complementary manner:

- **Energy efficiency** – modernization of infrastructure and equipment, optimization of industrial processes and reduction of energy losses at production facility level;
- **Renewable energy –** on-site photovoltaic generation and, starting August 2024, the contracting of a supplier that certifies through guarantees of origin that 100% of purchased electricity comes from renewable sources, with a direct impact on Scope 2 market-based emissions;
- **Asset modernization** – adoption of high energy-performance technologies and gradual electrification where technically and operationally feasible.

Financial resources allocated

Financial resources allocated to climate actions are integrated into the company's overall planning and budgeting processes. The alignment of CapEx and OpEx with the key performance indicators defined under Delegated Regulation (EU) 2021/2178 is ensured through EU Taxonomy reporting, where any gaps against eligibility and alignment criteria are also presented. Future allocation of financial resources for emission reduction actions will be prioritized based on the evolution of climate-related projects, the regulatory framework and the company's strategic priorities.

GHG emission reduction targets

Antibiotice S.A. monitors the effectiveness of its climate policies and actions through quantitative emission reduction targets established under the Climate Resilience Policy. The company has committed to reducing Scope 1 and Scope 2 emissions by 46% by 2030 compared to the 2019 baseline. This target is absolute, measurable and time-bound, based on audited reference data for 2019.

As of the reporting date, this target has not been validated by SBTi and is currently treated as an internal commitment used as a strategic reference for monitoring performance and prioritizing energy efficiency measures. The company is assessing methodological options for defining and submitting potential targets to the initiative. If validated, the targets will be recalibrated to include 1.5°C-aligned pathways, interim milestones and clear monitoring methodologies.

For Scope 3, the company is evaluating methodological options for defining potential future targets, taking into account the complexity of value chain emissions.

Progress against the emission reduction targets is summarized in the table below:

Scope	Type of activity	2025, tonnes CO_2e	2024, tonnes CO_2e	2019, tonnes CO_2e	Target 2030, tonnes CO_2e	2025/ 2024	2025/ 2019	Increases (+)/ Decreases (-) 2025/2024	Increases (+)/ Decreases (-) 2025/2019
Scope 1	Stationary combustion	9,151.06	8,620.69	9,248.56	4.994.22	106.15%	98.95%	6.15%	-1.05%
	Mobile combustion	761.87	798.11	1,011.02	545.95	95.46%	75.36%	-4.54%	-24.64%
	Fugitive emissions	202.72	76.61	158.41	85.54	264.61%	127.97%	164.61%	27.97%
	Scope 1 – Total	**10,115.65**	**9,495.41**	**10,417.99**	**5.625.71**	**106.53%**	**97.10%**	**6.53%**	**-2.90%**
Scope 2	Scope 2 – location-based	2,810.11	2,527.02	3,830.99	2,068.73	111.20%	73.35%	11.20%	-26.65%
	Scope 2 – market-based	17.65	1,296.33	3,589.13	1,938.13	1.36%	0.49%	-98.64%	-99.51%
Total emissions location-based (Scope 1 + Scope 2)		**12,925.76**	**12,022.43**	**14,248.98**	**7,694.45**	**107.51%**	**90.71%**	**7.51%**	**7.51%**
Total emissions market-based (Scope 1 + Scope 2)		**10,133.30**	**10,791.74**	**14,007.12**	**7,563.84**	**93.90%**	**72.34%**	**-6.10%**	**-27.66%**

For Scope 2 – location-based, the 46% reduction target has already been achieved and exceeded in 2025, reflecting the accelerated transition to renewable energy and the use of low-carbon energy sources. This progress demonstrates the company's commitment to decarbonization and energy efficiency.

The analysis of greenhouse gas emissions trends indicates a differentiated dynamic between Scope 1 and Scope 2 categories. For Scope 1 emissions, the total level recorded in 2025 is 10,115.65 tCO_2e, representing an increase of approximately 6% compared to 2024, but remaining 2.90% below the 2019 baseline. The increase compared to the previous year is mainly driven by higher emissions from fuel consumption. At the same time, emissions from mobile combustion continue to show a significant decrease compared to 2019, of 24.64%.

Regarding Scope 2, emissions calculated using the location-based method increased by 11.20% compared to 2024, but remain 26.65% below the 2019 baseline. In contrast, Scope 2 emissions calculated using the market-based method show a significant decrease, reaching 17.65 tCO_2e in 2025, which is 98.64% lower than the previous year and 99.51% lower compared to 2019, as a result of using electricity from renewable sources.

At an aggregate level, total Scope 1 and Scope 2 emissions calculated using the location-based method decreased by 9.29% compared to the 2019 baseline, while emissions calculated using the market-based method recorded a reduction of 27.66% compared to 2019.

The target set for 2030 aims to reduce total Scope 1 and Scope 2 emissions to approximately 7,563 to 7,694 tCO_2e, representing a reduction of around 46% compared to the 2019 baseline. In relation to this target, the 2025 emissions level indicates that the reduction process is underway; however, additional measures are required to accelerate the pace of decarbonization, particularly with regard to emissions from stationary combustion.

Energy consumption and mix

The company's energy performance reflects the cumulative effects of its infrastructure modernization program and the transition to renewable energy. Total energy consumption from own operations amounted to 66,714.98 MWh in 2025, compared to 62,979.24 MWh in 2024. The increase is mainly driven by higher natural gas consumption as a result of expanded operational activities.

At the same time, the share of renewable sources in total energy consumption increased significantly, from 16% in 2024 to 27.71% in 2025, as a direct result of purchasing electricity backed by guarantees of origin and the growth of on-site photovoltaic production.

Energy consumption and mix	2025	2024
(1) Fuel consumption from coal and coal products (MWh)	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	2,983.33	3,191.19
(3) Fuel consumption from natural gas (MWh)	45,145.81	42,541.91
(4) Fuel consumption from other fossil sources (MWh)	0	0
(5) Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources (MWh)	98.23	7,167.77
(6) Total fossil energy consumption (MWh) (calculated as the sum of rows 1 - 5)	48,227.37	52,900.87
Share of fossil sources in total energy consumption (%)	72.29%	84.00%
(7) Consumption from nuclear sources (MWh)	0	0
Share of consumption from nuclear sources in total energy consumption (%)	**0.00%**	**0.00%**
(8) Fuel Consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0	0
(9I) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh) - with guarantees of origin	15,537.83	800
(9II) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh) - through supplier contract	0	6,706.27
(10) Consumption of self-generated non-fuel renewable energy	2,949.78	2,572.10
(11) Total renewable energy consumption (MWh)	18,487.61	10,078.37
Share of renewable sources in total energy consumption (%)	**27.71%**	**16.00%**
Total energy consumption (MWh)	**66,714.98**	**62,979.24**

The structure of electricity consumption at Antibiotice in 2025 highlights a share of 99.47% renewable energy, achieved through two complementary mechanisms: guarantees of origin (GoOs) acquired together with electricity through standard supply contracts and on-site photovoltaic generation.

The company does not use power purchase agreements (PPAs) and has not purchased or sold unbundled certificates of origin separate from electricity. Details of the contractual instruments used are presented in the table below.

Energy type	Quantity (MWh)	% of total consumption EE	Allocation method
Energy from national mix (excluding green contracts)	98.23	0.53%	Location-based
Renewable energy (guarantees of origin)	15,537.83	83.60%	Market-based (GO)
Renewable energy from own sources (photovoltaic)	2,949.78	15.87%	Market-based (own sources)
Total electricity consumption	**18,585.84**	**100%**	**–**

Compared to 2024, when electricity purchased through a supplier contract certifying renewable origin amounted to 6,706.27 MWh, in 2025 the company fully transitioned to the acquisition of guarantees of origin, totaling 15,537.83 MWh.

The impact on emissions is significant: compared to the location-based method, which results in 2,810.11 tCO_2e, the market-based method reduces Scope 2 emissions to 17.65 tCO_2e, representing a difference of 2,792.46 tCO_2e and reflecting the direct contribution of purchased renewable energy.

The company's strategy remains focused on increasing on-site photovoltaic production and maintaining electricity procurement supported by guarantees of origin.

Note: Antibiotice does not use biomass for energy generation; therefore, no biogenic CO_2 emissions were generated under Scope 2.

Energy intensity

Energy intensity is calculated as the ratio between total energy consumption associated with high climate impact activities and the corresponding net revenues. As the entire activity of Antibiotice is classified within a high climate impact sector, the consumption used in the calculation is equal to total energy consumption.

Indicator	2025	2024
Total energy consumption (MWh)	66,714.98	62,979.24
of which: activities with high climate impact (MWh)	66,714.98	62,979.24
Net revenues from high climate impact activities (thousand RON)	645,275.93	675,010.97
Net revenues from other activities (thousand RON)	0	0
Total net revenues (thousand RON)	645,275.93	675,010.97
Energy intensity (MWh per thousand RON net revenue)	0.10	0.09

Gross GHG emissions

The greenhouse gas emissions inventory for 2025 covers all three Scope categories, in accordance with the GHG Protocol methodology, and forms the basis for monitoring progress against emission reduction targets and for calculating emissions intensity. Comparative data for 2024 are presented in the table below, together with baseline values for 2019 for Scope 1 and Scope 2.

Category	2019	2024	2024 (updated Scope 3)	2025
GHG emissions - Scope 1				
Gross GHG emissions - Scope 1 (tCO_2 equivalent)	10,417.99	9,495.41	9,495.41	10,115.65
The percentage of GHG emissions from Scope 1 coming from emissions trading systems (ETS) (%)	0	0	0	0
GHG emissions - Scope 2				
Gross GHG emissions - Scope 2 - location-based (tCO_2equivalent)	3,830.99	2,527.02	2,527.02	2,810.11
Gross GHG emissions - Scope 2 - market-based (tCO_2 equivalent)	3,589.13	1,296.33	1,296.33	17.65
GHG emissions - Scope 3				
Total gross GHG emissions - Scope 3 (tCO_2 equivalent)	-	73,014.38	41,642.26	33,949.51
1 Purchased goods and services	-	57,818.33	29,062.57	24,951.93
1.1 Cloud computing and data center services (if material to the company)	-		-	-
2 Capital goods	-	11,076.08	8,630.27	4,679.66
3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	-	1,598.45	1,598.45	2,321.02
4 Upstream transportation and distribution	-	627.84	457.29	300.71
5 Waste generated in operations	-	82.91	82.91	46.31
6 Business travel	-	276.53	276.53	30.83
7 Employee commuting	-	516.32	516.32	369.02
8 Upstream leased assets	-	-	-	-
9 Downstream transportation	-	829.41	829.41	355.33
10 Processing of sold products	-	-	-	-
11 Use of the products sold	-	-	-	-
12 End-of-life treatment of products	-	188.51	188.51	894.70
13 Downstream leased assets	-	-	-	-
14 Franchises	-		-	-
15 Investments	-		-	-
Total GHG emissions (Scope 1, 2 and 3)				
Total GHG emissions (location-based) (tCO_2 equivalent)	**-**	**85,036.81**	**53,664.69**	**46,875.27**
Total GHG emissions (market-based) (tCO_2 equivalent)	**-**	**83,806.12**	**52,434.00**	**44,082.81**

Note: Scope 3 data for 2024 were recalculated using the CEDA database, replacing EXIOBASE for categories 3.1, 3.2 and 3.4, to ensure methodological comparability with 2025 data.

Methodology and emission factors

Scope 1 and Scope 2 emissions were calculated in accordance with the GHG Protocol, using DEFRA emission factors and the electricity supplier's energy mix label for Scope 2 market-based calculations. Scope 1 includes stationary combustion (heating plants), mobile combustion (vehicle fleet) and fugitive emissions from air conditioning systems. Scope 2 was calculated using both the location-based method, applying national average factors, and the market-based method, based on guarantees of origin.

Scope 3 emissions were calculated in line with the GHG Protocol Corporate Value Chain Scope 3 Standard, using a combination of methods depending on data availability. The share of Scope 3 emissions calculated based on primary data is 5.72%, while the remainder is estimated using spent-based and activity-based approaches.

The categories included in the inventory, together with the associated methods and emission factors, are presented below:

No.	GHG Protocol category	Calculation method	Emission factors used
3.1	Purchased goods and services	Spend-based	CEDA 2025
3.2	Capital goods	Spend-based	CEDA 2025
3.3	Fuel and energy-related activities (excluding S1, S2)	Activity-based	DEFRA 2025
3.4	Upstream transportation and distribution	Spend-based	CEDA 2025
3.5	Waste generated in operations	Activity-based	DEFRA 2025
3.6	Business travel	Activity-based	DEFRA 2025
3.7	Employee commuting	Activity-based	DEFRA 2025
3.9	Downstream transportation and distribution	Activity-based	DEFRA 2025
3.12	End-of-life treatment of sold products	Activity-based	DEFRA 2025

Excluded Scope 3 categories

Six Scope 3 categories were not included in the 2025 inventory. Their exclusion is driven either by a lack of relevance for the current business model or by the unavailability of reliable data for estimation. The inclusion of these categories will be reassessed as data availability improves.

No.	GHG Protocol category	Reason for exclusion
3.8	Upstream leased assets	Antibiotice does not hold significant upstream leased assets; the category is not relevant for the current business model.
3.10	Processing of sold products	The company's products are finished medicines; no significant downstream processing by intermediaries occurs.
3.11	Use of sold products	Emissions from the use of medicines by patients cannot be reliably estimated with currently available data.
3.13	Downstream leased assets	The company does not significantly lease assets downstream.
3.14	Franchises	Antibiotice does not operate under a franchise model.
3.15	Investments	The company does not hold financial investments that would generate reportable emissions in this category.

Methodological changes and comparability

The calculation methodology for Scope 1 and Scope 2 remains unchanged compared to previous years. For Scope 3, in 2025 the EXIOBASE database was replaced with CEDA for categories 3.1, 3.2 and 3.4 using a spend-based approach, driven by its higher sectoral granularity and more representative emission factors for the reporting year, in line with GHG Protocol recommendations. Data for 2024 were recalculated using the same methodology, ensuring comparability of the 2024 to 2025 time series without discontinuities.

No biogenic CO_2 emissions were recorded in any category. As of the reporting date, no significant events have been identified that would materially affect the emissions inventory.

GHG emissions intensity

GHG emissions intensity is calculated as the ratio between total gross emissions (Scope 1, 2 and 3) and the company's net revenues.

GHG removals and GHG mitigation projects financed through carbon credits

In 2025, Antibiotice did not develop any greenhouse gas removal or storage projects within its own operations or across the value chain and did not finance emission reduction projects through the purchase of carbon credits on the voluntary market.

The company does not use carbon credits to offset reported emissions and has not made any public claims regarding climate neutrality. Its decarbonization strategy is based exclusively on real emission reductions at source.

Internal carbon pricing

As of the reporting date, Antibiotice has not implemented an internal carbon pricing system. Emissions under Scope 1, Scope 2 and Scope 3 are not subject to any internal pricing mechanism, and carbon pricing is not incorporated into the assumptions used in the preparation of financial statements or in investment appraisal.

Scope		2024 ($tonnes\ CO_2e$)	Emission intensity 2024 ($tonnes\ CO_2e$/ thousand RON)	2024 ($tonnes\ CO_2e$) (updated)	Emission intensity 2024 (updated) ($tonnes\ CO_2e$/ thousand RON)	2025 ($tonnes\ CO_2e$)	Emission intensity 2025 ($tonnes\ CO_2e$/) thousand RON
Scope 1		9,495.41	0.01407	9,495.41	0.01407	10,115.65	0.01568
Scope 1	Scope 2 – Location-based	0.00374	2,527.02	0.00374	2,810.11	0.00435	0.00435
	Scope 2 – Market-based	0.00192	1,296.33	0.00192	17.65	0.00003	0.00003
Scope 3		73,014.39	0.10817	41,624.26	0.06166	33,949.51	0.05261
Total emissions location-based		**85,036.82**	**0.12598**	**53,646.69**	**0.07948**	**46,875.27**	**0.07264**
Total emissions market-based		**83,806.13**	**0.12416**	**52,416.00**	**0.07765**	**44,082.81**	**0.06832**

Net revenue (thousand RON)	2025	2024
Net revenues from high climate impact activities	645,275.93	675,010.97
Net revenues – other activities	0	0
Total net revenues (as per financial statements)	645,275.93	675,010.97

8.2.3 Pollution

Pharmaceutical industry activities may generate environmental impacts through emissions to air, water and soil, the management of chemicals and waste, as well as through the effects of pharmaceutical products on ecosystems and antimicrobial resistance. Antibiotice addresses these aspects through an integrated system for pollution prevention, monitoring and control, aligned with applicable legal requirements, relevant international standards and good practices in the pharmaceutical industry.

Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

The identification and assessment of pollution-related impacts, risks and opportunities cover both own operations and the value chain, upstream and downstream, and take into account actual and potential impacts on air, water, soil, chemicals and antimicrobial resistance.

Antibiotice's activities generate multiple types of negative environmental impacts, both through its own operations and across the upstream and downstream value chain. Pharmaceutical manufacturing processes, domestic and international transportation of raw materials and the use of the company's own fleet contribute to emissions of CO, fine particulate matter (PM10, PM2.5) and nitrogen oxides (NOx), with direct effects on air quality and climate change. Suppliers' facilities involved in the production of raw materials and equipment may further amplify these impacts through emissions generated by their own industrial processes. Production activities require significant volumes of water, and the discharge of insufficiently treated wastewater may contaminate water bodies with hazardous chemicals and pharmaceutical residues. At the same time, still-developing legislation in Romania regarding the collection of expired or unused medicines may lead to indirect exposure of the population to pharmaceutical substances through contamination of water sources.

The company uses substances classified as hazardous, including substances toxic for reproduction or hazardous to the aquatic environment. Accidental releases or improper handling of these substances may contaminate water, soil and air, affecting ecosystems and public health. Some pharmaceutical substances used in production are persistent, bioaccumulative and toxic (PBT), meaning they can accumulate in the environment over time, disrupting food chains and biodiversity. A particularly severe impact is the potential development of antimicrobial resistance due to continuous exposure to antibiotics through contaminated organisms, with major implications for global health. Microplastics, generated either directly through the use of polymers in production or packaging, or indirectly through the degradation of plastic fragments from pharmaceutical waste, contaminate water bodies and soil, persisting in the environment and amplifying long-term pollution.

These impacts are accompanied by risks with significant financial, reputational and compliance implications. Increasingly stringent regulations on emissions from transport and production, combined with rising fuel prices, may lead to higher operational costs. Non-compliance with environmental standards related to air quality, wastewater discharge or the management of pharmaceutical waste may result in fines and sanctions from national and European authorities, including under the REACH Regulation for substances of very high concern (SVHC).

Substances classified as PBT or vPvB may be restricted or banned from export to certain countries, potentially affecting the company's access to international markets. Pollution incidents affecting water, soil or food resources may trigger litigation from affected communities, generate high remediation costs and significantly damage the company's reputation among consumers, investors and business partners. Soil remediation, in particular, involves substantial costs related to chemical treatments, removal of contaminated soil and ecological restoration, with a direct impact on financial performance.

At the same time, this regulatory and innovation agenda also creates tangible opportunities. Modernizing the fleet with electric or hybrid vehicles and investing in more energy-efficient production technologies can reduce emissions and improve the company's environmental profile, while enabling access to dedicated European and national funding. Investments in advanced wastewater treatment systems and in processes that minimize water consumption can reduce environmental impact and lower long-term operational costs.

The adoption of advanced technologies for the treatment and elimination of hazardous substances, investments in research to identify safer alternatives to substances of concern (SoC) and substances of very high concern (SVHC), as well as collaboration with environmentally certified suppliers, can reduce regulatory risks and strengthen the company's position in international markets that prioritize sustainability. The implementation of an extended program for the collection of expired or unused medicines, in collaboration with pharmacies and local authorities, together with consumer awareness campaigns, can further reduce environmental pollution and demonstrate a credible commitment to environmental responsibility.

Within the ESG supplier assessment process carried out in 2025, the environmental component focused on the existence of environmental policies, relevant certifications, pollution prevention measures and documented initiatives to reduce environmental impact. Suppliers that did not provide sufficient information or supporting evidence were classified as high risk, based on the precautionary principle. The results indicate that over 42% of suppliers within the top 80% procurement category were classified as having a low risk level.

Policies related to pollution

The company has adopted an Environmental Policy that establishes the general framework for the prevention, control and reduction of material environmental impacts, including those related to air, water and soil pollution, as well as the management of chemicals and waste. The policy reflects the company's commitment to comply with applicable legislation, relevant international standards and to apply the best available industry practices to limit pollution and ensure responsible use of resources. It is published on the company's official website and communicated to employees through the environmental management systems.

The Environmental Policy is supported by a set of complementary policies, including the Climate Resilience Policy, the Water Management Policy, the Air Quality Management Policy, the Policy on the management of hazardous substances and chemicals, the Position on the Environmental Impact of Pharmaceutical Products, the Code of Ethics and the Business Partner Code of Conduct. The implementation of these policies is supported by a monitoring and control system that includes performance indicators relevant to pollution, internal and external audits, and mechanisms for transparent reporting of results.

The policy applies to all operations carried out by the company, fully covering its own activities, facilities and operational processes under the organization's direct control. In relation to suppliers and partners, environmental policies are extended through the Code of Conduct for Partners, which establishes minimum requirements regarding environmental protection, pollution prevention and responsible waste management.

Responsibility for the implementation of the Environmental Policy is assumed at the highest level of the organization. The Board of Directors plays a key role in approving the policy. The Environmental Protection function carries out periodic reviews of the policy, ensuring its alignment with the company's strategy, applicable regulatory requirements and sustainability objectives. The Board also oversees compliance with environmental legislation and monitors the company's environmental performance, including progress towards established objectives and targets.

Top management is responsible for operationalizing the Environmental Policy by developing and implementing the necessary internal procedures and standards, as well as integrating environmental requirements into decision-making processes and day-to-day activities. It also ensures the identification and management of environmental risks, performance monitoring and periodic reporting to governance bodies.

In establishing and implementing its pollution prevention and control policy, the company takes into account the interests of key relevant stakeholders, with a focus on regulatory authorities, local communities and other groups affected by its operational activities.

These interests are integrated through formal compliance and engagement mechanisms, including periodic reporting to competent authorities, ongoing institutional interactions and internal environmental performance assessment processes. The information obtained is used to adjust and improve pollution prevention and control measures.

In addition, the company leverages direct communication channels with local communities, such as "Open Doors Day" events, which provide an opportunity to collect feedback on perceptions of environmental impact. Stakeholder views, including those of local communities, are also collected and analyzed through questionnaires used in the double materiality assessment process, including on pollution-related aspects.

Air, water and soil pollution mitigation

The Environmental Policy establishes clear commitments for the prevention and reduction of negative impacts on air, water and soil. Across the value chain, the company promotes the responsible use of resources and pollution prevention through energy consumption optimization, emission reduction, efficient water management and proper wastewater treatment. Partners are encouraged to adopt measures that support compliance with the principles set out in the Code of Conduct, including improving energy efficiency, using renewable energy sources, applying circular economy principles and minimizing waste and packaging.

Management of substances of concern

The Policy on the Management of Hazardous Substances and Chemicals reflects the company's commitment to minimizing the use of substances of concern and to the progressive phase-out of substances of very high concern, including through the gradual substitution of high-risk substances with safer alternatives, where technically and operationally feasible.

The implementation of the policy is supported by concrete measures such as the optimization of technological processes to reduce the use of hazardous substances, the recovery and reuse of solvents, and the application of operational solutions aimed at preventing emissions and uncontrolled exposure.

Incident prevention and emergency response

Antibiotice has implemented an integrated system for prevention and emergency response, designed to prevent pollution incidents and, where they occur, to control and limit their impact on the environment, employee health and surrounding communities. The system is aligned with the requirements of ISO 14001 and applicable national legislation. The coordination of prevention and response activities is ensured by the Emergency Situations Service, the Environmental Protection function and the Occupational Health and Safety department.

The system includes documented procedures and operational plans, such as the Accidental Pollution Prevention and Response Plan, the Substances and Chemicals Management Policy, the Accident Prevention Policy for the Use of Hazardous Substances (solvents), the Fire Intervention and Protection Plan, fire safety scenarios for each production unit and the Procedure for Emergency Preparedness and Response.

In 2025, two internal simulation exercises were carried out, one addressing the management of a fire at the solvent storage facility and the other involving a fire at the reagents and fuels storage area.

Actions and resources related to pollution

Antibiotice implements strategic measures to reduce its environmental impact by optimizing resource consumption, lowering emissions and ensuring responsible management of waste and wastewater. All actions are carried out in compliance with applicable legislation and industry best practices.

Pollution management actions are ongoing, supported by continuous monitoring and annual reporting, while equipment modernization and efficiency measures are planned over the medium and long term.

Monitoring and management of water quality

Antibiotice continuously monitors the quality of wastewater, rainwater and groundwater in the area of influence of the industrial platform through analyses carried out by accredited laboratories and through self-monitoring.

The monitoring frequencies and parameters are presented below.

Parameters	Frequency 2025	Frequency 2024
pH, BOD_5, COD-Cr, suspended solids, phosphorus, ammonium and other relevant parameters (wastewater)	Monthly	Monthly
pH, ammonium, phosphorus, nitrates, total nitrogen (groundwater)	Semi-annually	Semi-annually
pH, suspended solids, BOD_5, COD-Cr, total phosphorus (clean conventional water)	Monthly	Monthly

The results of the analyses are centralized and periodically reported to the competent authorities.

In 2025, no non-compliances were recorded regarding the quality of discharged water. In the event of any exceedance of permitted limits, immediate corrective measures are applied.

Monitoring and management of atmospheric emissions

Antibiotice ensures the systematic monitoring of atmospheric emissions generated by activities carried out on site, in accordance with environmental permit requirements.

The monitored pollutants and measurement frequencies are as follows:

Pollutants	Frequency 2025	Frequency 2024
Nitrogen oxides (NOx)	Semi-annually/annually	Semi-annually/annually
Sulphur oxides (SOx)	Semi-annually/annually	Semi-annually/annually
Carbon monoxide (CO)	Semi-annually/annually	Semi-annually/annually
Particulates	Semi-annually/annually	Semi-annually/annually
Volatile organic compounds (VOC)	Semi-annually/annually	Semi-annually/annually

The company prepares an annual solvent management plan, which includes measures to control emissions of volatile organic compounds and ensures compliance with regulatory emission limits. The data obtained are analyzed and reported to environmental authorities, ensuring traceability of information and demonstrating compliance with legal thresholds.

Monitoring soil quality

Antibiotice carries out periodic monitoring of soil quality within the industrial platform perimeter, through measurements performed at 10-year intervals, in accordance with applicable national legislation. The results of these analyses are used to assess soil condition and to demonstrate compliance with environmental regulations.

In 2025, no environmental incidents were recorded that resulted in remediation costs, compensation, fines or penalties.

Actions extended to value chain

Actions related to pollution prevention and reduction are also extended across the value chain, both upstream and downstream. In 2025, the Code of Conduct was communicated to contractual partners, with a request for signature and confirmation of adherence to the established principles, including explicit requirements on environmental protection, pollution prevention, responsible waste management and compliance with applicable environmental legislation. The company periodically monitors partner compliance and, where necessary, requests the implementation of additional measures to minimize environmental impact throughout the value chain.

In 2025, the company carried out its first ESG supplier assessment process, including a dedicated component on environmental performance and pollution prevention. The assessment covered the existence of environmental policies, relevant certifications such as ISO 14001, pollution prevention measures and carbon footprint monitoring. The results show that over 42% of suppliers within the Top 80% category were classified as low risk, indicating a solid foundation for the development of a responsible supply chain. At the same time, the assessment highlighted areas for improvement, confirming the need for continuous and gradual engagement with suppliers.

This first assessment exercise represents a starting point for strengthening due diligence processes across the supply chain. The company intends to expand and deepen supplier assessments in 2026, including by increasing coverage, improving response rates and systematically integrating results into procurement processes and environmental risk management.

Targets related to pollution

Antibiotice has not established quantitative targets for pollution reduction beyond legal requirements. The company's primary objective is to ensure continuous 100% compliance with the maximum permissible limit values set by applicable environmental legislation for air emissions, wastewater and soil quality. This objective is absolute in nature and is defined through full adherence to the legal thresholds established by national and European regulatory frameworks, as well as by the conditions set out in environmental permits.

The objective covers the entire Antibiotice industrial platform, including all relevant activities such as production processes, wastewater treatment installations, air emission sources and waste management operations. It also extends to regulated outsourced activities carried out by authorized suppliers involved in the transport, treatment and recovery of generated waste.

Compliance monitoring is performed using standardized methodologies required by applicable legislation and the integrated environmental permit, through self-monitoring programs and analyses conducted by accredited laboratories. The objective applies on a continuous basis, without intermediate milestones, as the requirement is the permanent compliance with emission limit values set by environmental permits.

The compliance objective is based on robust scientific evidence reflected in the establishment of legal limit values for pollutants, which rely on risk assessments for human health and the environment, as well as on best available practices applicable to the industrial sector. Stakeholder involvement in defining the objective takes place indirectly, through the legislative and regulatory framework established by the competent authorities.

Performance against this objective is summarized below.

Environmental factor	2025	2024
Atmospheric emissions – compliance with emission limit values set in environmental permits	Yes, no exceedances	Yes, no exceedances
Wastewater discharge – compliance with legal limits	Yes, no non-compliances	Yes, no non compliances
Soil quality – compliance with legal limits	Yes, no exceedances	Yes, no exceedances
Significant environmental incidents	No incidents	No incidents
Environmental fines or penalties	None	None

Pollution of air, water and soil

The company monitors, collects and reports data on emissions to air, water and soil in accordance with the requirements of applicable European and national legislation, including Regulation (EC) No. 166/2006 concerning the European Pollutant Release and Transfer Register (E-PRTR). The data are centralized at site level and structured by source type, in line with the industrial sector in which the company operates, and are submitted to the competent authorities.

The values recorded for the 2025 reporting year, broken down by pollutant, source, sector and geographical area, are subject to official E-PRTR reporting. Following the completion of the reporting process, the data will be available in the European Pollutant Release and Transfer Register. For the 2024 financial year, the reported emission values correspond to those submitted through the official reporting mechanism and subsequently published in the public register after processing by the competent authorities.

Throughout the reporting period, the company's pollution profile in relation to air, water and soil remained stable, with no significant changes compared to previous periods. Emission levels and monitored indicators remained within the limits established by environmental permits and applicable legislation, and any variations observed were strictly related to normal operational dynamics, without significant impact on the environment or human health. Compared to 2024, no exceedances of limit values or compliance parameters set in environmental permits were recorded for the monitored environmental aspects.

In accordance with ESRS E2-4 requirements on the disclosure of quantities of pollutants released into air, the table below presents the evolution of the main relevant indicator for atmospheric emissions generated by the company's core activities:

Air emissions	2025	2024	2024-2025
VOC (volatile organic compounds), t/year	401.25	421.83	↑ 5.13%*

With regard to microplastics, the company does not currently monitor their generation or use within its own operations and has not carried out specific assessments during the reporting period. The company is monitoring the evolution of European regulatory requirements in this area and will adapt its monitoring and reporting practices accordingly.

* The increase in the indicator value is correlated with the structure of the business plan during the reporting period.

Measurement methodologies and data quality

Environmental factors are monitored using standardized methodologies recognized at national and European level, based on calibrated equipment and documented procedures. For wastewater, flow rates and quality parameters are determined through direct measurements and laboratory analyses, carried out both in the internal laboratory and in accredited external laboratories. Air quality is periodically assessed by monitoring key relevant pollutants, in accordance with environmental permit requirements, while soil monitoring is performed through periodic sampling and analysis in accredited laboratories.

The collection and management of pollution-related data are carried out through a structured and documented internal process. Environmental officers within operational units collect data from measurements, analyses and monitoring reports, which are subsequently centralized, verified and consolidated at company level. For certain emission categories and indicators, quantification is based on indirect methodologies or estimates, in line with applicable legal requirements, as continuous direct monitoring is not mandated by the regulatory framework and is not justified from a cost-benefit perspective, given the low level of identified risks.

Substances of concern and substances of very high concern

Antibiotice manages all chemical substances used, procured, stored or generated within its activities in a responsible manner, ensuring full compliance with applicable European and national legislation, including the REACH Regulation, CLP Regulation and E-PRTR Regulation. The company focuses on the identification, classification and control of substances of concern (SoC) and, where applicable, substances of very high concern (SVHC), in order to prevent any negative impact on human health and the environment.

During the reporting period, the company used SoC substances classified into five main hazard classes, as presented in the comparative table below. Substances such as STOT (single exposure) and flammable liquids are not classified under CLP as hazardous to the aquatic environment; however, in the event of accidental release, they may generate significant environmental effects, particularly through extreme pH changes or flammability. For this reason, strict prevention, control and response measures are applied.

2025

Type	SoC / SVHC	Inflows				Outflows	
		Quantity procured	Total quantity used	Emissions	Products	Part of Products	Quantity recycled
		tonnes	tonnes	tonnes	tonnes	tonnes	tonnes
Substances of very high concern	SVHC	< 0.5	< 0.5	-	-	-	-
Substances of concern	SOC						
STOT repeated exposure (cat. 2)*		45.24	30.96	0.00	0.00	0.00	0.00
STOT single exposure (cat. 1 and 3)		935.81	940.90	421.83	0.00	0.00	1,880.07
Flammable liquids (cat. 2)		10.33	9.49	0.00	0.00	0.00	0.00
Skin/eye corrosive (cat. 1 A)*		27.67	14.23	0.00	0.00	0.00	0.00
Very toxic to the aquatic environment		38.14	36.22	0.00	0.00	0.00	0.00
Total		**1,057.19**	**1,031.80**	**421.83**	**0.00**	**0.00**	**1,880.07**

* Not classified under CLP as hazardous for the aquatic environment, but may generate significant environmental impact in the event of accidental release.

NOTE: These substances have been accounted for based on the following criterion: 0.5 tonnes – internal threshold established by the company as a reference level for reporting purposes.

STOT = Specific Target Organ Toxicity.

2024

Type	SOC / SVHC	Inflows					Outflows
		Quantity procured	Total quantity used	Emissions	Products	Part of Products	Quantity recycled
		tonnes	tonnes	tonnes	tonnes	tonnes	tonnes
Substances of very high concern	SVHC	< 0.5	< 0.5	-	-	-	-
Substances of concern	SOC						
STOT repeated exposure (cat. 2)*		12.33	28.64	0.00	0.00	0.00	0.00
STOT single exposure (cat. 1 and 3)		608.16	814.47	401.25	0.00	0.00	1,910.02
Flammable liquids (cat. 2)		21.43	20.84	0.00	0.00	0.00	0.00
Skin/eye corrosive (cat. 1 A)*		32.57	29.99	0.00	0.00	0.00	0.00
Total		**674.49**	**893.94**	**401.25**	**0.00**	**0.00**	**1,910.02**

* Not classified under CLP as hazardous for the aquatic environment, but may generate significant environmental impact in the event of accidental release.

NOTE: These substances have been accounted for based on the following criterion: 0.5 tonnes – internal threshold established by the company as a reference level for reporting purposes.

STOT = Specific Target Organ Toxicity.

In 2024, SoC reporting was carried out at the level of individual substances. In 2025, reporting was restructured based on CLP hazard classes, which explains the differences in structure compared to the previous exercise. The total quantity of SoC substances used in 2024 was 893.94 tonnes.

With regard to substances of very high concern (SVHC), Antibiotice holds and occasionally uses insignificant quantities, strictly necessary for carrying out specific activities. The total quantity of SVHC in stock and used is below the internal threshold of 0.5 tonnes, established as a reference level for reporting purposes. These substances are strictly managed, their use is limited, and inventory levels are maintained at a minimum that does not generate a significant impact on the environment or human health.

Finished products do not contain these substances in their original form or in relevant concentrations. They are assessed and manufactured in accordance with GMP requirements and pharmaceutical regulations, ensuring patient safety and environmental protection. In certain industrial waste streams, substances of concern may be present; these are managed exclusively through authorized operators, in compliance with applicable legislation, to ensure traceability and safe disposal or recovery.

In order to continuously improve the reporting process, the company intends to carry out a more detailed analysis of the SoC and SVHC substance lists based on their Safety Data Sheets (SDS), ensuring a rigorous alignment with official REACH and CLP lists.

Anticipated financial effects from material pollution-related risks and opportunities

During the 2025 reporting period, the company did not record any environmental incidents that required operational or capital expenditures for the remediation of air, water or soil pollution. In the absence of such events, no costs were incurred for remediation measures, compensation, fines or penalties, a situation consistent with that reported for the 2024 financial year.

Ongoing pollution-related expenditures are preventive and compliance-driven in nature, covering emissions monitoring, laboratory analyses, as well as the maintenance and modernization of treatment and filtration installations. These are reflected in the company's operating and capital expenditures, under the sections dedicated to environmental costs and infrastructure investments, and are fully financed from internal resources.

8.2.4 Water and marine resources

Water is an essential resource for Antibiotice's operations. Pharmaceutical production, from the manufacturing of active substances to the generation of technological steam and the operation of cooling installations, depends directly on continuous access to water of adequate quality. This dependency, combined with the company's location in a region characterized by a medium to high level of water stress, makes the responsible management of water resources a sustainability topic of significant relevance, both for the continuity of operations and for the local community and the surrounding environment.

Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

Antibiotice's activities may generate impacts on water resources and local communities through two main pathways. On the one hand, intensive use or contamination of water resources may reduce access to clean drinking water for nearby communities, particularly in a regional context already characterized by medium to high water stress. Uncontrolled discharges or insufficient wastewater treatment can affect public health and quality of life in surrounding areas, while also generating compliance risks and reputational consequences. On the other hand, pharmaceutical plastic packaging that is not properly collected and managed may end up in aquatic environments, contributing to microplastic pollution. Once in seas and oceans, microplastics and residual pharmaceutical substances can be ingested by marine organisms, affecting their health and the food chain, with potential consequences for human health through the consumption of contaminated aquatic organisms, including long-term risks such as chronic diseases and hormonal disorders.

These impacts are accompanied by regulatory, operational and financial risks. The continuous tightening of European and international standards on water use and discharge quality may require significant investments in more advanced treatment technologies, under the risk of operational restrictions or financial penalties. Obligations to reduce water consumption may generate additional costs, particularly if the modernization of installations becomes necessary, while in a context of increasing competition for water resources in stressed areas, the company may also face rising supply costs. A water pollution incident could expose the company to litigation initiated by affected communities or environmental organizations, with financial and reputational consequences, as well as implications for its relationship with local authorities.

At the same time, responsible water management also creates concrete opportunities. Investments in recirculation technologies, the use of alternative sources, including rainwater harvesting or the expansion of own well networks, can reduce dependence on conventional resources and improve the water efficiency of operations.

The implementation of advanced wastewater treatment and recycling solutions, through biological filtration or specialized chemical treatments, can prevent environmental contamination, reduce the risk of penalties and strengthen the company's position in the face of increasingly stringent regulatory requirements, turning compliance into a long-term operational advantage.

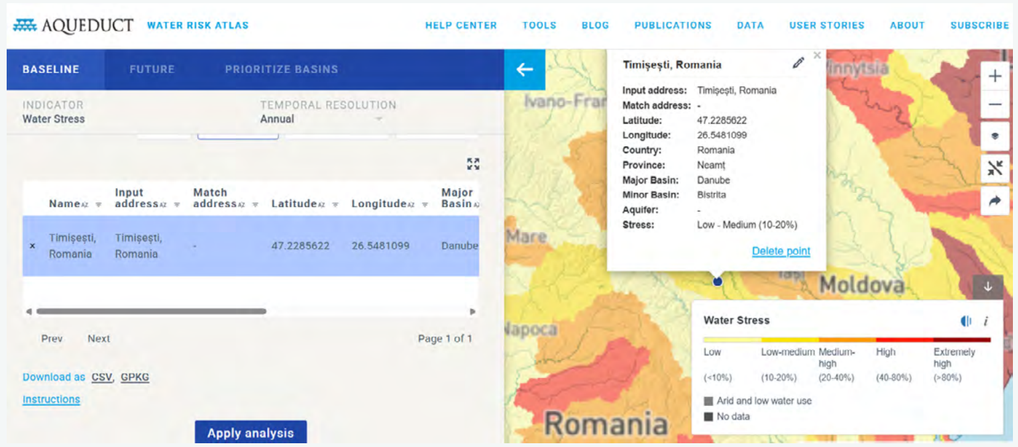
Role of water in the company's operations

Within Antibiotice, water is used across several critical processes: the manufacturing of active pharmaceutical substances, which represents the largest individual consumption of potable water; the production of demineralized water required in production units and laboratories; the generation and distribution of technological steam used in industrial processes and for space heating; the operation of cooling installations for air compressors in biosynthesis; and the functioning of the company's own wastewater treatment plant. Any interruption in water supply would directly affect the continuity of these processes, with an immediate impact on production flows.

Water Supply Risk Assessment

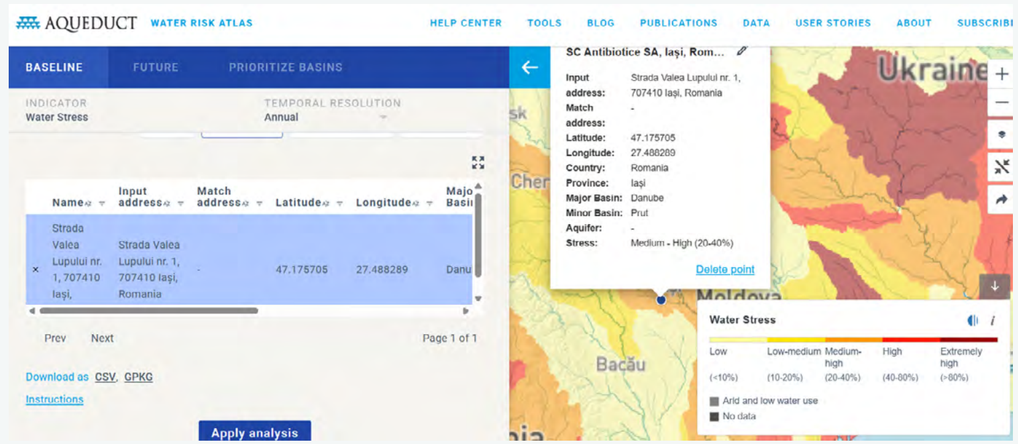
In 2025, Antibiotice carried out a structured reassessment of water-related risks, covering both the operational site in Valea Lupului, Iași County, and the main source of potable water supply, provided by the local operator from the Timișești source in Neamț County. This process continued the assessment initiated in previous years and was conducted at river basin level, considered the most relevant scale for water risk analysis.

The main tool used was the Aqueduct Water Risk Atlas 4.0, developed by the World Resources Institute (WRI), which enables an integrated assessment of risks through standardized indicators covering quantitative physical risks, climate variability and drought, as well as contextual and reputational factors aggregated into an overall water risk indicator. The analysis included the evaluation of baseline conditions, future projections of water stress for the 2030, 2050 and 2080 horizons, as well as three climate scenarios: optimistic, business as usual and pessimistic.



Results of the assessment

The Timișești River exhibits a low-to-moderate baseline water stress level, but an overall medium-to-high water risk level, driven by additional factors such as climate variability and drought risk.



The operational site in Iași County is located in an area with a medium-to-high overall water risk, trending toward high, according to the aggregate indicators used in the analysis. Medium- and long-term projections indicate that this risk level will persist and, in certain scenarios, a possible increase in pressure on water resources, confirming the need for active management and ongoing measures to enhance operational resilience.

In addition to physical risks, the assessment also examined reputational and contextual risks related to public perception and the use of shared resources. The results informed decisions on diversifying water supply sources and investing in storage and treatment infrastructure, as detailed in the following sections.

To reduce vulnerabilities associated with water supply and limit dependence on a single source, the company continued in 2025 the implementation and consolidation of measures aimed at diversifying supply sources and strengthening operational resilience.

Stakeholder engagement

The risk identification and assessment process is supported by a structured dialogue with local communities, competent authorities and relevant suppliers across the value chain. In 2025, consultations with the local community included the “Open Doors Day” event, where a questionnaire administered to participants enabled the collection of direct feedback on the perceived environmental impact of the company’s activities, including on water resources. The results did not indicate any perceived impacts related to water availability or wastewater discharge.

Dialogue with competent authorities in the fields of water management and environmental protection took place in the context of compliance with the Integrated Environmental Permit and the Water Management Permit, contributing to the validation of implemented measures and the early identification of compliance risks.

Supplier assessment in the supply chain

In 2025, the company carried out its first ESG supplier assessment process, integrated into the double materiality analysis for the 2025 Sustainability Statement. The assessment initially covered suppliers representing approximately 80% of total procurement. Complementary tools were used, including a proprietary online questionnaire, scorecards obtained through established platforms and the analysis of suppliers’ publicly available sustainability reports.

From a water perspective, the assessment focused on the existence of wastewater management policies, measures to prevent accidental pollution, control of hazardous substances, monitoring of water consumption and reporting of environmental incidents. Suppliers that did not provide information or supporting evidence were classified as high risk, based on the precautionary principle. The results indicate that over 42% of suppliers within the top 80% category were classified as low risk, including from a water management perspective. At the same time, areas for improvement were identified, particularly regarding the transparency of wastewater-related data, confirming the need for continued engagement with suppliers on this topic.

The conclusions of the assessment are int egrated into the internal risk identification process and contribute to the periodic update of the materiality analysis and of the measures applied both in the company’s own operations and across the value chain. In addition, in 2025, the Code of Conduct for Partners was communicated to contractual partners with a request for signature, including explicit requirements on the protection of water resources, prevention of surface and groundwater pollution, responsible wastewater management and compliance with environmental legislation.

Policies related to water and marine resources

Responsible water resource management is integrated into Antibiotice’s environmental policy and represents a core element of its sustainability strategy. The policy adopted in previous years remained unchanged in 2025, with no modifications to its scope, responsibilities, reference standards or communication mechanisms.

The policy covers all company operations, including the management of industrial water, wastewater and conventionally clean water discharged into natural receivers, and aims to: prevent further deterioration of water bodies and protect the quality of surface and groundwater; ensure sustainable water use by increasing efficiency and reducing water abstraction and discharge; ensure appropriate wastewater treatment; and maintain a good ecological and chemical status of water bodies, in line with national and European legislation.

Responsibility for implementing the policy lies with top management, supported by internal environmental management structures and operational leadership. Employees, suppliers and business partners are required to comply with legal requirements, internal procedures and policy provisions. The policy is aligned with national legislation, relevant international frameworks and standards, as well as the United Nations Sustainable Development Goals. It is communicated to employees and made available to stakeholders through the company’s website, annual report and Sustainability Statement.

Water management, treatment prevention and pollution prevention

The policy explicitly addresses water treatment and pollution prevention through a preventive approach based on operational control, legal compliance and continuous monitoring. It provides the implementation and operation of appropriate wastewater treatment systems; continuous monitoring of quality parameters; prevention of water body deterioration by limiting pollutant discharges and ensuring controlled management of industrial wastewater; reduction of accidental pollution risks through compliance with internal procedures for handling, operation and storage of substances; and avoidance of negative impacts on local communities through responsible discharge management.

With regard to product design, the policy does not include the redesign of pharmaceutical formulations from a water management perspective, as product composition and characteristics are strictly regulated by pharmaceutical legislation. Indirectly, Good Manufacturing Practice (GMP) standards include requirements on water use control and wastewater treatment, and the company supports initiatives for the collection of expired or unused medicines as a measure to prevent contamination of water resources.

Commitment to reducing water consumption in water-stressed areas

Given that all Antibiotice operations are carried out at a single site located in an area characterized by medium to high water stress, the policy directly addresses the efficient management of water consumption in this region. This includes process optimization, water recycling, diversification of supply sources through own wells and continuous monitoring of resource availability.

The integrated approach of the overall policy covers the risks associated with operating in a water-stressed area, without the need to adopt a separate dedicated policy. This decision is supported by the preventive measures implemented, the protection of local communities’ access to water and compliance with applicable legal and international standards. Water management performance is reported monthly to the Environmental Protection Agency, semi-annually to the National Administration “Apele Române” and annually through the Sustainability Statement and the SIM platform of the Ministry of Environment.

Actions and resources related to water and marine resources

The Water Management Policy is translated into a program of concrete actions implemented at the operational site in Iași County, within a regional context of medium to high water stress. These actions target both the reduction of water consumption and the diversification of supply sources, as well as the prevention of impacts on water quality. They are ongoing in nature and aligned with achieving the company's 2030 objective.

Diversification of water sources and reduction of pressure on the public network

A key component of the 2025 actions is the commissioning of the company's own network of 15 groundwater wells, developed based on a preliminary hydrogeological study and the necessary regulatory approvals obtained in advance. The water extracted from these wells is used for irrigating green spaces within the company's premises, contributing to the reduction of potable water consumption from the public network for non-critical operational uses. The contribution of the wells to total water consumption remained limited in 2025, due to their commissioning in the second half of the year and the seasonal nature of irrigation demand.

Also in 2025, with the inauguration of the new logistics warehouse, a dedicated water system was put into operation, consisting of two above-ground metal tanks with a total capacity of approximately 500 m³, used exclusively for the sprinkler-based fire extinguishing system. This infrastructure clearly separates water use in critical situations from water used in routine operational activities, reducing reliance on the public network during emergencies and strengthening operational resilience.

Water efficiency in technological processes

At the level of production processes, the company continuously maintains and optimizes water efficiency solutions. The main measure consists of recovering steam condensate and reintroducing it into the boiler feed system, which reduces the amount of fresh water required and improves the efficiency of technological steam generation. Water consumption is also optimized in cleaning and sterilization operations through the use of more efficient technologies and the adjustment of operational procedures, without affecting process quality or product safety.

In 2025, the total volume of water recycled and reused within the company's own operations was 11,925 m³, compared to 9,902 m³ in 2024.

The increase in recycled water volume in 2025 compared to 2024 is driven by the expansion of the condensate recovery system. The project was implemented in two phases: in 2024, recovery was carried out for two production units, and starting with 2025, the system became operational across five units.

Monitoring of discharged water quality

To prevent impacts on water resources, Antibiotice systematically monitors the quality of wastewater discharged from the industrial platform, as well as rainwater and groundwater. Monitoring is carried out in accordance with the Integrated Environmental Permit and the Water Management Permit, through accredited external laboratories and internal laboratory analyses.

The monitored parameters are presented in the table below.

Parameter	Indicator / Unit
pH	Unit pH
Chemical Oxygen Demand (COD)	CCO-Cr
Biochemical Oxygen Demand over 5 days (BOD_5)	BOD_5
Suspended solids	mg/l
Extractable substances	mg/l
Fixed residue	mg/l
Chlorides	mg/l
Nitrates	mg/l
Phosphates	mg/l
Detergents	mg/l

During 2025, no relevant changes were recorded in the regulatory framework regarding the monitored indicators or the imposed limit values. Monitoring results confirmed that all parameters remained within legal limits, with no exceedances of permitted values.

Wastewater management

Wastewater generated from production processes, auxiliary activities and domestic sources is collected through the internal sewage network and directed to the company's own wastewater treatment plant. The collection system enables the separation and controlled management of water flows based on their characteristics.

Before discharge, wastewater undergoes successive mechanical and biological treatment stages, aimed at reducing pollutant loads and ensuring that discharged water quality remains within regulatory limits. For streams with specific characteristics, pre-treatment measures are implemented at source in order to maintain the efficiency of treatment processes.

Targets related to water and marine resources

The effectiveness of water-related policies and actions is monitored through quantitative objectives integrated into the company's environmental strategy.

The company aims to maintain 100% compliance with legal requirements regarding effluent quality, a mandatory objective that ensures pollution prevention and the protection of water resources. Through the Code of Conduct for Partners, the company also promotes similar principles for water management across the supply chain.

The company periodically assesses the effectiveness of implemented measures through a set of recurring processes: continuous monitoring of water consumption, control of pre-treated wastewater quality, monitoring of rainwater and groundwater, periodic inspections of relevant installations and analysis of laboratory results. The performance indicators used include total water consumption volume, consumption intensity relative to economic activity, the quality parameters of discharged water against legal limits, and the number of reported non-compliances or environmental incidents.

Water consumption

The total water consumption of Antibiotice in 2025 was 147,164 m³, slightly decreasing compared to 149,664 m³ recorded in 2024, confirming the trend of improved resource efficiency. The entire consumption is associated with the medium to high water-stressed area in which the operational site is located.

The breakdown of consumption by source is presented below:

Water source	Type of source	Location	Consumption 2025 (m³)	Consumption 2024 (m³)
Timișești	Regional water supplier	Timișești, Neamț County	142,549	149,664
Own wells	Groundwater	Company location, Iași County	4,615	-
Total			**147,164**	**149,664**

Water is primarily supplied by the regional operator, from the Timișești source (142,549 m³, representing 96.9% of the total), complemented by water extracted from the company's 15 own wells (4,615 m³, respectively 3.1%), used exclusively for irrigating green spaces. The contribution of the wells was limited in 2025 due to their commissioning in the second half of the year.

In terms of storage, in 2025 the company had approximately 5,500 m³ of potable water storage capacity. Compared to the previous year, an additional water facility with a capacity of approximately 500 m³ was commissioned, dedicated exclusively to the fire-fighting system. This infrastructure separates critical uses from operational consumption and does not generate additional pressure on the public network.

Total water consumption continued to follow a downward trend compared to the 2019 baseline, when consumption reached 187,475 m³. Subsequently, consumption decreased to 149,664 m³ in 2024 and 147,164 m³ in 2025, indicating a consistent reduction in water resource use.

No.	Indicator	2025	2024	2019 (ref)
1	Total consumption of water (m³)	147,164	149,664	187,475
2	of which: areas with moderate to high water stress (m³)	147,164	149,664	187,475
3	Recycled and reused water (m³)	11,925	9,902	
4	Stored water (m³)	~5,500	~5,000	

Water consumption data are primarily obtained through direct measurements, using calibrated meters installed on production lines, in water use areas and at own water sources. For smaller or auxiliary flows, where direct measurement is not feasible, sampling and extrapolation are used, based on historical consumption and sector-specific factors relevant to the pharmaceutical industry. Estimates are documented and validated through periodic internal controls

Water consumption intensity

Water consumption intensity is calculated as the ratio between total water consumption and relevant economic indicators, namely sales revenues and production output.

The values for 2025 and 2024 are presented in the table below:

No.	Indicator	2025	2024
1	Water consumption (m³)	147,164	149,664
2	Net operational income (thousand RON)	645,275.93	675,010.97
3	Merchandise production (thousand RON)	327,526.49	334,006.92
4	Water consumption intensity per 1,000 RON net operational income (1:2)	0.228	0.222
5	Specific water consumption per 1,000 RON merchandise production (1:3)	0.449	0.448

8.2.5 Circular Economy

Antibiotice S.A.'s activities involve the use of a significant volume of material resources, including active pharmaceutical ingredients, excipients, reagents, solvents and packaging materials, as well as the generation of diverse waste streams, ranging from synthesis residues and used solvents to packaging and administrative waste.

The responsible management of these flows, in accordance with the principles of the waste hierarchy and the circular economy, represents a significant sustainability aspect for the company, with direct implications for legal compliance, operational costs and reputation on international markets. However, the specific nature of the pharmaceutical industry imposes clear limitations on the application of circularity: regulations regarding product safety, quality and efficacy prohibit the use of recycled materials in the manufacturing of medicines and in primary packaging that comes into direct contact with them, structurally limiting the adoption of circular models at product level.

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

The company has analyzed how its activities interact with resource flows and waste generation, both at the level of its own operations and across relevant stages of the value chain. The analysis covered the identification of actual and potential impacts, as well as the risks and opportunities associated with resource use and the circular economy, upstream, within own operations and downstream.

The main identified impacts are negative in nature and manifest through several channels. Improper disposal of pharmaceutical and chemical waste may contaminate soil and groundwater, reducing the capacity of ecosystems to sustain life and promoting the accumulation of toxic substances in food chains. A particularly severe impact is the discharge or inadequate disposal of antibiotics and other antimicrobial agents into the natural environment, which can accelerate the development of antimicrobial resistance, with direct implications for human and animal health at a global level.

Downstream, pharmaceutical plastic packaging that is not properly recycled contributes to terrestrial and marine pollution, with plastics persisting in ecosystems, being ingested by organisms and disrupting marine food chains.

These impacts are accompanied by risks with significant potential to affect the company's financial performance and reputation. Legislation in Romania and in international markets imposes strict requirements regarding the disposal of pharmaceutical and chemical waste, and non-compliance may result in substantial fines, operational restrictions and litigation initiated by affected communities or environmental organizations. Compliance costs are increasing, including through the investments required in advanced technologies for the treatment and disposal of hazardous waste. The expansion of extended producer responsibility requirements adds operational complexity and additional compliance costs. Failure to meet international environmental standards may affect access to markets in the European Union and the United States, with consequences for commercial relationships and market share. The transition to a circular economy model, while generating long-term savings, requires significant upfront investments in production and waste management infrastructure.

At the same time, this transition also creates tangible opportunities. Exploring pharmaceutical formulations that use fewer natural resources or incorporate excipients and packaging with lower environmental impact can reduce waste generation and strengthen the company's position in markets sensitive to environmental performance. The implementation of solutions for the recovery of industrial waste, through the extraction and reintegration of certain chemical substances into production processes, can reduce the need for raw materials and associated costs. The development of partnerships with local authorities and public health institutions for the collection and responsible management of unused medicines can create an integrated system that reduces environmental risks, strengthens community relationships and turns compliance into a long-term competitive advantage.

Stakeholder engagement and supplier evaluation

At the level of its own operations, consultations were carried out with local communities, including during the “Open Doors Day” event, where aspects related to the environmental impact of the company’s activities were addressed.

In 2025, the company conducted its first ESG supplier assessment process as part of the double materiality analysis. From a circular economy perspective, the assessment focused on compliance with environmental requirements, waste management and responsible resource use. Partners that did not provide information or supporting evidence were classified as high risk, based on the precautionary principle. The conclusions of the assessment are integrated into the double materiality analysis and support the strengthening of procurement criteria and future engagement with partners.

In addition, in 2025, the Code of Conduct for Partners was communicated to contractual partners with a request for signature, including requirements on responsible resource use, waste management and compliance with environmental legislation.

Policies related to resource use and circular economy

The policies applicable in 2025 are identical to those reported for the 2024 financial year, with no new policies adopted and no changes to scope, responsibilities, reference standards or communication mechanisms.

The company applies Circular Economy Policy and a Waste Management Policy, both integrated into the Environmental Policy. The Circular Economy Policy aims to optimize resource use, reduce waste generation and support the transition to a production model that prioritizes waste prevention and the efficient use of raw materials, auxiliary materials and packaging. The Waste Management Policy establishes the framework for the responsible management of all categories of waste generated, with a focus on source reduction, increasing recycling rates and applying the 3R principles.

The policy applies to all company operations, including production, research and development, logistics and administration, and is extended to the value chain through the Code of Conduct for Partners. Responsibility for implementation is assumed at the highest level of the organization: the Board of Directors oversees strategic directions and approves the environmental policy, while the management team translates the policy into concrete measures through internal standards, risk assessment and coordination of actions aimed at optimizing resource use.

The policy is aligned with the requirements of international standards ISO 14001 and ISO 9001, certified at the level of the company’s integrated management system. Starting with 2025,

Antibiotice is a member of the UN Global Compact, committing to the Ten Principles, which guide the implementation of company policies, including in the areas of resource use and circular economy. The policy is communicated to employees and made available to stakeholders through the company’s official website.

Transitioning from the use of virgin resources, including relative increases in use of secondary (recycled) resources and Sustainable sourcing

In the pharmaceutical industry, the use of recycled materials in the production of medicines is prohibited by regulations governing product quality, efficacy and safety. As a result, the company does not use recycled materials in its manufacturing processes and has not established specific targets in this regard. However, the circular economy policy encourages innovation in packaging design, the exploration of recyclable, biodegradable or responsibly sourced materials for secondary and tertiary packaging, as well as collaboration with packaging suppliers to enhance sustainability where regulations allow.

Sustainable sourcing is supported through the integration of sustainability criteria into the value chain, via the Code of Conduct for Partners and the ESG assessment of suppliers. In the case of plant-based raw materials, suppliers comply with international standards on biodiversity conservation and responsible sourcing. The company monitors the use of renewable resources and assesses the potential for adopting lower-impact alternatives, although no quantitative targets have been established at this stage.

Actions and resources related to resource use and circular economy

In 2025, the company continued the implementation of operational actions aimed at supporting its circular economy and waste management policies. These actions are ongoing in nature, without a predefined end date, and cover the company's own operations and, to some extent, the upstream value chain

The main actions undertaken included:

- Management of waste generated from own operations through the separate collection of hazardous and non-hazardous waste, including but not limited to distillation and solvent recovery residues, industrial sludge and mycelium, filter cakes, solid waste containing hazardous substances, contaminated absorbents and filtration materials, used oils, medical and pharmaceutical waste, chemicals and laboratory reagents, as well as non-hazardous waste such as paper and cardboard packaging, plastics, wood, metal and glass, construction and demolition waste, waste electrical and electronic equipment, used tires, paper, metals, plastics and municipal-like waste. Each waste category is managed through distinct streams depending on its nature and hazard level, with separate collection, appropriate storage conditions and transfer exclusively to authorized operators, under controlled conditions, ensuring traceability and proper monitoring, in compliance with applicable legislation.

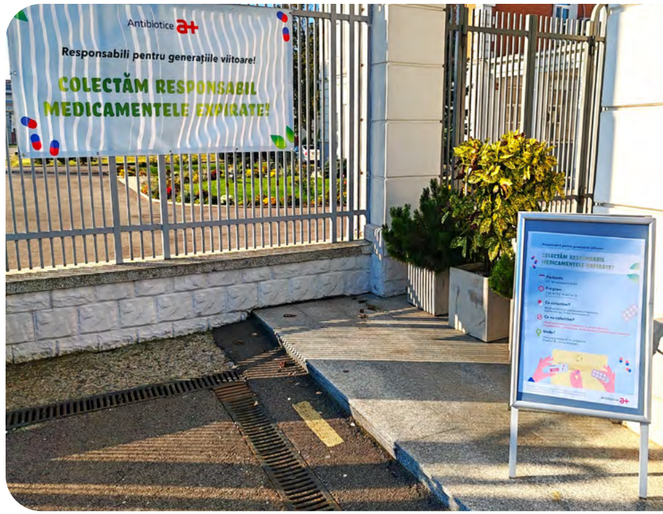
- Separation and recycling of packaging and industrial waste (cardboard, plastic, metal) generated from secondary packaging and auxiliary activities, based on existing contracts with authorized waste management operators.

- Supplier assessment conducted in 2025, which included criteria on compliance with environmental requirements, waste management and responsible resource use, aimed at reducing environmental risks across the upstream value chain and supporting responsible sourcing.

- Internal awareness and training activities for employees, carried out through the annual environmental management system training program, which in 2025 included dedicated sessions on efficient resource use and circular economy principles, as well as waste management procedures and the importance of proper waste handling. These activities aimed to increase awareness of responsible waste management, including pharmaceutical waste, and the efficient use of water, energy and materials in daily operations.

- Internal campaign for the collection of expired medicines from employees, organized in 2025, aimed at preventing improper disposal and ensuring controlled management of pharmaceutical waste. The collected medicines were handed over to authorized operators, in compliance with applicable legal requirements.

Actions related to resource use and the circular economy did not require significant dedicated capital or operational expenditures. In 2025, certain contracts with authorized waste management operators were updated and/or renewed to ensure continuity of services and compliance with legal requirements, without significant additional financial allocations beyond ongoing activities.



Targets related to resource use and circular economy

In 2025, the company did not modify the targets previously established. These remain applicable and relevant, while the methodology, scope and baseline values used for performance monitoring remain unchanged, ensuring comparability with previous periods.

Antibiotice has set a voluntary target to reduce the quantity of waste disposed of in landfill by 80% by 2030, compared to the 2019 baseline. This target was achieved and exceeded in 2024, ahead of the established deadline, reaching a reduction of 88.14% compared to 2019.

The progress against this target is summarized below:

Indicator	2025	2024	2019 (ref)
Waste disposed of in landfills (tonnes)	25.22	25.50	215
Reduction compared to the base year 2019 (%)	88.27%	88.14%	
Voluntary target by 2030 (%)	80%	80%	

In 2025, the company aims to maintain and consolidate the achieved performance by continuing the implementation of measures for waste prevention, reduction, reuse and recycling. No new quantitative targets have been established at this stage; the company is considering assessing the opportunity to define new targets at a later stage, depending on the evolution of the regulatory framework and the maturity of internal processes.

The target was set internally, without being based on specific scientific sources, and reflects the company's strategic direction and alignment with general requirements on resource efficiency. Performance is monitored annually through quantitative indicators on the amount of waste disposed of through landfill and the structure of waste streams, as part of the environmental management system. The waste hierarchy is consistently applied, with priority given to prevention, increased separate collection, preparation for reuse, recycling and other forms of recovery, including energy recovery. Disposal through landfill is used only as a last resort, in cases where other solutions are not technically or regulatorily feasible.

Targets for recycling and recovery of packaging waste

As an economic operator responsible for fulfilling extended producer responsibility obligations, Antibiotice is committed to achieving the minimum recycling and recovery targets for packaging waste placed on the national market, in accordance with Law No. 249/2015. The targets applicable starting with 2025 are presented below.

Material	Paper/ Cardboard	Plastic	Glass	Metal	Aluminum	Wood	Global recycling target (%)	Global recycling target (%)
Minimum recycling target (%)	75%	50%	65%	70%	70%	50%	65%	70%

The recycling and recovery rate of packaging waste placed on the national market is monitored on a monthly basis, based on internal data and reports provided by organizations implementing extended producer responsibility obligations (OIREP).

The company has not established targets related to increasing circular product design, the use of circular materials, minimizing the use of primary raw materials or reversing the depletion of renewable resource stocks. This reflects the specific nature of the pharmaceutical industry and the strict regulatory constraints applicable, which require the use of virgin raw materials in manufacturing processes and primary packaging. In the absence of relevant changes to the regulatory framework applicable to the pharmaceutical industry, the company does not intend to set additional measurable targets for these aspects.

Resource inflows

The company uses essential material resources in its production processes, in accordance with Good Manufacturing Practice (GMP) and all regulations applicable to the pharmaceutical industry. These include active pharmaceutical ingredients (APIs), excipients, solvents, chemical reagents, substances used in technological processes, auxiliary substances for manufacturing and packaging materials.

In 2025, the reporting scope was expanded compared to the previous exercise: in addition to APIs and excipients, reagents, chemicals used in technological processes and auxiliary manufacturing substances were also included. This expansion reflects an increase in the coverage and accuracy of reporting and does not represent a retrospective methodological change. Therefore, the 2025 data are not directly comparable with those from 2024, and any quantitative variations primarily reflect this expansion of the reporting scope rather than an increase in material consumption.

Indicator	2025	2024
Total weight of materials used (tonnes)	2,182.67	786.21*
of which: biological materials from certified sustainable sources (%)	0%	0%
Reused or recycled secondary materials used (tonnes)	0	0
Percentage of secondary materials out of total materials used (%)	0%	0%

* In 2024, the reporting covered only APIs and excipients (786.21 tons). The expansion of the categories in 2025 explains the difference from the 2,182.67 tons reported for 2025.

Data on material resource inputs are determined based on internal procurement records and related accounting documents. For materials recorded in volume units, conversion into mass units is carried out using product-specific densities, in line with the available technical documentation. Each material category is accounted for only once, based on its primary nature, thereby eliminating the risk of double counting.

The company has not used reused or recycled secondary components, secondary intermediate products or secondary materials in the manufacturing of its products and services, due to strict regulatory requirements regarding the safety, quality and compliance of pharmaceutical products. At present, Antibiotice does not collect data on the share of biological materials sourced from certified sustainable origins; the company will assess the feasibility of expanding the reporting process to include such information, depending on data availability.

Resource outflows: Products and waste

Following its production processes, Antibiotice places on the market pharmaceutical products for human and veterinary use, active pharmaceutical ingredients (APIs), cosmetic products, food supplements and medical devices, all manufactured in compliance with Good Manufacturing Practice and legal requirements on safety, quality and efficacy. The design of finished products does not allow reuse, repair, remanufacturing or recycling, due to strict regulatory constraints. Circular principles are therefore applied primarily at the level of secondary and tertiary packaging and in the management of waste streams.

The recyclable content in products and their packaging is 0%, reflecting the prohibition on the use of recycled materials in pharmaceutical products and in primary packaging. Secondary and tertiary packaging are designed to enable separate collection and recycling at the end of their life cycle, this aspect being addressed within the framework of extended producer responsibility obligations.

Waste

The total amount of waste generated in 2025 was 517.56 tonnes, compared to 540.24 tonnes in 2024, a reduction of approximately 4.2% from the previous year.

Non-recycled waste accounted for 35.36% of the total, compared to 31.20% in 2024, with the difference primarily driven by changes in the composition of waste streams during the year.

The amount of hazardous waste generated totaled 17.56 tonnes in 2025, compared to 12.55 tonnes in 2024. This increase is due to the nature of pharmaceutical manufacturing and biosynthesis activities during those periods. All hazardous waste is managed through separate streams, stored in appropriate, leak-proof containers in areas equipped with accidental spill containment systems, and handed over exclusively to authorized operators.

Generated waste	2025	2024
Total amount of waste generated (tonnes)	**517.56**	**540.24**
Waste diverted from disposal (tonnes)	**334.55**	**368.50**
preparation for reuse (tonnes)	0	0
hazardous recycled waste (tonnes)	3.77	0.95
non-hazardous recycled waste (tonnes)	330.78	367.55
Disposed waste (tonnes)	**89.52**	**80.50**
incineration with energy recovery - hazardous (tonnes)	14.40	10.53
incineration with energy recovery - non-hazardous (tonnes)	49.90	44.47
landfill (tonnes)	25.22	25.50
another disposal operation (tonnes)	0	0
Amount of waste not recycled (tonnes)	**183.01**	**168.64**
Percentage of waste not recycled (%)	35.36%	31.20%
Hazardous waste generated during the reporting year (tonnes)	**17.56**	**12.55**
Total amount of radioactive waste generated (tonnes)	**0**	**0**

The differences between the quantities of waste generated and those recovered or disposed of during the reporting year reflect changes in waste inventories. The quantities managed through recovery or disposal operations may include both waste generated during the reporting period and quantities in stock at the beginning of the period, while some of the waste generated may remain temporarily in stock on-site and will subsequently be transferred to authorized operators.

Waste streams and waste composition

The waste generated by the company is classified and managed in accordance with the applicable waste management legislation. In terms of composition, it is organized into streams relevant to the pharmaceutical industry, based on the operational processes from which it arises.

Waste streams from chemical synthesis, biosynthesis and solvent recovery processes:

- distillation residues and solvent recovery waste
- industrial sludge, mycelium and filtration cakes
- solid waste containing hazardous substances
- ashes and slag resulting from combustion processes

Waste streams from formulation and cleaning activities:

- absorbents, filtration materials and protective equipment used in technological processes
- contaminated absorbents, filtration materials and protective equipment
- chemicals and residues resulting from equipment washing and sanitation operation

Waste streams from laboratory, research and quality control activities:

- chemicals and laboratory reagents
- packaging contaminated with hazardous substances
- samples and materials resulting from analyses and testing

Pharmaceuticals waste streams:

- medicines discarded internally, resulting from operational processes
- medicines disposed of through authorized external operators
- sharps and infectious medical waste generated in specific activities

Waste streams from packaging activities:

- paper and cardboard packaging
- plastic packaging
- wooden packaging
- metal packaging, including aluminum
- glass packaging
- packaging contaminated with hazardous substances

Waste streams from industrial wastewater treatment:

- sludge resulting from the operation of the industrial wastewater treatment plant

Waste streams from maintenance, utilities and infrastructure activities:

- engine, transmission and lubricating oils
- end-of-life tires
- discarded electrical and electronic equipment (WEEE)
- iron and steel from construction and demolition activities
- cables resulting from construction and demolition activities

Waste streams from administrative and support activities:

- paper and cardboard
- wood
- plastic materials, including rubber
- metals
- mixed municipal waste

The materials present in the generated waste include plastics, originating mainly from packaging, auxiliary materials, and logistics activities; paper and cardboard, from packaging and administrative activities; metals, including steel and aluminum, from packaging, maintenance, and construction activities; glass, from packaging and laboratory containers; chemicals and solvents, classified as hazardous waste; contaminated absorbent and filter materials, from technological processes and quality control; sludge and biological residues, from biosynthesis and industrial water treatment; and waste electrical and electronic equipment, from facility modernization activities.

Methodology and data quality indicators

The quantities of waste generated are determined primarily based on direct measurements, by weighing the waste at the time of delivery to authorized operators, as recorded in transport and transfer documents. In situations where direct weighing is not possible, for example for certain fractions of municipal waste or sludge, data are estimated based on standard conversion factors, used consistently and documented. Waste is classified as hazardous or non-hazardous according to the waste codes assigned under applicable legislation. The reported data is based on verifiable documents: loading and unloading forms, transport documents, accounting records, and contracts with authorized operators.

8.3 Social

8.3.1 Our employees

Our employees are at the core of our activities, and creating a safe, fair and inclusive working environment represents a strategic priority for the company. We recognize the value of each employee, respect their rights and perspectives, and invest in attracting, retaining and developing talent. Through clear human resources policies, we ensure appropriate working conditions and benefits that support work-life balance, as well as opportunities for continuous learning and professional development, thereby supporting both individual growth and the organization's overall performance.

Material impacts, risks and opportunities and their interaction with strategy and business model

The company's business model, based on pharmaceutical manufacturing activities, research and development, and compliance with strict quality standards, depends directly on the availability and retention of qualified personnel. Any significant disruption affecting the workforce may impact operational continuity, the company's capacity for innovation, and compliance with regulatory requirements.

In the process of reporting impacts, risks and opportunities related to the company's own workforce and in the implementation of human resources policies, all employees with individual employment contracts are included (1,356 employees in 2025), as well as individuals performing activities for the company under other forms of collaboration.

In addition, in 2025 the company collaborated with 12 individuals under civil or service provision contracts and carried out 10 internship agreements. The company does not use leased personnel and does not engage workers without an individual employment contract.

The monitoring of impacts on the company's own workforce is carried out through policies and procedures related to human resources, remuneration, diversity, respect for human rights, the prevention of forced labour and child labour, as well as occupational health and safety, with the aim of preventing and mitigating potential adverse effects.

The internal analysis identified adequate wages as an area with potential adverse effects. The remuneration policy is continuously updated and aligned with salary surveys on the labour market, with the level of remuneration being comparable to the average salary in the pharmaceutical industry, according to data published by the National Institute of Statistics. However, developments in this area also depend on the broader socio economic and fiscal context, including the accelerated increase in inflation recorded in 2025.

Positive impacts on the workforce relate to job stability, working conditions, work life balance, equal opportunities, professional development, employee well-being and confidentiality. Job stability represents an important factor for the company's attractiveness as an employer, and all employees benefit from more than 21 days of annual leave, exceeding the legal minimum.

The company also promotes gender equality and equal pay for work of equal value, while diversity is supported through balanced representation at management level, where women account for more than 50 percent. The company promotes a working environment based on mutual respect and zero tolerance for any form of discrimination or harassment.

In this regard, since 2022 the Regulation and Policy on Equal Opportunities and Equal Treatment between Women and Men and on the Prevention of Workplace Harassment has been implemented and integrated into the company's Internal Regulation. All employees have been informed and made aware of these provisions and comply in their daily activities with the measures aimed at preventing and addressing discrimination and harassment. The company consistently applies the principle of equal treatment for all employees, and no incidents of harassment or discrimination were recorded during the reporting period.

At the same time, Antibiotice strictly complies with national legislation and international standards on human rights and working conditions, including requirements related to the prevention of forced labour and child labour. Within its operations, practices that could lead to labour exploitation or to the involvement of minors in activities that are not compliant with applicable legislation are not tolerated.

With regard to occupational health and safety, the company prioritizes this topic by implementing a comprehensive system of measures and programs dedicated to protecting employees' health and improving their well-being.

These activities are supported by the occupational health and safety team, by the occupational health physician who continuously monitors employees' health status, and by the medical services provided through the a+ Medical Centre, where employees also have access to psychological support. In addition, the company operates its own medical office, which provides medical assistance 24 hours a day, 7 days a week, throughout the activities carried out on the company's platform.

Skills development is supported through structured programs such as the a+ Academy, which includes the a+ Technical College and the a+ Business School, as well as through e-learning platforms. In 2025, more than 12,000 training hours were recorded and over 1,400 participations in programs dedicated to technical skills, leadership, sustainability and risk management were registered.

The mentoring program involved 44 certified trainers and 30 mentors, while the digital platform facilitated more than 8,500 hours of learning, 617 users and 1,025 certifications granted. Onboarding activities included 64 dedicated plans for new employees, of which 43 were completed and 16 were ongoing, while the average number of training hours was 48.91 hours per employee.

Organizational culture promotes zero tolerance for discrimination and harassment, with no incidents reported in 2025, and strict compliance with requirements regarding the prevention of forced labour and child labour.

The monitoring of the effectiveness of actions and initiatives is carried out through periodic employee consultations, indicators related to employee retention, the assessment of the organizational climate, and the activities of the occupational health and safety team. In 2025, medical screening programs were carried out, and medical education sessions were organized, while the program for improving working conditions continued through the modernization of common areas and internal facilities.

Other initiatives launched include the development of the Green Park area for recreation and education, the INOVA a+ Research Centre for technology transfer, and the modernization of transport through the acquisition of 35 electric cars in 2023, a new bus acquired in 2025, and the expansion of the fleet with 40 cars through operational leasing in 2026. These measures aim to increase safety during business trips, reduce the risks associated with the use of outdated vehicles, improve transport conditions for employees, and reduce the environmental impact.

The risks and opportunities arising from the company's impacts and dependencies related to its own workforce are not generalized across specific demographic groups but are rather associated with certain professional categories that are difficult to find on the labour market. These risks are mitigated through compliance with the legal framework, the periodic update of the collective labour agreement, remuneration policies aligned with the market, and employee dialogue mechanisms.

The high retention rate, reaching 97.57% in 2025, contributes to reducing exposure to operational and legal risks. Opportunities associated with the responsible management of the workforce include increased attractiveness as an employer, strengthened operational stability, and improved organizational performance through professional development programs, career management, and tools for measuring employee satisfaction.

The company analyses the specific vulnerabilities of certain groups of employees, including personnel with specialized technical skills, employees exposed to hazardous substances, newly hired employees, and employees working in critical production flows. Measures such as knowledge transfer programs, continuous training and periodic risk assessments are implemented in order to ensure a safe and sustainable working environment.

Management allocates adequate financial and human resources for the implementation of policies and for maintaining a safe and healthy working environment, including resources for continuous training and incident prevention, in line with the commitments set out in the Occupational Health and Safety Policy.

Policies related to own workforce

The company has developed and implements a comprehensive set of human resources and occupational health and safety policies to manage the impacts, risks and opportunities associated with its own workforce. These policies apply to all employees, regardless of contract type, role or location, covering activities in production, laboratories, support and administrative functions, and include specific provisions in line with applicable legislation for vulnerable groups such as young people under the age of 18, mothers and people with disabilities.

Antibiotice has developed and implements a Human Rights Policy aligned with international standards, including the Universal Declaration of Human Rights, the OECD Guidelines, the International Labour Organization Tripartite Declaration of Principles, the Helsinki Declaration on the safety of participants in clinical trials, and the ISO 45001:2018 standard on occupational health and safety.

In addition, Antibiotice has developed the Code of Conduct for Partners, the Collective Labour Agreement, the Internal Regulation and the Code of Ethics, documents that are publicly available on the company's website.

The commitment to respecting human rights applies both to internal operations and to business relationships, with Antibiotice collaborating with a wide range of partners, including suppliers of raw materials, materials and services, distributors, educational institutions, research institutes, financial institutions and non-profit organizations. In these relationships, the company promotes principles such as the prevention of child labour and forced labour, respect for employees' fundamental rights, ethics and good business practices, compliance with quality and safety standards, and the implementation of concrete measures to reduce negative impacts on the environment and communities.

Through its Human Rights Policy, the company prohibits the use of child labour and forced labour in any aspect of its operations, in line with international standards and applicable local legislation. It ensures that all recruitment and employment practices comply with legal requirements regarding the minimum age for employment and that employees and contractors are verified accordingly. Antibiotice also applies a zero-tolerance policy towards such practices in its relationships with suppliers and business partners, requiring them to comply with the same standards.

To prevent and address negative impacts on human rights, Antibiotice has implemented clear and accessible grievance reporting mechanisms through the Procedure for Receiving, Examining and Resolving Reports on Breaches of the Law, developed in accordance with the provisions of Law No. 361/2022 on the protection of whistleblowers in the public interest, which includes the following channels:

- in electronic format, by sending an email to the address etica.integritate@antibiotice.ro;
- by telephone to the phone number of the Chair of the Ethics and Integrity Council: 0232.209.567;
- on paper, addressed to the Ethics and Integrity Council at: 1 Valea Lupului Street, Iași, Iași County;
- Online, on the Whistleblowers platform: https://avertizori.integritate.eu;
- By e-mail at: avertizari@integritate.eu;
- By phone, at 0372.069.869, by selecting: keys 1 (Select Romanian), 0 (Agreement to record conversation), 3 (Direction of Public Interest Reporters). Conversations are automatically recorded;
- By postal service, to: 15 Lascăr Catargiu Boulevard, 010661, Sector 1, Bucharest, Romania - addressed to the Public Interest Whistleblowers Directorate;
- In person, at ANI headquarters, by prior appointment at the e-mail address avertizari@integritate.eu.

Reports received are investigated impartially, and the confidentiality of the individuals who submit them is protected throughout the entire process. Depending on the nature of the report, remedial or disciplinary measures may be taken, or internal policies may be amended in order to prevent the recurrence of similar issues. Reports are analyzed and resolved within the timeframes established by internal procedures and applicable legislation, and the results of the investigations are documented and, where appropriate, communicated to the people involved.

The company also guarantees the right to freedom of association and collective bargaining for all its employees and contractors, promoting a culture of open communication and social dialogue. Employees have the right to join a trade union, and the Antibiotice Free Trade Union operates within the company, affiliated with the Federation of Free Trade Unions in the Chemical and Petrochemical Industry and the National Trade Union Confederation "Cartel ALFA".

Through the Collective Labour Agreement, the trade union represents employees' interests in negotiations regarding working conditions. The percentage of employees covered by collective labour agreements is 100% (all 1,370 employees).

The Human Resources Policy aims to align the workforce with the organizational strategy and to orient the organizational culture towards innovation and performance by motivating, retaining and attracting talent, in line with labour market dynamics. The monitored indicator is an employee retention rate of ≥95%.

The implementation of the policy is supported through recurring measures such as organizing meetings with communication partners, applying a performance evaluation system based on objectives and KPIs, implementing training and professional development programs, using performance recognition systems, and continuously analyzing productivity and internal processes.

Over a multi-year period, the policy also includes the development of internal communication channels, leadership development programs over a period of three years, the implementation of an integrated performance management system within one to two years, and the improvement of the working environment over a three-year horizon.

The **Compensation and Motivation Policy** aim to ensure a fair and competitive remuneration system that supports the attraction, retention and motivation of employees, while enabling continuous adaptation to labour market conditions and to the long-term need for highly qualified skills. The main indicator is maintaining the minimum salary within the company above the national minimum wage.

Recurring measures include analyzing the competitiveness of salaries and the benefits package, implementing well-being programs, and applying performance management systems for specific categories of personnel. Over a multi-year period, the policy also includes continuous learning and development programs, as well as participation in national and international professional events.

At the same time, the company monitors performance in the area of professional development through the general indicator regarding the number of professional training hours per employee. The recorded results highlight the achievement and exceeding of the established targets: in 2024, 50.19 hours were recorded compared to a target of 44 hours, while in 2025, 49.42 hours were recorded compared to the target of 46 hours.

For the period 2026 to 2029, progressive targets have been established, namely 47 hours in 2026 and 48 hours annually during the period 2027 to 2029. Over a multi-year period, the policy is supported through the development of the INOVA a+ Research and Development Centre during 2025 to 2029 and through the strengthening of partnerships with the academic and research environment over a three-to-five-year horizon.

The company applies specific policies aimed at eliminating discrimination, particularly through the **Diversity, Equality, and Inclusion Policy**, which prohibits any form of direct or indirect discrimination, as well as through provisions on the prevention and sanctioning of harassment, including moral and sexual harassment, integrated into the internal regulatory framework. In addition, the rules of professional conduct detailed in the company's **Code of Ethics** promote respect, dignity and fair treatment in the workplace. These policies apply to all employees, regardless of position, contract type or location, and cover all stages of the employment relationship, from recruitment and remuneration to performance evaluation, promotion, professional training, occupational health and safety, and the termination of employment relationships. Their implementation is supported through mechanisms for information, training and confidential reporting of potential situations of discrimination.

The **Diversity, Equality and Inclusion Policy** apply both to employees and to business partners, who are encouraged to adopt the same principles. To prevent discrimination and promote an inclusive environment, the policies provide for preventive communication channels such as training and information sessions for employees and managers, internal communications on rules of conduct and equal opportunities, and the integration of diversity and inclusion messages into internal materials and the onboarding process.

Evidence of the effectiveness of the company's approach in the area of diversity, equity and inclusion is also reflected in external recognition. In December 2025, Antibiotice S.A. was named Company of the Year at the first edition of the **Romanian Diversity Awards**, an event organized by the Romanian Diversity Chamber of Commerce that promotes diversity, equity and inclusion in the business environment. The distinction, awarded in the "Organizational Excellence" category from a total of more than 75 nominations, recognizes the company's inclusive business model, gender balance across all levels of the organization, and its ongoing contribution to community health.

To prevent work related accidents, Antibiotice implements an effective occupational health and safety system aligned with national and international legislation, with the purpose of maintaining a safe and healthy working environment. The Occupational Health and Safety Policy include measures such as incident investigation, the allocation of adequate resources and the continuous training of employees. The accident prevention system is implemented across all company activities, under the coordination of the functions responsible for occupational health and safety, with the active involvement of line management and employees.

To maintain a positive organizational climate, the company conducts annual employee satisfaction surveys regarding the working environment and develops improvement plans based on the results. In addition, continuous training and professional development programs are implemented, based on employees' performance evaluations.

Processes for engaging with own workforce and workers' representatives about impacts

The company recognizes the importance of collective bargaining, consultation and the role of trade unions and other representative organizations in defending workers' interests. The right to freedom of association and collective bargaining is guaranteed through the Human Rights Policy and is applied in a non-discriminatory manner to all employees and contractors, without fear of retaliation, intimidation or harassment. Within the company, Antibiotice's Free Trade Union operates as part of the Federation of Free Trade Unions in the Chemical and Petrochemical Industry, affiliated with the National Trade Union Confederation "Cartel ALFA", and the Collective Labour Agreement applies to all employees, regardless of contract type or trade union membership.

To ensure a constructive and transparent dialogue, regular consultations are organized between the company's management and employee representatives, aimed at facilitating decision making in a balanced and inclusive manner. Consultations with the trade union and employee representatives have an advisory, information and negotiation role and are carried out in accordance with the provisions of the Collective Labour Agreement and in compliance with Law No. 367/2022 on social dialogue. Within these consultations, the company is represented by the people designated through a decision of the General Manager, while the trade union is represented by the negotiation committee appointed from among the trade union members.

In 2025, collaboration with employee representatives was structured and documented through the organization of at least one quarterly consultation, with a total of five consultations carried out on topics relevant to the company's own workforce. These addressed the launch of the organizational climate survey, the initiation of the annual performance evaluation process, amendments with impact related to REGES ONLINE, the implementation of the measures provided for in the Collective Labour Agreement starting from 1 June 2025, as well as the organization of the Family Day event dedicated to employees. The conclusions of these consultations were integrated into internal decision-making processes and the related action plans.

The company periodically organizes employee satisfaction surveys to understand employees' concerns related to working conditions, professional development opportunities and work life balance. Between 5 and 20 March 2025, the organizational climate survey, conducted once every two years, was carried out in order to collect employees' opinions and feedback.

Based on the results obtained, the organizational climate plan for the current year is updated or a new plan is developed for the following period, including for 2026. The results are analyzed together with management and trade union representatives and may lead to adjustments to the Remuneration Policy, to the adaptation of measures related to the working environment, and to the development of annual organizational climate improvement plans. The effectiveness of these processes is monitored through the employee turnover rate, which represents a performance indicator at company level.

At the same time, as part of the annual double materiality assessment process conducted for the preparation of the Sustainability Statement, employees are consulted through a questionnaire covering topics such as professional development, health, work life balance and well-being. In this way, the perspectives of the company's own workforce are integrated into the identification and assessment of impacts, risks and opportunities relevant to the company.

Currently, there is no separate consultation process for vulnerable groups; however, all employees are included in the general consultation processes, either directly or through trade union representatives.

The Occupational Health and Safety Committee also ensures a formal communication channel between the employer and employees by analyzing occupational risks and proposing measures for accident prevention and the improvement of working conditions.
The committee is composed of management representatives, employee representatives with responsibilities in the occupational health and safety area, the occupational health physician and designated personnel, having an advisory and coordination role.

In 2025, three meetings of the Occupational Health and Safety Committee were held, during which the identified risks, the status of the implementation of health and safety measures, and any potential non compliances were analyzed. The conclusions were documented and subsequently communicated to employees, contributing to the strengthening of a preventive framework and to the management of impacts on the company's own workforce.

Processes to remediate negative impacts and channels for own workforce to raise concerns

The company has not identified any situations where it has caused or contributed to a significant negative impact on individuals in its workforce. However, to ensure a transparent and fair working environment, several channels are provided for employees to express their concerns, and needs or report issues.

Employees, contractors, suppliers, or business partners who believe that a violation of human rights or other company policies has occurred or is occurring are encouraged to make a complaint through the external channels outlined above.

There are internal channels for reporting individual employee concerns or complaints, namely:

- Directly, in person at the Human Resources Department;
- By e-mail to: resurse.umane@antibiotice.ro.

The procedure for addressing individual requests and complaints is detailed in the Internal Regulations (Chapter VI), which is available on the company's website. The internal channels follow fundamental principles such as legitimacy, accessibility, clarity and transparency, and are aligned with international human rights standards. The company monitors the use of these mechanisms and their impact on the organizational climate, ensuring confidentiality, safety and employees' freedom of expression through the provisions of the Internal Regulations.

To reduce the risk of negative impacts occurring, the company carries out information and training programs for employees and managers, integrates lessons learned from handled cases into internal policies and procedures, and continuously monitors and improves the effectiveness of remediation mechanisms.

These measures are integrated into the human resources management system, the occupational health and safety processes, and the company's risk and compliance management framework.

Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Antibiotice makes continuous efforts to comply with the applicable legal regulations concerning employees' rights, taking into account both legal requirements and the recommendations of relevant authorities and institutions. The company implements programs to monitor and improve working conditions, maintains a remuneration and motivation policy that is periodically updated in line with employees' expectations and labour market developments, and applies a Collective Labour Agreement that is regularly updated and in force. Social dialogue is ensured through compliance with the Human Rights Policy and through the application of the provisions of the Collective Labour Agreement.

To prevent and mitigate negative impacts on its own workforce, Antibiotice has adopted an integrated set of policies and programs, including the Human Resources Policy, the Compensation and Motivation Policy, the Human Rights Policy, the Diversity, Equality and Inclusion Policy, and the Occupational Health and Safety Policy. These aim to ensure a stable, safe and motivating working environment, support the development of professional skills, and maintain a high level of employee engagement and retention.

The measures implemented include performance evaluation systems based on performance indicators, training and professional development programs, medical screening initiatives, performance recognition mechanisms, leadership programs, and initiatives aimed at attracting and retaining talent.

In managing risks related to employees' health and safety, the company relies on the Occupational Health and Safety Committee (OHSC), established in accordance with the applicable legislation and the Antibiotice Regulation on Organization and Functioning. The committee's responsibilities include analyzing and proposing measures related to the Occupational Health and Safety Policy and the Prevention and Protection Plan, monitoring their implementation, assessing the equipment and technologies used, analyzing the causes of occupational accidents and work-related illnesses, and proposing corrective measures.

The OHSC annual report on occupational health and safety situation, the effectiveness of the measures implemented and the proposals for the Prevention and Protection Plan for the following year is presented by the General Manager at least once a year. This formal structure ensures the involvement of employee representatives in decision making and contributes to risk prevention and the continuous improvement of working conditions.

The company also implements initiatives aimed at generating positive impacts on employees, such as professional and academic development programs, educational partnerships, internship and traineeship programs, as well as organizational development initiatives focused on innovation and performance.

The identification of actions required to manage impacts, risks and opportunities related to the workforce is carried out through internal analysis and monitoring processes, social dialogue and internal consultations, the evaluation of employee feedback, and the analysis of human resources and occupational health and safety indicators. Based on these processes, annual and multi-year plans are established, including specific measures to prevent risks such as employee turnover, skills shortages, or risks related to occupational health and safety.

The effectiveness of the actions is monitored through employee satisfaction surveys and specific indicators such as the employee retention rate, employees' income levels, professional training hours per employee, occupational health and safety indicators, and periodic assessments of the organizational climate. Based on the results of these evaluations, the company develops annual organizational climate improvement plans, and the impact of these measures is analyzed and reported annually.

To address potential negative impacts, the company uses social dialogue mechanisms, internal communication and consultation channels, as well as internal procedures for handling employees' reports and concerns, in line with the Human Rights Policy and the collective contractual framework. These mechanisms enable the early identification and resolution of situations that may affect working conditions or employees' rights.

Responsibility for the implementation of these policies and actions lies with the executive management, which sets the strategic direction, as well as with the Human Resources and Occupational Health and Safety functions, which coordinate operational implementation and the monitoring of results.

The policies apply to all employees, regardless of contract type, role or location, and are aligned with national and European legislation, the principles of the International Labour Organization and good practices in the pharmaceutical industry. The policies are made available to employees and stakeholders through internal communication channels and through publication on the company's website.

To ensure transparency and respect for confidentiality in its relationship with employees, the company promotes a climate based on open communication and adherence to ethical standards. The management of personal data and information related to work activities is carried out in accordance with the highest legal and ethical standards, contributing to strengthening the company's attractiveness as an employer.

The identification of actions required to reduce negative impacts is carried out through the analysis of risks, impacts and opportunities, a process conducted annually. At the same time, the company implements measures to optimize the workforce structure, taking into account the reorganization of activities, the digitalization of processes and the use of new technologies, as well as the expansion of teams in line with the company's business growth dynamics.

The monitoring and adjustment of the remuneration and motivation policies also represent a continuous process, based on the analysis of developments in average income at national level and within the pharmaceutical industry. These adjustments are correlated with the company's financial performance in order to maintain a balance between the attractiveness of remuneration packages and financial sustainability. In this context, specific events aimed at improving employees' well-being are organized and included in the annual organizational climate and culture plan.

The financial resources required for the implementation of these initiatives are allocated within the annual income and expenditure budget, with quarterly scheduling approved. These measures ensure a minimal impact on the company's financial position while supporting a balanced and high performing working environment.

Regarding the transition to a greener and climate neutral economy, no negative impacts on workers have been identified that would require mitigation or remediation measures.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Antibiotice uses performance indicators to stimulate and measure progress in addressing significant negative impacts and promoting positive impacts on its own workforce, as well as in managing the significant risks and opportunities related to it. The effectiveness of actions is monitored through employee satisfaction surveys and specific indicators such as the employee retention rate, employees' income levels, professional training hours per employee, occupational health and safety indicators, and periodic assessments of the organizational climate.

The company aims to maintain the internal minimum salary above the national minimum wage, achieve zero serious occupational accidents, and continuously improve organizational performance and employee well-being.

The company conducts periodic employee satisfaction surveys regarding the workplace. The results are communicated to management representatives and trade union leaders in order to identify areas where improvements are needed and to develop the annual organizational climate improvement plan. To ensure the effective implementation of the established measures, regular meetings are organized between the human resources team, trade union leaders and communication partners within the organizational structures.

At the same time, an important role is played by the Occupational Health and Safety Committee, established in accordance with applicable legislation and internal procedures. The committee is composed, on the one hand of employees' representatives with specific responsibilities in the area of occupational health and safety and, on the other hand, of the employer or its legal representative and designated representatives, in a number equal to that of the employees' representatives, together with the occupational health physician.

The committee analyses and proposes measures related to the Occupational Health and Safety Policy and the Prevention and Protection Plan, monitors their implementation, assesses the introduction of new technologies and equipment from a health and safety perspective, analyses the causes of occupational accidents and work-related illnesses, and integrates employees' observations into action plans. The results of this process are documented, analyzed by the responsible functions and used to adjust existing measures, review objectives and indicators, and define new corrective actions, ensuring the continuous improvement of working conditions and workforce well-being. Employees and their representatives are informed about how their contributions have influenced the decisions and measures adopted.

Characteristics of the undertaking's employees

To provide a clear overview of the structure and dynamics of the workforce at Antibiotice, the following section presents relevant data on the number of employees, the retention rate, the distribution by age groups and other key indicators reflecting the evolution and impact of the company's human resources policies.

Total number of employees	Women	Men	Total
2025	778	578	**1,356**
2024	778	579	**1,357**

→ Average number of employees in 2025= 1,370

→ Average number of employees in 2024= 1,350

The number of employees is reported based on the number of people. The company does not use the full-time equivalent (FTE) metric. The number of employees is reported at the end of the reporting period (December 31).

The average number of employees was determined by dividing the total number of calendar days of employment corresponding to all individuals who had an individual employment contract during the reporting period, including both active contracts and contracts suspended for legal or social reasons, by the total number of calendar days in the reporting period (365 days for 2025). Part-time employment contracts were taken into account proportionally, according to the working time specified in the employment contract.

	2025			2024		
Type of employee	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**
Number of permanent employees	772	573	**1,345**	765	566	**1,331**
Number of temporary employees	6	5	**11**	13	13	**26**
Number of non-guaranteed hours employees	0	0	**0**	0	0	**0**
Number of full-time employees	776	578	**1,354**	777	578	**1,355**
Number of part-time employees	2	0	**2**	1	1	**2**

In 2025, 87 employees left the company, of which 33 did so on their own initiative (through resignation, mutual agreement of the parties, or during the probation period at their own request). These data are taken into account in the calculation of the employee turnover rate.

The total turnover rate for 2025 was 6.35%, calculated by dividing the total number of employees who left the company during the reporting period (87) by the average number of employees (1,370). In 2024, the total turnover rate was **7.78%**; therefore, in 2025 a decrease of 1.43 points was recorded.

The voluntary turnover rate for 2025 was 2.41%, calculated by dividing the number of voluntary departures (33) by the average number of employees (1,370). This also recorded a decrease compared to 2024 **(3.41%)**, of 1 point.

With regard to the methodology for data collection and processing, no estimates were used; the reported indicators are based exclusively on information recorded in internal systems. Employee data are managed through the integrated Charisma software, from which general reports are generated and used as the basis for calculating statistical indicators specific to human resources activities. The indicators were determined through the extraction and manual processing of the relevant data from these reports.

The implementation of customized reports, automatically generated for each statistical indicator or in response to specific reporting requirements, is currently under development.

Characteristics of non-employees in the undertaking's own workforce

In addition to employees, the company also engages individuals who are not classified as employees (non-employee workers within the company's workforce), who are involved in carrying out certain operational activities or support services. These individuals include independent workers or collaborators, as well as people engaged under civil or service provision contracts. During the reporting period, the company did not require personnel provided through specialized employment agencies (temporary work agencies).

The number of non-employee workers is reported as headcount, as the company does not use conversion into full-time equivalent (FTE) for this category. In 2025, the total number of individuals who were not employees within the company's workforce was 12, representing persons working for the company under civil or service provision contracts.

Employees by age	Number 2025	Number 2024
Under 30	95	100
Between 30 and 50	698	658
Over 50	563	599
Total	**1,356**	**1,357**

Diversity metrics

		Women		Men		Total
2025	Management team	No.	%	No.	%	
		14	63.64%	8	36.36%	**22**

		Women		Men		Total
2024	Management team	No.	%	No.	%	
		13	59.09%	9	40.91%	**22**

The management team (Top Management) consists of the executive directors and executive managers.

- **Executive directors** develop the company's strategies, adjust their course during implementation and make decisions that have an impact on the entire organization. They have multidisciplinary business knowledge, are oriented towards the external environment, and oversee and guide the continuous process of change, taking into account factors such as cost reduction, technological trends, the effects of globalization, financial crises and other internal and external influences.

- **Executive managers** report to the executive directors, collaborate with them in the development of the strategic plan, oversee its implementation and plan and monitor the indicators related to their respective areas of responsibility

Adequate wages

Within Antibiotice S.A., there is a Compensation and Motivation Policy for employees that includes a reference value, salary coefficients and salary grades. The company's approach is to keep the reference value continuously updated in line with the evolution of the national minimum wage.

In order to assess the adequacy of wages, the company uses as an indicative benchmark the provisions of national legislation regarding the mechanism for setting the national gross minimum wage guaranteed in payment, as well as the benchmarks set out in Directive (EU) 2022/2041 on adequate minimum wages in the European Union.

Under these conditions, all employees of the company are remunerated above the national minimum wage.

Employees with disabilities

The percentage of employees with disabilities within the company's own workforce was 0.37% in 2025, of which 0.07% were women and 0.29% were men (reported relative to the total number of employees). Reported by gender distribution, the percentage of women with disabilities out of the total number of female employees was 0.13%, while the percentage of men with disabilities out of the total number of male employees was 0.69%.

In 2024, the percentage of employees with disabilities within the total workforce was 0.66%, of which 0.37% were women and 0.29% were men. Reported relative to the total number of employees in each gender category, 0.64% of women and 0.69% of men were persons with disabilities.

The percentage of persons with disabilities was calculated by dividing the number of persons with disabilities as of 31 December 2025 by the number of employees at the same date (total, men and women, as applicable).

Training and skills development metrics

2025	Number of reviews	% of total employees	% of total reviews that should have been performed
Women	712	52.47%	100%
Men	556	40.97%	100%
Total reviews	**1,268**	**93.44%**	**100%**

2024	Number of reviews	% of total employees	% of total reviews that should have been performed
Women	677	49.67%	100%
Men	551	40.43%	100%
Total reviews	**1,228**	**90.10%**	**100%**

Considering that the performance evaluation process for 2025 has not yet been completed, information related to the 2024 performance evaluations was used. Annual performance evaluations were not carried out for employees who, at the time of the evaluation, had less than six months of service within the company or had more than six months of interruption of activity during the same year (such as employees on parental leave or individuals hired during 2024 who were still in their probation period).

2025	Total number of training hours	Total number of employees in category	Average number of training hours
Women	40,273	778	51.77
Men	26,746	578	46.27
Total	**67,019**	**1,356**	**49.42**

2024	Total number of training hours	Total number of employees in category	Average number of training hours
Women	41,148	778	52.88
Men	26,973	579	46.59
Total	**68,121**	**1,357**	**50.20**

Health and safety metrics

Occupational health and safety represent a strategic priority at company level and are managed through a formal management system based on a preventive approach and the continuous improvement of working conditions. The occupational health and safety management system has been implemented since 2007, initially in accordance with the OHSAS 18001 standard, and is currently aligned with the requirements of ISO 45001 and the applicable national legislation. The system is certified by TÜV Rheinland Romania, with certification maintained through periodic surveillance audits. The most recent recertification audit took place in October 2025.

Occupational health and safety management is supported through policies, procedures and work instructions integrated with the other management systems, including those related to quality and environmental management. Compliance with legislation is ensured through the continuous monitoring of the applicable regulatory framework, its transposition into internal procedures, the performance of periodic inspections, risk assessments, internal audits and regular employee training.

Within the company, an internal Prevention and Protection Service operates, consisting of six members with clearly defined responsibilities. In addition, the job description of each employee includes a specific annex outlining responsibilities related to occupational health and safety, emergency situations, environmental protection and data protection.

Occupational Health and Safety Governance and Employee Involvement

Within the company, an Occupational Health and Safety Committee operates, established in accordance with legal requirements and composed of seven management representatives, seven employee representatives with responsibilities in the occupational health and safety area, a secretary and the occupational health physician. The designated occupational health and safety officers also participate in the meetings. The committee has an advisory and coordination role, analyzing occupational risks, monitoring accidents and incidents, and evaluating preventive measures and employees' health status.

In 2025, three meetings of the committee were held. The conclusions and recommendations were recorded in minutes and communicated to employees, addressing the events recorded, the use of personal protective equipment and the occupational risks identified. At the same time, the implementation of the measures included in the prevention and protection plan was monitored, including the necessary acquisitions, training activities and updates of procedures.

Employees are also actively involved in the risk assessment process through their participation in the evaluation and analysis committee, together with occupational health and safety specialists, the occupational health physician and the coordinators of technological processes. Their practical experience is used in identifying hazards and defining preventive measures.

Occupational Risk Assessment and Prevention

The company carries out systematic assessments of occupational risks for each workplace and for each component of the work system. Based on the proposed measures outlined in the risk assessment records, a prevention and protection plan is developed, including technical, organizational and occupational hygiene measures, with clearly defined deadlines and responsibilities.

Risk reassessments are carried out whenever technological changes occur, new equipment is introduced, changes in work processes take place, an incident occurs, or new legal requirements arise. In 2025, the risks of occupational accidents and work-related illnesses were reviewed for 64 job positions following the acquisition of new equipment, the occurrence of relevant events and the update of previously identified risks.

Occupational Health and Safety Training

The company ensures that all employees receive occupational health and safety training through general introductory training upon hiring, workplace specific training, periodic training established through the annual training and testing plan, and additional training in specific situations such as a change of position, the resumption of activity after an absence of more than 30 days, or the occurrence of an incident. In addition, first aid courses, occupational health and safety evaluator courses, INSEMEX authorizations and reauthorization, and 40-hour occupational health and safety legislation courses are organized.

During the last reported year, 100% of the company's active workforce was trained in occupational health and safety, out of an annual average of 1,364 employees. The total number of occupational health and safety training hours delivered was 21,413 hours, with the number of hours per employee varying depending on the specific nature of their activities. The training sessions were organized both face to face and through individual or group sessions.

For external personnel, access to the company premises is allowed only after completing the introductory occupational health and safety training, documented through collective training records, and in compliance with the rules regarding protective equipment and permitted areas.

Types of training and training hours provided to employees/third parties

Type of training	Subtype of training	Number of employees/ third parties	Total number of hours
OHS Training upon Hiring		83	664
Workplace OHS Training		83	664
Periodic OHS Training		4,569	18,823
OHS Training – Internal ISCIR Authorization / Reauthorization		466	932
OHS Training – Occupational Authorization / Reauthorization (Abrasive Wheel Fitters)		24	24
OHS Training – Occupational Authorization / Reauthorization (Work at Height)		238	238
OHS Training – Activities during the general overhaul period		146	146
Third party training		2,433	622.2
Dedicated OHS Training	INSEMEX Authorization / Reauthorization Course	10	150
	OHS Risk Assessment Course	3	720
	First Aid Course	100	400
	OHS Legislation Course (40 hours)	33	1,183
	Total Dedicated OHS Training	**146**	**2,453**
	Total Authorization / Reauthorization Training	**874**	**1,340**
	Total OHS Training (Introductory, Workplace, Periodic)	**4,735**	**20,151**

Incident Management and Emergency Response

The company has clear procedures for reporting and managing incidents, occupational accidents and hazardous situations. Any event is reported immediately, first aid measures are applied and actions are taken to eliminate or isolate the hazard, while the occupational health and safety officer coordinates the investigation and the preparation of the required documentation. Accidents are investigated by an internal committee composed of at least three persons with appropriate technical qualifications, in accordance with legal requirements.

The emergency preparedness plan includes the Fire Response Plan, preparedness and response procedures, evacuation plans, and designated teams for first aid, firefighting and evacuation. In 2025, four emergency simulation exercises were conducted, involving employees from the organizational units with higher risk exposure.

Equipment Safety

Equipment safety is managed through an electronic maintenance monitoring system. In the reporting year, 1,977 pieces of equipment were used, for which 2,350 inspections were carried out. A total of 143 corrective or reactive interventions were recorded. No incidents related to equipment safety were reported.

Health Monitoring and Health Promotion

The company provides occupational health services that include pre-employment medical examinations, periodic medical check-ups adapted to job related risks, psychological assessments, dental examinations and special examinations upon returning to work. Emergency medical services are also ensured, along with screening programs for the early detection of health conditions, first aid courses and prevention campaigns.

In 2025, several health promotion initiatives were implemented, including two meetings with specialist physicians, two blood donation campaigns, three medical screening programs, events dedicated to promoting a healthy lifestyle and health education sessions. Employees also benefit from psychological counselling, access to medical services and opportunities to participate in sports activities.

Prevention of Musculoskeletal Disorders

Workplaces are optimized using mechanized transport equipment and conveyor belts in order to reduce the manual handling of loads. Employees are trained in correct working postures and appropriate handling techniques.

In 2025, 64 workstations were assessed from the perspective of musculoskeletal risks. The assessment records analyze physical workload, posture, types of movements and the body areas affected. Employees working in the assessed positions received specific training on the identified risks and the related prevention measures. During the reference period, no cases of musculoskeletal disorders associated with workplace activities were recorded.

Work-related accidents

No deaths were recorded among employees as a result of occupational accidents or occupational diseases. Likewise, no deaths were reported among other workers performing activities on the company's sites.

In 2025, five cases were reported to the Labour Inspectorate of Iași and investigated in accordance with the applicable legal provisions. Based on the investigation files submitted and approved by the Iași Labour Inspectorate, the following conclusions were established:

- four cases were classified as occupational accidents;
- one case was classified as a minor accident. In this case, it was not necessary to complete the FIAM (Occupational Accident Registration Form), as it was not classified as an occupational accident.

According to Article 5 of Law no. 319/2006 on occupational safety and health, situations related to potential occupational health and safety (OHS) incidents are defined as follows:

- Event: an accident resulting in death or bodily injury, occurring during the work process or while performing job duties, cases of missing persons, commuting or traffic accidents involving employees, dangerous incidents, as well as cases suspected of being occupational diseases or work-related illnesses;
- Work accident: a violent injury to the body, as well as acute occupational intoxication, occurring during the work process or while performing job duties, resulting in temporary incapacity for work of at least 3 calendar days, disability, or death;
- Minor accident: an event resulting in superficial injuries requiring only first aid and leading to incapacity for work of less than 3 days;
- Work-related illness: a multifactorial disease in which some of the determining factors are occupational in nature.

In 2025, the work accident rate among the company's own workforce was 1.87. The indicator was calculated by dividing the total number of accidents by the total number of hours actually worked (2,141,073 hours).

- Work accident rate in 2025 = 4 / 2,141,073 × 1,000,000 = 1.87
- Work accident rate in 2024 = 4 / 2,243,503 × 1,000,000 = 1.78

The number of days lost due to work accidents was 137 in 2025, compared to 132 days in 2024.

Work-life balance metrics

All employees benefit, from the start of their employment, from the provisions of the collective labour agreement regarding the right to leave for family-related reasons. These include medical leave, parental leave, paid leave for family events such as the employee's or their child's marriage, the marriage of siblings or parents, the death of a first or second-degree relative, as well as paid leave for blood donation, relocation within the same locality or to another locality, and other family-related events. These provisions also include time off for medical check-ups during pregnancy, as well as leave related to childbirth, including paternity leave.

2025

Type of employee	Employees who took family-related leave*	% of total
Women	81	10.41%
Men	13	2.25%
Total	**94**	**6.93%**

Women who took leave for family related reasons* (Code 08 Pregnancy and Maternity and Code 09 Care of a Sick or Disabled Child) represent 10.41% of the total number of women, while men represent 2.25% of the total number of men.

2025

Type of employee	Employees who took family-related leave**	% of total
Women	53	6.81%
Men	7	1.21%
Total	**60**	**4.42%**

**Parental leave

Women who took leave for family related reasons** (Parental leave) represent 6.81% of the total number of women, while men represent 1.21% of the total number of men.

2025

Type of employee	Employees who took family-related leave***	% of total
Femei	150	19.28%
Bărbați	149	25.78%
Total	**299**	**22.05%**

***Family events

Women who took leave for family related reasons*** (Leave for family events) represent 19.28% of the total number of women, while men represent 25.78% of the total number of men.

Type of employee	2025 Total employees who took leave for family related reasons	2025 % of total	2024 Total employees who took leave for family related reasons	2024 % of total
Women	284	36.5%	273	35%
Men	169	29.2%	186	32%
Total	**453**	**33.4%**	**459**	**34%**

In accordance with the Collective Labour Agreement in force at Antibiotice, 100% of employees benefit from the right to leave for family related reasons, under the conditions provided by applicable legislation and internal regulations.

These include medical leave, parental leave, paid leave for family events such as the employee's or their child's marriage, the marriage of siblings or parents, the death of a first or second degree relative, as well as paid leave for blood donation, relocation within the same locality or to another locality, and other family related events, including medical checkups during pregnancy and leave related to childbirth, including paternity leave.

Remuneration metrics (pay gap and total remuneration)

The pay gap between women and men within the company is 1.29% (vs. 0.81% in 2024), calculated based on the total income earned by employees.

The annual total remuneration ratio was calculated at 8.27, by comparing the annual total remuneration of the highest paid employee with the median annual total remuneration of all employees (excluding the highest paid employee). The calculation included base salary, allowances, premiums, bonuses, profit sharing and other forms of variable cash payments. In 2024, the ratio was 7.87.

Incidents, complaints and severe human rights impacts

In 2025, no incidents or complaints were reported through the official channels made available to the company's own workforce, including through the grievance mechanisms provided under the Internal Regulation.

At the same time, the company did not record:

- incidents of discrimination or cases of harassment;
- complaints submitted through internal channels through which employees can raise concerns;
- complaints submitted to the OECD National Contact Points for Multinational Enterprises;
- fines, penalties or compensation for damages resulting from incidents of discrimination or complaints related to discrimination and harassment;
- serious issues or incidents related to human rights involving the company's own employees;
- cases of non-compliance with the UN Guiding Principles on Business and Human Rights or the OECD Guidelines for Multinational Enterprises;
- fines, penalties or compensation for damages related to serious human rights issues.

8.3.2 Affected communities

Material impacts, risks and opportunities and their interaction with strategy and business model

The information included in this chapter focuses exclusively on the communities located around the Antibiotice platform, on which the company has a direct impact through its activities.

Communities affected by the company's activities are defined as those located in proximity of the production platform, areas that may experience positive or negative impacts generated by the operations carried out. Among the factors that may negatively influence these communities are air and water quality, waste management, traffic generated by logistics activities and the local economic impact. The company continuously monitors these factors and maintains dialogue with the local community in order to identify potential concerns and prevent potential risks.

At the same time, Antibiotice's activities generate significant positive impacts on local communities through their contribution to regional economic development, the creation of stable jobs and the support of local infrastructure. The company's presence in the region contributes to strengthening human capital and improving the standard of living, including through competitive salaries, employee benefits and opportunities for professional development.

Local communities also benefit from the company's initiatives in areas such as education, public health and social responsibility. Antibiotice supports community development through educational and professional training programs that facilitate young people's access to practical experience in the industrial environment and support the transition from education to the labour market.

In addition to educational initiatives, the company continues its involvement in projects with an impact on public health and community well-being. These include awareness programs on the responsible use of antibiotics, information campaigns dedicated to the public and healthcare professionals, as well as blood donation campaigns organized in collaboration with regional medical institutions.

At the same time, investments in local infrastructure reflect the company's commitment to the community, including through the development and maintenance of green spaces accessible to the public. Through these actions, Antibiotice is committed to maximizing its positive impact on the local community while responsibly managing any potential negative effects that may arise from its activities.

The occurrence of material negative impacts on affected communities is monitored through periodic consultations and dialogue mechanisms with stakeholders. Based on the assessments conducted to date, no significant material adverse impacts have been identified that could affect residents' health, quality of life or access to essential resources.

The company continues to prioritize the monitoring of potential impacts and the maintenance of open dialogue with the local community in order to ensure effective prevention and management of risks. In this context, the company applies a structured stakeholder consultation procedure that includes periodic discussions with local authorities, representatives of community organizations and employees, enabling the collection of diverse perspectives.

Material impacts, risks and opportunities associated with affected communities are analyzed in the context of the interaction between the company's strategy and its business model. Antibiotice's activities contribute to local economic development through the integration of young people into the workforce and through collaboration with educational institutions, generating strategic opportunities to strengthen human capital and community relationships. The company maintains ongoing dialogue with local authorities, community organizations and other stakeholders, facilitating the identification of potential risks and the development of appropriate preventive measures.

The Occurrence of Material Negative Impacts

Analyses carried out to date have not identified communities or groups with specific characteristics that are exposed to a disproportionate risk of significant harm. The economic and social impacts generated by the company's activities are distributed in a balanced manner at the level of the local community.

With regard to communities indirectly affected through the value chain, the company recognizes that its commercial relationships with suppliers from developing countries may influence the civil and economic rights of workers in those regions. In 2025, Antibiotice made progress in expanding the monitoring of impacts on external communities involved in its business relationships.

A dedicated supplier assessment was therefore carried out to identify and address risks related to impacts on communities. The results indicated, in most cases, a positive perception of suppliers' relationships with their local communities. The assessment covered suppliers representing 80% of the company's procurement expenditure in the previous year (2024).

A large proportion of the suppliers that completed the assessment stated that their activities had not generated negative impacts on local communities, while a significant share of them have formal mechanisms in place through which community members can submit complaints or concerns related to their operations. These results generally indicate a concern for preventing adverse effects on the social environment and the existence of an adequate level of transparency and openness towards local communities.

At the same time, the company recognizes the opportunity to strengthen community dialogue across the supply chain and to continue developing monitoring mechanisms in order to identify potential social risks at an early stage and manage them proactively.

In 2025, Antibiotice continued consultations and dialogue with communities located in the proximity of its production platform, as well as internal processes for monitoring potential impacts associated with its activities, with the aim of identifying possible significant negative impacts on affected communities. The assessments carried out did not indicate any changes compared to the previous period and, following the analysis and engagement processes, no significant negative material impacts on local communities were identified.

Accordingly, no significant negative effects were identified on residents' health, quality of life or access to essential resources, such as water, clean air or public services.

Continuous monitoring of potential impacts also remains a priority for the company, ensuring that the activities carried out do not generate negative effects on the environment or the community. The company complies with applicable environmental legislation and maintains ongoing collaboration with the competent authorities, ensuring compliance with legal requirements regarding wastewater and waste management. In this context, operational measures have been implemented for the treatment of industrial wastewater and the responsible management of waste generated in technological processes, contributing to the prevention of potential negative impacts on the environment and communities.

Even in the absence of identified material negative impacts, Antibiotice reaffirms its commitment to transparency and open dialogue with communities and other stakeholders. Continuous monitoring of potential impacts remains a priority, with the company aiming to prevent any adverse effects and maintain a relationship based on trust with local communities.

Activities with Positive Impacts at Community Level

In this context, the company implements projects dedicated to pupils and students in the North East region, focused on the development of professional skills, mentoring and workplace learning, contributing to increased employability and to reducing the gap between the requirements of the education system and the needs of the economic environment.

Category	Activity	Description	Impact	Type of community positively affected
Economic and educational support	Project "Education in Action: Improving the Accessibility and Relevance of Vocational and Technical Education through Internships at Antibiotice S.A."	Practical training placements for students from vocational and technical education (ISCED 2–4) in the North East Region, including mentoring, professional training and certification of qualifications. Total project value: 2,452,958.07 RON.	Training provided for 124 students who completed their practical training placements by the end of 2025.	Students and Technological High Schools in Iași
	Project "AntibioticeSkills: Upgrading the skills of students and matching them to the labour market"	Project funded through the European Social Fund Plus (ESF+), with a total value of 4,857,830.53 RON, implemented over a period of 24 months starting on 1 March 2025.	102 students completed their practical training placements within the company; 99 continued their educational path in the following academic year.	Students from universities in Iași and other universities in the Moldova region
Local infrastructure	a+ Friendship Park	Green space with a playground and tennis court, along with the maintenance of the adjacent area, provided for the local community. Maintenance costs in 2025 exceeded 597,500 RON.	Benefits to the local community.	Local community residents
Health and education	Antibiotics for the 3rd millennium	Awareness program on the use of antibiotics.	Combating antimicrobial resistance.	The general public and healthcare professionals
	Blood donation program	The "Donate Blood! Put Your Heart into Saving Lives!" campaign, organized internally twice a year.	Replenishing hospital blood supplies and raising awareness about blood donation. More than 160 participants (employees and community members) donated blood, helping save approximately 440 lives.	Patients and hospitals in Romania

Impacts arising from dependencies on communities

Antibiotice's activities generate a significant impact on employees' standard of living, contributing to improved access to adequate housing and a better quality of life. The company's presence in the region supports the development of local infrastructure, facilitating access to essential services for the communities surrounding the production platform. In addition, by providing competitive salaries and attractive benefits, Antibiotice plays an important role in strengthening economic security, reducing the risks of poverty and social insecurity.

Another major impact of the company is the creation of stable jobs and the support provided to local communities. In this way, Antibiotice contributes to the development of a sustainable regional economy, reducing communities' dependence on insecure sources of income and strengthening long term economic stability. Employees, benefiting from economic security, become active members of the community, which contributes to stronger social cohesion and a safer environment in the area where the company operates.

The company promotes respect for fundamental rights throughout its supply chain, with a strong commitment to adopting responsible business practices. Where these rights are disregarded by the company's partners, the risks may include restrictions on freedom of expression and potential social conflicts. For this reason, Antibiotice aims to closely monitor its value chain and impose strict compliance standards, ensuring that partners comply with ethical and legal norms relating to human rights. Respect for the right to assembly and association is essential for maintaining healthy social dialogue. Both at the level of the local community and across the supply chain, failure to respect this right could generate conflicts between the company and the communities in which it operates. Therefore, Antibiotice promotes an open and transparent working environment, supporting ethical practices and constructive dialogue with all stakeholders.

The economic and social impacts generated by the company's activities are distributed evenly across the local community, without creating a direct dependency or a disproportionate risk for any particular group.

Material risks and opportunities arising from impacts and dependencies on affected communities

With regard to the economic, social and cultural rights of communities, Antibiotice has not identified significant material risks that could affect the company's activities. Instead, there are numerous strategic opportunities that the company can leverage to contribute to the development of surrounding communities.

For example, initiating support programs for local communities or encouraging suppliers to implement similar measures could improve access to important resources, such as green spaces, employment opportunities and practical training programs. Such initiatives could strengthen the company's relationships with communities and help prevent social conflicts, promoting a climate of trust and cooperation.

Regarding the civil and political rights of communities, no significant material risks have been identified. However, there are strategic opportunities to strengthen Antibiotice's reputation. Promoting freedom of expression and the right of assembly within the company and across its supply chain can contribute to reinforcing the company's image as a leader in respecting human rights. In addition, actively supporting these rights may facilitate access to international markets and strategic partnerships with investors who prioritize social responsibility. Supporting the civil rights of communities can also contribute to improving relationships with them and strengthening the company's positive reputation in the long term.

Antibiotice has developed a thorough understanding of potential risks for communities located around its production platform through regular consultations and continuous monitoring of the impacts of its operations. To date, the company has not identified categories of communities exposed to a significant risk of harm; however, it remains open to ongoing dialogue with all stakeholders to prevent and manage any potential negative impacts.

Based on the assessments carried out, no material risks or opportunities have been identified that would disproportionately affect specific groups within the communities located in the proximity of the production platform.

Policies related to affected communities

The company has not adopted a separate policy specifically dedicated to affected communities; however, the principles for preventing and managing social and environmental impacts on these communities are integrated into the company's existing policies and codes, including the Human Rights Policy, the Environmental Policy, the Access to Medicines Policy and the Business Partner Code of Conduct.

The company has developed a formal stakeholder consultation procedure that supports the implementation of these policies:

- Identification of stakeholders: local communities, public authorities, educational institutions and relevant non-governmental organizations.
- Planning of consultations: regular meetings and interactive sessions, such as quarterly consultations and the "Open Doors Day" event.
- Collection and documentation of feedback: through questionnaires, direct discussions and accessible digital platforms.
- Integration of feedback into strategic decisions: analyzing the information obtained and adjusting social programs, operational measures and community projects in order to prevent or mitigate negative impacts

Since June 2025, Antibiotice has also become a member of the United Nations Global Compact (UNGC) and has committed to respecting the Ten Principles of the UNGC. The company has formalized its commitments regarding respect for human rights through the Human Rights Policy, which applies to all company activities, including its relationship with local communities potentially affected by its operations.

The policy establishes the reference framework for preventing and managing social and environmental impacts on individuals and communities located in the proximity of operational sites and is complemented by the Business Partners Code of Conduct, the Code of Ethics and the Corporate Governance Code, which extend ethical principles and responsibilities to external partners.

This policy is based on recognized international standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Tripartite Declaration and the OECD Guidelines for Multinational Enterprises. Within this framework, the company aims to conduct its activities in a responsible and ethical manner, protect the health and safety of communities, respect decent working conditions and prevent discrimination.

To date, the company has not recorded any incidents of human rights violations in relation to communities affected by its activities. Nevertheless, the company reaffirms its commitment to continuously monitor any potential impacts on human rights and to respond promptly should such situations arise.

Engagement with affected communities

Antibiotice recognizes the importance of maintaining continuous dialogue with the local community and engages in a range of consultation and engagement activities, thereby contributing to stronger relationships and the identification of initiatives that bring tangible benefits to the community.

- **"Open Doors Day"** event is part of a series of actions that support the development of dialogue with community members. Organized once every three years, it aims to identify programs and projects that respond to local needs and create added value for the community. Between 25 and 28 June 2025, Antibiotice S.A. organized the "Open Doors Day" event, held over four days and addressed to institutional representatives, the general public and the educational community. The event included guided tours of the industrial platform, visits to production and environmental facilities, as well as information sessions on the company's activities, its environmental impact, its contributions to public health and its role in local economic development. Dialogue with the community was supported through interactive sessions and the systematic collection of feedback, using public consultation questionnaires accessible to participants through digital tools. These instruments enable the company to obtain relevant information on community perceptions, expressed concerns and social responsibility priorities, contributing to the adjustment of its approach to community engagement. The participation of representatives of local and county authorities, together with a significant number of residents from the municipality of Iași and neighboring localities, strengthened the open and inclusive nature of the event. In addition, the educational component of the 2025 edition facilitated interaction with pupils and young people, supporting the company's objectives related to education and awareness in the fields of health and environmental protection.
- **Community consultation through online questionnaires.** As part of an ongoing consultation process, Antibiotice organized an online questionnaire for residents of the municipality of Iași and of the communes in the metropolitan area. Its purpose was to collect opinions and expectations from the community, as well as to identify areas in which the company could implement improvements.
- **Meetings with local authorities and community representatives.** The company organized meetings at its headquarters with representatives of local authorities from neighboring areas to facilitate direct interaction and gain a more detailed understanding of community expectations. These meetings provided an opportunity for a clearer understanding of local concerns and of the ways in which Antibiotice can contribute positively to the development and well-being of these communities.

Processes for engaging with affected communities about impacts

The company maintains a structured framework for dialogue with communities located in the proximity of its production platform, with the objective of early identification, assessment and management of actual and potential impacts generated by its activities. Engagement with affected communities takes place primarily during the stage of identifying and assessing impacts associated with operations, as well as during the stage of monitoring the effectiveness of the prevention and mitigation measures implemented.

To date, no significant material negative impacts on local communities have been identified; however, the company maintains its capacity to respond promptly and responsibly should such impacts arise.

The type of engagement used is predominantly consultative and informative and is carried out through direct dialogue with local communities, their representatives and, where appropriate, relevant local authorities. These interactions aim both to provide information about the company's activities and their potential effects on the environment and quality of life, and to collect feedback from communities. The frequency of engagement is not rigidly predetermined, but is adapted to the operational context, the nature of the projects carried out and the emergence of situations that may generate actual or potential impacts. In this regard, the company organizes periodic consultations, events and information sessions designed to support constructive dialogue and facilitate a better understanding of community concerns.

Operational responsibility for maintaining collaboration with communities lies with the Director of Quality Assurance, who coordinates the Environmental Protection Department and works closely with the Communication & PR Department and other relevant support functions. These functions organize meetings with the community, manage the feedback received and implement the mitigation measures identified. The personnel involved receive periodic training to strengthen their communication skills and their capacity to manage relationships with stakeholders.

At the strategic level, the General Manager is responsible for ensuring that the outcomes of dialogue with communities are integrated into decision making processes related to operational development, investments and environmental and social responsibility initiatives.

The effectiveness of engagement is continuously assessed through participation in meetings and events dedicated to interaction with community representatives, as well as through the systematic monitoring of feedback received through complaints, grievances, notifications and suggestions. The results of these assessments are used to adjust collaboration policies and practices, contributing to the continuous improvement of the way the company manages its relationship with affected communities and ensuring a positive and sustainable impact. In the future, the company intends to explore additional ways to further standardize collaboration processes to strengthen community engagement and the effectiveness of dialogue.

Processes to remediate negative impacts and channels f or affected communities to raise concerns

Antibiotice assumes responsibility for preventing, managing and remedying any significant negative impacts on affected communities, while maintaining open and transparent dialogue with them. To date, no major material negative impacts on communities located in proximity of the production platform have been identified; however, the company has structured processes in place to ensure rapid and effective intervention should such impacts arise.

If the company determines whether it has caused or contributed to a significant negative impact, an internal investigation is initiated to identify the causes and assess the scope of the situation, followed by the implementation of appropriate corrective measures proportionate to the nature and severity of the impact. Such measures may include, where relevant, actions to decontaminate affected areas, proper waste management, additional staff training or the implementation of alternative solutions aimed at reducing inconvenience for communities. The effectiveness of remediation measures is continuously monitored through direct dialogue with affected communities, the collection of feedback and the analysis of notifications received.

To facilitate the expression of community concerns and needs, Antibiotice S.A. has established clear and accessible communication channels that include internal mechanisms managed by the Ethics and Integrity Council, as well as independent external options. Reports can be submitted through the company's registry office (in a sealed envelope marked "Confidential – for the attention of the Ethics and Integrity Council"), by e-mail at etica.integritate@antibiotice.ro, by phone via the dedicated number or through face-to-face meetings at the request of the interested person.

All notifications are documented and analyzed in accordance with internal procedures in order to ensure traceability and effective resolution of each situation. In parallel, communities may also use independent external reporting mechanisms, including the national whistleblowing platform.

The company supports the availability and effectiveness of these channels also through its business relationships, requiring relevant suppliers and partners, as part of the evaluation and selection processes, to demonstrate the existence of functional mechanisms for reporting complaints from communities or other affected stakeholders.

Reported issues are monitored through a continuous process of analyzing and reviewing the feedback received, with the aim of identifying recurring patterns and implementing appropriate corrective measures. The company assesses such situations internally and communicates transparently the measures adopted to the parties involved, using previous experience to continuously improve its practices and prevent similar situations from occurring.

Antibiotice S.A. periodically evaluates the level of awareness and trust of communities in the available mechanisms by analyzing the use of reporting channels, monitoring statistics related to submitted notifications and assessing the resolution process. The whistleblowing policy, implemented in accordance with Law no. 361/2022, guarantees the confidentiality and protection of individuals who use these channels and strictly prohibits any form of retaliation. The Ethics and Integrity Council is responsible for implementing this policy and ensuring a transparent and fair process for handling reports.

The company has functional mechanisms for engagement and remediation in its relationship with affected communities, and this requirement is fully reflected and implemented through the existing internal procedures.

Managing of impacts, risks and opportunities related to affected communities

In addressing significant impacts on affected communities and managing the associated risks and opportunities, Antibiotice implements a range of actions and initiatives focused on dialogue, community engagement and the prevention of potential negative effects. At present, the company does not have a single formalized process for monitoring the effectiveness of all actions dedicated to affected communities. However, the evaluation of outcomes is carried out using specific indicators adapted to the type of activity and the objectives of each initiative.

The effectiveness of community engagement initiatives is assessed through operational indicators such as the level of participation, direct feedback from community members and the nature of the topics or concerns identified. For example, in the case of the “Open Doors Day” event, effectiveness is monitored through the number of visitors and the feedback collected, enabling the company to assess the level of community interest and identify potential needs or relevant concerns. In the case of questionnaires addressed to communities, the evaluation is based on the number of respondents and the nature of the issues raised, with the results used to determine the need for corrective measures or adjustments in the company’s relationship with the community.

For social responsibility projects, including educational, health or sustainability initiatives, the impact is analyzed through indicators such as the level of participation and the interest demonstrated by the community. These indicators reflect the relevance and effectiveness of the activities carried out. Even in the absence of a single formal monitoring framework, these approaches allow for the systematic collection of relevant data and support the process of evaluating and continuously improving community engagement strategies.

The company aims to further develop and expand initiatives dedicated to local communities by diversifying educational, health and sustainability projects tailored to needs identified through dialogue and feedback. The impact of these measures is assessed periodically, and the results obtained are used to adjust or continue the initiatives, with the objective of maximizing their contribution to community development and strengthening relationships with stakeholders.

To prevent or minimize potential negative impacts on affected communities, Antibiotice prioritizes compliance with applicable legal regulations and the rigorous monitoring of internal processes. Before implementing relevant projects or initiatives, verifications are carried out to ensure compliance with requirements related to environmental protection, operational safety and the protection of local communities. At the same time, the company maintains an active dialogue with community representatives, local authorities and other relevant stakeholders, facilitating the early identification of risks and the integration of community concerns into decision making processes. In situations where concerns or potential impacts are reported, they are analyzed and addressed through appropriate measures, with the objective of balancing the company’s operational requirements with the needs and expectations of the community.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

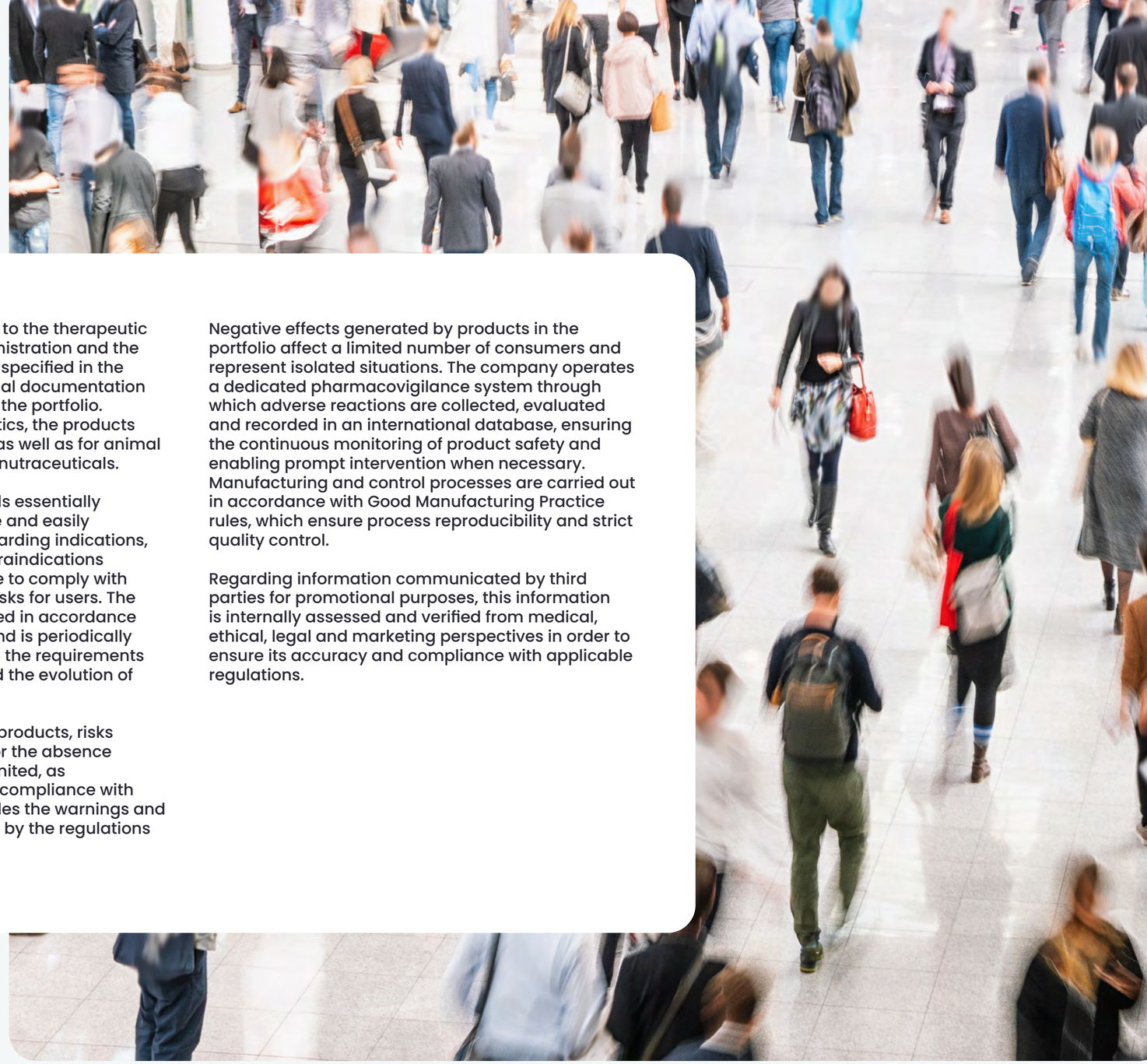
Antibiotice has not currently established measurable outcome-oriented targets for managing material impacts, risks and opportunities related to affected communities, as no significant negative impacts on these communities have been identified. However, the company continuously monitors potential risks and opportunities associated with its relationship with communities and analyses available data and feedback received in order to assess the need to define measurable objectives in the future.

In the absence of formal targets, affected communities have not been directly involved in the process of setting targets or monitoring the company’s performance against them. Nevertheless, Antibiotice maintains mechanisms for collecting feedback from communities through existing channels such as dedicated events, electronic correspondence and online interactions, including through social media platforms. These mechanisms provide relevant insights into the community’s perception of the company’s actions and contribute to the evaluation of the effectiveness of implemented initiatives, forming a basis for developing more structured engagement and monitoring processes in the future.

As part of the process of monitoring sustainability performance, the company uses qualitative and quantitative indicators tailored to each initiative. For actions dedicated to communities, indicators such as the level of participation, the degree of engagement and the feedback received are analyzed, allowing the company to assess the relevance and impact of the activities carried out. Compliance with applicable legal requirements also represents an essential element in evaluating progress and the effectiveness of the measures adopted.

Antibiotice is currently in the process of developing an integrated sustainability strategy that will include the definition of clear, measurable and time bound objectives for managing impacts on communities, the environment and other relevant ESG aspects. In this context, joining the United Nations Global Compact reflects the company’s commitment to international principles of corporate responsibility. Looking ahead, the company aims to define measurable targets and continuous monitoring mechanisms that will enable the evaluation of performance and the adjustment of adopted measures based on results and stakeholder feedback.

8.3.3 Consumers and end-users



Material impacts, risks and opportunities and their interaction with strategy and business model

The activities of Antibiotice have a direct impact on a wide range of consumers and end users, and understanding these categories and the ways in which they may be affected represents a central element of the company's business model and responsibility. The portfolio primarily addresses patients undergoing medical treatment, including chronic patients who benefit from national health programs, whose treatments are prescribed and monitored by healthcare professionals in both hospital and outpatient settings. In addition, the products are used by consumers who aim to maintain or improve their quality of life through over the counter products, food supplements, medical devices and dermatocosmetic products.

End users are defined according to the therapeutic indications, the method of administration and the intended use of the products, as specified in the package leaflets and in the official documentation associated with each product in the portfolio. Depending on these characteristics, the products are intended for all age groups, as well as for animal owners in the case of veterinary nutraceuticals.

The safe use of products depends essentially on access to accurate, complete and easily understandable information regarding indications, methods of administration, contraindications and associated warnings. Failure to comply with this information may generate risks for users. The information provided is developed in accordance with the applicable legislation and is periodically reviewed and updated based on the requirements of the competent authorities and the evolution of safety data.

In the case of over-the-counter products, risks related to excessive promotion or the absence of mandatory information are limited, as communication is carried out in compliance with applicable legislation and includes the warnings and mandatory information required by the regulations in force.

Negative effects generated by products in the portfolio affect a limited number of consumers and represent isolated situations. The company operates a dedicated pharmacovigilance system through which adverse reactions are collected, evaluated and recorded in an international database, ensuring the continuous monitoring of product safety and enabling prompt intervention when necessary. Manufacturing and control processes are carried out in accordance with Good Manufacturing Practice rules, which ensure process reproducibility and strict quality control.

Regarding information communicated by third parties for promotional purposes, this information is internally assessed and verified from medical, ethical, legal and marketing perspectives in order to ensure its accuracy and compliance with applicable regulations.

A significant positive impact is generated through the production and marketing of anti-tuberculosis medicines that are fully reimbursed through the national health program administered by CNAS, making them accessible to patients across all regions of the country regardless of income level. The company participates in tenders organized by hospitals in Romania and in other territories, ensuring an optimal quality to price ratio and the availability of products for both hospitalized and outpatient patients.

The portfolio includes essential and critical medicines for which the priority is to maintain availability in sufficient quantities so that all patients benefit from equal access to treatment regardless of region, income category, age or gender.

Positioning as a manufacturer of generic medicines directly contributes to the accessibility of treatments. According to Law no. 95/2006 and the regulations issued through orders of the Ministry of Health, including Order no. 703/2015, Order no. 368/2017 and the most recent updates such as Order no. 1,866/2025, the price of generic medicines cannot exceed 65% of the price of the reference innovative medicine, while maximum prices are reflected in the National Catalogue of Medicine Prices. This regulatory framework contributes to the protection of vulnerable groups and to ensuring equitable access to treatment.

The company recognizes that certain categories of consumers may be exposed to a higher risk of harm, such as elderly people, patients with chronic conditions, individuals with low income, children, people with disabilities or swallowing difficulties, individuals who may confuse medicines with supplements, as well as blind or visually impaired people.

To reduce the associated risks, several measures are implemented, including the development of financially accessible generic medicines, the use of clear and concise language in instructions complemented where appropriate by intuitive pictograms, the integration of QR codes on packaging to allow quick access to detailed information and package leaflets, the development of adapted pharmaceutical forms, the use of child resistant packaging to prevent accidental access by children and the inscription of essential information in Braille.

In addition, information campaigns are carried out regarding the responsible use of medicines and food supplements, with a focus on the risks of self-medication and the importance of following the instructions provided in the package leaflet. Marketing messages are also continuously monitored and adjusted in accordance with the applicable legislation.

Policies related to consumers and end-users

The Responsible Marketing Policy of Antibiotice S.A. aims to ensure the ethical promotion of medicines and the accurate and balanced presentation of the benefits of the products included in the company's portfolio, in accordance with the regulations applicable to the pharmaceutical industry. The policy seeks to ensure appropriate information for patients and healthcare professionals, respect the specific nature of medical prescriptions and recommendations, and reduce the risk of misleading or inaccurate information.

The policy applies to all marketing, promotional and sales activities related to prescription and non-prescription medicines addressed to healthcare professionals. Food supplements are not directly covered by this policy, but they remain subject to the applicable legal requirements, and the company carries out educational campaigns to promote their ethical and responsible consumption. The implementation and monitoring of the policy are ensured at executive level by the Director of Strategic Planning, the National Sales Director, the Business Development Director, the Quality Director, the Research, Development and Innovation Director and the Chief Financial Officer.

The implementation framework integrates both external regulations specific to the pharmaceutical industry and internal rules, including the Code of Ethics, the Code of Good Practices in the Promotion and Marketing of Products, the orders approving the advertising of medicinal products and the commitments assumed through affiliation with professional organizations such as APMGR, together with the associated codes, including RASCI and the EFPIA Code. Compliance is monitored through internal audits, periodic controls, market analyses, satisfaction and awareness studies, as well as through the ongoing activities of specialized teams.

Policies concerning consumers and end users are aligned with key themes relevant to the pharmaceutical industry, such as access to quality information, health and safety, child protection, non-discrimination and continuous access to products and services. With regard to access to information, the company ensures the provision of accurate, complete and up to date data through officially approved documentation, including the summary of product characteristics, the package leaflet and product labelling, as well as through authorized communication channels, in compliance with European and national legislation and good practice standards.

Protecting the health and safety of consumers represents a strategic priority, supported by policies covering manufacturing, quality control, pharmacovigilance and distribution throughout the entire product life cycle. For products intended for pediatric use or those that may present a risk of accidental exposure, specific measures are applied regarding development, packaging, labelling and commercial communication, in accordance with legislation on child protection and responsible advertising.

The company promotes the principle of non-discrimination and ensures equal treatment for all consumers and end users, regardless of personal characteristics or socio-economic status. These policies apply to information activities, distribution practices and the management of consumer relationships, while feedback and complaints are handled in an impartial and transparent manner.

Regarding access to products and services, the company aims to ensure continuity of supply and prevent shortages, in line with its role as a strategic manufacturer. The policies include production planning, responsible distribution, compliance with traceability requirements and the prevention of counterfeit medicines or parallel trade, as well as ongoing dialogue with competent authorities to safeguard consumer interests.

In the development and updating of its policies, the company takes into account feedback from consumers and end-users, obtained through satisfaction and awareness studies, as well as through interactions with patient organizations, medical associations and regulatory authorities. The applicable codes and policies are published on the company's website and are available to business partners, authorities and the general public, ensuring transparency and easy access to relevant information.

General approach in relation to respect for the human rights of consumers and/or end-users

In addition to the operational policies on responsible marketing, access to information, safety and access to products, the company also approaches its relationship with consumers and end users from the perspective of respecting fundamental human rights, particularly the right to health and access to treatment.

The company recognizes the provision of affordable generic medicines as a direct contribution to the fulfilment of the right to health and to meeting the medical needs of the population. Its strategy and policies are aligned with relevant international frameworks, including the United Nations Sustainable Development Goals, in particular SDG 3 on ensuring healthy lives and promoting well-being for all. Since June 2025, Antibiotice has been a member of the United Nations Global Compact and has committed to respecting the Ten Principles of this initiative. This approach is also consistent with Article 25 of the Universal Declaration of Human Rights, which recognizes access to medical care and medicines as a fundamental right, as well as with the World Health Organization's Global Strategy on access to essential medicines and health products.

The Access to Medicines Policy is structured around several clear objectives: ensuring the availability of high-quality generic medicines, maintaining financial affordability through transparent pricing policies, guaranteeing quality and safety throughout the entire production and distribution chain, stimulating innovation through the development of generic and biosimilar medicines and promoting education and awareness regarding the correct use of treatments.

These principles are applied not only under normal market conditions but also in exceptional situations that may affect access to treatment for certain communities. In the context of the floods that affected localities in the Bistrița Valley, the company intervened to support the continuity of access to medicines by providing essential products worth nearly RON 250,000. The support was intended for more than 7,000 people from the localities of Broșteni, Ostra and Stulpicani, within a total population of approximately 13,500 in the affected area. Distribution was carried out through the medical office integrated within the structure of the "Sfântul Ioan cel Nou de la Suceava" Association, following direct consultations with community representatives and healthcare professionals in order to address the needs identified at local level.

Promoting the responsible use of medicine represents an essential component of respecting consumers' right to accurate information and health protection. In this context, the company carries out ongoing education and awareness initiatives aimed at reducing the risks associated with self-medication, purchasing products from unreliable sources and the improper use of treatments.

On 7 March, a public warning was issued regarding the emergence of counterfeit medicines, accompanied by recommendations for the safe purchase of products, with the aim of preventing consumers' exposure to significant health risks. On 17 September, on World Patient Safety Day, two materials were published focusing on the protection of children and newborns, highlighting the risks associated with products originating from unauthorized sources and the importance of verifying the legitimacy of purchasing channels.

Responsibility for the impact on public health and the environment is also reflected in the organization, between 27 and 31 October of the third edition of the campaign "Responsible for Future Generations! Let's Collect Expired Medicines Responsibly!", during which 115.5 kg of expired or unused medicines were collected and subsequently handed over to a specialized company for safe disposal. The initiative contributes to preventing the accidental use of expired medicines and reducing the risks associated with improper disposal.

On 18 November, on European Antibiotic Awareness Day, the company published an educational material on antimicrobial resistance, highlighting the importance of prudent antibiotic use and the role of each patient in preventing the development of resistance.

The company's approach also includes collaboration with NGOs and humanitarian organizations to facilitate access to treatment in crisis affected areas, the implementation of sustainable practices and circular economy initiatives in production processes, and the systematic collection of patient feedback through dedicated mechanisms, enabling the continuous adjustment of products and processes to identified needs.

Processes for engaging with consumers and end-users

To ensure that commitments regarding the respect of consumers' and end users' rights are applied effectively, the company seeks not only to implement policies and information initiatives but also to maintain continuous dialogue with relevant actors in the market. The systematic engagement and consultation of partners and healthcare professionals represent an essential mechanism through which perceptions are assessed, potential shortcomings are identified and processes and products are adjusted in line with the real needs of end users.

In 2024, the satisfaction level was 97.65%. For 2025, the satisfaction level will be measured by 31 March 2026, and the results of the study will be included in the 2026 Sustainability Statement.

National market

As part of its commitment to quality and continuous improvement, Antibiotice conducts the annual "Customer Satisfaction Assessment" study, implemented in accordance with the requirements of ISO 9001:2015 and the internal procedure for evaluating customer satisfaction. This research targets both direct and indirect customers and includes the following categories:

- Pharmacists
- Physicians
- Distributor Managers
- National Chain Managers
- Mini chain Managers

By involving healthcare professionals who influence the consumption behavior of end users, the feedback obtained contributes to the evaluation and improvement of the quality of pharmaceutical products.

The "Level of Satisfaction" indicator is calculated using both absolute scores (1 to 5) and percentages (1 to 100%). Based on the percentage obtained, customers are classified as follows:

- Satisfied Customers: 80-100%
- Partially Satisfied Customers: 60-79%
- Unsatisfied Customers: <60%

Follow up actions are established as follows:

- 80-85% → Preventive actions (PA)
- < 80% → Corrective Actions (CA)
- > 85% → No interventions needed, customers are considered satisfied (CS)

The results of the study in 2025 for the five customer categories:

- **Retail pharmacists: 95.50%**
(a decrease of 0.59 pp compared to 2024 – 96.09%)
→ Satisfied customers
- **Physicians: 95.45%**
(an increase of 0.63 pp compared to 2024 – 94.83%)
→ Satisfied customers
- **Distributor managers: 91.39%**
(a decrease of 0.65 pp compared to 2024 – 92.04%)
→ Satisfied customers
- **National chain managers: 84.60%**
(an increase of 0.79 pp compared to 2024 – 83.81%)
→ Satisfied customers
- **Mini chain managers: 93.70%**
(an increase of 1.48 pp compared to 2024 – 92.22%)
→ Satisfied customers

The average level of satisfaction across all categories in 2025 is 92.17%, representing an increase of 0.37 points compared to 2024 (91.80%). Scores above 80% were recorded for all categories analyzed, confirming a high level of satisfaction among the company's representative customers.

International market

In accordance with the requirements of the ISO 9001 quality management system, Antibiotice conducts a market research study in the first half of each year to assess customer satisfaction. The study targets significant customers that account for more than 80% of the sales recorded in the analyzed year and have a minimum transaction value of USD 50,000. According to the applicable internal procedure, when the satisfaction level exceeds 85%, no corrective or preventive actions are required.

The level of satisfaction is presented both as absolute scores (1–5) and as relative scores (percentages ranging from 1% to 100%). Based on the percentage obtained, customers are classified as follows:

- Satisfied customers: 80-100%
- Partially satisfied customers: 60-79%
- Unsatisfied customers: <60%

Follow up actions are established as follows:

- 80-85% → Preventive actions (PA)
- < 80% → Corrective Actions (CA)
- > 85% → No interventions needed, customers are considered satisfied (CS)

Remediation and Compliance Mechanisms

To ensure that the consultation and feedback collection process has a tangible impact, the company has established clear mechanisms through which consumers and end users can report potential negative impacts, adverse drug reactions (ADR) or situations that may affect their rights. These mechanisms complement the preventive policies and processes described above and enable prompt intervention when risks or non-compliance situations arise.

The company adopts a systematic approach to protecting consumer rights and remedying any negative impacts, in accordance with applicable national and international legislation. The implemented measures aim to ensure transparency, accountability and easy access to reporting channels.

Consumers and healthcare professionals may submit complaints or report adverse effects through the following channels:

- Complaint form available on the company's website;
- Adverse reaction reporting form available on the company's website and through the field sales force logistics;
- Dedicated telephone number for reporting adverse reactions;
- Dedicated e-mail address for reporting adverse reactions;
- Inquiries received through the company's general e-mail and telephone contacts regarding claims/complaints handled by a team within the medical department, which manages the documentation and provides the response in collaboration with all departments involved.

The functionality of the adverse event reporting form is monitored periodically to ensure the effectiveness of the mechanism. Reporting is actively encouraged through the field promotion team, and pharmacists and physicians are invited to communicate any adverse events observed.

At the same time, the company maintains continuous collaboration with pharmaceutical regulatory authorities, including the National Agency for Medicines and Medical Devices of Romania (ANMDMR), the European Medicines Agency (EMA), the Medicines and Healthcare products Regulatory Agency (MHRA) and the U.S. Food and Drug Administration (FDA), in order to ensure product compliance and safeguard consumer safety.

The company's approach to remedying and preventing negative impacts is integrated into a broader framework for respecting human rights across the entire value chain, both upstream and downstream. The company aligns its practices with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.

This commitment is formalized through the Human Rights Policy, which establishes internal responsibilities, mechanisms for preventing and addressing risks and reporting channels for potential violations. The policy applies to all operations, employees, contractors and partners and covers aspects such as health and safety, freedom of association, working conditions, diversity and inclusion, fair remuneration, the prohibition of child labour and forced labour, as well as respect for the rights of clinical trial participants.

Downstream, the company monitors the marketing and use of generic medicines and dietary supplements to ensure respect for consumer rights, considering accessibility for vulnerable groups, responsible marketing practices and transparency of the information provided.

During the reporting period, no cases of non-compliance with the above-mentioned principles involving consumers or end-users were recorded.

Processes for engaging with consumers and end-users about impacts

The company actively integrates the perspectives of consumers and end-users into decision-making processes relevant to managing actual and potential impacts on them, particularly about product safety, tolerability and proper use. The approach is structured and involves systematic collection of market information, consultation with legitimate patient representatives and the integration of feedback into internal processes for the development and optimization of the portfolio.

Consumers' perspectives are collected through satisfaction surveys, structured questionnaires, direct feedback from the market and interactions with credible patient representatives, such as physicians and pharmacists. The information obtained is used to adjust product specifications, informational materials, communication campaigns and safety measures.

During the reporting period, the company carried out a Word of Mouth (WOM) campaign aimed at promoting the product, testing its use and collecting real user feedback, with a particular focus on product safety and tolerability in young children. The campaign targeted the product Cutaden® Bebe cream and involved 100 micro-influencers. Participants were free to create content in their own style, including posts, stories and reels, in which they shared their real experience using the product. After approximately two weeks of testing, participants completed a satisfaction questionnaire. The results were analyzed to validate the product's tolerability and safety profile, optimize informational messages and improve communication materials regarding the correct use of the product.

Collaboration Process and Responsibilities

Engagement with consumers and end-users takes place primarily through healthcare professionals and is integrated into the portfolio planning and development processes.

The collaboration takes place in several stages:

- Product portfolio planning involves consultation with physicians and pharmacists to identify therapeutic opportunities, underserved patient segments and unmet medical needs.
- The assessment of product impact and safety is carried out through observational studies coordinated and implemented by healthcare professionals, whose results may support the adaptation of products where necessary.
- Product improvement is achieved by integrating feedback received from healthcare professionals and patients into processes related to reformulation, packaging or product administration.

Collaboration methods include formal consultations with groups of physicians or pharmacists, such as advisory boards or focus groups, as well as the participation of consumers in clinical trials, bioequivalence studies and testing groups within observational studies.

Frequency of collaboration:

- periodically, through annual consultations aimed at reviewing the product portfolio;
- ad hoc, in response to changes in therapeutic guidelines or legislative changes.

Operational responsibility is ensured by the portfolio working team, composed of representatives from the Portfolio Management, Medical Advisor, Business Marketing Analyst, Research and Development, Business Development and Regulatory Affairs departments, as well as division managers. The proposals developed within this structure are reviewed and validated by the Portfolio Working Group, coordinated by the Executive Director for Strategic Planning and Portfolio Management.

The effectiveness of engagement with consumers and end users is monitored through the continuous collection of feedback, the quantitative and qualitative analysis of requests, including medical inquiries, as well as through the evaluation of complaints and suggestions received, including those submitted through the Antibiotice online ordering platform.

Based on this information, corrective measures are implemented where necessary, and the results are periodically reviewed by multidisciplinary teams to identify opportunities for strategic improvement.

The company pays particular attention to consumers who may be especially vulnerable or marginalized. Their perspectives are collected through collaboration with general practitioners, pharmacists and patient associations, particularly to identify barriers to treatment administration among patients with chronic conditions, those living in rural areas or situations where the involvement of a caregiver is essential.

Based on these insights, the company maintains and adapts measures such as:

- adapting packaging to facilitate easier use;
- adjusting medical education programs for promotion teams, with a focus on communicating information relevant to vulnerable patients and their caregivers.

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

The company applies a structured approach to identifying, managing and remedying significant negative impacts on consumers and end users. The process includes early detection mechanisms, internal investigation, the implementation of corrective measures and the monitoring of their effectiveness.

The identification of potential issues is carried out through a complementary set of tools, including the pharmacovigilance system, dedicated channels for receiving complaints, interaction with healthcare professionals, as well as internal audits and inspections regarding compliance with quality and safety requirements.

In the case of product quality complaints, notifications are handled in accordance with a clearly defined internal procedure. Each complaint is forwarded to the Quality Assurance structure, which coordinates the analysis process. The nonconformity is classified according to a defect category, and the investigation is conducted by a multidisciplinary team established based on the nature of the situation. The final report is validated by Quality Assurance, and the complainant receives a summary of the conclusions, including the classification of the complaint as justified or unjustified and, where applicable, the corrective measures adopted.

The measures may include documented responses to consumers, training for promotion and sales teams to ensure ethical and compliant communication, as well as collaboration with regulatory authorities to ensure alignment with legal requirements. The effectiveness of these interventions is evaluated through the continuous monitoring of product safety and through periodic internal reviews aimed at preventing the recurrence of similar situations.

Communication and reporting channels

Consumers and end users may submit complaints or report adverse reactions through the following channels:

- the company's website, which includes the Complaint Submission Form and the Adverse Reaction Reporting Form;
- door-to-door, through the consumer/end user representative (PDS);
- dedicated phone number for reporting adverse reactions: 0728.199.834;
- dedicated email address for reporting adverse reactions: sigmedumane@antibiotice.ro;
- the company's general email addresses and phone contacts: office@antibiotice.ro, secretariat@antibiotice.ro, 0232.209.000, 0232.220.040, 0372.065.000, 0372.065.633.

All these channels are developed and administered directly by the company.

The company also requests its collaborators, including physicians and pharmacists, to report adverse events and any situations that could affect consumers. The adverse reaction reporting form supports the complete and accurate submission of the information collected.

These channels are designed to be visible, accessible and equitable, providing relevant information and ensuring transparency in the relationship with complainants. The information collected is used to support the continuous improvement of processes and to prevent negative impacts.

Monitoring the effectiveness of the channels

The company evaluates the functioning of these mechanisms by analyzing the volume and typology of the requests received.

In 2025, the situation was as follows:

Medical Inquiries

- **Consumers/End-users/Patients:** 13 inquiries;
- **Health professionals:** 19 inquiries;
- **Partners:** 4 inquiries.

Pharmacovigilance

- **Consumers/End-users/Patients:** 5 cases;
- **Health professionals:** 7 cases;
- **Partners/Contracts:** 11 cases.

Quality

In 2025, 66 complaints regarding product quality were received. Of these, 29 were confirmed as justified and were handled in accordance with internal procedures. The reported defects included damage to primary or secondary packaging, labelling issues and incomplete commercial units. In 2024, a total of 62 complaints were recorded, of which 26 were confirmed as justified complaints.

The level of use of the channels and the nature of the requests received constitute an indirect indicator of the level of accessibility of and trust in the mechanisms made available.

Information about these channels is communicated through:

- the company's website, which includes contact details, pharmacovigilance information and online forms;
- product leaflets;
- secondary packaging;
- social media campaigns;
- healthcare professionals.

Protection against retaliation

The company has a Whistleblowing Policy, applicable to employees, external collaborators, consumers and end users who use the available channels to report concerns or possible violations of the law.

The policy guarantees the confidentiality of reports and prohibits any form of retaliation, in accordance with Law no. 361/2022 on the protection of whistleblowers. Reports may be submitted to the company's Ethics and Integrity Council, which confirms receipt within seven days, analyzes the reported facts and formulates recommendations to the relevant management.

The policy prohibits the suspension or termination of contracts, changes to working conditions, salary reductions, demotion, disciplinary sanctions, harassment or discrimination as a result of a report.

Taking action on material impacts on consumers and end- users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

In managing significant impacts on consumers and end users, the company implements an integrated set of measures aimed at preventing negative effects, strengthening safety and the responsible use of medicines, as well as leveraging opportunities related to medical education and public trust.

In 2025, the program "Antibiotics of the Third Millennium" represented a central pillar of preventive actions. Under the WHO 2025 theme "Act Now: Protect Our Present, Secure Our Future", clinical workshops were organized in hospitals in Iași and Cluj-Napoca for resident physicians in infectious diseases, pediatrics, ENT and pulmonology. The events addressed the prevention and management of infections caused by multidrug-resistant pathogens through the analysis of clinical cases and the promotion of antibiotic stewardship principles, including the classification of antibiotics according to the WHO AWaRe framework, the analysis of antibiotic consumption in Europe and Romania, WHO priority pathogens and the impact of antimicrobial resistance.

Between 18 and 24 November 2025, the company carried out a digital campaign aligned with the recommendations of WHO and ECDC, featuring daily thematic messages on LinkedIn under the "Antibiotics of the Third Millennium" initiative, addressing antimicrobial resistance, the principles of One Health and Romania's progress towards the EU 2030 objectives. The communication was complemented by the biweekly newsletter sent to approximately 1,850 subscribers and by posts addressed to the general public, aimed at differentiating viral infections from bacterial ones and promoting the prudent use of antibiotics.

Medical communication was also supported through articles published in the journal "Viata Medicala" and in the volume "Pneumologie 2025", distributed to more than 4,800 subscribers and physicians from specialties such as pulmonology, infectious diseases, internal medicine, rheumatology, oncology and family medicine. In parallel, to strengthen information safety, 30 variations were submitted to update safety information in the SmPC and the Package Leaflet.

In situations where real barriers to use were identified, the company continued remediation measures for elderly persons or persons with disabilities by redesigning packaging, including the optimization of protective foils for suppositories, and by implementing Braille codes on packaging, both for medicines and for supplements, even in the absence of a legal obligation.

During 2025, public information and education initiatives were also carried out, aimed at generating positive effects for consumers and end users:

- **7 March** – warning regarding the emergence of counterfeit medicines;
- **24 March** – World Tuberculosis Day and participation in the TB Forum, including the symbolic illumination of the fountain in front of the headquarters;
- **17 May** – World Hypertension Day;
- **12 June** – International Men's Health Week, including an internal workshop delivered by three specialists with the participation of approximately 90 colleagues;
- **17 September** – World Patient Safety Day;
- **29 September** – World Heart Day;
- **17 October** – World Menopause Day and the promotion of the event "7 Moments of 10 for Growth, Evolution and Inspiration";
- **27-31 October** – the campaign "Responsible for Future Generations! Let's Collect Expired Medicines Responsibly!", during which 115.5 kg of expired medicines were collected;
- **18 November** – European Antibiotic Awareness Day, with a dedicated message on antimicrobial resistance.

The effectiveness of these actions is assessed through the analysis of operational indicators and interactions with consumers. During the reporting year, 36 Medical Inquiries were recorded, including 19 from healthcare professionals, compared to 33 in the previous year, which may indicate an improvement in the clarity of the information provided. Product complaints, notifications and trends in adverse reaction reports are periodically analyzed, while the level of digital engagement is used to adjust communication activities.

To prevent future negative impacts, the company applies a structured process for identifying and correcting incidents related to incorrect information. This process includes the centralization of notifications, pharmacovigilance monitoring, the analysis of feedback from healthcare professionals and the identification of the source of the error. Measures may include revising promotional materials, obtaining approval from an internal regulatory committee and implementing targeted educational campaigns.

Product formulations are adjusted when necessary to improve safety or tolerability, packaging is optimized for vulnerable persons and instructions are clarified to reduce the risk of misuse. Internal procedures for safety incidents or product recalls also contribute to mitigating reputational and legal risks.

With regard to opportunities, the company aims to optimize the dispersion of products within its portfolio based on market studies and ongoing dialogue with healthcare professionals, establishing indicators correlated with the pace of market development and therapeutic trends. Investments in communication and medical education support the strengthening of trust and the responsible use of treatments.

From a commercial perspective, contracts with partners are concluded only after an individual risk assessment, which includes the analysis of financial standing, solvency, insurance guarantees, territorial exposure and delivery capacity. In promotional activities, the company complies with the legislation applicable to prescription and non-prescription products as well as with the code of ethics, while feedback from Medical Inquiries and pharmacovigilance activities is continuously integrated into improvement processes.

During the reporting period, no serious human rights issues or major incidents affecting consumers or end users were recorded.

To implement these measures, the company allocates dedicated resources, including a customer care team, official communication channels such as office@antibiotice.ro and the online form available on the company website, as well as budgets for the field team composed of medical and sales representatives, who ensure continuous education and responsible communication with healthcare professionals.

Online Store

In March 2025, the online store comenzionline.antibiotice.ro was launched as a tool for direct interaction with consumers and end users, aiming to improve access to products and provide clear and standardized information nationwide, including in areas with limited access to physical pharmacies. Through this channel, only non-prescription products are marketed, namely food supplements, dermatocosmetic products, medical devices and veterinary nutraceuticals intended for companion animals. Each product is accompanied by images, descriptions, instructions for use and warnings in accordance with the applicable legal requirements.

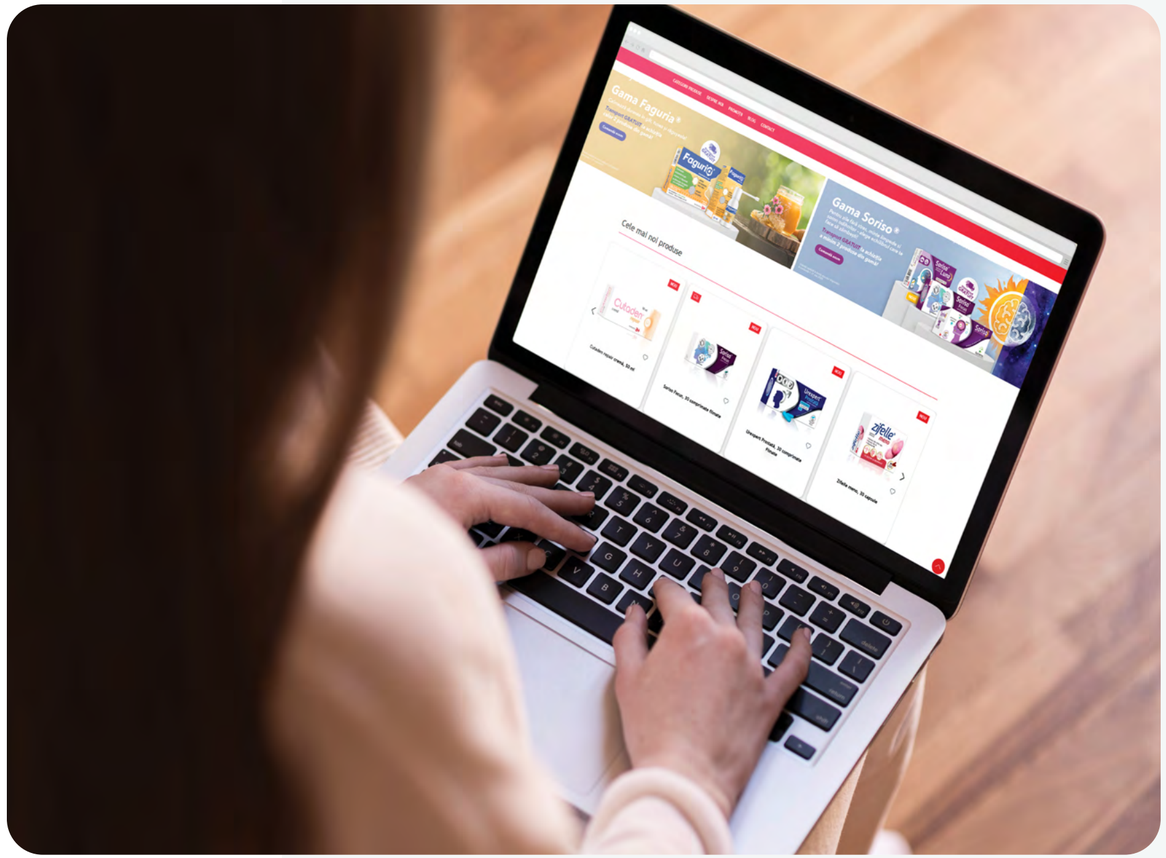
Orders could be placed until 25 May 2025. Between 26 May and 9 September 2025, the platform underwent scheduled maintenance to integrate ordering and invoicing flows into the SAP system. During this period, the add to cart and order placement functions were disabled and the website operated exclusively in informational mode, with users clearly informed about the maintenance period. The measure had a preventive nature and was adopted to reduce operational risks such as incorrect invoicing or non-compliant deliveries and to protect consumer experience. From this perspective, 2025 is considered a pilot year for the development of the online channel.

After the functionality was restored, by the end of 2025 the platform recorded 70,349 visits, 539 orders placed and 461 unique customers, with deliveries in 41 counties and 149 cities. A total of 8 complaints or notifications were recorded. Potential negative impacts associated with this channel include delivery delays, occasional order errors, return requests, uncertainties regarding product information and risks related to data protection. These are managed through clear public policies available on the website, including the Terms and Conditions, Return Policy and GDPR Policy, as well as through dedicated customer support channels and operational mechanisms for the analysis and case by case resolution of requests.

In accordance with applicable legislation and safety requirements, certain product categories, such as food supplements, are exempt from the right of return, a condition transparently communicated in the Return Policy. In situations where a parcel is refused, not collected or returned to the headquarters, the products are not reintroduced into stock because storage conditions and temperature during transport cannot be verified. In such cases, the products are placed in quarantine and subsequently disposed of in accordance with internal practices, in order to protect the health and safety of consumers.

Personal data are collected strictly for operational purposes such as account management, order processing, delivery, customer support and email communication, in accordance with the published GDPR Policy. The platform is supported by technical and organizational security measures, and data subjects may exercise their rights through the channels indicated in the Privacy Policy.

The online store contributes to reducing geographical barriers, facilitating access to standardized information and strengthening the direct relationship with consumers, complementing traditional national distribution efforts. For the period 2026-2027, considering the pilot nature of 2025, the company plans to further consolidate processes and define quantitative targets based on the complete operational data available from 2026.



Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

To manage material impacts, risks and opportunities related to consumers and end users, the company has established a measurable operational objective in responsible commercial practices, based on the results of the annual “Customer Satisfaction Assessment” study. The target consists of achieving an average score of at least 80% for each audience category included in the research.

Depending on the results obtained, differentiated action mechanisms are applied. If the score remains above 85%, the strategies applied for each audience type and product category are maintained. For scores between 80% and 85%, preventive actions are established, while for scores below 80% corrective actions are initiated in order to address the identified deficiencies and reduce associated risks.

The involvement of consumers and end users in setting and monitoring this target takes place through the annual “Customer Satisfaction Assessment” research. The consulted audience includes pharmacists, physicians, distributor managers, managers of national pharmacy chains and managers of pharmacy mini chains, who provide feedback directly or through relevant intermediaries regarding products, services, personnel and communication.

The evaluation tools are tailored to each audience category and use a scale from 1 to 5, where 1 represents the lowest level of satisfaction and 5 the highest. The questions are predominantly closed ended, but each section also includes an open component that allows respondents to provide additional observations and to highlight aspects that may not have been anticipated by the company.

Product evaluation is conducted across two distinct dimensions. The first concerns the physical realization of the product and refers to macroscopic and organoleptic characteristics. The second relates to product use and analyzes effectiveness in treating medical conditions, affordability from a price perspective and safety of use, including the company’s response to reported adverse reactions.

Service evaluation focuses on supply activities, namely the availability of medicines through distributors, communication regarding commercial offers and the delivery of orders. Personnel evaluation refers to medical and commercial promotion activities, including the frequency and duration of visits, the ethical nature of promotional activities and the clarity of the information provided. Communication evaluation examines how new products are presented, the quality of medical and commercial information and the overall level of satisfaction.

In addition to this formal mechanism, the company organized advisory type meetings, both collective and individual, with patient representatives and healthcare professionals in order to identify issues related to the accessibility of medicines. The conclusions of these meetings were discussed in decision-making working groups and formed the basis for actions already implemented or planned, contributing to the continuous improvement of performance in relation to the needs of end users.

Through this approach, the satisfaction target represents not only an indicator of commercial performance but also a tool for managing impacts and adjusting strategies in line with the perceptions and experience of healthcare professionals and, indirectly, of end users.

Veterinary portfolio

In addition to the portfolio intended for human use, the company also holds a veterinary portfolio, which involves specific end users, distribution channels and regulatory requirements.

The company's veterinary portfolio is primarily addressed to veterinarians, specialized distributors and animal owners who purchase, prescribe, recommend or administer veterinary medicines and nutraceutical products in accordance with professional guidance and the information provided by the manufacturer. The direct beneficiaries of the use of these products are companion animals and farm animals, while veterinarians are also indirectly supported through access to safe and effective therapeutic solutions that contribute to medical practice and animal welfare.

The business model integrates animal safety, product quality and the provision of accurate information to users throughout the value chain, from the finished product to commercialization and post-sales support, through specialized channels, including authorized distributors and veterinary clinics. The information provided to users is designed to support the correct and responsible use of products, through clear instructions regarding administration, contraindications and functional benefits.

Within the nutraceutical segment, products from the VetAria+ range serve both a preventive role and an adjuvant role in treatments associated with various conditions in dogs and cats. The twist-off capsule pharmaceutical form facilitates administration, allowing the content to be used directly or mixed with food, or the capsule to be administered whole, as the shell is edible. This approach contributes to increased compliance and adherence to treatment. The palatability of the products and their packaging in blisters, which protect them from environmental factors, support the maintenance of product quality and effectiveness and reduce the risk of incorrect use.

During the reporting period, no material adverse effects associated with the veterinary portfolio were identified.

Dialogue, pharmacovigilance and prevention of adverse effects

The company complies with Regulation (EU) 2019/6 on veterinary medicinal products and applies ethical promotion principles based on documented information and scientific support from Key Opinion Leaders and clinicians involved in advisory board structures. Dialogue with veterinary professionals is supported through educational events, participation in congresses and scientific meetings, as well as through ongoing professional interactions, during which clinical needs, product safety and aspects related to treatment adherence are discussed.

Feedback collected from veterinarians and animal owners, including through digital channels, customer care services and direct interactions, is analyzed in order to adjust recommendations, formulations or dosages, when necessary, with the aim of improving the safety and effectiveness of product use.

Regarding the management of potential adverse effects, the company operates a permanent veterinary pharmacovigilance system active 24/7, which enables the reporting and analysis of adverse events. Dedicated communication channels, including telephone and email, as well as the contractual obligations of distributors to transmit safety information, ensure the traceability of each report until resolution. If a risk is confirmed, measures such as updating product information or voluntary batch recalls may be implemented in cooperation with the competent authorities. Promotional materials are internally reviewed to ensure the clarity of information regarding indications and dosage and to avoid messages that could encourage inappropriate use or administration without consultation with a veterinarian. Compliance of distribution partners is monitored, and any non-conformities are addressed through corrective measures.

Mechanisms for the protection of individuals using reporting channels, including the policy on protection against retaliation, apply uniformly across all business lines of the company, including the veterinary portfolio, in accordance with the framework described in the general S4 section.

Information, events organized in 2025 and directions for development

In 2025, professional dialogue and the provision of information to users in the veterinary field were supported through the organization of the seminars “New developments in the therapeutic approach to companion animals”, held in Timișoara on 7 March, Bucharest on 11 April, Iași on 23 May and Cluj-Napoca on 30 May, as well as through participation in major scientific events. The participation of over 1,000 veterinarians at the AMVAC National Congress, nearly 500 at the Romanian Society of Veterinary Dermatology Congress and more than 400 at the regional VetAria+ symposia reflects the level of professional engagement and the scale of the educational initiatives. Events dedicated to the general public were also organized in Iași and Bucharest, facilitating direct interaction with animal owners.

The effectiveness of these initiatives is assessed through participation levels, professional feedback and lessons learned, which are used to adjust the format and content of future activities.
For the period 2024 to 2030, the company aims to integrate approximately 50 molecules intended for the health of farm animals and companion animals, including nutraceuticals, antimicrobials, antiparasitics, anti-inflammatory and analgesic products. These development directions are based on clinical needs identified in practice and on continuous dialogue with veterinarians. Performance monitoring is carried out through ongoing professional feedback and the evaluation of the therapeutic relevance of the products, with development priorities adjusted when necessary.

8.3.4 Specific material topics

The double materiality assessment led to the identification of specific material topics relevant to the pharmaceutical industry, reflecting the impacts, risks and opportunities characteristic of this sector. These topics are essential for ensuring a sustainable impact on consumers and end users and complement the chapter dedicated to them.

Accordingly, Antibiotice addresses key aspects such as clinical trials and research and development, which contribute to innovation and therapeutic effectiveness; access to medicines, through measures that ensure their availability and affordability for all patient categories; the fight against counterfeit medicines and parallel trade, through strict traceability and safety mechanisms aimed at protecting public health; and the prevention of medicine misuse, through education and awareness programs on the correct and responsible use of pharmaceutical treatments. These topics are integrated into the company's strategy to manage industry-specific risks and to capitalize on opportunities to improve public health.

Clinical Studies

Policies adopted to manage the topic

The Clinical Trials Policy outlines the stages of the clinical trial process, whether these are conducted within the company's own research center or through external partnerships. The policy emphasizes the ethical considerations and the safety of study participants, as established in international legislation governing the conduct of clinical trials and in the provisions of the Declaration of Helsinki. The systematization of information within the policy provides predictability and ensures the continuity and effectiveness of activities related to clinical trials.

The policy applies to all clinical trials conducted by the company on human subjects, regardless of the geographical area or the type of population involved. It is designed to cover all types of studies, whether related to products from the company's own portfolio or those developed in collaboration with external partners.

Within Antibiotice S.A., the Clinical Studies Center (CSC) is part of the organizational structure of the Research, Development and Innovation Directorate. The entire team involved in conducting studies is responsible for carrying out activities in accordance with harmonized international guidelines, clinical protocols and the policies adopted by the company, in line with their specific responsibilities.

The policy summarizes the national and international legislation applicable to clinical trials, as well as the certifications and authorizations required for conducting such studies.

The authorization of the Antibiotice Clinical Studies Center to conduct Phase I clinical trials and bioequivalence studies is carried out in accordance with:

- Decision No. 2/22.04.2014 issued by the National Agency for Medicines and Medical Devices of Romania (ANMDMR) regarding the approval of regulations for the authorization of units that may conduct clinical trials in the field of medicinal products for human use.
- Decision No. 24/03.07.2015 approving the amendments to the annex of HCS No. 2/22.04.2014 concerning the regulations for the authorization of units that may conduct clinical trials in the field of medicinal products for human use.
- Order No. 3390/08.11.2022 regarding the approval of the methodological norms for the application of the provisions of Art. 3 para. (10), Art. 4 para. (3) and Art. 6 para. (2) of Government Emergency Ordinance No. 29/2022 establishing the institutional framework and the measures necessary for the implementation of Regulation (EU) No. 536/2014 of the European Parliament and of the Council of 16 April 2014 on clinical trials on medicinal products for human use and repealing Directive 2001/20/EC, as well as for the amendment of certain normative acts in the field of health.

The conduct of clinical trials is carried out in accordance with European and international legislation and standards:

- Regulation (EU) No. 536/2014 of the European Parliament and of the Council;
- ICH E6 Good Clinical Practice (GCP), together with other specific requirements of relevant National Medicines Agencies;
- Directives 2004/9/EC and 2004/10/EC on Good Laboratory Practice.

The ethical principles applicable to clinical trials conducted within the Clinical Studies Center are:

- The ICH Harmonized Guideline for Good Clinical Practice (GCP), adopted in June 2017;
- The Declaration of Helsinki by the World Medical Association, regarding the ethical principles for medical research involving human subjects (Helsinki 1964, last amended in Brazil in 2013).

The company collaborates with medical professionals, academic institutions and the local community in order to support information sharing, promotion and cooperation for the implementation of clinical trial activities. Specialized medical personnel, including physicians employed by the company, collaborating physicians and family doctors, periodically conduct information campaigns through which the clinical trials carried out by the company are presented, the benefits and risks associated with participation in these studies are explained and the questions of interested individuals are addressed.

The informational materials are designed to present in an objective and comprehensive manner the role and importance of medical research conducted through clinical trials, aimed at discovering new and innovative medicines, developing improved therapeutic protocols and authorizing medicines that are financially accessible while maintaining an equivalent therapeutic and safety profile. These materials describe both the benefits and the risks associated with participation in the clinical trials conducted by Antibiotice, using clear, user friendly and easily understandable language. The content of the informational materials is reviewed and approved by the National Bioethics Commission for Medicines and Medical Devices, ensuring the accuracy, completeness and objectivity of the information provided.

Following the information and awareness sessions, several aspects requiring additional clarification were identified, and the materials were subsequently improved by incorporating relevant medical, statistical and ethical information, presented in a format accessible to the general public.

The Clinical Trials Policy is available for consultation on the official website of Antibiotice S.A. and is distributed to the general public, partner clinical centers, regulatory authorities and ethics committees.

Actions

The key actions planned within the Clinical Studies Center are intended to support the company's development strategy. Therefore, the following are necessary:

- Developing external partnerships for conducting clinical trials in phases other than bioequivalence, required for the authorization of products in the company's portfolio;
- Strengthening collaborations with the academic environment.

An important pillar in the company's development strategy is the expansion of the portfolio of topical products with local application and action. The authorization of these products, developed as generic medicines, involves demonstrating the therapeutic equivalence of the generic products, namely a pharmacokinetic and pharmacodynamic profile similar to that of the reference product. These studies represent an essential requirement for the authorization of the products and, subsequently, for their integration into the company's portfolio. Such studies are conducted on patients in specialized clinics under the supervision of specialist physicians.

Therefore, these types of studies are carried out through external partnerships, as the Clinical Studies Center within Antibiotice S.A. is authorized only to conduct Phase I clinical trials and bioequivalence studies.

Strengthening collaborations with the academic environment is essential, on the one hand, for complementing and deepening expertise in areas of interest such as pharmaceutical research, clinical studies and therapeutic and medical innovations, and on the other hand for expanding the database of potential participants in clinical trials, mainly drawn from the academic community.

These actions are permanent in nature and represent an integral part of the development strategy of the Clinical Studies Center. They are implemented continuously, and their effectiveness is analyzed annually. The systematic approach to these initiatives contributes to strengthening the operational and scientific capacity of the CSC, ensuring coherence, stability and long-term performance.

In cases where nonconformities or deviations from working protocols or from the applicable legislative provisions are identified, they are managed in accordance with the internal procedures established at company level. Depending on the specifics of each case, certain stages may be repeated, additional courses of action may be established or working strategies may be adjusted.
All actions are documented in accordance with internal procedures, which provide, among other aspects, for the development and implementation of corrective and preventive action plans, staff retraining, the allocation of additional resources, as well as an increase in the frequency and level of monitoring.

In 2025, the medical information of 19 individuals who expressed their intention to participate in the clinical trials conducted by Antibiotice was analyzed. Following the application of the inclusion and exclusion criteria, 6 individuals were considered eligible and included in the database of potential participants. No delays were recorded in the implementation of the specific stages of the clinical trials conducted, due to a lack of subjects or the unavailability of specialized medical personnel.

For the clinical trials conducted by the company, no serious events or adverse reactions were reported that would require immediate reporting, premature closure of the studies or significant deviations from the approved study protocols.

The main targets of the Clinical Studies Center are directly aligned with the company's objectives:

- Ensuring the safety of study participants and conducting clinical trials without significant deviations from the established protocols and working procedures.
- Respecting the planned timelines for conducting clinical trials in order not to affect the company's strategy.

Targets:

- **Increasing by 50% the frequency of training for medical personnel involved in conducting clinical trials.**

In addition to the specific practical skills and abilities required, there is a recognized need for continuous professional development through the ongoing updating of information related to good clinical practice and clinical trial protocols. The objective is to conduct the clinical stages of the studies in conditions that ensure the safety of the participants, while providing them with medical care at the highest standards.

- **Increasing by 10% the number of external collaborators (medical professionals) in order to ensure that the stages of clinical trial implementation are not conditioned by their availability to participate in the study.**

In 2025, it was not necessary to expand the number of external collaborators, as the activities of the clinical study conducted during the reporting period were covered by the personnel already included in the database of the Clinical Studies Center.

With regard to expanding partnerships for clinical trials in phases other than bioequivalence, steps were initiated in 2025 to identify and assess potential partners (CROs), although no new partnerships were finalized during the reporting period.

A Phase II/III clinical trial conducted through an external partnership in 2024 was placed on hold in 2025 due to the unavailability of the comparator medicine on the market.

The targets, with an implementation deadline at the end of 2026 (reference year 2024), are quantified through:

- the participation of medical personnel in training sessions organized to update information related to clinical trials;
- outsourced clinical trials.

The targets apply to studies conducted internally within the Clinical Studies Center and cover all medical personnel involved, including both permanent employees and external collaborators. For studies carried out through external partnerships, the criteria for selecting CROs are established according to the specific characteristics of each project.

Intermediate steps for the implementation of these targets include:

- rigorous planning of activities related to the clinical study;
- defining partner selection criteria and analyzing the resources, logistics and experience of each CRO;
- assessing the actual training needs of personnel involved in clinical trials;
- developing supporting materials.

The targets were established based on previous experience and on data regarding events and adverse reactions, as well as deviations from protocols and internal procedures.

The company collaborates with the academic and medical environment to develop partnerships that ensure continuity, predictability, flexibility, trust and safety for participants in clinical trials.

To the extent that the company's strategic objectives remain unchanged, the targets related to clinical trials are not revised.

Monitoring and compliance

The activity of the Clinical Studies Center is evaluated through the analysis of clinical documentation, which is subject to examination by national and international regulatory authorities as part of the medicinal product authorization process.

Compliance with legal standards is verified through periodic inspections and audits. The activity is validated by the National Agency for Medicines and Medical Devices of Romania through:

- the authorization of the clinical unit to conduct Phase I and bioequivalence studies;
- the recertification of the bioanalytical laboratory in accordance with GLP standards.

Performance metrics

Metrics used to evaluate the performance and effectiveness of the policy

All clinical trials are authorized prior to initiation by the competent authorities in Romania, namely the National Agency for Medicines and Medical Devices of Romania (ANMDMR) and the National Bioethics Commission for Medicines and Medical Devices. Authorization is granted following the evaluation of the study protocol and the documentation regarding the quality of the investigational medicinal product. The documentation is submitted through the European platform Clinical Trials Information System (CTIS), which ensures traceability and transparency. The applicable legislation is transposed into standard operating procedures (SOPs), which regulate all stages of the clinical trial.

For the studies conducted during the reporting period, no significant protocol deviations were recorded, and no breaches of good practice standards occurred. Furthermore, no premature interruptions of clinical trials took place.

The performance and effectiveness of clinical trials are assessed through the evaluation of the clinical documentation submitted during the medicinal product marketing authorization process by the relevant regulatory authorities.

The clinical research activities carried out by Antibiotice are validated by the National Agency for Medicines and Medical Devices of Romania through the authorization of the clinical unit to conduct Phase I and bioequivalence clinical trials and through the GLP recertification of the bioanalytical laboratory within the Clinical Studies Center.

In addition, during the marketing authorization process, regulatory authorities review the clinical documentation supporting the application for medicinal product approval.

Process management of quality assurance and patient safety during clinical trials

The Clinical Studies Center has an internal quality assurance unit composed of trained monitors and auditors who ensure that clinical trials comply with harmonized European legislation (ICH), Good Clinical Practice (GCP) guidelines, Good Laboratory Practice (GLP), and the Declaration of Helsinki on human rights.

The Center's specialists have developed a set of standard operating procedures that are periodically updated in order to improve quality and efficiency, reduce costs, and strengthen the capacity to respond to and correct potential operational issues.

The clinical monitor, a physician trained in the field of clinical trials, plays a central role by ensuring communication with the sponsor's site and by facilitating the prompt resolution of issues related to the conduct of clinical trials.

For Phase II-IV studies, Antibiotice collaborates with third party partners, ensuring that these collaborations comply with the highest ethical, legal, and quality standards. All clinical trials conducted through third parties are aligned with the relevant legislation and regulations in Romania and the European Union, including the Declaration of Helsinki and the Good Clinical Practice (GCP) guidelines.

Third party partners involved in clinical trials are responsible for:

- Implementing safe and compliant practices at all sites where the study is conducted;
- Maintaining and updating the necessary authorizations required to carry out the activities;
- Adopting appropriate measures to prevent risks and minimize impacts on health, safety and the environment.

The studies conducted by Antibiotice comply with fundamental ethical principles, including the protection of human subjects and the confidentiality of personal data.

Antibiotice promotes an approach based on transparency and effective collaboration within partnerships with third parties. The guiding principles include:

- Alignment with the objectives set for each clinical study;
- Effective and prompt communication regarding the conduct of activities;
- Compliance with Antibiotice's policies and ensuring the quality of services.

The process of obtaining informed consent from participants

The participation of subjects in clinical trials conducted within the Clinical Studies Center is governed by the principles outlined in international legislation, which are transposed into a comprehensive set of standard operating procedures.

By complying with the specific legislative framework, harmonized at international level, the conduct of clinical trials under safe conditions for participants is ensured:

- ICH Harmonized Tripartite Guideline. Guideline for GCP (adopted in June 2017);
- World Medical Association – Declaration of Helsinki, Ethical Principles for medical research involving human subjects (Recommendations Guiding Physicians in Biomedical Research involving Human Subjects, Helsinki 1964, amended Brazil 2013).

Participation of subjects:

- is voluntary and unconditional;
- is based on individually obtained informed consent;
- allows withdrawal at any time without repercussions;
- guarantees confidentiality through the anonymization of data (unique computer-generated codes);
- excludes vulnerable subjects.

No breaches were recorded regarding the protection of subjects, the integrity of the data, or data traceability.

Clinical Trials Terminated Due to Non-Compliance with Good Clinical Practice (GCP) Standards

During the reporting period, no instances of non-compliance with Good Clinical Practice (GCP) standards were recorded that would have led to the premature termination of any clinical trials or trials terminated at the request of investigators. All studies conducted by Antibiotice, either through its own clinical studies center or through external partnerships, were carried out according to the initial plans.

The number of inspections related to clinical trial management and pharmacovigilance that led to corrective actions or sanctions

During the reporting period, no issues were identified regarding the protection of subjects participating in clinical trials, the accuracy, integrity, completeness, or traceability of data, nor were there any breaches of legislation in the field of clinical trials.

No corrective actions were required, and no sanctions were imposed by the authorities.

2024-2025

Number of studies carried out	**3**	**1**
Location	Romania, Clinical Studies Center Antibiotice	Romania through external partnerships
Type of study	Bioequivalence clinical trials	Phase II-III study
Type of product	Tablets	Ovules
Therapeutic indications	Anti-inflammatory Antibacterial Antibacterial	Antibacterial
Study Status	Completed	Ongoing

Research and Development

Policies adopted to manage the topic

Research, development and innovation activities represent a strategic pillar of the company, supporting both long term economic performance and the commitments undertaken in the field of sustainability. Research underpins the expansion of the product portfolio, contributing to the development of safe and effective medicines and to the creation of solutions that improve quality of life and increase access to affordable treatments, with a positive impact on public health.

The R&D process covers the entire life cycle of pharmaceutical products, from initiation and development to validation, transfer to production and compliance with regulatory authority requirements. The processes are structured to support responsible innovation, the efficient use of resources and the competitiveness of the portfolio.

The internal policies applicable to research and development activities are applied uniformly to all categories of products developed, including generic medicines and innovative combinations, active substances obtained through biosynthesis, medical devices, wellness products and biofertilizers. This integrated approach enables the company to leverage internal expertise and respond rapidly to market and societal demands.

R&D activities are carried out in accordance with relevant international standards, such as the FDA, EMA and ICH guidelines, integrated into the regulations applicable to the pharmaceutical industry, ensuring the development of safe, high quality and effective products. Coordination is ensured by a dedicated management structure, supported by a clear project management system.

The company also promotes collaboration with the academic environment and research institutions in order to facilitate knowledge transfer and accelerate development. A major strategic project is the “INOVA a+ Research and Development Center and Production of Critical Medicines”, designed as a platform for innovation, skills development and the advancement of technological progress in the pharmaceutical industry.

Actions

Product development through in-house research

In 2025, the company continues to apply the same set of key actions and consolidated procedures that structure the research and development process for products within the portfolio, ensuring a stable operational framework, compliance with regulatory requirements and the successful launch of products on the market. Maintaining this procedural framework ensures continuity, predictability and efficiency in the development process.

The key stages of the research and development process are as follows:

1.1. Identifying and selecting molecules (API)

Measure: Analysis and selection of active pharmaceutical ingredients (API) that are potential candidates for the development of generic drugs.

Contribution: This stage ensures the selection of molecules that are technically, commercially and legally viable, forming the basis for the sustainable development of the product portfolio.

Implementation and progress in 2025: The research projects initiated in 2024 continued throughout 2025, in line with the planned stages, reflecting a rigorous and responsible approach to the innovation process. In 2025, the research pipeline was strengthened through the inclusion of eight new projects, contributing to the sustainable, coherent and predictable development of the company's product portfolio.

1.2. Product formulation and development

Measure: At this stage, stable and effective formulations are developed through the appropriate selection of excipients and the definition of the manufacturing process stages.

Contribution: The activities carried out contribute to ensuring the quality, safety and therapeutic performance of the products.

Implementation and progress in 2025: In 2025, research and development activities were completed for the following product categories: two generic medicines, for which marketing authorization dossiers were prepared and submitted to the competent authorities; four cosmetic products and two food supplements, developed in accordance with applicable safety, quality and regulatory requirements. These results are aligned with the company's portfolio expansion objectives and reflect the progress of research projects carried out according to plan.

1.3. Manufacturing Process Validation

Measure: The scaling up, validation and documentation of manufacturing processes are carried out to ensure the reproducibility and consistency of the quality of the finished product.

Contribution: This stage supports compliance with GMP standards and contributes to reducing operational risks associated with production variability.

Implementation and progress in 2025: In 2025, nine technological scale ups and validations were carried out to ensure the reproducibility and consistency of the quality of finished products. These activities contributed to reducing operational risks associated with production variability and to strengthening control over manufacturing processes, in continuity with the efforts initiated in the previous year.

1.4. Clinical Trials

Measure: In accordance with the international legislation applicable to the pharmaceutical industry, certain products require the conduct of clinical studies. These studies aim to demonstrate the efficacy, therapeutic equivalence and safety of the products in use.

Contribution: The results obtained from clinical studies are included in the marketing authorization documentation and also represent a significant advantage in communicating the benefits of the products to healthcare professionals.

Implementation and progress in 2025: During 2025, within the company's Clinical Studies Center, the stages corresponding to three generic products were completed in order to demonstrate the safety of administration, bioavailability and a pharmacokinetic profile comparable to that of the reference products.

“INOVA a+ Research and Development Center and Production of Critical Medicines” Project

The company’s new INOVA a+ Research and Development Center represents a strategic investment that supports environmental, social and governance objectives in an integrated manner, contributing to the sustainable development of research and development activities, the exploration of new research areas and the strengthening of organizational resilience.

The Center is designed as a platform for innovation, skills development and the advancement of technological progress in the pharmaceutical industry. Within this project, the company will carry out several research and development initiatives aligned with the thematic priorities of the European STEP platform (*The Strategic Technologies for Europe Platform*), with the aim of supporting the public health system, ensuring equitable access to treatments and developing innovative therapeutic solutions. In this context, the research activities will focus on:

- Initiating research in the field of biosimilar products using advanced biotechnological processes, in order to provide patients with effective, safe and economically accessible biological treatments;
- Launching organic synthesis activities for active pharmaceutical ingredients through the laboratory development of green processes for molecules considered critical at the European Union level;
- Developing nanotechnologies for formulation, targeted delivery and controlled release, with the potential to improve treatment efficacy and increase patient adherence to therapies;
- Developing critical medicines, contributing to securing the supply chain and reducing the risk of shortages for essential therapies at the European Union level.

Through the implementation of these strategic directions, the “INOVA a+ Research and Development Center and Production of Critical Medicines” project will have a direct impact on the development of the company’s human capital. The research initiatives are supported by the creation of a modern and integrated framework for applied research, innovation and knowledge transfer, strengthening internal capabilities and stimulating interdisciplinary collaboration.

The Center will play a key role in facilitating cooperation with the academic environment, research institutes, healthcare professionals and patient associations, contributing to the identification and resolution of challenges within the healthcare system. This approach enables the development of relevant therapeutic solutions (medicines and pharmaceutical products) that respond to the real needs of patients and support improvements in quality of life, in line with the company’s social and sustainable development objectives.

Between 2025 and 2029, the project will progress through successive stages of substantiation, implementation and consolidation. Within the Research, Development and Innovation Directorate, the planned stages are:

a) Strategic substantiation and preparation for financing;

b) Development of competencies in the field of biosimilars and up skilling actions for research processes;

c) Initiation of applied research activities;

d) Selection of research infrastructure (equipment) and procurement of raw materials and materials required for the research process;

e) Installation and qualification of laboratory equipment;

f) Consolidation of research and innovation activities;

g) Dissemination of research results.

In 2025, alongside research and development activities, actions were carried out to support the technical and scientific substantiation of the documentation required to obtain financing under the European Union’s STEP program, with the aim of developing research infrastructure, pharmaceutical innovation and the transfer of technology to production activities.

Targets

Considering Antibiotice's objectives aimed at the continuous development of its product portfolio, the following strategic targets have been established for research and development activities, together with indicators for monitoring annual progress:

Completion of at least 10 new generic medicines and their market entry by 2030

The company aims to develop and introduce at least 10 new products to the market by 2030, developed through in-house research, using 2023 as the reference year.

The annual progress indicators for achieving this target are:

- the completion of stages in accordance with the annual plans for the research pipeline;
- the number of marketing authorization dossiers submitted to the competent authorities;
- the number of marketing authorizations or notifications obtained annually.

This target directly contributes to the expansion and diversification of the product portfolio and to its alignment with market consumption trends.

Implementation and progress in 2025

In 2025, the company's research and development activity was carried out in line with the multi annual strategic targets established for the period 2024-2030, with the main objective of expanding the portfolio and improving the efficiency of development processes under conditions of quality, safety and compliance with regulatory requirements.

During the year, the company continued the development of new product projects according to the established plans, using project management tools based on Gantt charts and key performance indicators (KPIs), which monitor adherence to timelines, technical progress and compliance with approved budgets.

In 2025, the company submitted to the competent authorities the marketing authorization dossiers for two new generic medicines. During the same year, research and development activities were completed for four cosmetic products and two food supplements, developed in accordance with the applicable safety, quality and regulatory requirements. These products are to be integrated into the company's portfolio, in line with the strategy for its diversification and sustainable consolidation.

The products were developed entirely through the company's own research and development activities, in compliance with the applicable safety, quality and regulatory requirements, representing concrete and measurable progress towards achieving the objectives set for 2030.

Improving the efficiency of the medicinal product research and development stages by 2028

Starting in 2024, the company established the objective of improving the efficiency of the research and development process, including reducing the time required to develop a new product.
The reference year is 2023, when the average development time was approximately 18 months for food supplements and 36 months for generic medicines, including the stage of demonstrating bioequivalence.

The objective is to optimize research and development processes so that the total development time of a pharmaceutical product is reduced by 5% by 2027.

Implementation and progress in 2025

In 2025, the company continued implementing measures to improve the efficiency of research and development processes initiated in the previous year, with the progress assessment scheduled for 2027.

The year 2025 was marked by the strengthening of monitoring mechanisms for research projects within a dedicated project management structure and by the use of a robust system to oversee critical stages.

The level of achievement of the research plan in 2025 confirms the results obtained in improving the predictability of internal processes and supports the coherent development of projects within the research and development portfolio.

Implementation of the “INOVA a+ Research and Development Center and Production of Critical Medicines” project

The targets for research activities within this project for the period 2025-2029 are as follows:

- **Target 3.1.** Completion of the technical and scientific documentation required to obtain financing for the INOVA a+ Research and Development Center and Production of Critical Medicines project – 2025.
- **Target 3.2.** Development of new competencies in the field of biosimilars and up skilling for research processes, as well as the initiation of applied research activities for at least two projects involving critical medicines from the EU list of critical medicines – 2026.
- **Target 3.3.** Selection of research infrastructure (equipment) and procurement of raw materials and materials required for conducting research processes – 2027.
- **Target 3.4.** Launch of research projects for products in the category of critical medicines – 2027-2029.

Target implementation timeline

The established implementation timelines allow for a phased and predictable approach, while the methodologies used have been designed to ensure project continuity, compliance with quality and regulatory standards, and the achievement of measurable results in each reporting year.

Implementation and progress in 2025

In 2025, activities focused on strengthening a sustainable and responsible research infrastructure through rigorous planning of technical, material and human resources. The following actions were carried out:

- Preparation of the technical and scientific documentation required for the procurement of research equipment, ensuring alignment with performance, efficiency and compliance requirements;
- Assessment and planning of the consumables required to conduct research activities throughout the entire duration of the project, with the aim of optimizing resources and reducing waste;
- Evaluation of the training and skills development needs of the personnel involved, in order to ensure a safe, efficient and high-performing working environment within the new INOVA a+ Research and Development Center.

These activities contributed to strengthening project governance, developing human capital and creating the conditions necessary for responsible research activities with positive medium- and long-term impact.

Stakeholder engagement

Stakeholder engagement, including healthcare professionals, patient associations, regulatory authorities and academic partners, supports the alignment of research and development activities with the real needs of the healthcare system. It facilitates the identification of unmet medical needs, the prioritization of research directions and the acceleration of development processes, while ensuring compliance with applicable regulatory requirements.

The INOVA a+ project promotes responsible innovation, increases patient access to effective treatments and supports the sustainable development of the company's product portfolio.

Targets for stakeholder engagement

Target 1: Consultation with physicians and patient associations to identify unmet needs and prioritize the development of relevant medicines.

Target 2: Collaboration with regulatory authorities (EMA, FDA) and academic partners to accelerate the development process.

Target 3: Consultation with physicians, patient associations and academic partners to align research and development activities with the real needs of the healthcare system at the European level.

Performance metrics

In 2025, the performance of research activities was assessed through a structured quarterly and annual monitoring process focused on risk management and the identification of opportunities related to the research stages of the planned projects. Monitoring was based on specific indicators that enabled the evaluation of progress against the established objectives, adherence to the project timeline and compliance with the allocated budget, as well as the early identification of potential deviations.

Performance indicators are defined and monitored through a management system coordinated between middle and top management levels, ensuring that their achievement supports the company's overall objectives, in line with the Revenue and Expenditure Budget and The Future Together business plan. The monitoring of project progress is coordinated by the Strategic Planning and Portfolio Management Directorate, and the projects are subject to an annual external evaluation to verify compliance with the legislation applicable to research activities, carried out by the Ministry of Research and Innovation.

Total R&D expenditure budget

Total research and development (R&D) expenditure represents the sum of financial resources allocated by the company for carrying out research, development and innovation activities, in order to support its sustainable growth strategy.

The research program is one of the main drivers of the company's dynamism and development, contributing to the strengthening of long-term performance through the continuous renewal of the portfolio of safe and effective generic medicines, as well as through the optimization and improvement of manufacturing technologies, in line with technological progress and applicable regulatory requirements.

In 2025, the company continues to allocate significant financial resources to research and development activities, representing a relevant share of total expenditures. Part of the investments made in research and development are recognized as intangible assets, in accordance with the recognition criteria set out in International Accounting Standard IAS 38 – Intangible Assets.

Thus, in 2025 the value of the amounts invested in research and development is 24,164,698 lei, representing 3.86% of total expenditures of 627,109,808 lei. Of the total amounts invested in research and development, 52.42% were capitalized in accordance with the recognition criteria for intangible assets set out in International Accounting Standard IAS 38 – Intangible Assets.

Research and development of medicines represents a strategic and continuous activity at the company level, integrated into the governance model and the sustainable development objectives. The implementation of research and development projects involves progressing through structured stages, each with distinct characteristics in terms of duration, complexity and allocated resources.

The portfolio of research and development projects, which is at different stages of maturity, requires investments that vary from one financial year to another. In this context, the company allocates annually, on average, approximately 3.86% of total expenditures to research and development activities, as part of its commitment to responsible innovation, increasing patient access to safe and effective treatments and strengthening long term performance.

Number of pharmaceutical products developed and approved

The multi-year nature of research and development projects reflects the complexity of the process of developing new products, carried out in accordance with the national and international regulatory requirements applicable to the pharmaceutical industry. Research and development activities are managed within a clear procedural framework that ensures traceability of stages, risk control and compliance with quality, safety and efficacy standards.

During 2025, the company carried out research activities for a total of 54 projects, of which 38 represent the continuation of projects initiated in previous years. In 2024, research activities included a portfolio of 48 projects, of which 10 were completed in the research phase by the end of the year.

This structure of the research portfolio highlights the multi-year nature and complexity of the new product development process, carried out in accordance with the international regulations applicable to the pharmaceutical sector.

In 2025, out of the total projects carried out, 13 successfully completed the development stages and were transferred to the Regulatory Affairs department, which is responsible for managing authorization and notification processes in the markets of interest. These activities are conducted in line with the pace of development of the company's product portfolio and with the applicable regulatory requirements.

In total, 54 research and development projects were managed in 2025, distributed as follows: 28 within the Topical Products Division, 11 within the Oral Solid Forms Division and 15 within the Sterile Injectable Products Division.

Access to Medicine

Policies adopted to manage the topic

The right to health not only entails access to medical services and treatments but also to the necessary medicines for the prevention, treatment, and management of various conditions. Access to medicines is a crucial element of any healthcare system and is influenced by factors such as price, availability, distribution, applicable regulations, and the level of education and awareness among the population.

Improving this access requires an integrated approach and the involvement of multiple stakeholders, including manufacturers, local agents, distributors, and national contracting authorities (hospitals, health centers, insurance companies, etc.). The significant presence of Antibiotice products in certain markets, as evidenced by market share, demonstrates the effectiveness of measures that have allowed for the establishment of competitive prices globally, increasing the availability of medicines, and collaborating with relevant partners to meet the specific needs of each region or vulnerable group. On these markets, at least one in five patients has benefited from treatment with Antibiotice Romania medicines for acute infectious diseases.

This approach is also reflected in projects conducted in countries with low-income populations or where people do not have health insurance, as well as in regions where healthcare systems face difficulties in funding national programs for combating infectious diseases.

As a manufacturer of generic medicines, we recognize their fundamental role in improving access to treatments. Generic medicines are not only modern and effective but also contribute to the financial sustainability of healthcare systems, ensuring that patients from all social categories have access to necessary treatments.
Antibiotice, as a strategic partner of the healthcare system in Romania, is the main producer of first-line antituberculosis medicines, being prequalified by the World Health Organization (WHO) to supply the necessary treatment for this condition, which is considered by WHO as one of the main public health issues.

Domestically, the company is a market leader in the segment of systemic antibacterial medicines, being the primary supplier to hospitals in Romania and offering an extensive range of antibiotics for the treatment and prevention of various infections.
In addition to our strategy for international expansion and investments in research, development, and innovation, we also focus on targeted interventions to facilitate access to medicines in critical situations.

Antibiotice's portfolio includes 56 essential medicines, according to the World Health Organization's list, and 38 critical medicines according to the European Medicines Agency's list, medicines used to treat the most common diseases and address the health needs of most of the population.

Since March 2024, Antibiotice has been a member of the Critical Medicines Alliance, a consultative mechanism launched by the European Commission that brings together policymakers, industry representatives, civil society and the scientific community. This membership continued in 2025, supporting the ongoing dialogue with European institutions and contributing to the identification of vulnerabilities in the supply of critical medicines, as well as to the development of solutions aimed at strengthening the strategic autonomy of the European Union in this field.

Antibiotice also maintains an active commitment to cooperation with EMA (European Medicines Agency) and HERA (Health Emergency Preparedness and Response Authority), responding promptly to their requests in the context of health crises or risks related to shortages of critical medicines. This involvement enables the early identification of vulnerabilities and the adoption of proactive measures to prevent shortages of essential medicines, supporting supply security in situations of medical emergency and protecting patients and healthcare systems.

The management of the topic of access to medicines is described in the company's Access to Medicines Policy, available on the Antibiotice website, which establishes clear objectives, international reference frameworks and concrete measures aimed at increasing the positive impact on patient access to treatments.

Pricing policy

Antibiotice's pricing policy is aligned with the applicable legislation and complies with the principles of fair competition and ethical business conduct, in accordance with the Code of Ethics and the Code of Good Practices for the promotion of prescription medicines.

For prescription medicines, prices are established in accordance with Order of the Minister of Health No. 368/2017, which transposes Council Directive 89/105/EEC on the transparency of measures regulating the pricing of medicinal products. The manufacturer's price is determined through comparison with the prices applied in the 12 reference countries provided for in national legislation, and for generic medicines the price cannot exceed the approved generic reference price.

For over-the-counter medicines, medical devices, food supplements, veterinary products, cosmetics, biocides and biofertilizers, prices are established through the company's commercial strategy, depending on demand, supply, market requirements and production capacity. For products intended for international markets, prices are determined through negotiation with external partners, under competitive conditions and in compliance with applicable legislation.

Participation in public tenders, through distributors, ensures that healthcare institutions have access to medicines produced by Antibiotice under conditions of transparency and competitiveness, the company demonstrating flexibility in price setting within the limits of economic sustainability.

Actions

In 2025, Antibiotice introduced 14 new medicines to the Romanian market, including a medicine for endocrine disorders, products for hypertension and angina pectoris, antivirals, treatments for cold and flu, food supplements dedicated to women's health, men's health and cognitive function, as well as a topical product used as an adjuvant in atopic dermatitis.

At the international level, the company launched 15 medicines in five countries, including one critical medicine, from the systemic anti-infective and cardiovascular therapeutic classes. In addition, authorization procedures were initiated for 25 prescription medicines intended for essential therapies for vulnerable populations in Africa and the Middle East.

During the reporting period, Antibiotice supported emergency exports in Europe and Africa by supplying anti-infective, including penicillins and antituberculosis medicines, in contexts where no other suppliers were available.

To strengthen its position in the value chain of essential medicines and reduce dependence on extra EU suppliers, the company is implementing two major investment projects:

→ INOVA a+ Research and Development Center and Production of Critical Medicines

Financed through the Health Program and aligned with the objectives of the Strategic Technologies for Europe Platform (STEP), the project aims to develop, by 2029, a modern research infrastructure and a production capacity for sterile injectable beta lactam powders.

The implementation period (2025 - 2029) includes the construction of the research center and the new manufacturing facility, the project currently being in the stage of preparing the technical documentation.

→ Development of production, packaging and storage capacity for sterile injectable and topical products

The project is financed through a state aid scheme based on the financing agreement signed in 2023 (Government Decision 807/2014), with a total value of 200.1 million lei, of which approximately 85 million lei represents state aid, while the remaining amount is supported from Antibiotice's own sources.

The investment aims at the integrated development of production capacities for sterile injectable solutions and topical products, as well as the expansion of storage capacity. The added value of the project lies in strengthening the company's contribution to ensuring the continuity of supply for the national healthcare system.

In 2025, the acceptance of the storage facilities was completed, while the production components of the project are currently under implementation.

Targets

To respond to the therapeutic needs of European healthcare systems, the company aims to expand its portfolio by 2030 with 10 essential products and 20 critical products, using 2023 as the reference year and covering a diverse range of therapeutic areas. Regarding its pricing policy, Antibiotice seeks to maintain competitive prices that support the growth of market share, revenues and profitability.

Performance metrics

Metrics used to evaluate the performance and effectiveness of the policy

The performance and effectiveness of the Access to Medicines Policy are evaluated through a set of indicators that allow monitoring the impact of the implemented measures on patient access to safe and effective treatments.

Educating and encouraging reporting adverse reaction

The indicator measures the effectiveness of information initiatives addressed to patients and healthcare professionals by analyzing the evolution in the number of reports compared with previous periods. An increase in reporting reflects a higher level of awareness regarding pharmacovigilance. Limitations include the risk of underreporting and reluctance to transmit information. External validation is carried out by competent authorities such as the European Medicines Agency, the Food and Drug Administration and the National Agency for Medicines and Medical Devices of Romania, as well as by independent auditors.

Average response time to medical inquiries

This indicator monitors the interval between receiving a medical information request and providing a complete response, considering its impact on the quality of clinical decision making and patient safety.

The indicator contributes to optimizing the request management process and reducing delays, although complex requests or reliance on external sources may extend the response time. This indicator is not subject to external validation.

Analysis and implementation of responses to inquiries from healthcare professionals, patients, and partners

The indicator assesses the effectiveness of the process for collecting and managing requests received from various sources by analyzing the frequency and nature of inquiries, response time and the level of post interaction satisfaction. In the case of frequent requests on certain topics, such as dosage or adverse effects, corrective actions may be initiated, including the revision of educational materials or improvements to training programs for healthcare professionals.

Limitations include the lack of clarity of some requests and the possibility that certain questions may not be directly related to the safety and efficacy of the products. This indicator is not subject to external validation.

Number of essential medicines in the portfolio

The indicator reflects the company's contribution to public health by monitoring the market availability of medicines included on the World Health Organization's list of essential medicines. Its limitations include regulatory changes that may affect the classification of medicines and supply issues that may influence their availability. Validation is ensured by the World Health Organization and the Ministry of Health.

Informing and educating healthcare professionals on the correct use of prescription and over-the-counter products

This indicator evaluates the effectiveness of educational programs by monitoring the number of workshops, the number of participants and the level of understanding after the training. An increase in the level of awareness contributes to the safer and more effective use of medicines; however, the actual application of the information in medical practice may vary.

Limitations include the variable participation of healthcare professionals and the possibility that the overall impact may be partial. External validation is carried out by regulatory authorities (EMA, FDA, ANMDMR), the Ministry of Health, Public Health Directorates (DSP), universities, professional colleges and national and international medical societies.

Periodic review of promotional materials to prevent incorrect information

This indicator measures the compliance of promotional materials with local and international regulations, as well as with the company's Code of Ethics. The review process involves internal checks and medical and scientific validation, and updates are carried out periodically or following legislative changes.

Limitations include the potential subjectivity in the interpretation of regulations, the duration of the approval process and the need for rapid adaptation to legislative changes. External validation is carried out by regulatory authorities and industry ethics bodies.

Number of regulatory inspections passed successfully

The indicator monitors the results of GMP, pharmacovigilance, distribution and labeling inspections by analyzing their evolution over time. It reflects the company's ability to maintain the quality and safety standards required by the regulatory framework.

The indicators are integrated into management plans and coordinated between middle and top management levels so that the achievement of operational objectives supports the annual targets established through the Revenue and Expenditure Budget and the strategic plan *The Future Together*.

List of Products on the WHO Prequalified Medicines List

Antibiotice is WHO prequalified for the products used in the treatment of tuberculosis:

- **Sinerdol (rifampicin)** 150 mg capsule
- **Sinerdol (rifampicin)** 300 mg capsule
- **Sinerdol Iso (rifampicin/Isoniazid)** 300 mg/150 mg capsule
- **Etambutol Atb** 400 mg film-coated tablets
- **Izoniazida Atb** 300 mg tablets
- **Izoniazida Atb** 300 mg tablets
- **Pirazinamida Atb** 500 mg tablets

Combating counterfeit medicines and parallel trade

Policies adopted to manage the topic

Antibiotice has implemented the Medicines Serialization Procedure as an essential tool for ensuring the traceability and authenticity of pharmaceutical products throughout the entire supply chain. The procedure aims to guarantee compliance with European and international legislative requirements, prevent the introduction of falsified medicines onto the market and protect patient safety.

The main objectives pursued through the implementation of this procedure are maintaining a functional and reliable serialization system in accordance with regulatory requirements, as well as increasing the level of transparency and security within the pharmaceutical distribution chain.

The serialization procedure contributes to managing significant risks, such as the marketing of falsified medicines or non-compliance with legal obligations, situations that may lead to sanctions, financial losses and reputational damage for the company. Through the consistent implementation of this procedure, Antibiotice aims to strengthen trust in its products, protect patients and optimize logistics processes through stricter control and more precise monitoring of the flow of medicines.

The procedure applies exclusively to prescription medicines, in accordance with the provisions of Delegated Regulation (EU) 2016/161 and other relevant international regulations. It covers all stages of the supply chain, from production and packaging to distribution and final verification before the product is dispensed to the patient, without exception from these requirements.

The implementation and compliance with the serialization procedure are ensured through a clear framework of responsibilities distributed across several functions and departments. Serialization system administrators manage the technical component and intervene in the event of malfunctions. The Quality Assurance department monitors compliance with regulatory requirements and the conformity of processes, while system users operate within their assigned responsibilities and are required to promptly report any technical issues identified.

The serialization procedure is developed and implemented in accordance with internationally recognized standards and regulations. It complies with the requirements of Delegated Regulation (EU) 2016/161 on the prevention of falsified medicines, Directive 2011/62/EU, as well as GMP (Good Manufacturing Practice) guidelines applicable to the manufacturing and packaging of medicines. In addition, the procedure is aligned with the pharmaceutical supply chain security initiative in the United States (DSCSA – Drug Supply Chain Security Act).

In the development and implementation of the serialization procedure, the company adopted a collaborative approach, taking into account the expectations and requirements of relevant stakeholders. Regulatory authorities at national and international level, such as those in the European Union, the FDA and the WHO, establish the compliance framework, while employees involved in production, storage and quality control activities are trained and actively engaged in the implementation and updating of internal procedures.

To ensure an adequate level of transparency, the Medicines Serialization Procedure is made available to stakeholders through dedicated channels. Commercial partners, including distributors, suppliers and other collaborators within the supply chain, receive the relevant documentation through official serialization agreements and formal communications. Internally, the procedure is accessible to all employees involved, ensuring the consistent and compliant application of requirements across all stages of the process.

Actions

To ensure the continuous and efficient operation of the serialization system, Antibiotice implements an integrated set of operational and control measures aimed at maintaining compliance with regulatory requirements, preventing the introduction of falsified medicines into the supply chain and protecting patient safety. These actions address both internal operations and relationships with distribution partners, including those in international markets.

Regular verification of regulatory compliance

The company performs periodic checks and inspections to ensure that the serialization system complies with the requirements applicable within the European Union and in other relevant jurisdictions, including those imposed by the Food and Drug Administration. The assessments cover activities in production and storage facilities, as well as the functioning of the supply chain, considering the obligation of all actors involved to comply with international serialization standards. This approach contributes to reducing the risk of non-compliance, sanctions or product recalls.

Continuous staff training

To ensure the consistent application of serialization procedures, periodic training sessions are organized for the personnel involved. These sessions focus on updating knowledge regarding legal requirements, internal procedures and the use of associated information systems, thereby reducing the risk of operational errors and supporting process efficiency.

Internal audits and verifications

Process integrity is supported through regular internal audits and controls that verify the accuracy of unique codes, the proper functioning of the system and the compliance of documentation. The results enable the early identification of potential deviations and the implementation of necessary measures for continuous improvement.

Modernization and digitalization of the serialization system

In 2025, the company integrated the Advanco Level 3 system with the SAP S/4HANA ERP, ensuring unified management of data flows and the centralization of information within a single platform. The integration reduced the risk of errors, improved product traceability and strengthened transparency and operational control.

These actions apply to all production units (Capsules, Parenteral Products, Topical Products and Tablets sites), as well as to the Finished Products Warehouse, extending across the entire supply chain, including international distribution.

If non-compliance or deviations from legal requirements are identified, corrective measures are implemented in accordance with internal procedures. These may include specific action plans, personnel retraining, the allocation of additional resources and intensified monitoring, with the aim of preventing the recurrence of identified issues.

Targets

Starting in 2025, Antibiotice has defined specific targets for the medicine serialization process in order to strengthen compliance with regulatory requirements, protect patient safety and increase operational efficiency. The establishment of these objectives marks the transition from an approach focused exclusively on compliance with a system oriented toward measurable performance and continuous improvement.

The main target aims to ensure the continuous operation of the serialization system used in the production units and in the Finished Products Warehouse, so that system downtime does not exceed 2% of the annual operational time. This represents an absolute target, defined through the maximum acceptable threshold of system unavailability.

Performance is assessed by calculating the percentage of downtime relative to the total annual operational time, based on technical logs and reports generated by the IT systems in use. The indicator reflects the technical stability of the system, the capacity to prevent incidents and the efficiency of remediation interventions.

The target applies to the entire serialization process carried out on the Antibiotice platform, including the Capsules, Parenteral Products, Topical Products and Tablets sites, as well as the Finished Products Warehouse, covering exclusively the internal operations associated with system functioning.

No historical baseline has been established for this objective, as 2025 represents the first formal exercise of defining a measurable target for system performance. The target is set for the 2026 - 2030 period and is aligned with the strategic planning related to process digitalization, operational stability and compliance requirements.

The rationale for the 2% annual downtime threshold is based on the analysis of previous technical performance, the assessment of operational risks, applicable regulatory requirements and best practices in the pharmaceutical industry. The established level reflects the existing technical capabilities and the risk threshold considered acceptable for ensuring operational continuity.

Throughout the implementation period, performance will be continuously monitored through key indicators such as system downtime, the frequency of technical incidents and the time required to resolve them, based on reports generated by monitoring and ticketing systems. Periodic evaluations will allow the identification of recurring causes and the implementation of corrective measures necessary to maintain performance within the established limits.

Any revision of the target will be determined by significant changes in the regulatory framework, technological developments or the results of operational implementation, and any adjustments will be documented and communicated transparently.

Performance metrics

The fight against counterfeit medicines is assessed through indicators reflecting the effectiveness of the measures implemented, such as the number of falsified products identified and confiscated, the reduction of associated economic losses and the mitigation of public health risks, including the occurrence of adverse reactions or exposure to unauthorized products. Performance is also analyzed based on the speed of intervention by the authorities and the effectiveness of the inspections carried out.

The evaluation methodology is based on the collection and analysis of data obtained from inspections, control activities, reports issued by authorities and medicine traceability systems. The measurement system relies on the assumption that intensified inspections, interinstitutional cooperation and the use of verification technologies contribute to reducing the presence of counterfeit products on the market. At the same time, it is considered that increased public awareness and the effective enforcement of sanctions reduce public health risks and discourage illegal distribution.

The validation of these measures is carried out by independent external bodies other than assurance providers, including national regulatory authorities in the pharmaceutical sector, health control institutions, customs authorities and specialized international agencies, which verify the compliance and effectiveness of the control mechanisms.

The methods and technologies used to maintain the traceability of products throughout the supply chain and prevent counterfeiting

To prevent the introduction of falsified medicines into the legal distribution chain, the European regulatory framework has been strengthened through Directive 2011/62/EU on falsified medicines (Falsified Medicines Directive – FMD), complemented by the technical requirements set out in Delegated Regulation (EU) 2016/161. Since 9 February 2019, prescription medicines may be placed on the market only if they include standardized safety features, with the limited exceptions provided by legislation.

These safety features include a unique identifier, which enables the verification of authenticity and the identification of each individual package, as well as an anti-tampering device that makes it possible to detect any unauthorized interference with the secondary packaging. The unique identifier consists of a numeric or alphanumeric sequence generated in such a way that it is unique for each medicine package.

At the level of production units and the Finished Products Warehouse, the company uses dedicated serialization equipment that ensures the printing, print verification, sealing and aggregation of packages, in compliance with legal requirements. These systems are integrated into a software solution provided by Advanco, which operates as an interface with the TraceLink platform.

TraceLink is a cloud-based solution that enables connectivity with the company's commercial partners in Europe, the United States and Asia, as well as the reporting of data to the relevant regulatory hubs, including the European Medicines Verification System (EMVS).

On each commercial unit or complete collective box, the following information is printed:

- DMC Code, 2D data matrix code;
- PC Product Code, the product code, GTIN-14, a unique global commercial number made up of 14 digits;
- SN Serial Number, a string of characters assigned to a commercial unit/complete collective box, which, along with the GTIN, forms the Unique Identifier;
- EXP expiry date, formatted with 7 characters: for the Romanian market, LL. AAAA, for the US market, AAAA-LL;
- LOT product lot/series, in accordance with the lot number assignment procedures specific to each manufacturing site.

The printing quality must be at least grade C (1.5), according to ISO/IEC 15415:2011, in compliance with the requirements of the Commission Delegated Regulation (EU) 2016/161. The quality of the printing is checked for all serialized commercial units and is carried out by Bosch serialization equipment and the Microscan LVS 9510 equipment in the Quality Control department.

Preventing and reducing the risk of counterfeit products entering the supply chain is a key objective, with a direct impact on the safety of patients and consumers, public health and the level of trust in the healthcare system and the pharmaceutical industry.

In accordance with national legislation (Law No. 95/2006, republished – Title XVIII), a medicine is considered falsified when information regarding its identity, source or history is deliberately misrepresented, including aspects related to packaging, composition, manufacturer, country of origin or distribution channels.

The serialization system is designed so that the probability of guessing a serial number is negligible, being lower than one in ten thousand. In addition, the uniqueness of the identifier is maintained for at least one year after the product's expiration date or for a minimum of five years from the moment it is placed on the market.

In Romania, the verification of the authenticity of the unique identifier is carried out through the National Medicines Verification System (SNVM), a platform used by pharmacies and wholesale distributors to confirm the authenticity of products.

For all medicine batches in the company's portfolio, qualified persons verify compliance with internal serialization procedures before certifying and releasing the batches into saleable stock. In the case of contract manufacturing, the details related to serialization are established through specific agreements with partners, within the limits of the available technical capabilities.

The company has developed internal procedures for the management, documentation and reporting of complaints and falsification alerts. The identification of a falsified medicine may be carried out through the analysis of packaging characteristics, verification of the unique identifier and, where necessary, through physicochemical testing.

In 2025, seven falsification alerts were recorded, three of which were found to be unjustified. The results highlight the functioning of monitoring mechanisms and the need to maintain a robust surveillance system to ensure the prompt management of risks associated with counterfeit medicines.

Within Antibiotice, clear procedures are implemented for managing alerts and conducting investigations in order to identify the root cause. Alerts may originate from both internal and external sources and can be received in written form, by telephone, by e-mail or through the company's website.

Suspected products are analyzed by specialists and, if the suspicion is confirmed, they are placed in quarantine, and the regulatory authorities are notified in order to decide on blocking or withdrawing the products from the market.

For products manufactured by Antibiotice for the Romanian market but subsequently distributed in Europe through parallel import or for special needs, the company ensures compliance with the requirements regarding safety features. Agreements concluded with these clients establish the responsibilities related to the decommissioning of serialized products, depending on the option chosen and the import authorizations held.

The process of alerting clients and business partners about the risks associated with counterfeit products

In the event that a decision to block or withdraw a product is issued, it is transmitted in scanned format, by e-mail, to the Finished Products Warehouse and to the structures responsible for domestic and international sales, in order to inform relevant business partners, including distributors, pharmacies and hospital units.

The request for blocking or withdrawal may be applied at the level of the company's warehouse, distributors, pharmacies or up to the patient level, depending on the severity of the situation. The corresponding form is sent to beneficiaries within a maximum of 24 hours from the receipt of the decision by the regulatory authority.

Following the communication of the decision, partners are requested to provide, within the shortest possible timeframe, information regarding available stocks, as well as the batches and quantities existing at the reporting date.

In 2025, there were no actions that led to raids, confiscations, arrests or the filing of criminal charges related to counterfeit products.

Preventing drug abuse

Policies adopted to manage the topic

The misuse of medicines represents an important public health issue, with significant effects on patients, the healthcare system and society as a whole. The improper use of medicines, including administration in excessive doses, use without medical prescription or for non-therapeutic purposes, may lead to dependence, serious adverse reactions and reduced treatment effectiveness.

In the absence of a formal policy dedicated exclusively to this topic, the company implements concrete measures aimed at supporting the responsible use of medicines and reducing the risks associated with inappropriate consumption. Antibiotice assumes an active role in preventing misuse through the education of healthcare professionals and patients, the promotion of proper medicine administration and compliance with the regulatory framework governing their distribution.

Through collaboration with regulatory authorities, distributors and healthcare professionals, the company seeks to limit uncontrolled access to medicines with abuse potential, improve product traceability and reduce the risks associated with improper use. This approach contributes to protecting public health while ensuring that patients have access to the treatments they need.

Performance metrics

The company implements measures to prevent the abuse and improper use of medications, focusing on release control, public education and awareness, as well as the quality of information provided in pharmaceutical product documentation.

Implementation of control measures to prevent abuse and improper use of high-risk medications

For medicines identified as having a high risk of misuse, including antibiotics, anti-inflammatory drugs, analgesics, corticosteroids and psychotropic medicines, strict control measures are applied. The methodology used involves identifying products with potential for improper use, applying the relevant legal provisions and collaborating with healthcare partners to assess their appropriate use. At the same time, the company maintains continuous dialogue with regulatory authorities to ensure alignment with national and international legislative requirements.

Controlled access contributes to reducing the risk of misuse and improper use without affecting patients who have a genuine need for treatment. It is also assumed that healthcare professionals comply with and apply the rules established by authorities.

The main limitations of this indicator are related to the dependence on local regulations, which may vary between countries, as well as the difficulty of monitoring the final use of medicines, given the lack of direct control over how they are administered. Incomplete or inaccurate reporting of misuse cases may influence the accuracy of the available data.

Education and awareness of risks

The company conducts information campaigns and educational sessions addressed to healthcare professionals and patients, with the aim of promoting the correct use of medicines and reducing the risks associated with misuse. The methodology includes the use of both online and offline channels, the adaptation of messages to the target audience and the development of materials in accordance with applicable regulations.

Increasing the level of awareness contributes to reducing misuse and positively influencing prescribing and administration behavior. However, the impact may be influenced by varying levels of education, socio economic factors and the ability of patients to integrate the information received into daily practice.

Quality and completeness of information regarding abuse risks in SPCs and Leaflets

The company continuously monitors and improves how the risks of misuse and improper use are presented in the Summary of Product Characteristics (SmPC) and in the package leaflets of medicines with potential for excessive use, focusing on clarity, accuracy and compliance with regulatory authorities' guidelines. Periodic reviews ensure the standardization of content and the updating of relevant information.

A clear and detailed SmPC contributes to reducing medicine misuse by providing essential information for both patients and physicians. The inclusion of information on proper administration and potential risks of dependence supports stricter control of medicines with a risk of misuse.

The limitations of this indicator are related to differences between national and international regulations, the difficulty of adapting technical language for patients and the need for periodic updates that may sometimes be implemented with delays due to administrative reasons.

External validation of indicators

The implementation of control measures is validated by regulatory authorities within and outside the European Union, including EMA and ANMDMR, as well as by the Ministry of Health, in accordance with Order No. 183 of 2024 on the prescribing of antibiotics, and by the Ministry of Justice, in accordance with Law No. 339 of 2005 on the legal regime of controlled substances.

Education and awareness actions are validated by the Ministry of Health, ANMDMR and other national and international regulatory authorities. The quality and completeness of the information included in the SmPC and package leaflet are validated through international guidelines and the official sources of regulatory authorities.

Percentage of pharmaceutical products in the portfolio considered to have a risk of abuse and for which preventive measures are applied

Within the company's portfolio, 0.5% of products are psycholeptic medicines with a risk of misuse, while 32.52% are products with a risk of improper use (antibiotics). Preventive measures are applied for these products, including monitoring of prescribing practices, distribution restrictions and clear labeling of associated risks.

Number of educational campaigns conducted annually to raise awareness among the public and healthcare professionals about the risks of medicine misuse

During the reporting period, Antibiotice S.A. carried out several information and education initiatives aimed at increasing awareness regarding the responsible use of medicines. Thus, in 2025 the company issued 24 editions of the biweekly newsletter "Antibiotics of the Third Millennium", addressed to healthcare professionals (physicians, pharmacists and other medical staff), through which relevant professional information was communicated regarding the correct use of medicines and the risks associated with improper use.

In addition, the company conducted a digital public information campaign, as well as medical communication activities through specialized media outlets, addressed both to the general public and to healthcare professionals, with the aim of promoting responsible behavior regarding the use of medicines.

8.4. Governance, Ethical Conduct and Transparency

Business conduct policies and corporate culture

Business ethics reflect the moral principles and values that guide the behavior and decisions of the Board of Directors, management and all Antibiotice employees, representing an essential benchmark in the conduct of daily activities. These principles are embraced at all levels of the organization, and integrity, professionalism, responsibility and transparency form the basis of business decisions and relationships with all stakeholders. They are consistently applied in all company activities, from interactions with employees, customers and business partners to the way activities are organized and carried out and responsibilities are fulfilled.

The Board of Directors and the company's management give priority to compliance with the provisions of the Code of Ethics, which promotes honest professional conduct and an organizational culture based on high standards of integrity, in accordance with applicable legislation. Any deviation from the provisions of the Code is considered an ethics incident and may lead to the application of disciplinary sanctions.

In accordance with Emergency Ordinance No. 109/2011 on the corporate governance of public enterprises, the Board of Directors develops and adopts, within 90 days of appointment, the Code of Ethics, which is published on the company's website and reviewed annually, if necessary.

Within Antibiotice, the Ethics and Integrity Council operates with the role of monitoring compliance with the Code of Ethics and the application of the specific ethical principles and norms. It supports the company's management in making decisions regarding business conduct, including the ethical promotion of prescription medicines.

The Ethics and Integrity Council is composed of executive directors, including the Director of Governance and the Director of Human Resources, as well as representatives of the internal audit structure, the members being appointed by decision of the General Manager. The Council also analyzes all ethical incidents reported through complaints or identified ex officio.

Expertise of the administrative, management and supervisory bodies regarding matters related to professional conduct

The competencies of the administrative and management bodies in the field of professional conduct are strengthened through the participation of the members of the Board of Directors and the Executive Board in training sessions dedicated to ethics and business conduct. These sessions focus both on presenting the fundamental principles of professional conduct and, where applicable, updating knowledge regarding the regulatory framework applicable to business ethics. Through these initiatives, a robust governance framework is ensured, supporting the maintenance of high standards of integrity and responsibility in strategic decision making.

Training and instructional sessions are organized annually, in distinct stages dedicated both to the members of the Board of Directors and to the members of the Executive Board.

In 2025, an internal training session was organized, attended by 69 directors and managers of the organizational structures. The main topics addressed were:

- The Integrity Plan, developed in accordance with the provisions of Government Decision No. 1269/2021 approving the National Anti-Corruption Strategy 2021-2025;
- The procedure for receiving, examining and resolving reports regarding breaches of the law, developed in accordance with Law No. 361/2022 on the protection of whistleblowers in the public interest;
- The Code of Ethics;
- The procedure for managing conflicts of interest and situations of incompatibility.

Corporate culture

In support of a strong corporate culture grounded in integrity and responsibility, Antibiotice has developed and implemented a set of internal policies that establish the framework for professional conduct, the mechanisms for preventing non-compliant behavior and the associated oversight structure.

The organizational culture is primarily defined through the Code of Ethics, a document that establishes principles such as integrity, professionalism, responsibility, transparency, impartiality and confidentiality. Its objective is to ensure honest professional conduct and an organizational culture aligned with the applicable legislation and ethical standards. The Code is mandatory for members of the Board of Directors, management, employees and collaborators and is published on the company's website, making it accessible to all stakeholders. The implementation and monitoring of compliance with ethical principles are supervised by the Board of Directors and the General Manager within the corporate governance framework.

The ethical framework is further strengthened through the Sustainable Corporate Governance Policy, which integrates the principles of social responsibility, transparency and sustainable development into the long-term strategy The Future Together. It applies to all employees, directors and collaborators and also influences relationships with business partners by promoting standards of conduct and good practices across the value chain. The document is publicly available, in line with the transparency commitments undertaken.

Regarding the protection of whistleblowers in the public interest, the company has established a dedicated reporting procedure that allows the confidential, including anonymous, reporting of unethical or illegal behavior. The reporting system is permanently available and may be used by both employees and other external stakeholders through dedicated channels and forms published on the company's website. The procedure ensures the protection and confidentiality of whistleblowers and forms an integral part of the company's internal control and compliance mechanisms.

Cybersecurity also represents an essential component of corporate governance and operational continuity. The Cybersecurity Policy establishes measures for protecting IT resources and communications, ensuring the confidentiality, integrity and availability of information. It applies to all employees, collaborators and suppliers who use the company's IT infrastructure. Information security management is carried out through a specialized Security Operations Center structure, in accordance with the internal policy and with applicable standards and legal requirements. The policy is published online as part of the company's commitments in the field of ESG governance.

Prevention and detection of corruption and bribery

The prevention and fight against corruption and bribery are regulated through the Code of Ethics and the Code of Conduct for Business Partners. These documents establish the principle of zero tolerance for corruption, bribery or fraud, prohibit the abuse of position and require strict compliance with the applicable legal framework. The obligations apply both internally, to members of management, employees and administrators, and externally, to partners and suppliers, who have the responsibility to comply with the established standards and to report any suspected situations. The monitoring of implementation is carried out through corporate governance mechanisms and, in relation to partners, through periodic assessment and monitoring processes. The documents are communicated to employees, administrators and third parties with whom the company interacts through publication on the company's website and through dedicated training sessions, contributing to the strengthening of the culture of integrity and to increasing the level of compliance.

Antibiotice does not have a distinct anti-corruption policy explicitly formulated with direct reference to the United Nations Convention against Corruption. However, the company applies an integrated framework for the prevention and fight against corruption, based on national regulations and internal corporate governance mechanisms.

In accordance with Emergency Ordinance No. 109/2011 on the corporate governance of public enterprises, the company has adopted the Declaration of adherence to the fundamental values, principles, objectives and monitoring mechanism of the National Anti-Corruption Strategy 2021 - 2025, approved by Government Decision No. 1269/2021. The National Anti-Corruption Strategy transposes at national level some of the principles of the United Nations Convention against Corruption and establishes clear objectives and mechanisms for prevention and monitoring.

At-risk positions regarding corruption and bribery

At company level, a number of risks associated with corruption and bribery have been identified, which may arise in the context of performing job duties in violation of internal procedures, contacting partners or collaborators without complying with established working rules, incurring unlawful expenses, favoring a participant in procurement procedures in order to obtain a material benefit, or establishing recruitment criteria that could lead to the undue advantage of certain candidates.

Considering the nature of these risks, the functions and organizational structures considered to be most exposed are those in the areas of sales, procurement, finance and accounting, investments and human resources, where there are frequent interactions with third parties, selection processes or resource allocation decisions with potential financial impact.

For employees within these structures, dedicated training sessions are periodically organized with the aim of strengthening knowledge of internal procedures and increasing compliance with applicable rules. In addition, audit missions with specific thematic focus are conducted, aimed at identifying vulnerabilities within operational processes and strengthening the mechanisms for prevention and control of risks associated with corruption and bribery.

Independence of the process for investigating corruption incidents

To ensure the impartial investigation of reports, the company has established the Ethics and Integrity Council, an autonomous structure responsible for monitoring the application of ethical principles and professional conduct rules by employees and administrators. Before their appointment, members declare any direct or indirect connections, of a familial, professional or financial nature, with natural or legal persons involved in the cases under review. If a potential conflict of interest exists, the respective member is replaced by an alternate and does not participate in the analysis of the case. The Council is led by a chairperson elected by secret vote from among its members.

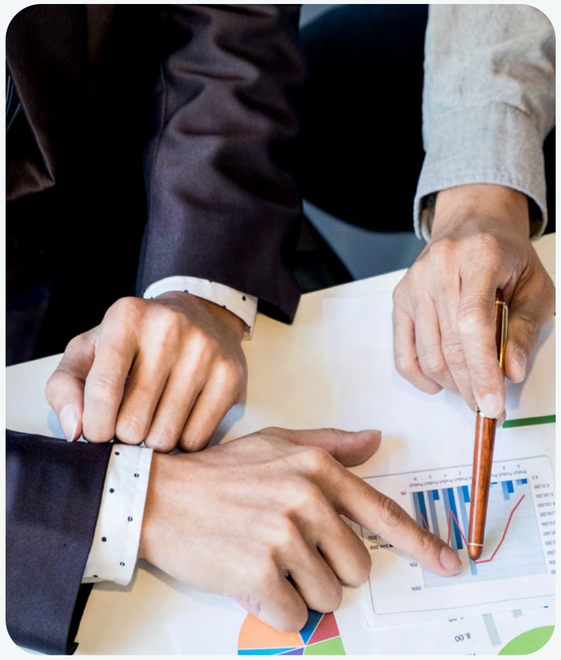
The responsibilities of the Ethics and Integrity Council include analyzing and resolving reports regarding possible breaches of ethical standards, legislation or internal rules, evaluating evidence and formulating conclusions in an objective and documented manner. The Council has the authority to propose corrective or disciplinary measures, where appropriate, and to recommend improvements to internal procedures in order to reduce identified vulnerabilities.

The Council also periodically analyzes ethical risks and vulnerabilities at organizational level and may submit proposals to the General Manager for strengthening mechanisms aimed at preventing corruption and other deviations from professional conduct. In performing its duties, the Council may request relevant documents and information from internal structures, invite individuals who may contribute to clarifying the situations under review and collaborate with internal control and audit functions. Where there are reasonable suspicions that the analyzed actions may constitute criminal offenses, the Council has the authority to notify the competent state authorities.

Reporting results to the management bodies

The results of the activity of the Ethics and Integrity Council are recorded in annual activity reports, which are presented for information to the Executive Board or the Board of Directors, as appropriate. This mechanism ensures the transparency of the process and allows the administrative and supervisory bodies to play an active role in monitoring corruption and bribery risks at company level.

During the reporting period, no convictions were recorded at Antibiotice for violations of legislation regarding the prevention and fight against corruption and bribery. Likewise, the company was not subject to fines or other administrative or criminal sanctions related to such acts, which reflects the functioning of the internal prevention and control mechanisms.



Communication of policies on the prevention and detection of corruption and bribery and training programs

The procedures related to combating corruption and bribery are communicated to relevant people through:

- Permanent publication on the company's website
- Training sessions with specific thematic focus

In 2025, 22 internal training sessions were organized, each with a duration of at least one hour, attended by 584 employees. The topics addressed included:

- The Integrity Plan of Antibiotice S.A., prepared in accordance with the provisions of Government Decision 1269/2021 approving the National Anti-Corruption Strategy 2021-2025.
- The Antibiotice S.A. procedure for receiving, examining and resolving reports regarding breaches of the law, prepared in accordance with the provisions of Law 361/2022 on the protection of whistleblowers in the public interest.
- The Code of Ethics of Antibiotice.
- The procedure for managing conflicts of interest and situations of incompatibility.

Training sessions conducted on educational platforms

- On the internal e-learning platform, 91 employees were trained, totaling 91 hours of training, under the topic "Compliance", including: anti bribery, combating tax evasion, reporting mechanisms, whistleblower protection and employee responsibilities;
- On the United Global Academy platform, one person participated, with a total of 6 hours of training, covering the topics Doing Business with Integrity and Taking Collective Action for Anti-Corruption.

In addition, the company organizes annual training sessions for employees holding relevant positions, namely members of the Executive Board and operational managers. The training is conducted both in person and online, through the internal e-learning platform, where interactive educational modules, case studies and knowledge assessment tests are available.

Training sessions on combating corruption and bribery are mandatory and include topics such as:

- Recognizing suspicious behavior;
- Reporting incidents;
- Legal obligations and preventive measures;
- Case studies adapted to the specific nature of the company's activities.

New employees are automatically enrolled in the training program within the first three months of their activity. Participation is monitored digitally, and employees must pass a final test in order to obtain the completion certificate.

The effectiveness of the program is evaluated annually through feedback surveys and the analysis of reported incidents, in order to identify additional training needs. This educational framework contributes to strengthening an organizational culture based on integrity and transparency.

In 2025, 100% of the functions exposed to risk were covered by training programs, including both members of the Executive Board and company managers. Training sessions were organized on topics related to the prevention of corruption and the offering and receiving of bribes, addressed both to the Executive Board and to the relevant operational management.

During the reporting period, members of the Board of Directors, members of the Executive Board and operational managers were trained on the content of the Code of Ethics, the Corporate Governance Code, the Integrity Plan, as well as other procedures and policies establishing measures for combating corruption and bribery. The company increased the number of employees trained and tested on these topics, thereby strengthening an organizational culture based on integrity and compliance.

Anti-corruption trainings	At-risk functions	Managers	Operational Managers*	Other own workers
Training coverage				
Total	**584**	**10**	**51**	**523**
Total number of persons who benefited from training	584	10	51	523
Delivery method and duration	Face to face, 1h 30min	Face to face, 1h 30min	Face to face, 1h 30min	Face to face, 1h 30min
Classroom training	x	x	x	x
Frequency				
How often training is required	Annual	Annual	Annual	Annual
Topics covered				
Presentation of the Integrity Plan developed in accordance with Government Emergency Ordinance no. 1269/2021, regarding the National Anti-Corruption Strategy	x	x	x	x
Presentation of the Whistleblower Reporting Procedure	x	x	x	x

*Division managers and department managers classified in the category of staff whose duties are exposed to risks.

Action plans and resources allocated for managing risks related to corruption and bribery

The company continues to implement an ongoing plan to strengthen the framework for preventing corruption and acts of giving or receiving bribes, integrated into its governance and risk management system. The actions aim both at prevention and at the early detection of potential vulnerabilities, through the continuous monitoring of the applicable legislative framework and the adaptation of internal documents to relevant regulatory changes in the field of anti-corruption.

The Code of Ethics, the Integrity Plan, the Whistleblower Procedure and other relevant policies are periodically reviewed to ensure alignment with legislative developments and with good practices in the field of compliance. At the same time, dedicated training sessions are conducted for members of the Board of Directors, the Executive Board, operational managers and employees in positions exposed to the identified risks, with the aim of strengthening knowledge of legal obligations and internal standards of conduct.

The resources allocated for managing these risks include internal structures responsible for ethics and integrity, the internal audit function and internal control mechanisms, which contribute to monitoring the implementation of measures and assessing their effectiveness. Through these actions, the company aims to reduce risks associated with corruption and maintain an organizational climate based on integrity and responsibility.

Code of Ethics and Corporate Governance Code

The Code of Ethics and the Corporate Governance Code, significantly revised in 2025, establish the principles and rules that underpin honest professional conduct and an organizational culture based on integrity, in accordance with the applicable legislation. These documents represent central references of the corporate governance framework, setting standards and expectations regarding good practices, the balanced exercise of authority and responsibilities, as well as transparency in the decision-making process.

The Code of Ethics defines the fundamental values adopted by Antibiotice, the rules applicable to administrators and employees, the manner of managing conflicts of interest and incompatibility, the responsibilities regarding compliance with its provisions and the sanctions applicable in case of violations. The document also includes the procedure for the declaration of gifts by administrators.

The Corporate Governance Code regulates the structure and responsibilities of the governing bodies, the risk management and internal control system, the principles regarding the remuneration of administrators, transparency in relations with investors and the rules governing the organization and functioning of the Board of Directors.

The Internal Regulation establishes the regulatory framework applicable to employees and aims to ensure an efficient, safe and respectful working environment. It clarifies the rights and obligations of both the employer and employees, the rules regarding working and rest time, occupational health and safety, standards of conduct, confidentiality, disciplinary sanctions and the procedure for handling complaints.

The governance documents apply to all operations carried out by Antibiotice, as well as to the company's administrators and employees. Oversight of the implementation and compliance with the Code of Ethics and the Corporate Governance Code lies with the Board of Directors and the Executive Board, while the application of the Internal Regulation is monitored by the directors and managers of the organizational structures. All these documents are developed in accordance with the applicable legal regulations, and the Corporate Governance Code also takes into account the principles of the Bucharest Stock Exchange Corporate Governance Code.

Through the application of these provisions, the interests of shareholders, business partners, employees and the local community are protected. In order to ensure transparency, the Code of Ethics, the Corporate Governance Code and the Internal Regulation are published on the company's website and are accessible to stakeholders.

Business Partners Code of Conduct

In its relationship with business partners, Antibiotice has strengthened its integrity framework through the adoption of the Business Partner Code of Conduct, a document that sets out the company's expectations regarding ethical conduct, the prevention of corruption and fraud, respect for human rights, environmental protection, occupational health and safety, as well as social responsibility across the value chain. Through this document, the company promotes the principle of zero tolerance for corruption and bribery and encourages partners to align with common standards of compliance and sustainability.

In May 2025, an information campaign dedicated to the launch of the Business Partner Code of Conduct was initiated, with the aim of transparently communicating the content of the document and involving suppliers and distributors in embracing the values promoted by the company. The campaign aimed to inform partners about the provisions of the Code and the company's sustainability policies, ensure the understanding of the principles outlined and strengthen partnerships by promoting social responsibility and shared ethical values. Communication was carried out through the company's official channels, including the professional network LinkedIn and the Antibiotice internal magazine.

In June 2025, the phase of collecting adhesion declarations was launched by sending the Code to designated business partners, based on the value thresholds of purchases from the 2024 financial year. Partners were requested to review the document, commit to its principles and submit the signed adhesion declaration in digital format to the dedicated sustainability address. At the same time, partners were informed about the implications of this commitment within their contractual relationships.

Starting in June 2025, the Business Partner Code of Conduct was introduced as a separate clause in commercial contracts, with each partner confirming by signature that they had acknowledged the content of the document and committed to complying with its provisions throughout the entire duration of the contractual relationship. The adhesion declarations received were recorded and centralized within the sustainability function to ensure traceability and the monitoring of compliance levels.

By the end of December 2025, more than 76% of the targeted suppliers had signed adhesion agreements or confirmed compliance with the principles by submitting their own codes of conduct. For the latter, a comparative analysis of the documents was carried out, which highlighted substantial alignment with the ethical, sustainability and compliance standards promoted by the company.

Developing, promoting and evaluating the company's corporate culture

Antibiotice has developed an organizational culture founded on integrity, collaboration and social responsibility, integrating these values into its governance framework and current operational practices. Corporate culture is defined through internal policies and procedures, particularly the Code of Ethics, the Corporate Governance Code, the Internal Regulation and the Sustainable Corporate Governance Policy, which establish expectations regarding ethical behavior, collaboration between teams and responsibility toward the environment and the community. All these documents are developed in accordance with the applicable legal regulations, and the Corporate Governance Code also takes into account the principles of the Bucharest Stock Exchange Corporate Governance Code. The documents are periodically reviewed by the Board of Directors, which provides strategic guidance for their adaptation to the company's priorities and challenges.

The promotion of organizational culture is carried out through constant communication and the active involvement of leadership. Integrity, professional ethics, sustainability and innovation are communicated through information sessions, internal bulletins, periodic meetings and dedicated events. Members of the Board of Directors and the executive management participate in these initiatives and provide examples of how values are integrated into strategic and operational decisions. At the same time, dialogue and feedback sessions are organized through which employees can discuss directly with company leaders' issues related to organizational culture.

The evaluation of corporate culture is carried out through formal monitoring tools. In 2025, the Human Resources Department conducted an organizational climate survey which, for the first time, included items specifically designed to measure the extent to which employees are aware of, adhere to and apply the organization's values. The results showed that more than 68% of respondents had integrated these values, a score classified as "good", providing the basis for the development and implementation of an annual plan aimed at improving the organizational climate and culture. Corporate culture is also assessed through annual performance evaluations, where behaviors aligned with the company's values are taken into account, as well as through internal and external audits that review compliance with ethical and conduct-related policies.

The company also uses mechanisms to encourage behaviors aligned with its organizational culture. At the end of each year, performance and behaviors that promote the company's values are recognized and rewarded, based on criteria and procedures established by the Human Resources Department and validated by management. In 2025, 24 employees were awarded for demonstrating knowledge and promotion of organizational values. In addition, continuous training programs include sessions dedicated to ethics, diversity and sustainability, while internal digital platforms facilitate communication and the dissemination of key messages related to organizational culture.

Mechanisms for identifying, reporting, and investigating concerns regarding illegal behavior or behavior that violates the code of conduct or internal regulations

Antibiotice has established a formal mechanism for identifying, reporting and investigating situations that may represent breaches of legislation, of the Code of Ethics or of other applicable internal rules. The right to submit a report belongs to employees, administrators, shareholders and any individuals who collaborate with the company in any capacity and who have obtained information regarding potential misconduct.

The Ethics and Integrity Council is responsible for ensuring, throughout the entire process of handling reports, the confidentiality of the identity of the whistleblower, the person concerned and any third parties mentioned, as well as any information that could enable their direct or indirect identification, except in cases where the concerned person provides explicit consent or where legal obligations require otherwise.

Reports to the Ethics and Integrity Council can be made through one of the following methods:

- In paper format, sent in any manner to the company's registry, ensuring the full confidentiality of the report. The employee-registrar within the company is trained not to open the envelopes and to hand them directly to the Ethics and Integrity Council.
- In electronic format, by sending an email to: etica.integritate@antibiotice.ro
- By phone communication at the following numbers: 0232.209.567/0727.024.582
- Through a face-to-face meeting with the President of the Ethics and Integrity Council, upon request by the person making the report.

If the reports meet the required formal and content conditions, within a maximum of seven days from their receipt by the Ethics and Integrity Council, this structure will confirm in writing the receipt of the reports to the sender. The Ethics and Integrity Council will analyze the facts it has been informed about through reports, as well as the related evidence, if provided, and will issue a written report proposing the measures it deems necessary.

Guarantees and protection of whistleblowers

The Whistleblower Policy, drafted in accordance with the provisions of Law No. 361/2022 on the protection of public interest whistleblowers, is designed as a tool that allows any interested party who has obtained or knows information regarding potential legal violations within or by the company to report them to the Ethics Council for analysis and resolution, in accordance with applicable legal provisions.

The policy includes several essential components:

- **Purpose of the Policy:** Establishes the mechanisms for handling reports of legal violations, identifying responsible individuals, and decision-making processes.
- **Relevant Definitions:** Clarifies key terms such as whistleblower, legal violation, internal reporting, and retaliation.
- **Reporting Process:** Describes how whistleblowers can make internal or external reports, the methods of reporting (electronic, paper, phone, or face-to-face), and measures for ensuring the confidentiality of the whistleblower's identity and the individuals involved.
- **Handling and Resolution of Reports:** Includes the steps taken by the Ethics and Integrity Council in reviewing reports, confirming receipt, analyzing the report details, preparing a report with proposed necessary actions, and informing the whistleblower of the progress of actions.
- **Prohibition of Retaliation:** Emphasizes the protection of whistleblowers from any retaliation by the company or its representatives, detailing actions considered retaliation.
- **Sanctions for False Reports:** Provides penalties for reports made with the knowledge that the information is false.

The policy applies both within the company and in its relations with third parties with whom it interacts. Oversight of the implementation and enforcement of the provisions of this procedure is the responsibility of the company's Ethics Council and the General Manager.

Any form of retaliation against whistleblowers in the public interest is strictly prohibited. Such actions include, but are not limited to:

- any suspension of the individual employment contract or service relationship;
- dismissal;
- modification of the employment contract;
- reduction of salary or changes to the work schedule;
- demotion or obstruction of promotion and professional development, including through negative individual performance evaluations;
- the application of any other disciplinary sanction;
- coercion, intimidation or harassment;
- discrimination, the creation of another disadvantage or exposure to unfair treatment;
- refusal to convert a fixed term employment contract into an indefinite term contract where the worker had legitimate expectations of being offered a permanent position;
- refusal to renew a fixed term employment contract or the early termination of such a contract.

Training policy within the organization on business conduct

Each year, training sessions are organized and delivered to employees in relevant functions in order to disseminate the content of the Integrity Plan, the Whistleblower Policy, the Code of Ethics, as well as the Code of Good Practice in the sale and promotion of medicines.

In 2025, dedicated training sessions were organized for the Executive Board and operational management, with the number of employees in relevant functions who participated in these courses as follows:

- **Code of Ethics** – 584 employees trained (internal training);
- **Antibiotice Integrity Plan** – 584 employees trained (internal training);
- **Sustainability courses:** "ESRS – European Sustainability Reporting Standards", 24 participants (internal training). In addition, specialized courses available on the Sustainability School e-learning platform recorded 155 participations, totaling 231 training hours, as well as 27 participations and 40 cumulative hours through the UN Global Compact Academy.

At the same time, in the context of implementing the business conduct framework and the documents applicable to partners, the company carried out an internal communication campaign addressed to employees, through information published on internal channels, including social media networks and the internal magazine, in order to facilitate understanding of the role and relevance of the new document dedicated to business partners.

In addition, designated employees from relevant departments were informed by e mail and instructed regarding their responsibility to transmit the document and the related information to suppliers, partners and distributors. The process was coordinated through the dedicated address sustenabilitate@antibiotice.ro, used as a contact point for communication and clarifications.

Political influence and lobbying activities

During the reporting period, Antibiotice did not engage in political influence or lobbying activities and did not make any political contributions, either financial or in kind. No donations, sponsorship or other forms of support were provided to political parties, affiliated organizations or their representatives.

The company is registered in the European Union Transparency Register, reaffirming its commitment to transparency and compliance in its interactions with public institutions.

Management of relationships with suppliers

Antibiotice recognizes the importance of maintaining a strong and trustworthy relationship with its suppliers, ensuring that financial obligations towards them are met on time. To prevent payment delays to suppliers, the company implements the following measures:

- **Effective liquidity risk management:** Antibiotice constantly monitors cash flows to ensure that it has the necessary resources to meet its short-term financial obligations. This practice helps prevent difficulties in making payments to suppliers.

- **Synchronization of import and export activities:** The company correlates payment and collection deadlines, as well as the currencies used, so that payments to suppliers are made as close as possible or simultaneously with collections from exports. This approach minimizes the risk of discrepancies between payments and receipts, contributing to maintaining a balanced cash flow.

Supplier relationship and supply chain risks

The procurement process plays an essential role in achieving sustainability objectives. As a pharmaceutical manufacturer, the company assumes responsibility for integrating sustainable, ethical and transparent practices within its supply chain.

Within the company, the Sustainable Procurement Policy reflects a commitment to minimizing environmental impact, promoting high ethical standards and contributing to the development of the communities in which it operates. The objectives of the sustainable procurement policy focus on reducing environmental impact by prioritizing suppliers that provide products and services with a lower carbon footprint, recyclable materials and sustainable packaging.

The company focuses on optimizing transport and on the responsible management of waste within the supply chain, actively collaborating with partners to reduce greenhouse gas emissions and conserve natural resources. Ethical practices are promoted by selecting partners who comply with international and national legislation regarding human rights, fair labor practices and the prohibition of forced labor or child exploitation, with periodic verification through audits and rigorous assessments. At the same time, the company emphasizes transparency and accountability by implementing an open supplier selection process and by monitoring and reporting progress to relevant stakeholders.

In order to improve operational efficiency, optimize the supply chain and reduce associated risks, the company initiated a digital transformation process in collaboration with IBM Romania. The implementation of digital solutions aims to increase productivity by up to 25% and accelerate decision making processes through access to real time data. This digitalization enables better coordination with suppliers and more efficient resource management, contributing to a more robust and transparent supply chain.

Antibiotice guides its activities according to the principle of responsible investment in the health of future generations. The company prioritizes people's health not only through the medicines it produces, but also through the attention given to the production process and its environmental impact. Resources are allocated to support educational projects, energy efficiency initiatives, carbon footprint reduction and health prevention programs. These efforts, carried out together with partners and suppliers, contribute to building a sustainable future based on responsibility and sustainable development.

As part of ongoing efforts to optimize sustainability practices and to manage both risks and negative impacts within the supply chain, the company initiated a supplier sustainability assessment process. This step was also driven by the recently conducted double materiality analysis, which highlighted the need for a deeper understanding and more precise data to effectively assess these aspects.

To address this need for information, in 2025 the company carried out an evaluation targeting suppliers representing approximately 80% of its total procurement expenditure. The assessment was conducted through a platform recognized for its effectiveness in measuring companies' sustainability performance, as well as through dedicated questionnaires.

This detailed supplier assessment facilitates the identification and mitigation of risks and negative impacts associated with partners within the company's supply chain.

To date, social and environmental criteria have not been integrated into the supplier approval process. The company intends to improve this approach by explicitly incorporating these criteria into future supplier assessments.

Payment practices

The company negotiates payment terms with each partner, with an average payment period of **90 days.**

Supplier category	Origin	Contractual payment term
Raw materials and materials	Domestic market	30 – 90 days
Raw materials and materials	EU and non-EU	60 – 90 days
Service provision (including utilities)	Domestic market	On invoice date or maximum 60 days
– Electricity, natural gas, drinking water (service subcategory)	Domestic market	30 days
Investments	Domestic and international market	90 – 120 days

The percentage of payments that comply with the standard payment terms is 85%.

The company determines the average payment period as the ratio between the average balance of liabilities and the turnover of purchases during the analyzed period.

During the reporting period, there were no ongoing judicial proceedings initiated against the company in relation to late payments.

Cybersecurity

Cybersecurity represents a central element of good governance and of safeguarding the company's operations, aiming to ensure the protection of information, IT systems and data used in the conduct of daily activities. In a context characterized by increasing digitalization and a growing volume of processed data, the management of cyber risks is treated as an organizational priority.

The company seeks to prevent unauthorized access, protect sensitive data and maintain the continuous functioning of IT infrastructure through appropriate organizational and technical measures. Information security is integrated into internal processes and supported through clear responsibilities, dedicated procedures and constant monitoring of specific risks.

During the reporting period, the company implemented a series of measures to prevent, detect and manage cybersecurity incidents.

To increase the level of awareness, annual cybersecurity training sessions were organized for approximately 450 employees, with the aim of reducing risks generated by human error and strengthening vigilance in the use of IT systems.

At the operational level, an IT asset management system was implemented, enabling the inventory and monitoring of equipment and applications used within the company, thereby facilitating the rapid identification of potential deviations or vulnerabilities.

Access controls were strengthened through the extension of two factor authentication for internally developed applications, reducing the risk of unauthorized access to accounts. In addition, a dedicated privileged access management system was introduced, allowing the control and monitoring of accounts with administrative rights and of remote access granted to partners.

To ensure operational continuity, additional redundancy measures were implemented at the level of the IT infrastructure in the data center, so that potential technical failures do not affect the functioning of critical systems.

Currently, the company uses technical solutions to protect its IT infrastructure and data, including network security mechanisms, access control, equipment protection and monitoring of IT system activity. Measures are implemented to identify vulnerabilities and to ensure the periodic updating of systems, as well as backup and data protection solutions.

To ensure operational continuity, redundancy mechanisms and technical measures are in place to reduce the risk of unplanned interruptions to IT services.

The company has documented internal procedures for reporting, investigating and remedying cybersecurity incidents. These include clear reporting and escalation channels, the recording and classification of incidents according to severity and impact, technical investigation and evidence collection (logs, artifacts), measures for isolating or limiting the impact, remediation and recovery actions such as patching, credential resets and restoration from backup, as well as post incident reporting with lessons learned and preventive actions aimed at reducing the risk of recurrence.

To control employee access to data, systems and internal networks, the company applies a set of measures designed to limit access only to the information necessary for the performance of job duties and to prevent unauthorized use:

- granting access based on the role held and the "need to know" principle, with periodic reviews of access rights to ensure they remain up to date;
- the use of two factor authentication for applications and remote access, reducing the risk of account compromise;
- control and monitoring of accounts with administrative rights through dedicated privileged access management mechanisms;
- the application of clear policies regarding digital identity and passwords, including the full lifecycle management of accounts, from creation to deactivation upon termination of employment;
- the implementation of measures to prevent data loss or leakage by monitoring and limiting the transfer of sensitive information through e mail, web, cloud or external devices;
- network segmentation and the application of access rules between systems to reduce the risk of incident propagation;
- recording and monitoring of access and relevant actions in IT systems, with alerts generated in case of suspicious behavior.

During the reporting period, cybersecurity testing activities were carried out, including a NIS audit (with no non conformities identified), penetration tests, an internal audit of IT controls and processes, as well as periodic vulnerability monitoring and assessments, followed by remediation measures depending on the level of criticality.

Strategic objectives regarding cybersecurity

The company establishes its cybersecurity objectives with the aim of reducing risks associated with unauthorized access, data loss and disruption of operational activities. The targets are defined based on a risk-oriented approach and focus on strengthening access controls, improving incident detection and response capabilities, reducing technical vulnerabilities and increasing the resilience of IT infrastructure. Progress is monitored through measurable indicators that allow the assessment of the level of protection and the effectiveness of the measures implemented.

Strategic directions:

- increasing the maturity of access controls by extending two factor authentication, strengthening privileged account management and improving identity governance in order to reduce the risk of account compromise;
- improving incident detection and response capabilities through centralized monitoring, clear procedures and periodic exercises to limit operational impact;
- reducing exposure to vulnerabilities through periodic scanning, prioritizing remediation based on risk and applying standardized remediation timelines;
- protecting data and preventing information leakage through dedicated policies and controls and by strengthening data governance;
- increasing resilience and operational continuity through redundancy mechanisms, backup solutions and periodic testing of recovery capabilities;

Targets adopted for reducing risks:

- ensuring two factor authentication for more than 95% of critical applications and remote access accounts;
- full management of privileged accounts, including periodic credential rotation and auditing of access sessions;
- scanning all critical IT assets and remediating high severity vulnerabilities within predefined timeframes;
- achieving over 98% coverage with endpoint protection solutions for eligible workstations and servers;
- integrating more than 90% of critical IT sources into the centralized monitoring system;
- organizing at least two annual exercises to test incident response capabilities and reducing detection and response times;
- implementing active policies to prevent data leakage through the main digital channels;
- quarterly testing of data restoration processes, with a success rate of over 95% for critical systems.

Currently, the company is working on the development of a formal multiyear plan, structured as a roadmap that includes priorities, designated responsibilities, allocated budgets and periodic review mechanisms. This plan aims to strengthen identity and access management by extending two factor authentication, reinforcing control over privileged accounts and automating processes for granting and revoking access. It also includes measures to develop incident detection and response capabilities through expanded monitoring, the definition of operational procedures and the organization of periodic exercises, followed by the integration of lessons learned. The plan provides for the standardization of processes for identifying and remediating vulnerabilities, the establishment of clear response timelines and periodic reporting to management.

The plan also includes measures to enhance data protection, such as policies for preventing information leakage, data classification and, where necessary, the encryption of sensitive data. The resilience component focuses on improving redundancy mechanisms, business continuity and disaster recovery plans, as well as the periodic testing of backup solutions.

Finally, the plan strengthens the governance and compliance dimension through periodic audits, risk and supplier management and the continuous updating of internal policies and procedures.

During the reporting period, the company did not record:

- cybersecurity incidents;
- cases of data theft;
- incidents involving the loss of personal data;
- fines related to cybersecurity or data protection;
- official notifications submitted to authorities in connection with such events;
- complaints from data subjects regarding the processing of personal data;
- incidents related to personal data breaches.

Employee training and awareness

In 2025, the company's employees participated in training sessions dedicated to cybersecurity and data protection, as follows:

- 4 training sessions on cybersecurity topics;
- approximately 450 employees participated in cybersecurity training;
- 95 training sessions on personal data protection (GDPR);
- 1,160 employees participated in GDPR training.

Independent Auditor's Limited Assurance Report

Deloitte.

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INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON THE SUSTAINABILITY STATEMENT FOR THE FINANCIAL YEAR 2025

To the Shareholders of ANTIBIOTICE S.A.

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the Sustainability Statement included in the Administrators' Report of ANTIBIOTICE S.A. (hereafter the "Entity") as at 31 December 2025 and for the period from 1 January 2025 to 31 December 2025 (the "Sustainability Statement"), prepared by the Entity, with social premises registered in Romania, Iași, Valea Lupului Street No.1, Fiscal Identification Number RO1973096, Trade Register number J22/285/1991.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Statement of ANTIBIOTICE S.A. is not prepared, in all material respects, in accordance with the Ministry of Finance Order No. 2844/2016, as revised, Chapter 7, sections 7^1.1 and 7^1.2 implementing 19(a) of the EU Directive 2013/34/EU, including:

- compliance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the Entity to identify the information reported in the Sustainability Statement (the "Process") is in accordance with the description set out in note "8.1.4. Impacts, risks and opportunities management"; and
- compliance of the taxonomy disclosures detailed in note 8.2.1 "Taxonomy related information", with the applicable reporting requirements of Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation").

Basis for Conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information.
Our responsibilities under this standard are further described in the Auditor's Responsibilities section of our report.
We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Identification of Applicable Criteria

The Sustainability Statement was prepared by the Board of Directors of the Entity, in order to satisfy the requirements of the Ministry of Finance Order No. 2844/2016, as revised, Chapter 7, sections 7^1.1 and 7^1.2 implementing 19(a) of the EU Directive 2013/34/EU, including:

- compliance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the Entity to identify the information reported in the Sustainability Statement is in accordance with the description set out in note "8.1.4. Impacts, risks and opportunities management"; and
- compliance of the taxonomy disclosures detailed in note 8.2.1 "Taxonomy related information" with the applicable reporting requirements of Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation").

Inherent Limitations in Preparing the Sustainability Statement

The criteria, nature of the Sustainability Statement, and absence of long-standing established authoritative guidance, standard applications and reporting practices allow for different, but acceptable, measurement methodologies to be adopted which may result in variances between entities. The adopted measurement methodologies may also impact the comparability of sustainability matters reported by different organizations and from year to year within an organization as methodologies evolve.

In reporting forward looking information in accordance with ESRS, the Administrators of the Entity is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Entity. Actual outcome is likely to be different since anticipated events frequently do not occur as expected.

In determining the disclosures in the Sustainability Statement, the Administrators of the Entity interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

We draw your attention to the following specific limitations discussed in the Sustainability Statement:

- Environmental reporting as applied by all companies includes information based on climate-related scenarios that are subject to inherent uncertainty because of incomplete scientific and economic knowledge about the likelihood, timing, or effect of possible future physical and transitional climate-related impacts. For the avoidance of doubt, the scope of our engagement and our responsibilities will not include performing work necessary for any assurance on the reliability, proper compilation, or accuracy of the prospective information.
- Any supply chain emissions metrics listed in the Sustainability Statement may include information provided by suppliers and third-party sources. Our procedures will not include obtaining assurance over the information provided by suppliers or third parties.

The Sustainability Statement may include metrics that are derived from reported events relating to employees and subcontractors. As such, our testing may not identify misstatements relating to completeness, for example in instances where events may have occurred but have not been reported.

Responsibility of the Administrators of the Entity

Administrators of the Entity are responsible for designing, implementing, and maintaining a process to identify the information reported in the Sustainability Statement in accordance with the ESRS and for disclosing this process in note "8.1.4. Impacts, risks and opportunities management" of the Sustainability Statement.

This responsibility includes:

- understanding the context in which the Entity's activities and business relationships take place and developing an understanding of its affected stakeholders;
- the identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the entity's financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or longterm;
- the assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- developing methodologies and making assumptions that are reasonable in the circumstances.

Administrators of the Entity are further responsible for the preparation of the Sustainability Statement, in accordance with the Ministry of Finance Order No. 2844/2016, as revised, Chapter 7, sections 7^1.1 and 7^1.2 implementing 19(a) of the EU Directive 2013/34/EU, including:

- compliance with the ESRS;
- preparing the taxonomy disclosures of the Sustainability Statement, in note 8.2.1 "Taxonomy related information", in compliance with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation");
- designing, implementing and maintaining such internal controls that management determines are necessary to enable the preparation of the Sustainability Statement that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates about individual sustainability disclosures that are reasonable in the circumstances.

Those charged with governance are responsible for overseeing the Entity's sustainability reporting process.

Auditor's Responsibility

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Sustainability Statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Sustainability Statement as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional skepticism throughout the engagement.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities in respect of the Sustainability Statement, in relation to the Process, include:

- Obtaining an understanding of the Process but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process;
- Designing and performing procedures to evaluate whether the Process is consistent with the Entity's description of its Process, as disclosed in note "8.1.4. Impacts, risks and opportunities management".

Our other responsibilities in respect of the Sustainability Statement include:

- Obtaining an understanding of the entity's control environment, processes and information systems relevant to the preparation of the Sustainability Statement but not evaluating the design of particular control activities, obtaining evidence about their implementation or testing their operating effectiveness;
- Identifying disclosures where material misstatements are likely to arise, whether due to fraud or error.
- Designing and performing procedures responsive to disclosures in the Sustainability Statement where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Our Independence and Quality Management

We complied with the applicable independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (the "Code"), together with the ethical requirements that are relevant to our assurance engagement of the Sustainability Statement in Romania, including Law 162/2017 with subsequent amendments, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. The Code is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

We applied International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Summary of Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Sustainability Statement.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the Sustainability Statement.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by:
  - performing inquiries to understand the sources of the information used by management (e.g., stakeholder engagement, business plans and strategy documents); and
  - reviewing the Entity's internal documentation of its Process; and
- Evaluated whether the evidence obtained from our procedures about the Process implemented by the Entity was consistent with the description of the Process set out in note "8.1.4. Impacts, risks and opportunities management".

In conducting our limited assurance engagement, with respect to the Sustainability Statement, we:

- Obtained an understanding of the Entity's reporting processes relevant to the preparation of its Sustainability Statement by:
  - performing inquiries to understand the Entity's control environment, processes and information systems relevant to the preparation of the sustainability statements;
- Evaluated whether material information identified by the Process to identify the information reported in the Sustainability Statement is included in the Sustainability Statement;
- Evaluated whether the structure and the presentation of the Sustainability Statement is in accordance with the ESRS;
- Performed inquires of relevant personnel and analytical procedures on selected disclosures in the Sustainability Statement;
- Performed substantive assurance procedures based on a sample basis on selected disclosures in the Sustainability Statement;
- Obtained evidence on the methods for developing material estimates and forward-looking information and on how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Sustainability Statement;

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Ioana Alina Mirea,
Audit Partner

Registered in the Electronic Public Register of Financial Auditors and Audit Firms under number AF 1504

On behalf of:

DELOITTE AUDIT SRL

Registered in the Electronic Public Register of Financial Auditors and Audit Firms under number FA 25

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Bucharest, Romania

25 March 2026

The Independent Auditor's limited assurance report on sustainability reporting for the financial year 2025 is included in the **2025 Directors' Report** (page 254).

APPENDIX 1:
Disclosure Requirements Covered by the Sustainability Statement

The table below presents the disclosure requirements under ESRS 2 and the nine topic standards relevant to Antibiotice, indicating where information related to each specific requirement can be found.

GENERAL DISCLOSURES		Page number
BP-1	General basis for preparation of sustainability statements	49
BP-2	Disclosures in relation to specific circumstances	49
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GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	56
GOV-3	Integration of sustainability-related performance in incentive schemes	57
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SBM-1	Strategy, business model and value chain	59
SBM-2	Interests and views of stakeholders	64
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IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	94
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GENERAL DISCLOSURES		Page number
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E2.IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	94, 124
E2-1	Policies related to pollution	125
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APPENDIX 2:
List of Data Points Derived from Other EU Legislation

The table below includes all the ESRS datapoints that derive from other EU legislation and indicates where the information can be found if deemed material.

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material / Not material	Page number
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	54
ESRS 2 GOV-1 Percentage of independent board members paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material	51
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				Material	58
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material	N/A
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex I		Not material	N/A
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	N/A

ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	N/A
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14			Regulation (EU) 2021/1119, Article 2(1		Material	**113**
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article12.1 (d) to (g), and Article 12.2		Not material	N/A
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material	**118**
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Material	**119**
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				Material	**119**
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				Material	**120**
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	**121**

ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material	123
ESRS E1-7 GHG removals and carbon credits paragraph 56				GHG removals and carbon credits paragraph 56	Material	123
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Regulation (EU) 2020/1816, Annex II		Phase-in	N/A
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) **ESRS E1-9** Location of significant assets at material physical risk paragraph 66 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			Phase-in	N/A
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2:Banking book -Climate change transition risk: Loans collateralized by immovable property - Energy efficiency of the collateral			Phase-in	N/A
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in	N/A
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Material	129
ESRS E3-1 Water and marine resources paragraph 9	**Indicator number 7** Table #2 of Annex 1				Material	134
ESRS E3-1 Dedicated policy paragraph 13	**Indicator number 8** Table 2 of Annex 1				Not material	N/A
ESRS E3-1 Sustainable oceans and seas paragraph 14	**Indicator number 12** Table #2 of Annex 1				Not material	N/A
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	**Indicator number 6.2** Table #2 of Annex 1				Material	137

ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	**Indicator number 6.1** Table #2 of Annex 1				Material	137
ESRS 2-SBM 3 - E4 Paragraph 16 (a) i	**Indicator number 7** Table #1 of Annex 1				Not material	N/A
ESRS 2-SBM 3 - E4 Paragraph 16 (b)	**Indicator number 10** Table #2 of Annex 1				Not material	N/A
ESRS 2-SBM 3 - E4 Paragraph 16 (c)	**Indicator number 14** Table #2 of Annex 1				Not material	N/A
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	**Indicator number 12** Table #2 of Annex 1				Not material	N/A
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	**Indicator 15 din** Table #2 of Annex 1				Not material	143
ESRS E5-5 non-recycled waste paragraph 37 (d)	**Indicator number 13** Table #2 of Annex 1				Material	143
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	**Indicator number 9** Table #1 of Annex 1				Material	143
ESRS 2-SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	**Indicator number 13** Table #3 of Annex I				Not material	N/A
ESRS 2-SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	**Indicator number 12** Table #3 of Annex I				Not material	N/A
ESRS S1-1 Human rights policy commitments paragraph 20	**Indicator number 9** Table #3 and Indicator number 11 Table #1 of Annex I				Material	148
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21		Delegated Regulation (EU) 2020/1816, Annex II			Material	148
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	**Indicator number 11** Table #3 of Annex I				Not material	N/A
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	**Indicator number 1** Table #3 of Annex I				Material	157
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	**Indicator number 5** Table #3 of Annex I				Material	148

ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	**Indicator number 2** Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	**159**
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	**Indicator number 3** Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	N/A
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	**Indicator number 12** Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Material	**161**
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	**Indicator number 8** Table #3 of Annex I				Material	**161**
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	**Indicator number 7** Table #3 of Annex I				Material	**161**
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	**Indicator number 10** Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Material	**161**
ESRS 2-SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	**Indicators number 12 and n. 13** Table #3 of Annex I				Not material	N/A
ESRS S2-1 Human rights policy commitments paragraph 17	**Indicator number 9 Table #3 and Indicator n. 11** Table #1 of Annex 1				Not material	N/A
ESRS S2-1 Policies related to value chain workers paragraph 18	**Indicator number 11 and n. 4** Table #3 of Annex I				Not material	N/A
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	**Indicator number 10** Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material	N/A
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Not material	N/A
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	**Indicator number 14** Table #3 of Annex I				Not material	N/A
ESRS S3-1 Human rights policy commitments paragraph 16	**Indicator number 9 Table #3 of Annex 1 and Indicator number 11** Table #1 of Annex 1				Material	**166**

ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	**Indicator number 10** Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	167
ESRS S3-4 Human rights issues and incidents paragraph 36	**Indicator number 14** Table #3 of Annex I				Material	167
ESRS S4-1 Policies related to consumers and end-users paragraph 16	**Indicator number 9 Table #3 and Indicator number 11** Table #1 of Annex 1				Material	172
ESRS S4-1 non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	**Indicator number 10** Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	173
ESRS S4-4 Human rights issues and incidents paragraph 35	**Indicator number 14** Table #3 of Annex I				Material	173
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	**Indicator number 15** Table #3 of Annex I				Material	205
ESRS G1-1 Protection of whistle- blowers paragraph 10 (d)	**Indicator number 6** Table #3 of Annex I				Not material	N/A
ESRS G1-4 Fines for violation of anti- corruption and anti-bribery laws paragraph 24 (a)	**Indicator number 17** Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	47
ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	**Indicator number 16** Table #3 of Annex I				Material	205

Acronyms

AGA – Agence de la Transition Écologique (The French Agency for Ecological Transition)

AFI - Active Pharmaceutical Ingredients

AGDMR - Association of Generic Drug Manufacturers in Romania

AMR (Industry Alliance) - Antimicrobial resistance

API – Active Pharmaceutical Ingredient

AR16 – Application requirements 16 from ESRS 1

ASHRAE - American Society of Heating, Refrigerating and Air-Conditioning Engineers

BCMPMD - Bioethics Committee on Medicinal Products and Medical Devices

BEIS - Department for Business, Energy and Industrial Strategy

BP – Basis of preparation

BSE – Bucharest Stock Exchange

BWR – Basin Water Risk

CAS - County Ambulance Service

CBA – Collective Bargaining Agreement

CFR21 (din FDA) – Code of Federal Regulation Title 21

CGI – County gendarme Inspectorate

CLP - Classification, Labelling and Packaging of chemicals

CMA - Critical Medicines Alliance

CPI - County Police Inspectorate

CSRD – Corporate Sustainability Reporting Directive

DEFRA - Department for Environment, Food & Rural Affairs

DNSH - Do No Significant Harm

DPH – Directorate of Public Health

DR – Disclosure Requirement

DSCSA – Drug Supply Chain Security Act

EAAD - European Antibiotic Awareness Day

EC – European Commission

EDQM - European Directorate for the Quality of Medicines & HealthCare

EEW – Electrical and electronic waste

EFSA - European Food Safety Authority

EMA - European Medicines Agency

EMVO - European Medicines Verification Organisation

EMVS - European Medicines Verification System

E-PRTR - European Pollutant Release and Transfer Register

ERU - Emergency Reception Unit

ESF+ - The European Social Fund Plus

ESG – Environmental, Social, Governance

ESRS - European Sustainability Reporting Standards

EU – European Union

EURO VE – Emission standard for vehicles

FDA – Food and Drug Administration

FMD - Falsified Medicines Directive

FTE – Full-time Equivalent

G.D. (G.D.R.) – Government Decision

G.E.O. – Government Emergency Ordinance

G.O. – Government Ordinance

GAMP-5 - Good Automated Manufacturing Practice Revision 5

GCP – Good Clinical Practices

GHG/GES – Greenhouse Gases

GIES – General Inspectorate for Emergency Situations

GLP – Good Laboratory Practice

GMP – Good Manufacturing Practices

GMS – General Meeting of Shareholders

GO – Guarantee of Origin Certificate

GOV – Governance

GRI – Global Reporting Initiative

GWP - Global Warming Potential

HCI - Health Check Index

HERA - Health Emergency Preparedness and Response Authority

HFC – Hydrofluorocarbons

IAS - International Accounting Standards

ICH - International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use

IED - Industrial Emissions Directive

IFRS - International Financial Reporting Standards

ILO - International Labour Organization

INN – International Non-proprietary Name

IOS – International Organization for Standardization

IPCC - The Intergovernmental Panel on Climate Change

I-REC – International Renewable Energy Certificate

IRO – Impacts, Risks and Opportunities

ISPE – International Society for Pharmaceutical

IUCN - International Union for Conservation of Nature

KOL – Key Opinion Leader

KPI – Key Performance Indicator

LED – Light-emitting Diode

MDR – Multidrug Resistance

MHRA - UK Medicines and Healthcare Products Regulatory Agency

NACE – Statistical classification of economic activities

NACS - National Anti-Corruption Strategy

NAEP – National Agency for Environmental Protection

NAMMDR – National Agency for Medicines and Medical Devices of Romania

NDVS - National Drug Verification System

NERA – The National Energy Regulatory Authority

NGO – Non-Governmental Organization

NHIH – The National Health Insurance House

NIA - The National Integrity Agency

NIS – National Institute of Statistics

NIS – National Institute of Statistics

NIST - National Institute of Standards and Technology

NPLPM - National price list of prescription medicines for human use authorized for placing on the market

NTPA – Technical standards on water

ODD – United Nations Sustainable Development Goals

OECD – Organisation for Economic Co-operation and Development

OHSC - Occupational Health and Safety Committee

OTC – Over-the-counter drugs

PBT – Polibutilen Tereftalat

PDS - Public Distribution System

PM10/PM2.5 – Suspended particulate matter

PPA – energy purchase agreement

PSCI - Pharmaceutical Supply Chain Initiative

R&D – Research and Development

RAMPM - Romanian Association of Manufacturers of Non-Prescription Medicines, Food Supplements and Medical Devices

REACH – Registration, Evaluation, Authorisation and Restriction of Chemicals

REC – Renewable Energy Certificate

REP - Extended Producer Responsibility

RM – Medical Representative

RV – Sales Representative

SASB – Sustainability Accounting Standards Board

SBM – Strategy and Business Model

SBTi - Science Based Targets initiative

SCD – Scientific Council Decisions

SCI - Site of Community Importance

SHC – Substance of High Concern

SMURD - Mobile Emergency, Resuscitation and Rescue Service

SoC – Substances of Concern

SOP – Standard Operating Procedures

SPF - Summary of Product Features

SSM - Occupational safety and health

SVHC - Substance of Very High Concern

TCFD - Task Force on Climate-related Financial Disclosures

TRP - Transfer of responsibility for packaging waste

UM – Unit of measurement

UMF – University of Medicine and Pharmacy

UN – United Nations

UNFCCC - United Nations Framework Convention on Climate Change

USA – United States of America

USD – American Dollar

USP - The United States Pharmacopeia

VPN - Virtual Private Network

WHO – World Health Organization

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