

ZENTIVA
FINANCIAL EXERCISE 2017
Non-financial report

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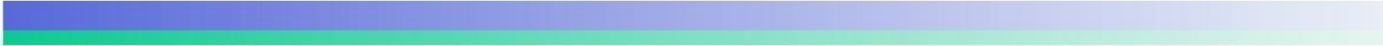


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1. Introduction

This report was prepared in accordance with the European Directive 2014/95, Art. 2, transposed at national level in Order 1938/2016 and completes the Administrators Annual Report published on Zentiva official website.

The report discloses relevant information on the company business model as presented in the Administrators Annual Report, ethics and anti-bribery measures, environmental protection policies and social commitment (working conditions, health and safety at workplace, social dialogue, diversity etc.) and associated risks and mechanisms for mitigation.

2. Activity of the company

2.1 Stocks and shareholders

ZENTIVA S.A. (hereinafter, the “Company”) was established in 1962 under the name Intreprinderea de Medicamente Bucuresti (hereinafter, “IMB”). The Company’s current registered office is located in 50, Theodor Pallady Blvd., Bucharest.

In 1990, the Company absorbed and took over the entire patrimony of the former IMB in accordance with the Government’s Decision.

In November 1999, the majority shareholding was taken over by the group of institutional investors formed of the European Bank for Reconstruction and Development, the Post-Privatization Foundation, GED Eastern Fund, Euromerchant Balcan Fund, Black See Fund and Galenica North East via the Cypriot company Venoma Holdings Limited.

In 27 June 2002, the Extraordinary General Shareholders’ Meeting approved the increase in the share capital by the amount of old RON 277,974,100,000 (equivalent a 27,797,410 RON), respectively from the value of old RON 138,987,050,000 (equivalent of 13,898,705 RON) to the value of old RON 416,961,150,000 (equivalent of 41,696,115 RON), through the granting of 2 free stocks for each stock held by the shareholders registered with the Shareholders’ Register as at the reference date 30/05/2002.

In 12 October 2005, Zentiva N.V., a Dutch company seated in Amsterdam, The Netherlands, with branches in several European countries, purchased the stocks of Venoma.

In October 2005, Zentiva NV made a public offer regarding the purchase of the stocks of the issuer Sicomed SA, denominated afterwards Zentiva SA, for the amount of RON/stock 1.37, during the period between the 9 November 2005 -12 January 2006.

In March 2009, Sanofi-Aventis Europe announced its having become the shareholder of Zentiva N.V., holding approximately 96.8% shares.

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In August 2009, Sanofi-Aventis Europe made a public offer regarding the purchase of the stocks of the issuer Zentiva SA, for the amount of RON/stock 0.7, during the period between the 12 August 2009 and the 22 September 2009.

The synthetic shareholding structure as of 31 December 2017, in comparison with the shareholding structure as of 31 December 2016 was the following:

Shareholding structure	31.12.2016	31.12.2017
Venoma Holdings Limited	50.981%	50.981%
ZENTIVA NV	23.928%	23.928%
Sanofi Aventis Europe	6.684%	6.684%
Other minority shareholders	18.407%	18.407%
Total	100%	100%

Source: Central Depository

The Company's stocks have been listed on the Standard Category of the Bucharest Stock Exchange starting from 1998.

Out of the total number of 416,961,150 stocks, 416,777,259 stocks are being traded on the capital market, the balance of 183,891 stocks being held by Zentiva S.A.

The Company did not trade its own stocks during the year 2017.

2.2 Economic and financial environment

2.2.1 Pharmaceutical industry

The Romanian pharmaceutical market has reached in 2017 the value of EUR 3,053 million (at producer's price level), increasing with 5.3% versus 2016 (based on the information available in December 2017 from market research IMS).

2.2.2 Activity of the company in 2017

The results obtained by Zentiva S.A. during the year 2017 are owed both to the Company's industrial performance and to an adequate commercial strategy.

In 2017, the achieved production volume was higher with 14.53 million commercial units than the 2016 production realized, respectively higher with 19%, due to increasing of the export activity.

The Company ended the year 2017 with a net profit of RON 89,642,756 RON.

The most important achievements of the year 2017 were the following:

- Successfully finalizing the transfer of other 7 products to be locally manufactured.
- Exporting represented 51% of total 2017 production plan (46.09 million commercial units) for European market (Germany, Czech Republic, Slovakia, Russia, etc.) while compared to the level of sales achieved in the year they represent 43% of total turnover (RON 426,814 thousand turnover of which export sales represents RON 185,113 thousand).
- Investments in a total value of RON 16.9 million (equivalent of EUR 3.7 million) for new manufacturing equipment, upgrading the existing equipment.

2.3 Portfolio of products and distribution market

The portfolio of products of Zentiva S.A. includes 130 products for human use, as solids (tablets, capsules, and pellets) and injectable solutions.

a. The distribution activity was ensured in 2017 by Sanofi Romania SRL, the exclusive distributor of the Sanofi Group on the Romanian market.

The local portfolio is sold on the local market (54%) and on external markets (46%), the percentages represent the part from total net sales value of local portfolio.

b. The firm belongs to Zentiva Group, which has production facilities in the Czech Republic, Romania and Turkey. Zentiva Group is part of Sanofi Group. The export activity of Zentiva SA in the European market is ensured by Sanofi Winthrop which is a subsidiary of Sanofi Group. Zentiva is also part of Sanofi Group.

For the year 2018, investments in tangible assets are envisaged, amounting to EUR 4.1 million related to increase of production capacity, upgrading of production equipment's and premises, quality and environmental compliance.

2.4 Objectives for 2018

For 2018, the objective is to maintain our leadership in the healthcare field, focusing on identifying growth opportunities and on diversifying our business within European quality standards; to ensure an efficient and profitable organization while remaining fully committed to delivering the best possible service to our customers and upholding our commitments towards Romanian patients' needs.

Our key priorities for 2018 are:

- To maintain the profitability of the local producer, considering an increase of costs for utilities, constant increase of costs for materials (raw materials, excipients, and packaging materials), etc.;
- To enhance the production capacity, by implementing the investment plan for 2018;
- To diversify and enhance Zentiva's presence on various markets through exports and transfer of new products that should be produced locally;
- To maintain the sales of products on the local market;
- To strengthen our product portfolio through new launches.

3. Ethics and business integrity

As a partner in the health journey, our commitment to act with integrity is essential to ensure confidence to people we serve.

In a complex environment, we are determined to respect the ethical principles that govern our activities and we are committed to comply with the laws and regulations applied in each country in which we operate. It is important to get results, but "how" we get them is just as important.

We subscribe to the principles of the Universal Declaration of Human Rights, the International Labor Organization and the Organization for Economic Cooperation and Development (OECD). We also support the right of every person to health, as defined by the International Convention on Economic, Social and Cultural Rights.



By joining the United Nations Global Compact, we support and apply essential principles on human rights, labor, environment and anti-corruption.

Today more than ever, strengthening people's confidence is essential to the success and competitiveness of our company. In this regard, during 2017, Zentiva offered its employees training programs specific to the field of business ethics.

As part of the training program, the "Basic Elements in Combating Bribery and Corruption" was completed by all employees on an annual basis.

All Zentiva employees follow a 1 hour eLearning training and have a dedicated face to face session with the Ethics and Business Integrity Head and Head of Legal during the

sales force meetings held twice a year.

Additionally, in 2017 sales and marketing staff followed a code of ethics course of ARPIM (Romanian Association of Innovative Medicines Manufacturers) for conduct in interactions with doctors.

Commercial employees were specifically trained in "Conflict of interest" identification and ways of reporting.

Every year during the first quarter a Conflict of Interest assessment is performed by the Ethics and Business Integrity department covering exposed functions, more specifically senior management and their direct reports, all employees involved in contracting, purchasing, sales or lease of services materials, property or products and employees in the procurement department). Following this assessment no conflict of interest was identified in 2017.

3.1 Medical ethics and transparency of medical data

We work with healthcare professionals every day to support the proper use of our healthcare products and services and get valuable feedback from them.

For example, we collaborate with healthcare professionals in order to:

- Better understand diseases, and further our knowledge of disease physiopathology and the mechanism of action of new compounds;
- Draw upon their expertise to adapt our projects in the interest of patients;
- Encourage proper use of our products; and
- Organize scientific briefings on pathologies, related issues, and the healthcare products we commercialize.

Committed to the principle of transparency* that helps build trust in our relations with stakeholders, the public and most importantly the patient, we have been disclosing the transfer of values to HCPs, according to national legislation*, since 2014. The information is available on ANMDM (Agentia Nationala a Medicamentului si a Dispozitivelor Medicale) website.

*Legislation Health Ministry Order 194/2015 and Law 95/2006

The company has put in place policies covering rules and operational requirements for organization of events, interactions with healthcare professionals and donations. Every four months these processes are audited by the Ethics and Business Integrity Department and results reported to management, action plans are followed up by the following audit.

4. Sustainability and environment protection (HSE)

All of Zentiva activities are subject to regulations, and also to ever-growing expectations on the part of stakeholders, in the field of HSE. To address these challenges, and to reiterate our commitment to our employees and to the environment, we issued an updated HSE policy in May 2017. The policy was signed by Olivier Brandicourt, our Chief Executive Officer, and was issued and promoted to all our activities throughout the world. A cornerstone of the Sanofi HSE strategy, this policy is integral to our commitment to corporate social responsibility. In implementing the policy, Sanofi has defined a series of HSE ambitions for 2025, which are being applied across all of our activities with a focus on four key areas:

1. Encourage change in attitudes to safety means we can commit to protecting life by ensuring that all our people enjoy safety in the workplace and arrive home safe and sound every day.
2. Create a healthy community by protecting the health of everyone working at Zentiva.
3. Minimize our environmental footprint: leverage our Planet Mobilization strategy in order to become a leader of corporate environmental management.
4. Strengthen HSE as a partner of our business operations: using HSE programs and transverse cooperation, transform HSE challenges into opportunities for our businesses and in our markets.

Our HSE Department has established a framework that covers all aspects of HSE: safety in the workplace, process safety, occupational health, protection of the environment and Fire protection. The framework includes regulatory requirements and internal rules, the results of risk/opportunity analysis, and expectations on the part of stakeholders and is translated into a set of compulsory standards and methodological guides.

International standards	Zentiva certifications
ISO 9001 (Quality Management)	☑
ISO 14001 (Env. management)	☑
OHSAS 18001 (Occupational Health & Safety)	☑
ISO 50001 (Energy management)	☑
Environmental Permit no 234/07.05.2012	☑
Water permit no 83B/15 03 2016	☑
Discharge Permit no 152/31.08.2012	☑
Fire Protection Permit	☑
Manufacturing Authorization no. 15F/15.05.2018	☑
Certificate for compliance with Good Manufacturing Practices 017/2018/RO	☑

In addition to audits performed by the Group every three years, Zentiva manufacturing site is subject to several internal audits and inspections. In 2017, 16 (sixteen) internal audits and inspections were performed with good results in terms of safety, environmental protection and fire prevention.

The site is also subject to inspections from authorities and third parties like existent and potential customers. In 2017, one inspection from Environmental Guard was performed; no penalties or critical findings were issued.

Periodical surveillance audits (every two years in a certification cycle of 3 years) are carried out by Lloyd's Register Romania on Zentiva site and processes confirmed and maintained the certifications based on ISO standards.

4.1 Risk and impact assessment

The risk management and identification process is critical to our global HSE management system. Its main objective is to identify hazards and risks and to evaluate their probability and potential effects, by carrying out global risk mapping and implementing risk control and reduction measures. Each site has a comprehensive risk evaluation program covering all its activities. Sites systematically identify all HSE hazards and evaluate the associated risks and effects.

A Gap analysis on risk assessment is performed on a three years basis, shared and discussed with all relevant stakeholders. Upon this analysis, risk management and action plan is constructed.

The evaluation methodology aims to identify and quantify hazards and assess the level of risk in light of the extent to which the risk is controlled:

- Process safety and risk of explosions;
- Fire risks;
- Exposure to natural disasters (assessed with insurers if necessary);
- Work-station risks;
- Road safety;
- Asphyxiation risks;
- Occupational disease risks; and
- Environmental risks.

Risk evaluations are reviewed on a periodical basis, and whenever there is a material or process change.

Zentiva site establishes and maintains its own emergency response plan, adapted to reflect site-specific risks and the internal or external resources that would be deployed or called upon in response to those risks. This risk map is assessed every year.

Results from the evaluations are collated in a site risk map, which identifies all types of risk associated with the site or activity. These risks are then ranked by priority, with the priorities signed off by management, first at site level and then at activity level. All the risk maps are incorporated into a summary report. Action plans are then implemented accordingly, at the appropriate level (site, activity, or company-wide).

All actions are systematically followed-up with dedicated tools and during regular meetings.

The follow up process also identifies if the actions were appropriate, efficient and if the efficacy is the expected one.

All the CAPA (Corrective Action Preventive Action) defined in 2017 were implemented as planned.

4.2 Training and awareness initiatives

We invest in training and awareness programs designed to embed environmental protection, and the prevention of health and safety risks, into everything we do.

Each new joiner receives initial HSE training appropriate for their job profile so that they can perform their work in strict compliance with the rules. Depending on their jobs, employees may then follow other training modules specifically related to what they do (such as eco-driving for medical and sales representatives, or chemical risks for employees handling chemical products).

For each job in the company a training matrix was established and the HSE training was delivered 100%.

In addition, all new information about relevant incidents or accidents occurred and potential dangerous situations are also communicated to employees.

On a voluntary basis, during the spring and autumn months, Zentiva site employees participated, as partners of the Padurea Copiilor association, on planting campaigns by supporting the development of the forests in south-east part of Romania. "Padurea Copiilor" manages an environmental programme since 2007 and the development of communities in the south-east part of the country. Their goal is to replant trees in this part of the country vulnerable to climate change and extreme weather conditions (severe floods, drought, heavy blizzards etc.)

In 2017, no work accident occurred on the site. Despite this, two work accidents were reported to the authorities, the accidents occurred during the way from home to work of the employee and while attending an external event. Consequently, as preventive measures regular and repeated communications related to respecting the Driving Code & regulations and slip, trip and fall awareness campaigns were enforced.

4.3 Health

4.3.1 Managing risks associated with manufactured substances

We continually assess the effects of products on human health, especially that of our employees. This expertise is made available to employees through committees responsible for chemical and biological risk assessments, which are used to determine adequate risk prevention and protection measures for employees. These committees are convened at global level, and pool the resources of our network of international experts; they reflect Sanofi standards and policies.

The COVALIS committee is responsible for hazard determination and classification for all the main active pharmaceutical ingredients and synthesis intermediates handled or manufactured at our sites. This includes all active ingredient production subcontracted to third parties under the Sanofi label. The COVALIS committee sets limits for workplace exposure that apply to all Sanofi sites. The TRIBIO committee establishes the methodology for evaluating, classifying, consolidating and disseminating validated information about all biological agents handled within Sanofi facilities. The committee provides management with guidance on risks, preventive measures, controls, personal protection equipment, medical surveillance, and specific training programs associated with biological agents.

4.3.2 Managing work-station health risks

Every three years and when changes in workplace or products occur, Zentiva site prepares a health risk analysis, and then defines and implements risk prevention programs and occupational health practices. All the risk assessments are performed in transversal teams, led by the site HSE specialist, together with representatives from the assessed area, and with the site Occupational Doctor.

All the results are communicated to all involved parties; depending on the results, programs to reduce the risks are developed. This mainly involves containment measures, as well as individual and collective protection against exposure at all work-stations where chemical substances are handled. Before taking any measure from an HSE perspective, the employees from the exposed area are involved in designing the solution or in the selection of the protection equipment they will use.

Other risk factors associated with issues such as noise, vibration and ergonomics are also measured and appropriate measures are taken when the limits are exceeded. All personnel is monitored under annual medical surveillance programs that are based on the results of occupational risk assessments linked to their duties.

4.3.3 Prevention programs for occupational injuries

Risk assessments of processes and installations are drawn up according to standards and internal guidelines that incorporate the benchmarks for the industry and international standards. Particular attention is paid to any risk-generating changes, such as process or installation changes, as well as changes in production scale and transfers between industrial or research units.

Zentiva site has implemented a real-time emergency reporting system that alerts management immediately after an accident has occurred. The information is quickly escalated to site head level and the management levels and also to the authorities. An investigation process and root cause analysis are performed in order to implement adequate measures to increase safety in the workplace.

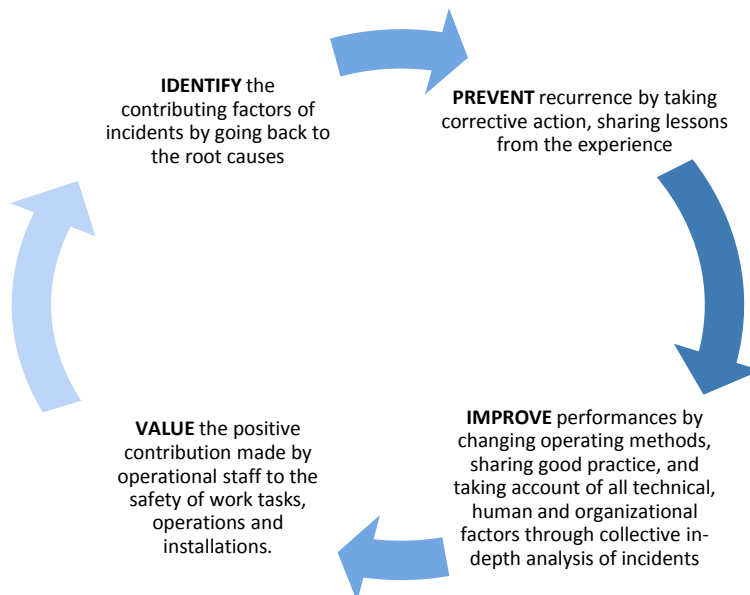
Internal communication follows after each safety incident at site level, during specific sessions.

A monthly KPI is issued to top management. Also daily monitoring of HSE deviations is performed in management meetings and followed up appropriately.

An internal tool, on the local intranet was developed in order to collect all the deviations from HSE perspective. All deviations are daily monitored during the site leadership meetings and appropriate actions are defined and implemented.

4.3.4 Learning from experience (LEX)

To achieve further improvements in accident prevention, we have set up a learning from experience process aimed at achieving the following objectives:



Learning from experience is based on a dedicated reporting datasheet (known as LEX Alert or Vigilance) containing an analysis of the incident, the immediate and root causes, and actions to be taken.

At Group level, the datasheets are prepared by experts and disseminated through the entire HSE network, and to operational and site managers.

5. Information regarding environment protection

We have embarked upon an ambitious policy to limit the direct and indirect impacts of our operations on the environment through every stage of the life cycle of our products. We have identified five key environmental issues associated with our operations: greenhouse gas emissions and climate change; water; pharmaceutical products in the environment; waste; and biodiversity.

Our existing initiatives are ongoing, but have been given fresh impetus through our Planet Mobilization program.

An important direction is to increase general awareness of all employees in environmental topics and to improve their behavior through voluntary environmental campaigns.

In the context of increasing activity in 2017 vs. 2016, in values the consumption of energy and carbon footprint increased, meanwhile a noticeable reduction was registered on SMU (sanofi manufacturing unit). The carbon footprint in 2017 was:

CO²	[t]	20556
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5.1 Energy efficiency

An energy conservation program has been implemented at our site, with a specific focus on the air treatment systems that ensure high-quality production environments in manufacturing buildings, these systems being some of our biggest users of energy.

Since 2013, an energy performance management tool has been in place in Zentiva site to identify potential reductions in energy consumption. Zentiva site is certified by Lloyd's Register Romania since 2015 according to ISO 5001.

Our energy efficiency approach extends to all our activities including our medical rep vehicle fleets and decisions on how we transport our products.

Energy Consumption (MWh)	2017
Natural gas	8,225
Electricity	11,087
Other (steam, thermal fluids, cooling water, compressed air)	8,147
Total	27,459

5.2 Water consumption

We are committed to managing water resources sustainably. To help us deliver on this commitment, Zentiva site established and executed a water resource management plan.

Water used during manufacturing (for fermentation in particular) and heat exchange (cooling for processes, with no contact with manufacturing) is essentially withdrawn from available watercourses and groundwater. We have specific operating procedures for effectively managing our use of water, and for reducing our consumption through moderation.

Water	[unit]	2017	
City water	[m3]	56,784	98.2%
Groundwater*	[m3]	1,067	1.8%
Total	[m3]	57,851	100%

*gardening only

5.3 Managing wastewater discharge

Water pollution prevention is one of Zentiva site priorities. Focus in terms of waste water is to reduce as much as possible the pollutants that could get into the water system during cleaning procedures.

In 2017, an internal program of risk assessment on water pollution with chemical substances was conducted and no issues has been identified.

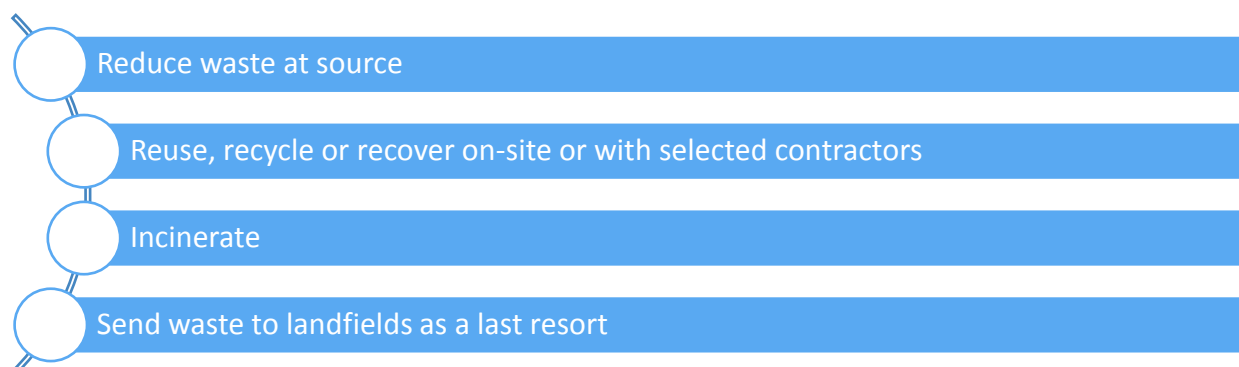
Several operational controls were put in place and proved to be consistent, the most effective being collection of waste before equipment's cleaning.

Internal monitoring is performed on weekly basis besides the monthly analysis performed by RENAR certificated laboratory in accordance with legal requirements.

5.4 Waste

The key to our policy is to reduce waste generation at source, followed by a systematic examination of recycling possibilities before waste is disposed of in any other manner.

Inspired by the circular economy, Zentiva site manages its waste according to the following principles:



Our waste management program includes procedures to categorize and identify waste generated by each process, and then to collect, sort, store, transport and treat each type of waste appropriately. In addition, we keep records of all waste management documents to ensure traceability up to final treatment.

Wastes resulted from production activities are not landfilled.

	% Recycled	Total generated (kg/1000 smu)
2017	55.86%	4.26

	Generated waste (t)	Recycled waste(t)	Incinerated waste (t)
2017	580.4	325.1	259.6

Specific to pharma production activities, air treatment units are designed to keep controlled and clean environment inside the site and also outside having several technical filtering barriers.

Manufacturing areas are equipped with 24h professional air treatment systems, they have filters for recycling the air and for evacuating the air.

Efficiency of the filtering air systems reaches a retention degree of 0.995% for particles measuring > 0.3µm. This filtering level is set in accordance with the production systems and GMP standards for the pharmaceutical industry and ensures environmental protection.

5.5 Commitment for reducing food waste

Within the canteen at the site food waste reduction is promoted by recovering leftover vegetables for reuse the next day; introducing sort bins to facilitate recycling of waste; and setting up food donation agreements with charities to help the needy.

6. Social commitments and diversity

6.1 Initiatives to support Human Rights

Zentiva, as part of Sanofi Group, supports and applies the United Nations Guiding Principles on Business and Human Rights, and has for many years adopted a proactive vigilance approach to prevent our activities having negative impacts on human rights. Our main initiatives are described below:

- Freedom of association and recognition of the right to collective bargaining (ILO conventions 87 and 98); elimination of all forms of forced labor (ILO conventions 29 and 105);
- Effective elimination of child labor (ILO conventions 138 and 182);
- Elimination of discrimination in employment (ILO conventions 100 and 111);
- Wages and employee benefits (ILO conventions 95, 131 and 135); and
- Weekly rest (ILO conventions 14 and 106).

In addition, in the contracts with our vendors we have included mandatory clauses on human rights to comply with. Prior to engaging a vendor we perform a Due Dilligence which covers also human rights aspects.

6.2 Employees

Employees have the right to be constantly informed and consulted as stipulated in the Internal Rules and the Collective Agreement.

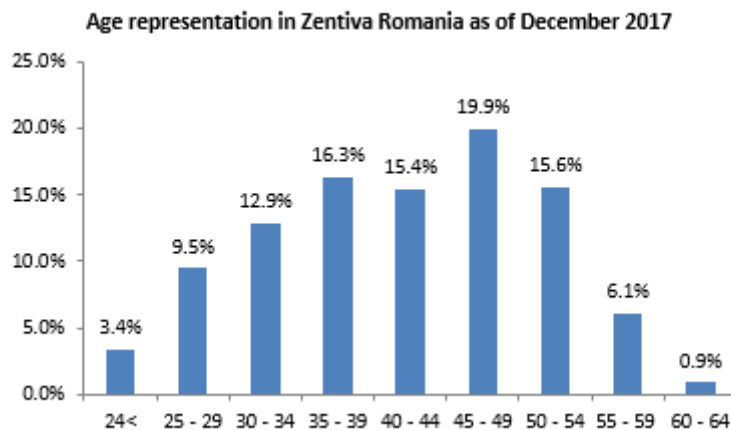
Employees are informed during the induction day at hiring about all the procedures and internal rules in force; they are informed as well about any update/change; all the procedures are visible to all employees on the local Intranet.

6.2.1 Non-discrimination

Zentiva is careful to avoid any discrimination (e.g. based on gender) in the compensation paid in respect of a given position at equivalent levels of individual performance.

6.2.2 Employee benefits

We strive to ensure that all of our employees receive high-quality benefits covering health, old age, incapacity, disability and death. Those benefits comply with the national regulation and provide the coverage that best meets employees' needs. In general, employees (as well as, in general, their spouses and children) receive a good level of reimbursement of medical expenses as well as death benefits. Benefits might also cover temporary or permanent incapacity, on a case by case basis.



Whenever possible, Zentiva provides personalized employee benefit programs (medical, vision, dental, etc.) that allow employees to adjust their coverage according to their family situations and personal needs.

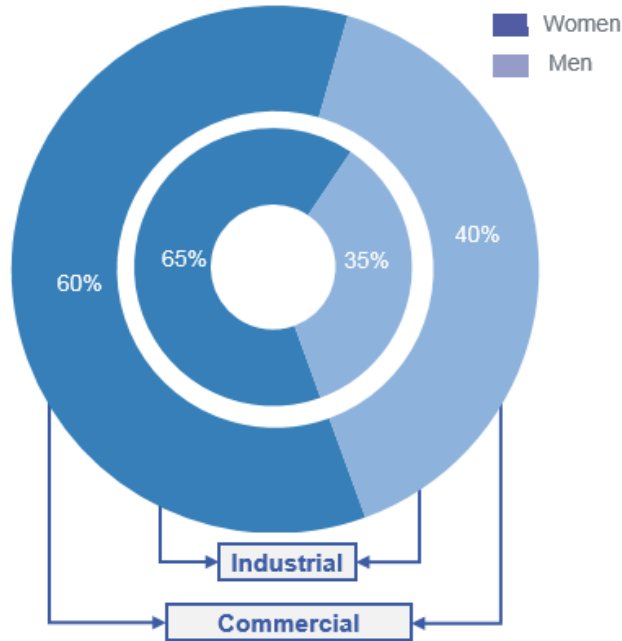
Regarding working conditions Zentiva provides high quality protection equipment for each category of job and special facilities in the site. We offer special alimentation for people working in production area, yogurt offered on a daily basis, once a week we offer fruits (especially apples) that are placed in the canteen.

For work during night we offer a special compensation amount of money, 25% of the base salary for each worked hour. The same applies for different bonuses for extra hours or special events (wedding, child birth, funerals, seniority and so on).

Zentiva also offers to employee on a weekly basis kinetotherapy classes, massage on chair and from time to time ergonomomy classes.

Since the second half of the year 2016 Zentiva runs an entire project called "Wellbeing Factory" with the main purpose to bring work-life balance for employees. It has more pillars such as – health (nutrition, sport activities, stress management), events and personal development (training, workshops, and conferences) where employees can subscribe and participate for free.

Zentiva headcount as of December 2017



6.2.3 Social dialogue

Through the Collective Agreement (2nd Chapter) Zentiva allows Trade Union to conduct its activities in the Site and use Zentiva’s physical resources for this purpose. The Trade Union has the right to be constantly informed and the right to choose its members from among Zentiva’s employees.

Trade union representatives are elected by company employees for a term of 2 years; they have guaranteed job security, and cannot be dismissed by the company during their term of office.

Regular meetings are held between the Trade Union Committee and the Employee Representative. Several meetings a year cover the Collective Contract (re)negotiations; afterwards several meetings are organized with the representatives of each production area/department in order to follow up the implementation of the Collective Agreement items, to clarify any unclear points and to collect further comments/recommendations from the employees. Additionally, twice a year meetings with the Trade Union Committee are held.

Zentiva has always been interested in education of young people and for that we developed special internship programs for high school teenagers (Zentiva Express) and university graduates (Zentiva University).

Last year in December, when the Factory turned 55 years of existence, we run the project called “55 of good deeds” and where we donated goods and clothes for 55 families with hard life conditions in Brasov County, partnering with the Red Cross organisation in Brasov. All the employees were involved and participated in donating and delivery of goods.

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6.2.4 Gender balance and diversity

Diversity principles governing non-discrimination, equal opportunity and respect for individuals are observed and embedded in all our HR policies and Code of Ethics in accordance with Romanian applicable human rights and labour national laws.

Zentiva considers diversity to be a resource to optimize performance and employees differences recognition.

Zentiva prohibits all forms of discrimination or any conduct that may harm personal dignity and promotes diversity and inclusion in the company.

Zentiva prohibits any employee to be subject of any form of harassment.

The actions to support this are related to the fact that all employees are have the same rights and obligations, same benefits and rewards, linked to the job responsibilities they have regardless the age, gender, race, religion, sexual orientation, etc.

Gender Balance, diversity and inclusion is a strong commitment of the company and the employees are encouraged to communicate to the Head of Ethics and Business Compliance any concern, any possible infringement of the company Code of Etichs (communicated to all of them and posted also on the local Intranet) through the channels they consider most suitable for them; there is a dedicated site for this kind of communication and a hotline;

No infringement was reported so far but if it would be the case, the reported situation would be analysed by the Head of Ethics and Business Integrity in close cooperation with the HR Head.

Regarding equal treatment Zentiva supports equal opportunity for each employee and job applicant in order to create an inclusive and positive working environment.

Skills, competencies, expertise, experience and high ethical standards are the factors taken into account. Zentiva offers the same career opportunities to men and women, including access by women to senior management positions. In the site 50% of women are in the senior top management. Every year we use surveys performed by prestigious market research companies to compare the remuneration level and benefits.

Zentiva supports recruitment and ensures job retention of disabled workers.