

The Zentiva logo is positioned in the top left corner of the page. It features the word "ZENTIVA" in a bold, white, sans-serif font. The letter "e" is replaced by a green circular icon containing a white stylized leaf or drop shape. The background of the entire page is a photograph of a lush green park with tall trees, a paved path, and people sitting on the grass.

# ZENTIVA

*Our commitment to sustainability*

## Carbon Reduction Plan

Supplier name: Zentiva Pharma UK Ltd  
Publication date: March 2026

## *Commitment to achieving Net Zero*

Zentiva Pharma UK Ltd is part of Zentiva Group, a leading European generics pharmaceutical company. The company is committed to achieving net-zero GHG emissions for its entire operation by 2050. Zentiva Group is a UN Global Compact member and submitted and validated its Science Based (SBTi) Targets in 2025.

## Our 2025 Highlights

In 2025, Zentiva successfully advanced its climate strategy by achieving validation of near-term targets under the Science Based Targets initiative. These targets commit us to reducing Scope 1 and 2 by 63% by 2034 from a 2021 baseline and Scope 3 by 63% by 2034 from a 2024 baseline.

This milestone reinforces our alignment with global best practices and positions Zentiva as a credible contributor to the net-zero transition. With the implementation of Workiva across Zentiva, we marked a major leap in digital sustainability reporting. The platform replaced manual processes, enabling integrated ESG data management, and harmonised metrics across sites. We further focus on continued improvement as we learn and grow as a team.

### Climate & Emissions

- Our Science Based Targets initiative (SBTi) near-term targets have been validated, committing us to a 63% reduction in Scope 1 and 2 emissions by 2034 from a 2021 baseline, and a 63% reduction in Scope 3 emissions by 2034 from a 2024 baseline.
- 25% reduction in global Scope 1 and 2 emissions achieved since the 2021 baseline.
- All European manufacturing sites powered by 100% renewable electricity, with 83% of total electricity consumption sourced from renewables.

### Governance & Reporting

- Workiva implemented as Zentiva's sustainability reporting platform, replacing manual processes and enabling harmonised ESG data management across the Group.
- The Global Sustainability Steering Committee (SSC) fosters the creation of healthy and sustainable growth of the company combined with longterm shareholder value, signing off the Sustainability Strategy, targets and roadmaps and monitoring progress.

### Operations & Resources

- 10% reduction in water intensity compared to 2021.
- 19% reduction in waste intensity year-on-year, reflecting improvements in operational efficiency and waste management practices.
- 42% of total energy consumption now comes from renewable source, a 10% improvement since our programme started in 2021.

### Recognition & Impact

- EcoVadis Gold Medal awarded, placing Zentiva in the top 2% of the pharmaceutical industry. Transparency Award 2025 from EUPD Research Group, received for sustainability reporting and communications.
- Over 130,000 trees planted and more than 3.5 million bees adopted at Group level.

# BASELINE EMISSIONS

## Footprint

Zentiva Group reports non-financial matters in an annual report, the first of which was released in 2021.

Baseline emissions are a record of the greenhouse gases that have been produced in the past and that were produced prior to the introduction of any strategies to reduce emissions. Zentiva Group has set 2021 as its GHG Emissions baseline.

The table below sets out Zentiva Group's greenhouse gas (GHG) emissions across Scopes 1, 2 and 3 for the reporting years 2021 to 2025. In line with best practice and Science Based Targets initiative (SBTi) guidance, 2021 has been selected as the baseline year against which progress is measured. Emissions are reported in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) and have been prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, and have been verified by a third-party, Preferred by Nature.

GHG Emissions	Unit	2025	2024	2023	2022	2021
Direct GHG emissions Scope 1						
Direct emissions (1)	tonnes CO <sub>2</sub> e	14,929	13,722	15,038	18,117	20,652
Biogenic CO <sub>2</sub> emissions	tonnes CO <sub>2</sub> e					
Energy indirect GHG emissions Scope 2						
Energy indirect emissions (location based) (2)	tonnes CO <sub>2</sub> e	33,028	34,629	n/c	n/c	n/c
Energy indirect emissions (market based) (1)	tonnes CO <sub>2</sub> e	10,219	14,088	13,607	15,964	13,171
Total Scopes 1&2	tonnes CO <sub>2</sub> e	25,148	27,810	28,645	34,081	33,823
Offsets purchased by suppliers (3)	tonnes CO <sub>2</sub> e	-	3,597	1,358	769	
Offsets purchased by Zentiva (3)	tonnes CO <sub>2</sub> e	-	5,000		5,500	
Total Scope 1 &2 incl offsets purchased by suppliers (fuels)	tonnes CO <sub>2</sub> e	25,148	24,213	27,287	33,312	33,823
Total Scope 1&2 incl all offsets (4)	tonnes CO <sub>2</sub> e	25,148	19,213	27,287	27,812	33,823
Other indirect GHG emission Scope 3						
Total indirect emissions (3)	tonnes CO <sub>2</sub> e	380,424	384,050			

1 - 2021 Information has been re-stated due to changes in the GHG accounting methodology to ensure coverage

2 - Data only available for 2024 onwards

3 - As part of our commitment to SBTi we have stopped the use of any kind of GHG offsets from 2025

Scope 3 emissions represent the largest proportion of Zentiva’s overall carbon footprint and arise primarily from activities across the value chain. The table below provides a detailed breakdown of Scope 3 emissions by category for the 2024 and 2025 reporting years, in line with the GHG Protocol Corporate Value Chain (Scope 3) Standard.

GHG Scope 3 emissions by category	Unit	2025	2024
1. Purchased goods and services (7)	tonnes CO2e	309,387	308,083
2. Capital goods	tonnes CO2e	15,683	9,341
3. Fuel- and energy-related activities (7)	tonnes CO2e	1,645	12,165
4. Upstream transportation and distribution (6)	tonnes CO2e	20,778	19,344
5. Waste generated in operations	tonnes CO2e	2,067	1,888
6. Business travel (7)	tonnes CO2e	2,157	1,021
7. Employee commuting	tonnes CO2e	1,910	1,880
8. Upstream leased assets (4)	tonnes CO2e	-	-
9. Downstream transportation and distribution (5)	tonnes CO2e	-	-
10. Processing of sold products	tonnes CO2e	247	198
11. Use of sold products	tonnes CO2e	19,771	23,007
12. End-of-life treatment of sold products	tonnes CO2e	6,779	7,122
13. Downstream leased assets (4)	tonnes CO2e	-	-
14. Franchises (4)	tonnes CO2e	-	-
15. Investments (4)	tonnes CO2e	-	-
<b>Total Scope 1,2&amp;3</b>	<b>tonnes CO2e</b>	<b>405,571</b>	<b>411,860</b>

4 - Categories not relevant for Zentiva

5 - All transportation related emissions are accounted in Category 4 (Upstream Transportation)

6 - Zentiva Group the emissions associated with downstream transportation not paid by Zentiva Group to be no more than 0,2% of its total emissions. Zentiva does not have precise data, but our best estimate is that emissions related to storage represent no more than 0,77% of Scope 3 total emissions.

7 - Amounts reported includes biogenic emissions. Zentiva has taken the DEFRA well-to-tank emission factor for bioethanol and biodiesel (from tallow), and applied to the biofuel share of the fuel consumption. Overall biogenic emissions represent less than 0.1% of the total of the category

# UK EMISSIONS REDUCTION

The following tables present Zentiva Pharma UK Ltd's greenhouse gas emissions for the 2025 reporting year. This represents the first year in which a dedicated UK-level carbon footprint has been calculated, providing a transparent and robust baseline for future reporting and reduction planning.

2025 is the first calculation for local data.

Total GHG Emissions	Unit	2025
Total Scopes 1, 2 and 3	Tonnes CO2e	37,585

## GHG Data Scope 1 and 2

GHG Emissions	Unit	2025
<b>Direct GHG emissions Scope 1</b>		
Direct emissions (1)	tonnes CO2e	-
Biogenic CO2 emissions	tonnes CO2e	-
<b>Energy indirect GHG emissions Scope 2</b>		
Energy indirect emissions (location based) (2)	tonnes CO2e	5
Energy indirect emissions (market based) (1)	tonnes CO2e	12
<b>Total Scopes 1&amp;2</b>	tonnes CO2e	12
Offsets purchased by suppliers	tonnes CO2e	-
Offsets purchased by Zentiva	tonnes CO2e	-
Total Scope 1 &2 incl offsets purchased by suppliers (fuels)	tonnes CO2e	12
Total Scope 1&2 incl all offsets (4)	tonnes CO2e	12

## GHG Data Scope 3

GHG Scope 3 emissions by category	Unit	2025
1. Purchased goods and services (7)	tonnes CO2e	34,517
2. Capital goods	tonnes CO2e	10
3. Fuel- and energy-related activities (7)	tonnes CO2e	12
4. Upstream transportation and distribution (6)	tonnes CO2e	447
5. Waste generated in operations	tonnes CO2e	-
6. Business travel (7)	tonnes CO2e	35
7. Employee commuting	tonnes CO2e	16
8. Upstream leased assets (4)	tonnes CO2e	-
9. Downstream transportation and distribution (5)	tonnes CO2e	-

10. Processing of sold products	tonnes CO2e	-
11. Use of sold products	tonnes CO2e	1,782
12. End-of-life treatment of sold products	tonnes CO2e	753
13. Downstream leased assets (4)	tonnes CO2e	-
14. Franchises (4)	tonnes CO2e	-
15. Investments (4)	tonnes CO2e	-
Total indirect GHG emissions Scope 3	tonnes CO2e	37,573
Total Scope 1, 2& 3	tonnes CO2e	37,585

## Zentiva's Science Based Targets (SBTi)

In July 2025, Zentiva reached an important milestone in its climate journey with the official validation of its greenhouse-gas (GHG) reduction targets by the Science Based Targets initiative (SBTi). This validation confirms that Zentiva's decarbonisation pathway is aligned with the latest climate science and the objectives of the Paris Agreement, as well as with the European Union's ambition to become the first climate-neutral continent by 2050.

The SBTi's endorsement provides a rigorous, globally recognised framework that distinguishes genuine emissions-reduction strategies from carbon-neutrality claims that may rely heavily on offsets. Under SBTi guidance, companies are expected to prioritise deep reductions of up to 90% across their value chain before addressing residual emissions through removals. Zentiva's targets fully reflect this science-based approach.

Zentiva commits to achieving net-zero GHG emissions across the entire value chain by 2050. To deliver on this ambition, we have set both near-term and long-term targets.

Our near-term targets require a 63% reduction in Scopes 1 and 2 emissions by 2034, measured against a 2021 baseline, and a 63% reduction in Scope 3 emissions by 2034, based on a 2024 baseline. Our long-term targets aim for a 90% reduction in Scope 1, 2 and 3 emissions by 2050, reflecting the level of transformation required to limit global warming in line with the Paris Agreement.

These targets are publicly accessible on the SBTi Target Dashboard and form the foundation of Zentiva's climate transition plan Target dashboard – Science Based Targets Initiative

The validation of our targets reinforces the strength of Zentiva's Sustainability Strategy, which is built around the pillars of People, Partners, and Planet. In fulfilling our purpose of providing health and well-being for all generations, we also acknowledge our responsibility to reduce our environmental footprint, strengthen our social impact while and maintain the highest ethical and quality standards.

Our decarbonisation efforts are already accompanied by a comprehensive climate transition plan that establishes concrete actions across our operations and value chain. These include reducing energy use, lowering water consumption, minimising production-related waste, and more efficient

use of resources. Strong governance and cross-functional collaboration underpin our progress, ensuring that climate considerations are embedded into decision-making, investment planning, and supplier engagement.

The SBTi validation marks a decisive step in Zentiva's climate journey and strengthens the credibility of our long-term commitments. It provides a robust foundation for the next phase of our transition, guiding our actions as we continue to reduce emissions, work closely with our partners, and contribute to a more sustainable and healthy future for all.

In line with our SBTi commitments and trajectory, at the end of 2025, Zentiva achieved a total of 24.7% of absolute GHG emissions reductions in our Scope 1 and Scope 2 emissions from a 2021 baseline. Zentiva also achieved 1.05% of absolute Scope 3 GHG emissions from a 2024 baseline.

## Our Climate Transition Plan

In 2025, Zentiva formalised its Climate Transition Plan, which outlines how we plan to reduce greenhouse gas emissions across our operations and value chain in line with the Paris Agreement and upcoming EU regulatory requirements. Our approach is anchored in our responsibility as a healthcare provider whose medicines reach more than 100 million people, and our belief that a healthy society goes hand in hand with a healthy planet. The plan builds on our annual carbon footprint calculations, initiated in 2021 and updated each year, and incorporates science-based guidance, long-term planning, and supplier collaboration.

In 2025, the Science Based Targets initiative (SBTi) validated Zentiva Group's near-term emission-reduction targets and acknowledged our long-term ambition to reach net-zero emissions across the value chain by 2050. Our near-term targets commit us to reducing Scope 1 and Scope 2 emissions by 63% by 2034 from a 2021 base year, and Scope 3 emissions by 63% by 2034 from a 2024 base year. Our long-term targets commit us to a 90% reduction across scopes by 2050. These milestones frame our transition trajectory; the respective annual targets are embedded into the management objectives.

Zentiva has already achieved an 18% accumulated reduction in Scope 1 and 2 emissions by the end of 2024 and completed 2025 with a total accumulated reduction of 28% from a 2021 baseline, demonstrating early progress in our decarbonisation journey. Our plan for the coming years focuses on four pillars: expanding renewable-energy generation and sourcing, accelerating electrification across our operations, reducing reliance on fossil fuels, including natural gas, and improving energy efficiency. To deliver on these objectives, we will modernise core technologies and infrastructure in energetics, production, continue phasing out of fossil fuel powered vehicles, as well as upgrade insulation, sites, and cooling systems. Investments follow detailed technical assessments at each site to ensure operational and economic viability.

Scope 3 emissions represent more than 94% of Zentiva's total footprint and are therefore central to achieving our long-term targets. The largest share comes from upstream pharmaceutical ingredients, excipients, contract manufacturing, and other materials and services. Because patient health and regulatory requirements necessitate strict quality standards, our transition plan incorporates long-term change management and close collaboration with our key suppliers. We work with partners using state-of-the-art research and guidance to decarbonise active pharmaceutical ingredients (API) and excipient supply chains and external manufacturing operations, which together account for nearly half of our Scope 3 emissions. Key suppliers and contract manufacturers are asked to set SBTi-aligned climate targets by 2030, formally adhere to

Zentiva's climate ambitions, and provide direct emissions data to support transparency. Review meetings are held regularly to monitor progress and identify gaps.

We also introduced the requirement of setting SBTi-aligned climate targets by 2030, formally adhere to Zentiva's climate ambitions, and provide direct emissions data to support transparency to our transport, logistics and business travel suppliers.

Achievement of Zentiva's SBTi climate targets and a year-over-year GHG emissions reduction is part of the CEO, the Ex Com, and the appropriate individuals' compensation; across the Company Zentiva's climate transition plan is rooted in our broader mission to provide high-quality, affordable medicines while minimising environmental impact and contributing to public health.

Our SBTi commitments, combined with concrete actions across Scopes 1, 2, and 3, ensure that we progress on a credible, measurable pathway aligned with European climate objectives and the expectations of our partners.

## *Declaration and Sign Off*

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Protocol Corporate Accounting and Reporting Standard and uses the appropriate Government emission conversion factors for GHG company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors. Signed on behalf of the Supplier:

UK Board Member with EHS Responsibility

*Sophie Quin*

Sophie Quin (Mar 20, 2026 11:05:17 GMT)

Sophie Quin

Date: 20/03/2026