

Antibiotice **at**

Environmental Policy

2024

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1. COMMITMENT TO CONTINUOUS IMPROVEMENT IN ENVIRONMENTAL PERFORMANCE

We make valuable medicines more accessible as a means of healthcare support for patients, physicians, and pharmacists. We consistently put our strength at the service of those who need our help. We acknowledge the importance of environmental protection and the responsible use of natural resources. We are committed to complying with all applicable environmental laws and regulations, as well as internationally recognized standards and best practices in the industry.

We make every effort to minimize the negative environmental impact of our business operations, within our capacities, across the entire value chain. We take responsibility for continuously improving the company's environmental performance and associated management systems.

1.1 Environmental Objectives of Antibiotice S.A.

In support of our commitment to the United Nations Sustainable Development Goals (SDGs), we pursue the following key environmental objectives to promote a sustainable and circular future:

Climate and Energy: We are committed to achieving carbon neutrality in our operations by 2050. Additionally, we aim to continuously improve our energy performance.

Waste: We are dedicated to reducing the volume of waste sent to landfills by 80% by 2030. Furthermore, we commit to improving waste management and the separate collection of waste within Antibiotice.

Water: We strive to consistently reduce our water consumption.

Employees: We are committed to fostering education and awareness of sustainability among our employees to enhance the company's environmental performance.

Innovation: We aim to develop solutions that support patients and partners in addressing environmental challenges.

All employees and collaborators of Antibiotice S.A. are required to embrace this commitment, integrating environmental care into all activities and actively contributing to the preservation of natural resources and the reduction of ecological impact. The leadership and management structures of Antibiotice S.A. are committed to providing the necessary information to achieve the company's environmental objectives and targets. They ensure compliance with environmental regulations and the continuous improvement of environmental performance and management systems. The leadership takes responsibility for implementing this policy and actively supports employees in integrating sustainability into business processes.

Each employee of Antibiotice S.A. plays a vital role in achieving the company's sustainability objectives. These commitments are oriented toward generating long-term value for all stakeholders and achieving the company's sustainability strategy. The policy is accessible to all stakeholders on the website www.antibiotice.ro.

2. SCOPE OF APPLICATION

This policy applies to all activities conducted by Antibiotice S.A., including its headquarters, production units, logistical facilities, and collaborations with contractual partners within the value chain. The policy covers environmental aspects that the company can significantly control or influence, including impacts on climate, water consumption, waste management, and energy efficiency.

The document is reviewed periodically, at least once a year, or whenever environmental conditions, legislation, or regulations require updates. To support its implementation, Antibiotice S.A. has adopted complementary policies and positions, including:

- 1. Antibiotice S.A. Climate Resilience Policy**
- 2. Antibiotice S.A. Circular Economy Policy**
- 3. Antibiotice S.A. Water Management Policy**
- 4. Antibiotice S.A. Ecosystem and Biodiversity Protection Policy**
- 5. Antibiotice S.A. Waste Management Policy**
- 6. Antibiotice S.A. Air Quality Management Policy**
- 7. Antibiotice S.A. Hazardous Substances and Chemicals Management Policy**
- 8. Position on the Environmental Impact of Pharmaceuticals**
- 9. Antibiotice S.A. Code of Ethics**
- 10. Public Whistleblower Reporting Procedure**

3. ROLES AND RESPONSIBILITIES

The implementation and success of this policy depend on the collaboration of all involved parties. Roles and responsibilities are distributed as follows:

Board of Directors

- Reviewing and approving the environmental policy to ensure its relevance and effectiveness.
- Monitoring compliance with applicable environmental laws and regulations.
- Integrating the environmental policy into the company's overall strategy.
- Setting and monitoring environmental objectives and targets in alignment with the sustainability strategy.

Top Management

- Developing and implementing internal standards and procedures to support compliance with the environmental policy.
- Periodically assessing environmental risks and implementing mitigation measures.
- Supervising the implementation, monitoring, and reporting of the company's environmental performance.

Environmental Protection Team

- Coordinating environmental activities with all departments and business partners.
- Organizing training and awareness campaigns for employees and partners.
- Ensuring compliance with the environmental policy and improving environmental performance.

Employees and Contractors

- Complying with the environmental policy in daily activities.
- Reporting any identified irregularities or environmental risks.
- Actively participating in training sessions and environmental protection initiatives.

Suppliers and Business Partners

- Adhering to environmental standards in accordance with this policy.
- Contributing to reducing environmental impact by improving their own practices.

This framework supports the achievement of Antibiotice S.A.'s sustainability objectives and contributes to the development of a responsible and sustainable business model.

4. GUIDING PRINCIPLES

To promote sustainability and achieve its established objectives, Antibiotice S.A. has defined eight fundamental principles that guide all company actions:

4.1. Compliance with Local Laws and Internal Requirements

Antibiotice S.A. is committed to complying with all applicable environmental laws and regulations, adopting internationally recognized standards, and implementing best industry practices in all regions where the company operates.

4.2. Climate and Environmental Protection

The company aims to protect the environment, prevent pollution, and reduce the negative impact of its activities on the environment while respecting ecological limits. Efforts focus on reducing resource consumption, minimizing greenhouse gas emissions, aligning with global emission reduction goals, and optimizing processes to reduce waste generation. Antibiotice S.A. supports the restoration of the natural environment, ecosystem rehabilitation, and biodiversity protection in line with sustainable development principles.

4.3. Integration of Environmental Impact in Product, Process, and Technology Development

Environmental impact considerations are integrated into all stages of the product lifecycle: design, sourcing of raw materials, production, distribution, sales, waste management, and end-of-life product handling. This principle applies to both current and future operations.

4.4. Integrated Leadership and Reporting

Antibiotice S.A. takes responsibility for integrated management of activities and transparent reporting of performance by linking financial and non-financial indicators. This approach enables balanced management decisions that support business success and contribute to a positive impact on people and the environment. The company reports Environmental, Social, and Governance (ESG) indicators alongside financial ones in the Sustainability Declaration and collaborates with partners to ensure transparency and scalability across the value chain.

4.5. Employee Contribution

Employees are essential to achieving environmental objectives. The company promotes transparency and employee engagement through dialogue platforms, events, volunteer activities, and other initiatives. Employees are encouraged to actively contribute to embedding sustainability into Antibiotice S.A.'s practices, becoming role models for best practices and active participants in environmental initiatives.

4.6. Training

Antibiotice S.A. ensures the dissemination of environmental policy and principles through training programs dedicated to management teams, employees, business partners, and other stakeholders. These programs include conferences and educational activities aimed at increasing awareness and encouraging the proper application of environmental responsibilities. The effectiveness of these initiatives is periodically evaluated for continuous improvement.

4.7. Strategic Partnerships

Antibiotice S.A. actively collaborates with authorities, non-governmental organizations, cross-sector alliances, and other external entities to promote a circular economy, low-carbon emissions, and planetary health. The company supports initiatives aimed at raising public awareness about climate change and the protection of natural resources.

4.8. Continuous Improvement

The company is committed to the constant improvement of its environmental performance and associated management systems. Antibiotice S.A. evaluates, monitors, and reports the environmental impact of its activities and products, regularly investing in efficient technologies and solutions. Necessary resources and information are provided to achieve the established environmental objectives and performance.

5. AREAS OF INTEREST

Antibiotice S.A. has identified key areas of interest that have the greatest environmental impact and are crucial for achieving its objectives. These areas are managed through the implementation of the ISO 14001-certified environmental management system, by promoting innovation, and by applying a set of complementary policies and regulations.

5.1. Building a Network of Environmentally Responsible Business Partners

The company promotes the creation of a network of partners that uphold high environmental protection standards. All suppliers and contractors are expected to adopt environmentally friendly practices aligned with those of Antibiotice S.A., contributing to ecosystem protection. The company encourages good environmental management practices across the supply chain and actively collaborates with partners to develop sustainable solutions.

5.2. Sustainable Procurement

Antibiotice S.A. is committed to conducting all procurement activities in a responsible and environmentally conscious manner. Suppliers are selected based on their compliance with environmental requirements and their ability to minimize ecosystem impacts. The company prioritizes suppliers who promote sustainability and conducts audits to verify alignment with environmental standards and best industry practices.

5.3. Supporting Patients in the Responsible Use of Pharmaceuticals

Antibiotice S.A. encourages the responsible use of pharmaceuticals, assisting patients in reducing ecological impact. The company provides solutions designed to minimize the negative effects of pharmaceuticals on the environment, educating users about the benefits of proper medication management and appropriate disposal methods. Additionally, it collaborates with partners to develop technologies and practices that protect ecosystems and human health, managing the environmental impact of pharmaceuticals throughout their entire lifecycle.

6. INTERNAL CONTROL

Antibiotice S.A. has implemented a robust internal control system to ensure compliance with its environmental policy and the achievement of sustainability objectives. These measures are essential for managing and minimizing risks associated with the company's activities, including environmental, health, and safety risks.

The internal control system includes:

- Procedures and processes for monitoring compliance with applicable environmental legislation.
- Periodic assessments of environmental performance.
- Corrective actions to address any non-compliance issues.

Internal audits are conducted regularly, contributing to the continuous improvement of environmental performance. Comprehensive details of these controls are managed by the compliance department and are accessible to relevant departments. The system is periodically updated to reflect legislative and operational changes.

7. INTEGRITY ALERTS

Any violation of the Environmental Policy and Guiding Principles must be reported in accordance with the procedure specified in the Public Whistleblower Reporting Procedure.

The company guarantees the protection and confidentiality of information regarding the complainant or whistleblower, both during the investigation and afterward, upon its conclusion.

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