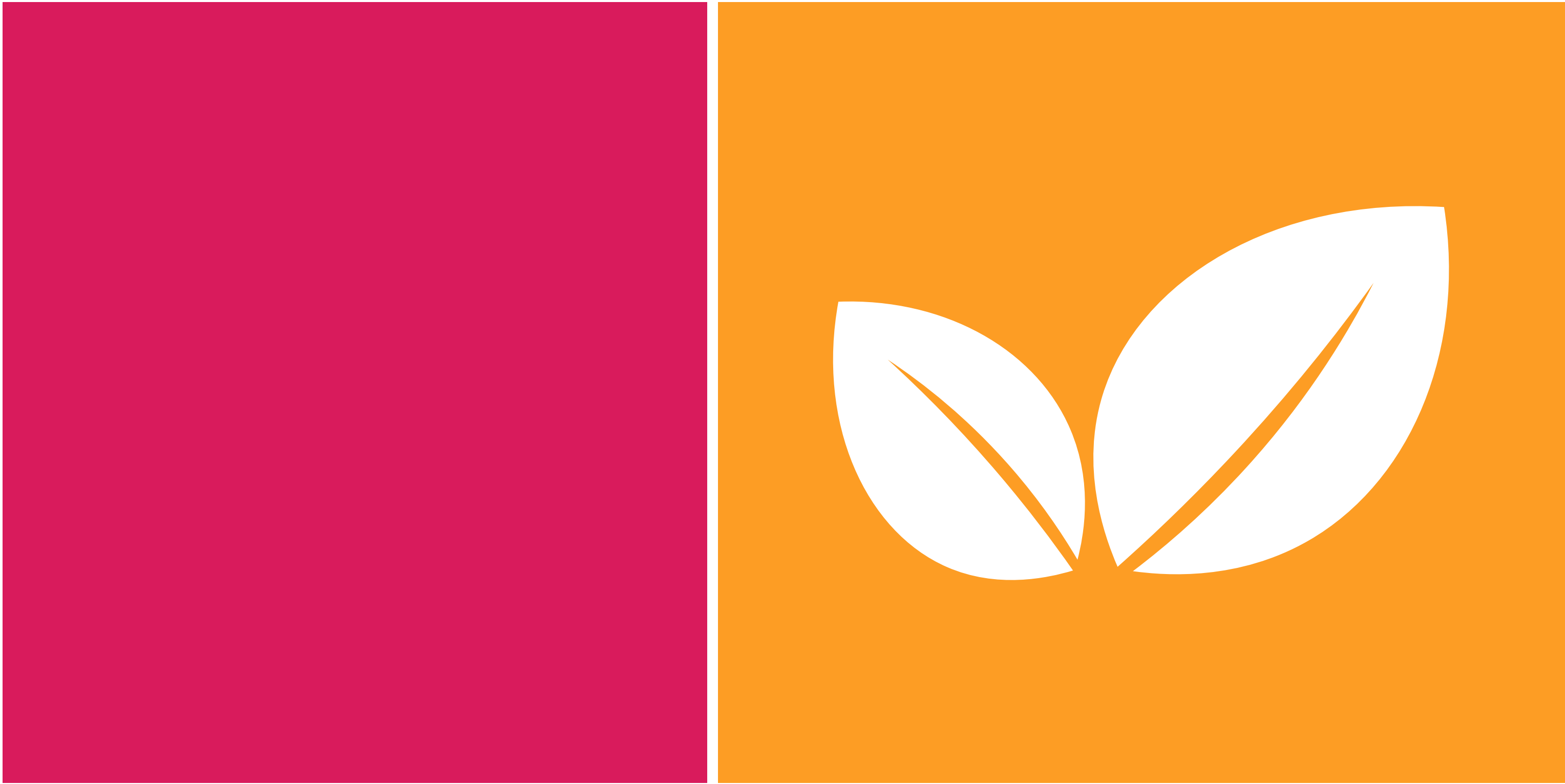




Sustainability Report

2024





About this report

This is our first annual Sustainability Report, outlining our approach and progress from 1 January to 31 December 2024, unless otherwise stated.

Our Sustainability Report is prepared on a consolidated basis – all of our business operations worldwide are in scope regardless of their function, unless otherwise stated.

This sustainability report has been prepared in partial accordance with the Global Reporting Initiative (GRI) Standards. The report incorporates selected disclosures from the GRI Standards framework that are relevant to our organization’s material topics. Full adherence to GRI Standards will be considered in future reporting cycles.

Tabuk Pharmaceuticals has reported the information cited in this GRI content index for the period from 1 January 2024 to 31 December 2024.

Contents

Sustainability overview	3	Protective	17
Chief Executive Officer’s statement	4	Introduction and overview	18
Performance highlights	5	Ambition Zero Carbon	19
About us	6	Scope 1, 2 and 3 Emissions	20
Governance	7	Resource Advisor Agreement	21
What sustainability means at Tabuk Pharmaceuticals	8	Moral	22
Materiality assessment	8	Human Right	23
Participation in Responsible Care®	9	Responsible Supply Chain	23
Alignment with UNGC	10	Ethical Business Culture	24
Alignment with SDGs	11	Social Responsibility	25
Thoughtful	12	Circular	26
Diversity, Equity and Inclusion	13	Natural Resource Management	27
Workplace Health and Safety	14	Product Sustainability	27
General Employee Information	15	Waste, Water Data	28
Learning and Development	16	Data annex	29
		Metrics and performance data	29



Assurance

Schneider Electric's EcoStruxure Resource Advisor provides assurance of sustainability data through its platform, which allows companies to collect, analyze, and automate information related to their energy and sustainability footprint. This centralized platform enables the use of AI and expert knowledge to improve data quality and reliability. The platform also facilitates cross-department collaboration, automated data validation, and granular audit transparency for better ESG reporting and decision-making.



Sustianability Overview



Chief Executive Officer’s statement



CEO Ismail Shehada

At Tabuk, our mission extends beyond delivering high-quality, affordable medicines. We are deeply committed to improving global health sustainably. This means integrating environmental responsibility, ethical practices, and social impact into every facet of our business.

We recognize that a healthy planet is inextricably linked to healthy people. Therefore, we are actively working to minimize our environmental footprint through responsible manufacturing processes, reduced waste, and a commitment to sourcing sustainable materials. We are investing in innovative technologies and practices that will help us reduce our impact on the environment and contribute to a healthier future for all.

Our dedication to sustainability also encompasses our commitment to our people and the communities we serve. We believe in fostering a culture of inclusion and diversity, where every voice is valued and respected. We are dedicated to creating opportunities for individuals of all abilities, ensuring accessibility and empowerment. Furthermore, we actively support community health initiatives and strive to be a responsible corporate citizen in every region where we operate.

We understand that building a sustainable future requires collaboration and transparency. We are committed to working with our partners, suppliers, and stakeholders to drive positive change across the entire healthcare ecosystem. We will continue to report on our progress and hold ourselves accountable to the highest standards of environmental and social responsibility.

I invite you to learn more about our sustainability initiatives and join us on this important journey. Together, we can build a healthier and more sustainable future for generations to come.

By working together, as one team, we can revolutionize healthcare delivery, making it more resilient, equitable, and aligned with a net-zero future.

One Tabuk, One Team!

2024 Recognition

As a global business we have a responsibility to lead. We are committed to using our capabilities to help tackle some of society’s greatest challenges.



Most Innovative Local Companies in Healthcare in Saudi Arabia



Rating of C in the Carbon Disclosure Project Ratings assessment



Forbes 2024 World’s Top 100 HealthCare Leaders



Recongnized as great place to work in 2024



the Best Contribution to the Pharmaceutical Sector in Saudi Arabia award



Best Nationalization Initiative in the GCC – Private Sector



Recongnized by ecovadis as a Fast Mover





Performance highlights



Sustainability overview



Tabuk Pharmaceuticals, a founding member of Industrial and Mining Development and Sustainability (License No. 1000741900), aims to promote sustainability within the private industrial sector.

82%

of employee survey respondents say that they understand their contributions to our sustainability priorities.

16/18

sustainability targets in sustainability data annex are 'On plan' and two target are already 'Met'.

Thoughtful



Contributing to the Sustainable Development Goals (SDGs)

723

healthcare workers trained since 2018 (cumulative)

24%

female employees in our workforce, 20% of our managerial positions are held by women

83%

Employee engagement score

SDG 3 Good health and wellbeing
SDG 17 Partnerships for the goals

Protective

23.5%

reduction in Scope 1 greenhouse gas (GHG) emissions since 2021

18.7%

reduction in Scope 2 greenhouse gas (GHG) emissions since 2021

29.2%

reduction in Scope 3 greenhouse gas (GHG) emissions since 2021

SDG 7 Affordable and clean energy
SDG 12 Responsible consumption
SDG 13 Climate action
SDG 17 Partnership for the goals

Moral

90%

of Our team completed the code of conduct/work ethics training

225

Total number of Suppliers who completed the assessment

86%

of employee survey respondents feel we have a 'speak up' culture

SDG 5 Gender equality
SDG 8 Decent work and economic growth
SDG 17 Partnership for the goals

Circular

63%

reduction in waste generation from 2021

40.7%

reduction in water use from 2021

23.1%

of waste is recycled from 2021

SDG 6 Clean water and sanitation
SDG 12 Responsible consumption
SDG 15 Life on land
SDG 17 Partnership for the goals



About us

Our Purpose

Our purpose is to meet the needs of patients by providing high-quality medications. We specialize in developing, manufacturing, marketing, and distributing various branded pharmaceutical products besides manufacturing pharmaceutical products for international and regional companies across our plants in the Kingdom. We also grant licenses to our partners in the Kingdom and the region to manufacture and market our products.

Our vision

To be a leading pharmaceutical company valued for its trusted and diversified products.

Our Mission

Investing in differentiated technologies to deliver high-quality, affordable generic medicines for better global healthcare.

Our Values



History

Established in 1994 and headquartered in Riyadh, we are the largest privately-owned pharmaceutical company in Saudi Arabia, with a strong market presence throughout the Middle East and North Africa (MENA) region. Over the years, we grew from a family business to the largest non-governmental pharmaceutical company in Saudi Arabia.

Research and Development is an important part of our commitment to promoting well-being and improving healthcare outcomes among societies. Our state-of-the-art R&D department with its team of experts develops best-in-class solutions to produce medicines for various therapeutic areas including cardiovascular, respiratory, central nervous, musculoskeletal, and gastrointestinal systems in addition to anti-infectives, pain management medications, and diabetes.

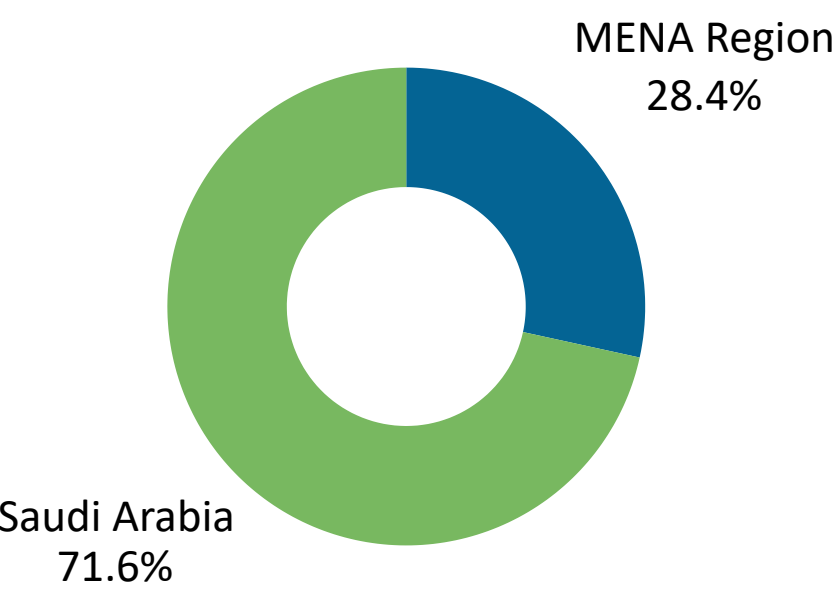
We are a team of over 2,400 professionals across our four advanced manufacturing sites in Tabuk and Dammam in Saudi Arabia, Sudan, and Algeria. Our manufacturing sites produce over 2 billion base units annually to help in maintaining the health of millions of patients across 17 countries in the MENA region.

As a leading private company in Saudi Arabia's pharmaceutical sector, we are also committed to actively supporting the Kingdom's Vision 2030 objectives to boost the domestic healthcare industry and strengthen the manufacturing capabilities of the local pharmaceutical industry. We aim to further strengthen our role as a reliable partner for the government health sector, private healthcare providers, and patients while continuing to deliver a transformative impact on therapeutic and health systems regionally.

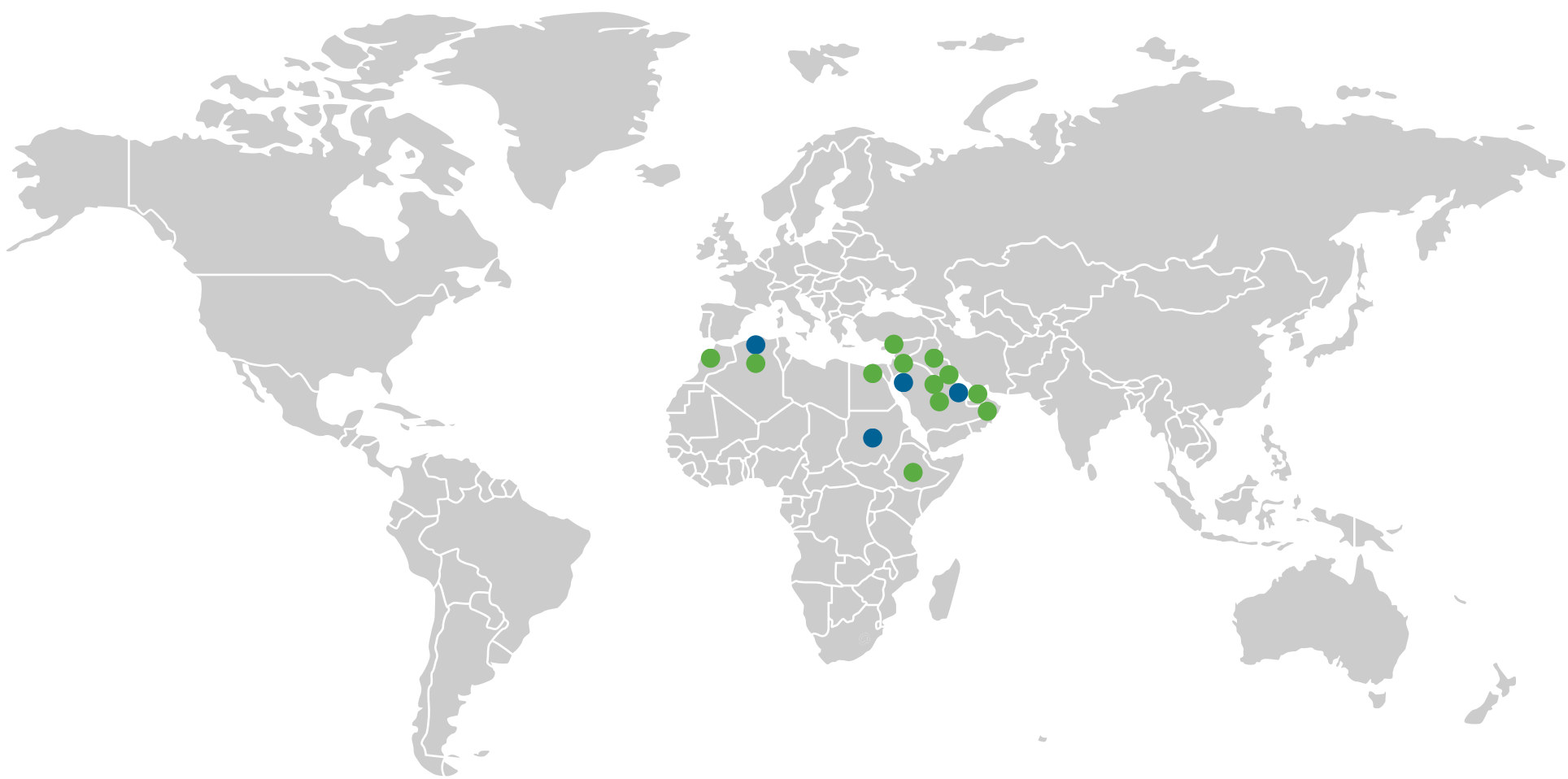
Our Global Business

Our manufacturing sites produce over 2 billion base units annually to help in maintaining the health of millions of patients across 17 countries in the MENA region.

Employees by reporting region



1,942
employees worldwide



Manufacturing Sites

1. Tabuk Site, KSA.
2. Dammam Site, KSA.
3. Blida Site, Algeria.
4. Khartoum Site, Sudan.

Offices & Research Development Centers

1. Corporate headquarters (HQ), Riyadh, KSA.
2. Regional Office, Amman, Jordan.
3. R&D Center, Amman, Jordan.
3. Sales Office, Cairo, Egypt.
4. Sales Office, Dubai, UAE.
5. Sales Office, Algieri, Algeria.
6. Sales Office, Muscat, Oman.
7. Sales Office, Manama, Bahrain.
8. Sales Office, Beirut, Lebanon.
9. Sales Office, Casablanca, Morocco.
10. Sales Office, Addis Ababa, Ethiopia.





Governance

Our Senior Executive Team (SET) leads the development and implementation of Tabuk Pharmaceuticals’ sustainability strategy, with governance and oversight driven by the CEO and relevant Board Committees. While all Board Committees integrate sustainability into their responsibilities, three Committees have delegated authority for oversight and decision-making on specific sustainability-related matters: the Sustainability, Audit, and Remuneration Committees.

Tabuk Senior Executive Team

The Senior Executive Team of Tabuk Pharmaceuticals are collectively responsible for the company’s success and long-term sustainability. The SET maintains a list of matters reserved for its approval, which is periodically reviewed to align with the company’s objectives, while other responsibilities are delegated to the Chief Executive Officer (CEO) or one of the Board’s five Committees. The SET is accountable to shareholders for the proper conduct of the business and seeks to represent the interests of all stakeholders.

Key responsibilities of the SET include approving the sustainability strategy and policies, overseeing risk management and corporate governance, and monitoring progress toward achieving strategic objectives and annual plans. This governance framework reflects our commitment to transparency, sustainability, and the long-term success of the company.

In the workforce, we have **20% female representation in managerial positions.**

Tabuk Sustainability Committee

Established in 2024, Tabuk Pharmaceuticals’ Sustainability Committee plays a key role in driving the company’s sustainability agenda. The Committee assesses progress on the implementation of the sustainability strategy, oversees communication of sustainability initiatives with stakeholders, provides guidance to the SET and its Committees on sustainability matters, and ensures impactful progress in key areas.

In 2024, the Committee held two formal meetings to address various topics, including sustainability reporting, product sustainability, the development of the company’s health equity strategy, the ongoing double materiality assessment, and investments in sustainability. During each meeting, the Committee received updates from Corporate Affairs, Investor Relations, HSE & Sustainability and other relevant departments, including progress on the company’s Ambition Zero Carbon initiative.



The newly created Sustainability Steering Committee reports on progress to the Audit and Sustainability Committees and keeps SET updated on current developments.

Tabuk Audit Committee

The Tabuk Audit Committee ensures the accuracy, transparency, and compliance of sustainability-related disclosures linked to financial reporting. Its responsibilities include overseeing climate-related financial disclosures, such as the Task Force on Climate-related Financial Disclosures (TCFD) Statement, ensuring adherence to evolving regulations impacting sustainability reporting, and collaborating with the Sustainability Committee to validate data quality and assurance.

The Audit Committee is kept informed about regulations that could impact our financial and sustainability reporting.

Tabuk People & Remuneration Committee

The Tabuk Remuneration Committee ensures that executive remuneration is aligned with the company’s sustainability objectives and incentivizes the achievement of strategic goals. Its responsibilities include evaluating executive performance, including contributions to environmental, social, and governance (ESG) targets; integrating sustainability metrics, such as the Ambition Zero Carbon initiative, into the Performance Share Plan (PSP); and collaborating with the Sustainability Committee to set and review targets for ESG performance metrics.

The Tabuk Remuneration Committee works closely with the Tabuk Sustainability Committee to set targets for the Ambition Zero Carbon measure and explore additional ESG performance metrics. Performance outcomes under this measure are assessed and validated by the Sustainability Committee and then shared with the Remuneration Committee for further consideration.

Tabuk Sustainability Steering Committee

The Tabuk Sustainability Committee (SteerCo), chaired by the Chief Technology Officer (CTO), serves as an internal body responsible for overseeing and addressing sustainability impacts, risks, and opportunities. The committee comprises key leaders or their designated representatives from various functions, including Finance, IT, Technical Operation, Human Resources, Business Development, Research & Development, Marketing, and Quality. The HSE & Sustainability Senior Manager is a pivotal member of the committee and may also serve as the Co-Chair when required.

Its core responsibilities include:

- Enhancing sustainability data quality and transitioning to reasonable assurance.
- Ensuring compliance with regulatory reporting and ESG ratings.
- Driving cross-functional collaboration to manage ESG risks effectively.

This governance framework ensures that sustainability is integrated into every level of the organization, empowering Tabuk Pharmaceuticals to meet its long-term goals while addressing the needs of all stakeholders.



What sustainability means at Tabuk Pharmaceuticals

Our sustainability strategy

We are committed to driving meaningful change through our sustainability efforts. Our approach is built on 13 material focus areas, each with specific targets, organized under 4 interconnected priorities:

- Thoughtful
- Protective
- Moral
- Circular

Our ambitions

Thoughtful: Promoting an inclusive and diverse culture, respecting our members, and providing a safe and healthy workplace environment.

Protective: Accelerating the delivery of net-zero emissions and proactively managing our environmental impact across all activities.

Moral: Ensuring ethical and moral behavior throughout our organization and value chain.

Circular: Protecting our limited valuable resources by improving manufacturing efficiency, investing in nature and biodiversity, and committing to effective manufacturing, zero landfill waste, water recycling, and expanding product life span.

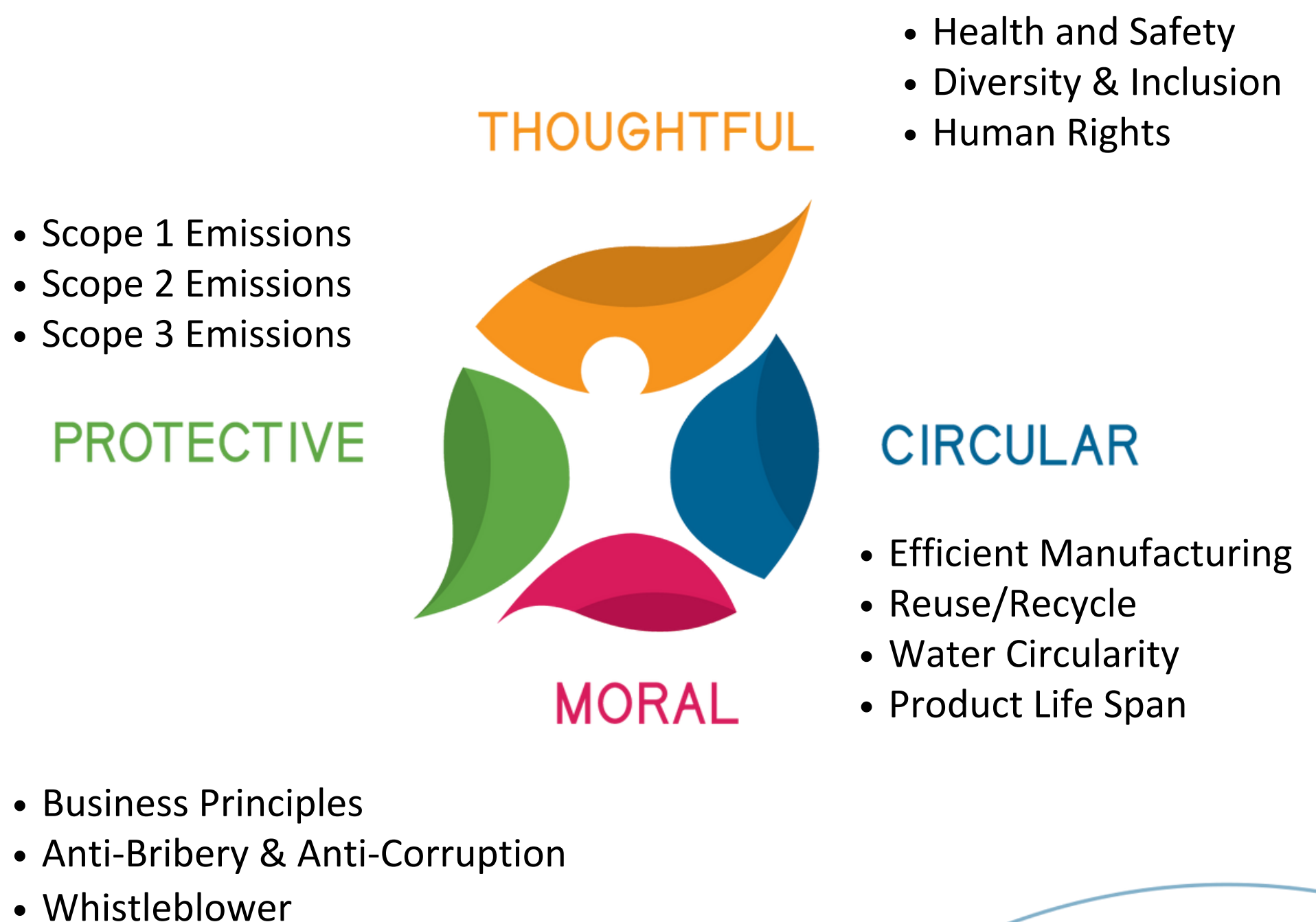
We strive to create meaningful value that extends beyond the impact of our medicines by integrating sustainability into every aspect of our work—from manufacturing to patient care. Our unwavering commitment is to drive a more sustainable future for people, society, and the planet.

As the largest pharmaceutical company in Saudi Arabia and a key player in the MENA region, we are committed to operating with the highest standards of ethics and responsibility. We are actively addressing some of the most pressing challenges of our time, including climate change, biodiversity loss, health equity, and the resilience of health systems.

Recognizing the interconnected nature of these challenges, we emphasize the importance of collaboration both within and beyond the healthcare sector. Through innovative, science-based solutions, we are driving meaningful progress toward positive change and a healthier, more sustainable future for all.

Materiality assessment

At Tabuk Pharmaceuticals, we embrace a mature and forward-thinking approach to sustainability, guided by thirteen material focus areas, each with defined targets, aligned under three interconnected priorities. Our comprehensive materiality assessments are designed to identify the sustainability issues most critical to our business and stakeholders, ensuring we maximize positive impact while fostering responsible growth. Through ongoing stakeholder engagement and proactive monitoring of emerging trends and issues, we annually evaluate the relevance of our strategy and focus areas. This rigorous process confirmed that our priorities remained steadfast in 2023, reflecting our commitment to sustainable growth, minimal environmental impact, and respect for all stakeholders' interests.





Participation in Responsible Care® Charter



Our Commitment to Responsible Care®

At **Tabuk Pharmaceuticals**, we are proud to participant in the **American Chemistry Council (ACC) Responsible Care®** initiative. Chemistry plays a vital role in developing products and services that enhance safety, health, and quality of life.

Through our involvement in the **Responsible Care®** initiative and the **Responsible Care® Global Charter**, we join the global commitment of the pharmaceutical and chemical industries to continuously improve environmental, health, safety, and security performance. In alignment with this mission, we fully embrace and pledge to uphold the following guiding principles across all aspect of our business operations.

- To lead our organization with integrity, fostering societal, economic, and environmental value while meeting the healthcare needs of our communities.
- To engage with governmental bodies and organizations at all levels to support the development and implementation of effective, efficient, and science-driven safety, health, environmental, and security regulations and standards.
- To collaborate with stakeholders, including customers, suppliers, distributors, and contractors, to ensure the safe and secure handling, transportation, and disposal of chemicals, while providing accessible hazard and risk information for effective application in their operations.
- To design and operate manufacturing facilities in a safe, secure, and environmentally responsible manner, adhering to the highest standards of quality and compliance.
- To cultivate a safety-first culture across all levels of the organization, continuously identifying, reducing, and managing risks associated with our manufacturing processes.
- To integrate environmental stewardship into every stage of or operations by promoting pollution prevention, minimizing waste, and conserving energy and other critical resources throughout the lifecycle of our pharmaceutical products.
- To develop packaging solutions that are safe to manufacture, transport, use, and dispose of or recycle minimizing environmental impact at every stage of their lifecycle.
- To maintain transparent communication with stakeholders regarding the risks and benefits of our products, services, and processes, while actively considering their input to enhance our operations.
- To strive for zero accidents, injuries, or harm to human health or the environment by enforcing highest safety standards across our products and operations, while openly reporting our health, safety, environmental, and security performance.
- To continuously enhance our Responsible Care Management System®, to strengthen our performance in environmental protection, health, safety, and security.
- To advocate the principles of Responsible Care®, encouraging and supporting others in the pharmaceutical industry to adopt and adhere these values to support safer, more sustainable practices across the sector and society.



International
Council of
Chemical
Associations





Aligning with the **United Nations Global Compact**

We continue to uphold the ten principles of the UNGC and have been committed members of the organisation since 2023.

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Read more on page 23-24

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

Read more on page 18-20



United Nations
Global Compact

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5: Businesses should uphold the effective abolition of child labour.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Read more in our Code of Conduct

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Read more in our Code of Conduct



Aligning with the Sustainable Development Goals

We have prioritised five United Nations Sustainable Development Goals (SDGs) that align most closely with our corporate and sustainability strategies.



Contributing to the Sustainable Development Goals (SDGs)



Good health and wellbeing

3.4 Reduce premature mortality from non-communicable diseases

We align our portfolio, sales and R&D strategy with patient needs that differ across geographies. This includes aligning with patient needs in MENA where there is a continued increase in the prevalence of non-communicable diseases (NCDs) due to demographic and socio-economic trends, including a fast growing and ageing population.

3.6 Strengthen the capacity of all countries, in particular developing countries, for management of national and global health risks

We continue to invest in expansions that strengthen local manufacturing capabilities, including in developing countries. In MENA, \$27 million was spent strengthening and expanding manufacturing capabilities, including two ongoing greenfield Injectables production sites in Algeria and Saudi Arabia, expanding our availability in eastern and southern parts of Africa.



Quality education

4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education

Through CSR initiatives that support schools and students across three regions, we are enabling thousands of young students to receive a better education.

4.4 Increase the number of youth and adults who have relevant skills for employment
We focus on continuous learning and development for our employees across all levels and geographies.

Through TAP - Talent Acceleration Program, we were able to support a high number of junior and young members to empowering them and involve them in a fast-track learning opportunity.



Gender equality

5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making

In 2024, we achieved 24% of women in our workforce, with a precentage of 20% in managerial positions.



Decent work and economic growth

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added sectors

In 2024, capital expenditure of \$27 million (2023: \$5.6 million) is spent on strengthening and expanding manufacturing capabilities as well as implementing upgrades and new technologies.

8.8 Protect labour rights and promote safe and secure working environments for all workers

We maintain ISO 45001 Occupational health and safety management system certification in all facilities in MENA.



Climate action

13.2 Integrate climate change measures into policies, strategies and planning

We are committed to reducing our Scope 1 and 2 emissions by 50% by 2030. In 2024, our Scope 1 and 2 emissions are reduced by 19.6 % compared to our base year (2021).



Thoughtful



THOUGHTFUL

Empowering Our People

Fostering an inclusive culture where everyone has the opportunity to thrive

Target

<50 %



To achieve less than 50% homogeneity in gender and nationality representation by 2030.



Inclusion and Diversity

We are committed to fostering a workplace where every individual feels a profound sense of belonging and is genuinely valued for their unique contributions. We embrace diversity in all its forms, including age, disability, ethnicity, nationality, sex, race, pregnancy, and any other dimension of individuality. Our goal is to ensure equitable opportunities for professional growth, advancement, and recognition, empowering each employee to thrive and succeed.



Moreover, our commitment to Inclusion and Diversity extends beyond our organization, reaching into our value chain. Through supplier diversity initiatives, we aim to create a meaningful socio-economic impact that uplifts local communities and promotes shared prosperity. At Tabuk Pharmaceuticals, respect, inclusion, and equity are not just principles we uphold—they are the foundation of our success and the driving force behind our vision for a better future.

Key Initiatives

Inclusion and Diversity Program

At Tabuk Pharmaceuticals, we recognize, celebrate, and harness the rich diversity within our organization, unlocking the incredible potential that comes from embracing our differences. Since the launch of our Inclusion and Diversity Program in 2021, this initiative has grown into a vibrant internal movement, featuring global and local events, initiatives, and communications that actively engage our entire workforce throughout the year.

Our diversity fuels innovation and empowers us to push the boundaries of science, delivering life-changing medicines to patients worldwide. We actively embrace differences in our working culture, respecting and valuing the unique backgrounds of our team members. To deepen our understanding of one another, we celebrate the national days of our employees' countries of origin, experience the flavors of their cultural cuisines, and wear traditional attire to learn more about their languages, traditions, and customs.

This collective celebration of diversity strengthens our bonds as a team, enriches our perspectives, and reinforces our commitment to creating an inclusive workplace where everyone can thrive and contribute to our shared success.



THOUGHTFUL

Target
50 %



Achieve a 50% reduction in the Total Incident Rate by 2025.

Empowering Our People

Fostering an inclusive culture where everyone has the opportunity to thrive

Workforce Health and Safety at Tabuk Pharmaceuticals

At Tabuk Pharmaceuticals, we prioritize providing a safe and healthy working environment based on a culture of continuous learning and improvement. This includes leadership training, flexible working options, access to disease prevention, treatment, and mental health services. Ensuring the well-being of our workforce is essential for delivering medicines to patients, fostering productivity, and contributing to the long-term health of the communities where we operate.

We are committed to complying with all local and global Health, Safety, and Environment (HSE) standards, supported by our Code of Ethics and HSE Framework. Through a "Plan, Do, Check, Act" approach, we ensure continuous improvement in HSE performance, leveraging data systems for transparent reporting and rapid response to incidents. Key initiatives include compliance with local HSE legislation, a Serious Injury and Fatality Prevention Program, and the Drive Success campaign, which has successfully reduced driving-related incidents. By embedding safety into our culture, we aim to protect our employees, communities, and the environment while driving sustainable business success.



Workforce Health and Safety

	2022	2023	2024
Total reportable injury rate (per million hours worked) (employees)	1.04	0.78	0
Collisions (per million kilometers driven)	0	0.63	0.46
Occupational illness rate (per million hours worked) (employees)	0	0	0
Lost time injury rate (per million hours worked) (employees)	0.76	0.65	0
Lost time injury rate (per million hours worked) (construction contractors)	0	0	0
Fatalities (employees)	0	0	0
Fatalities (contractors)	0	0	0

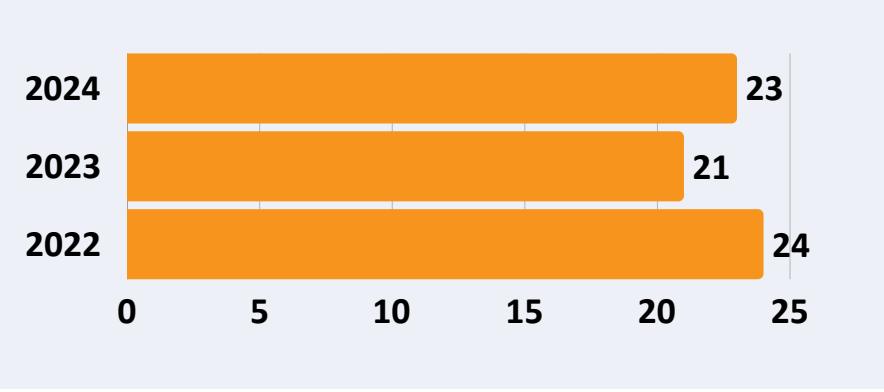
Total Reportable Injury Rate



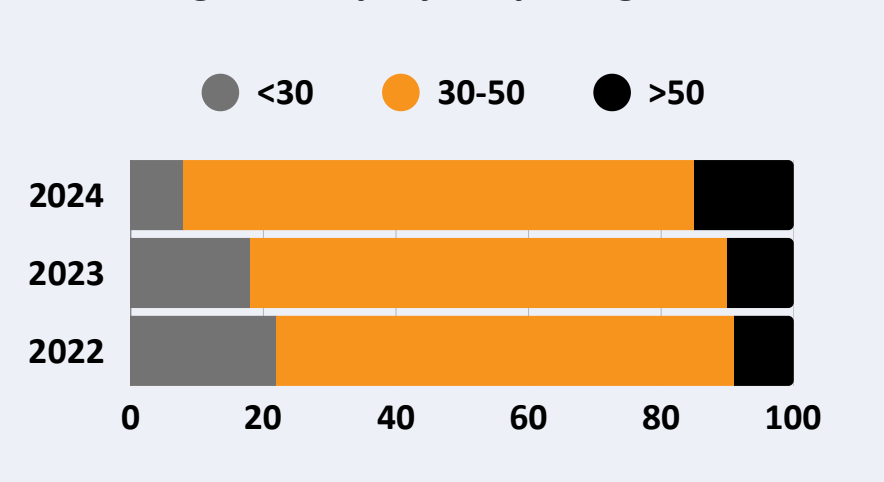
Diversity, Equity and Inclusion

	2022	2023	2024
Number of full-time employees – Women	494	413	460
– Percent of total headcount	23%	21%	24%
Number of women in Managerial levels	24	24	25
– Percent of total managers	16%	17%	20%
Number of women in Professional and Worker levels	394	312	312
– Percent of total headcount	19%	16%	16%
Number of Board members appointed that are women	0	0	0
Percentage of employees age <30	22%	18%	7%
Percentage of employees age 30–50	69%	72%	77%
Percentage of employees age >50	9%	10%	15%
Number of Nationalities	18	22	21

Percentage of Women of Total Headcount



Percentage of Employees per Age



THOUGHTFUL

Empowering Our People

Fostering an inclusive culture where everyone has the opportunity to thrive

Target

35%



Diversity (Women Empowerment)

Target to reach 35% of Female Employees by 2030

General employee information

	2022	2023	2024
Number of employees	2115	1953	1942
– KSA TPMC	1330	1332	1390
– Middle East & North Africa (Outside of the Kingdom)	785	621	552
– Percent in Managerial levels	8%	8%	8%
– Percent of Professionals and workers	76%	72%	79%
Whether more than 10% of workforce or more than 1,000 employees are affected by layoffs or mergers/acquisitions	No	No	No

Employee engagement (People’s Voice)

	2022	2023	2024
Employee engagement score	NA	78%	83%
Employee enablement score	NA	64%	79%

Employee engagement (%)

83%

(2023: 78%)

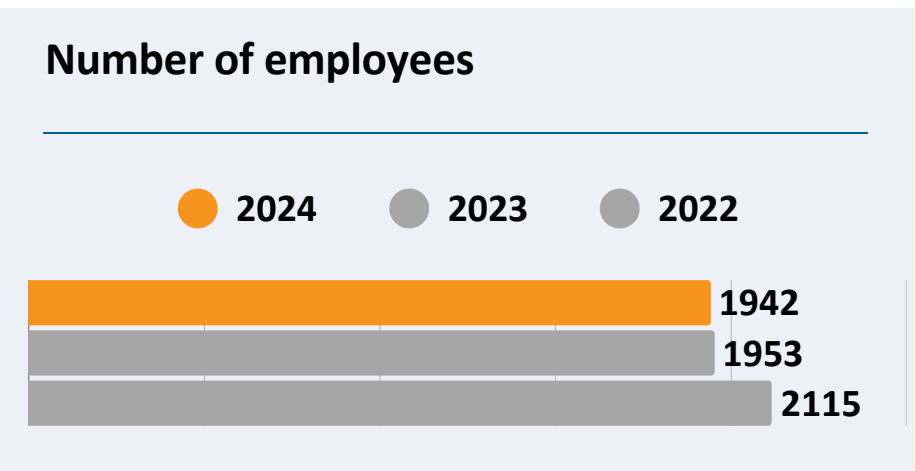


Employee enablement (%)

79%

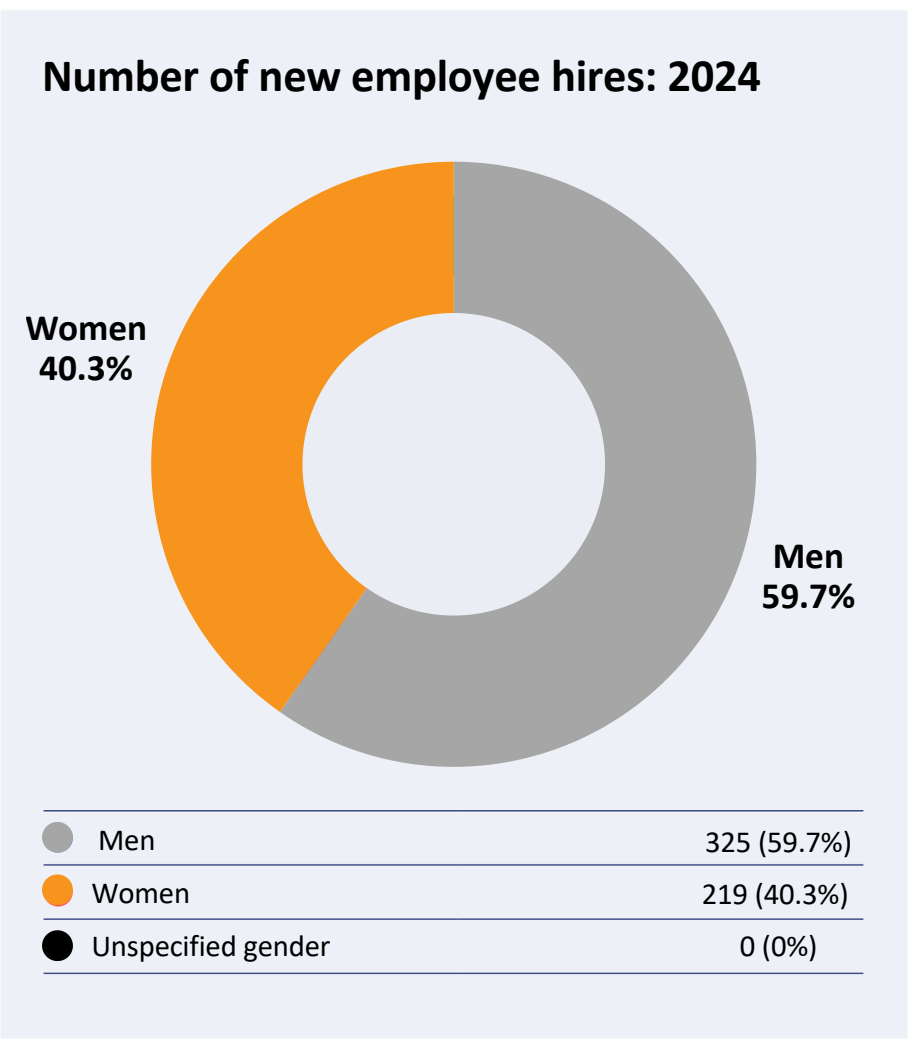
(2023: 64%)





Recruitment, retention and promotion

	2022	2023	2024
Number of new employee hires	285	238	325
– Men	193	184	219
– Women	92	54	106
– Unspecified gender Voluntary turnover	NA	NA	NA
Voluntary turnover	371	375	255
– Voluntary turnover – Men	261	278	179
– Voluntary turnover – Women	110	96	76
– Voluntary turnover – unspecified gender	NA	NA	NA
Voluntary turnover rate	18%	19%	13%
– Voluntary turnover – Men	12%	14%	9%
– Voluntary turnover rate – Women	5%	5%	4%
– Voluntary turnover rate – unspecified gender	NA	NA	NA



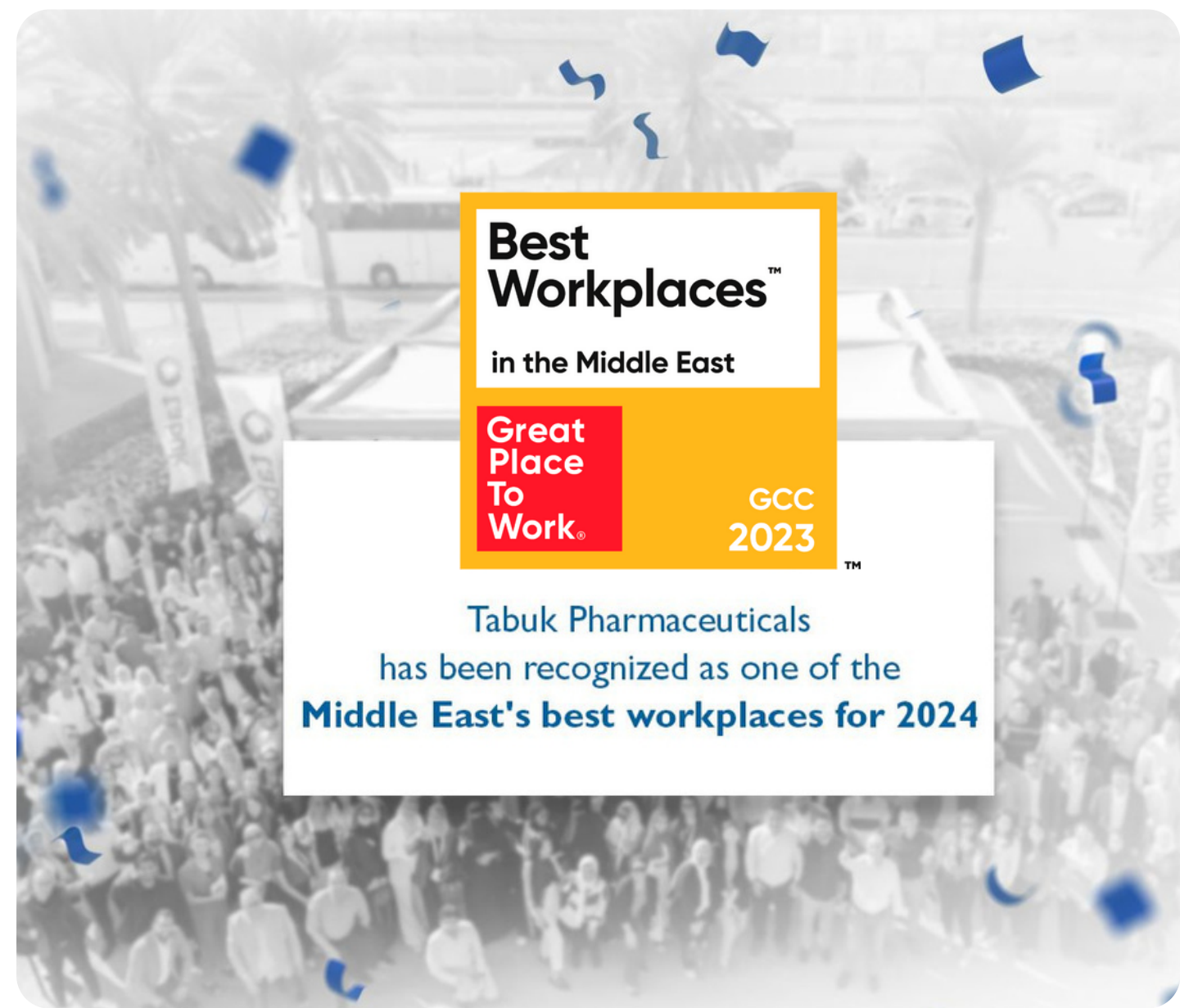
THOUGHTFUL

Target
>40

To achieve an average of over 40 hours of training per individual by 2030

Empowering Our People

Fostering an inclusive culture where everyone has the opportunity to thrive



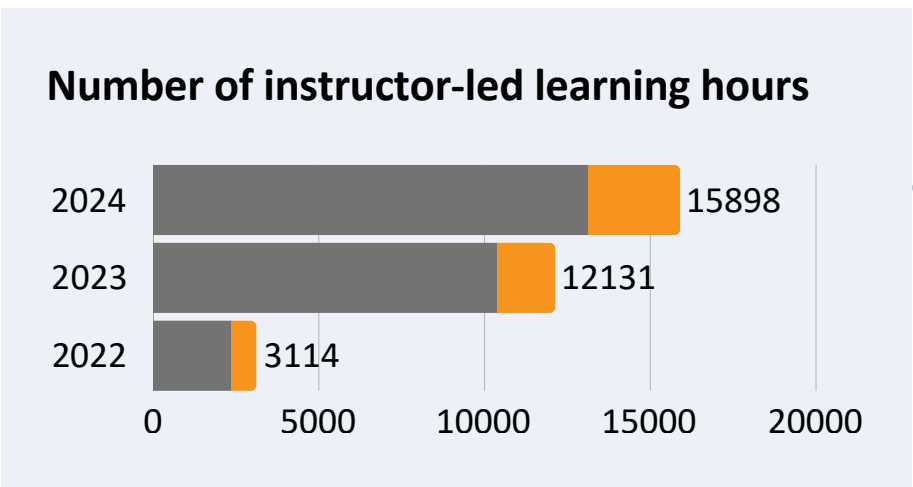
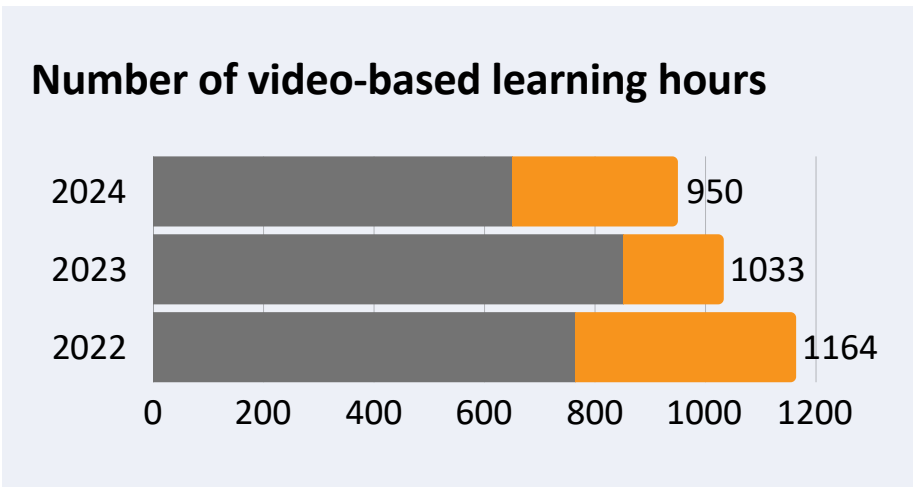
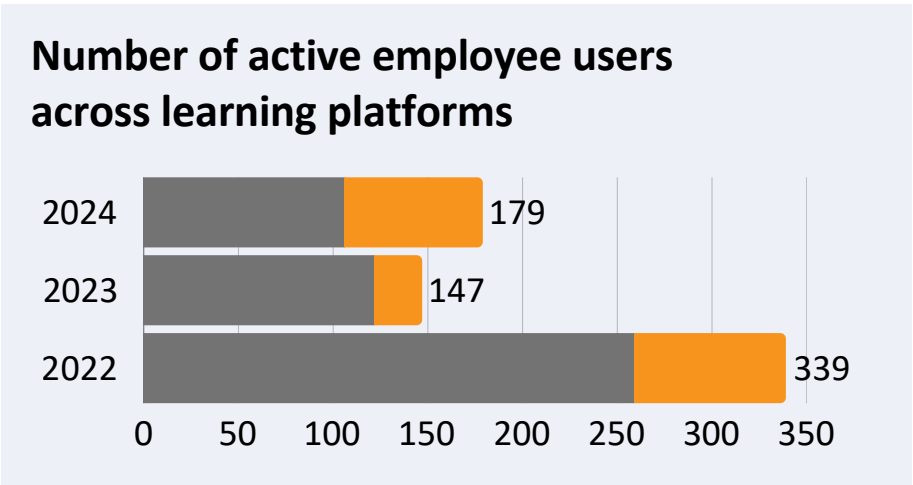
Tabuk Pharmaceuticals: A Recognized Leader in Workplace Excellence

As an officially certified Great Place to Work, Tabuk Pharmaceuticals takes pride in fostering a diverse, inclusive, and supportive culture for all team members across our regional locations. 🌍

Our ongoing commitment to transforming internal culture has earned us a place on the prestigious Best Workplaces in the Middle East 2024 list.

This remarkable achievement reflects the dedication and hard work of our exceptional team. We extend our sincere gratitude to Great Place to Work® Middle East for recognizing our efforts and believing in the values that drive our organization forward.

Learning and development	2022	2023	2024
Average hours of training	14.7	34.1	38.6
– Men	14.8	33.6	42.7
– Women	15.6	36.4	29.8
– Unspecified gender	NA	NA	NA
Active users across learning platforms	338	146	286
– Men	259	122	106
– Women	80	25	73
– Unspecified gender	NA	NA	NA
Video-based learning hours completed	1,146	1,033	1,005
– Men	764	852	650
– Women	400	181	300
– Unspecified gender	NA	NA	NA
Instructor-led learning hours	3,144	12,131	15,898
– Men	2,358	10,385	13,140
– Women	756	1,746	2,758
– Unspecified gender	NA	NA	NA
Number of active Continuing Education Scholarships for employees	2	1	1



Men Women Unspecified gender

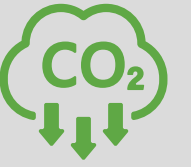


Protective



PROTECTIVE

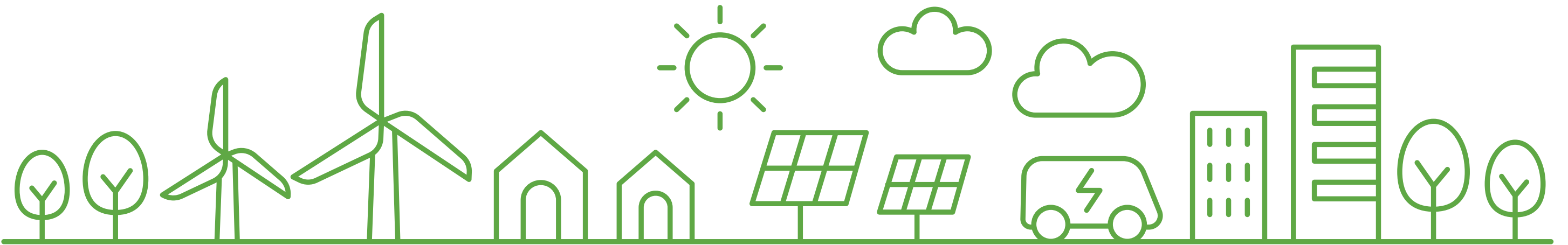
Target

50%

Achieve a 50% reduction in Scope 1 and 2 emissions by 2030

Protecting Our Planet

Promoting sustainable practices to safeguard the environment and ensure a healthier future for generations to come



Strategic Approach

Emission Reduction Hierarchy:

We use a science-based hierarchy to address each emission source:

- Eliminate: Prioritise the removal of emissions wherever possible.
- Reduce: Focus on minimising emissions through efficiency and innovation.
- Substitute: Transition to low-carbon alternatives.

Supply Chain Engagement:

- Collaborate with suppliers to reduce Scope 3 emissions by aligning with our expectations and investing time to support their GHG reduction efforts.
- By enabling suppliers to act, we reduce our own Scope 3 emissions and achieve our net-zero targets.

Transparency and Accountability

We are committed to being transparent about:

- Our performance, methodologies, and transition plan.
- Our assessment of climate-related risks and opportunities in a low-carbon economy and net-zero healthcare.

We employ nature-based and technical measures to identify and address physical climate risks at site levels and incorporate these in local business continuity planning.

Delivering Ambition Zero Carbon

Through our Ambition Zero Carbon strategy, we:

- Focus on delivering absolute reductions in all direct and indirect GHG emissions across the value chain (Scopes 1, 2, and 3).
- Pursue ambitious science-based decarbonisation targets to accelerate progress towards net-zero healthcare.

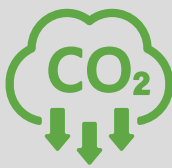
By following the science and fostering collaboration, we are committed to achieving a sustainable future for our business, our patients, and the planet.



PROTECTIVE

Target

Net Zero



Achieve Net Zero in Scope 1 and 2 emissions by the year 2045

Protecting Our Planet

Promoting sustainable practices to safeguard the environment and ensure a healthier future for generations to come

Strategic Approach to Net Zero Carbon Emissions

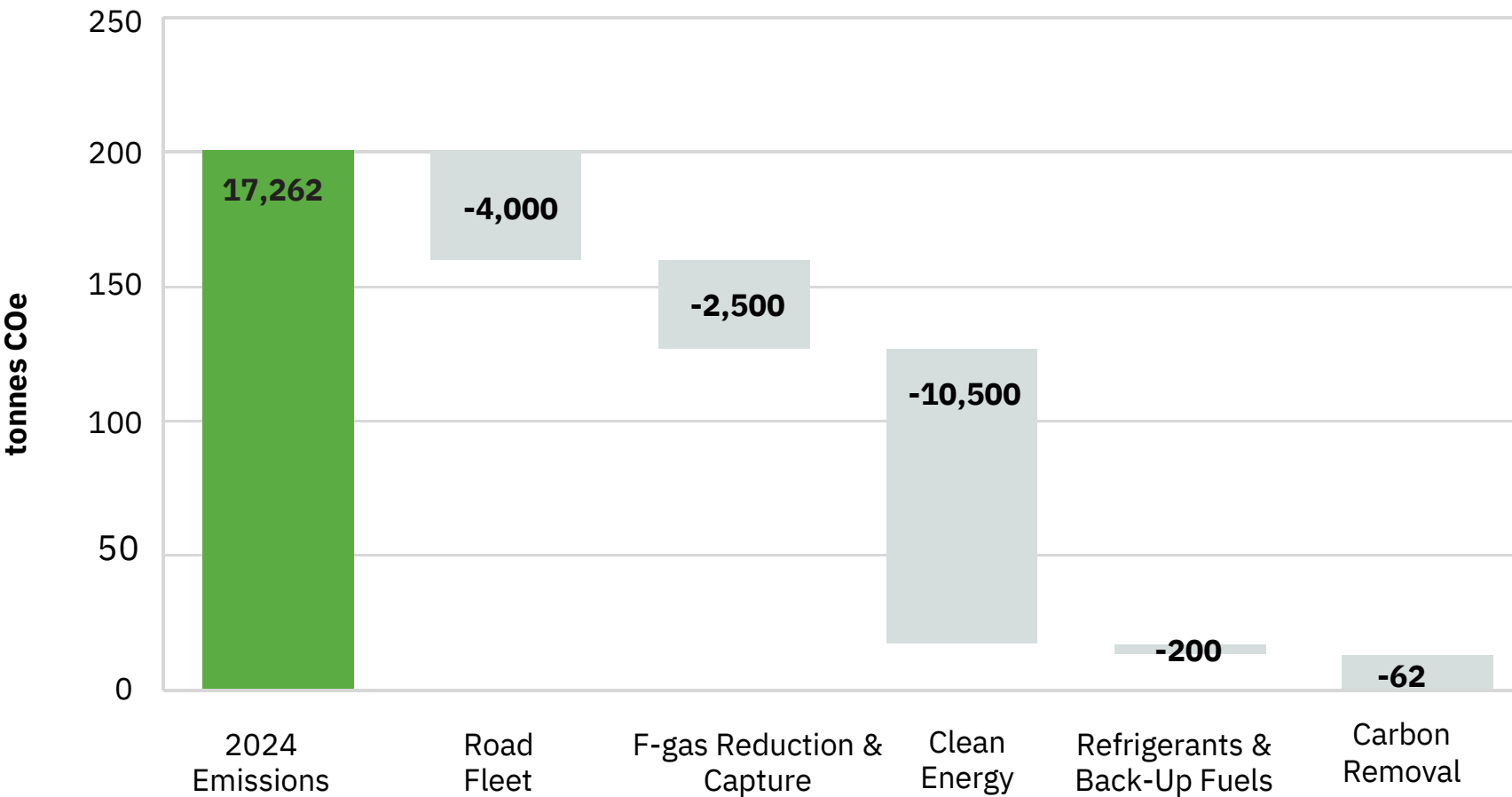
We are committed to achieving net zero carbon emissions by 2045 through clean energy, enhanced energy efficiency, transitioning to electric vehicles, and carbon removal for Scopes 1 and 2. For Scope 3, we target a 50% reduction by 2030 by improving our supply chain and sourcing practices.

We ensure transparency in our performance, methodologies, transition plans, and climate risk assessments. Using both nature-based and technical measures, we address climate risks at site levels and in business continuity planning. Through our **Ambition Zero Carbon strategy**, we focus on absolute reductions across Scopes 1, 2, and 3 emissions.

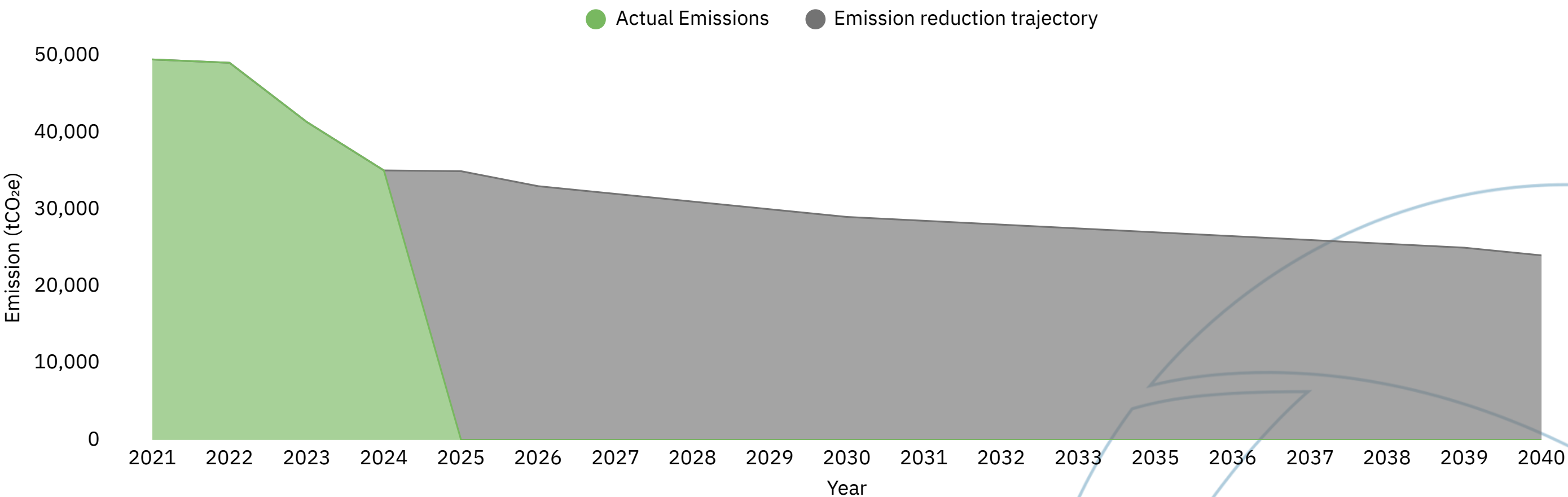
Scope 1 & 2 Emissions - Strategic Approach

Scope 1 & 2 (tonnes CO₂e)
baseline 2021

21,469 tonnes CO₂e



Scope 3 Emissions - Strategic Approach





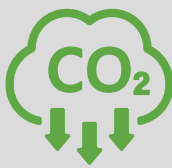
PROTECTIVE

Protecting Our Planet

Promoting sustainable practices to safeguard the environment and ensure a healthier future for generations to come

Target

50%



Achieve a 50% reduction in Scope 3 total emissions by 2030

Scope 1, 2 and other greenhouse gas emissions (tonnes CO2e)

	2022	2023	2024
Total gross Scope 1 GHG emissions Stationary combustion	3,292.4	2,127.8	2,911
Total gross Scope 1 GHG emissions Mobile combustion	165.6	133.2	120.5
Scope 1 – Total	3,458	3,261	3,032
Scope 2 – Market based	16,615	15,283	14,230
Scope 1 & 2 – Total	20,073	18,544	17,262
Scope 1 & 2 – Intensity (tCO2e per million USD of revenue)	77.4	74.1	23.1

Scope 1 Reduction

23.5%

(baseline 2021 - 3,962 tonnes CO2e)



Scope 2 Reduction

18.7%

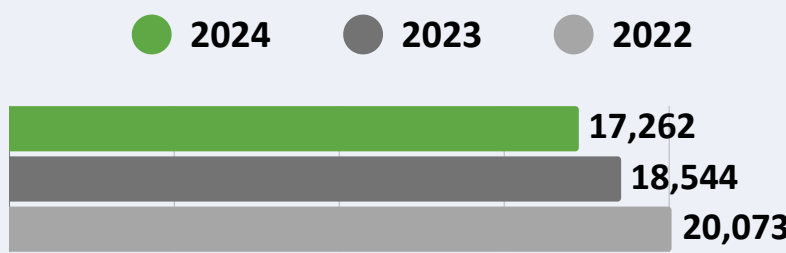
(baseline 2021 - 17,507 tonnes CO2e)



Solvent (VOC) consumption and emissions from Tabuk Pharmaceuticals sites

	2022	2023	2024
Consumption (tonnes)	367.5	311.4	263.6
Emitted (tonnes)	23.2	20.6	17.3
Scope 1 GHG emissions (tonnes CO2e)	25.6	21.7	17.68

Scope 1 & 2 Total (tonnes CO2)



GHG Protocol Scope 3 category (tonnes CO2e)

	2022	2023	2024
Category 1 Purchased goods and services	19,942	18,811	15,942
Category 2 Capital goods	161.3	142.7	120.9
Category 3 Fuel and energy related (not Scope 1 or 2)	7,678	7,044	5,635
Category 4 Upstream transportation and distribution	2,629	2,412	1,977
Category 5 Waste generated in operations	1,265	1,046	887.8
Category 6 Business travel	416.3	378.2	230.5
Category 7 Employee commuting	1,719	1,508	1,278
Category 8 Upstream leased assets	3,592	3,454	2,680
Category 9 Downstream transportation and distribution	4,227	4,053	3,971
Category 10 Processing of sold products	Assessed: Not relevant		
Category 11 Use of sold products	Assessed: Not relevant		
Category 12 End-of-life treatment of sold products	2,118	1,943	1,893
Category 13 Downstream leased assets	1,333	567.4	435.4
Category 14 Franchises	Assessed: Not relevant		
Category 15 Investments	Assessed: Not relevant		
Total Scope 3	45,081	41,359	35,050

Scope 3 Reduction

29.2%

(baseline 2021 - 49,483 tonnes CO2e)



Scope 3 Total (tonnes CO2)



GHG Protocol Scope 3 category

	2022	2023	2024
Scope 3 intensity (tCO2e per million USD of revenue)	173.7	165.2	46.9



Ecostruxure™ Resource Advisor

Tabuk Pharmaceuticals signed an agreement with Schneider Electric for Resources Advisor and Carbon Emissions Tracking Tool

At Tabuk Pharmaceuticals, sustainability is at the core of our manufacturing principles. We proudly highlighted this commitment in our agreements during CPHI Middle East 2024 in Riyadh. We are pleased to announce the signing of a Memorandum of Understanding (MOU) between Tabuk Pharmaceuticals Manufacturing Company and Schneider Electric. This collaboration marks a significant step forward in our sustainability efforts, focused on utilizing Schneider Electric's innovative Resource Advisor Platform. This state-of-the-art tool will enable Tabuk Pharmaceuticals to effectively track carbon emissions and energy usage across all its locations, enhancing our environmental stewardship.



Our partnership underscores a collective commitment to achieving 2050 Neutral Carbon Emissions, as both organizations strive to lead in environmental sustainability. 🌱



Moral



MORAL

Target

100%Maintain 100% of active employees trained
on the Code of Ethics

Enhancing Ethics and Transparency

Upholding business principles and work ethics to promote integrity and accountability in all our practices

Strategic Approach

The key elements of our commitment to an ethical business culture are:

Our Code of Conduct – This guides everything we do and ensures that we deliver life-changing medicines in a responsible way. We reinforce our commitment to ethical business conduct through annual Code of Conduct training, delivered to all employees and relevant third parties.

Values-based decision making – We emphasise values-based decision making and encourage our workforce and suppliers to adopt a sustainability mindset that embraces our core Values.

Visibility and transparency – Being visible and transparent about our business supports learning and development for our employees, suppliers, and partners. This is fundamental to meeting the expectations of patients, investors, and broader society.

Human Rights

Tabuk Pharmaceuticals respects the rights of all people. We are committed to treating everyone with dignity and respect and to ensuring the third parties we work with do the same.

Our commitment to human rights arises from our Values, which form the basis of our Code of Conduct, and is formalised in our Code, Global Standard on Expectations of Third Parties, Modern Slavery Statement, sustainability initiatives, and other requirements, procedures, and practices.

We are guided by international human rights principles, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. As signatories to the UN Global Compact (UNGC), we are committed to its principles.

We continue to improve our approach to human rights through industry working groups such as PSCI, Business for Social Responsibility (BSR), and the Fair Wage Network, with a particular focus on due diligence, new legislation, and responsible sourcing initiatives.

Responsible Supply Chain

We expect all employees and contractors to follow our sustainable procurement Standard for the purchase of Goods and Services. Compliance is monitored through assessments and improvement programmes, and all our suppliers and partners must meet our Global Standard on Expectations of Third Parties.

We conduct audits on high-risk commercial suppliers (external manufacturing partners) to ensure appropriate practices and controls are in place.

In 2024, we accelerated supplier diversity and worked to enhance the sustainability of our supply chain. Through our partnership with EcoVadis, 57% of our suppliers (by spend) were assessed for their environmental, ethical, and social performance, ensuring alignment with our Values.



MORAL

Target

100%



Maintain 100% of active employees trained on the Code of Ethics

Enhancing Ethics and Transparency

Upholding business principles and work ethics to promote integrity and accountability in all our practices

Human Rights

	2022	2023	2024
No. of Locations Completed the Human Rights Survey	-	1	3
Percentage of employees who receive Modern Slavery Awareness training annually	-	42%	61%

Business Ethics

	2022	2023	2024
Active employees trained on Code of Conduct (Work Ethics)	60%	75%	90%
Percentage of employees who feel we have a 'Speak Up' culture	72%	83%	86%

Data Privacy

	2022	2023	2024
Percentage of Employees who receive PDPL (Personal Data Protection Law) training	NA	52%	96%
Privacy regulatory impact assessments	NA	1	4

Code of Conduct Training



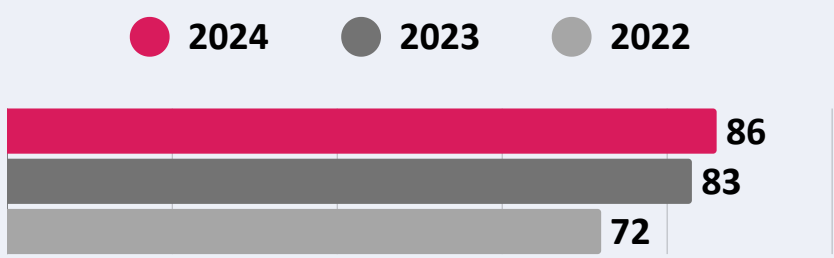
90%

Data Protection Training



96%

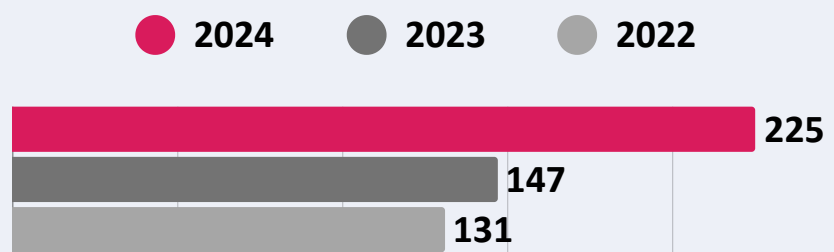
Percentage of Employees who feel we have a 'Speak Up' culture



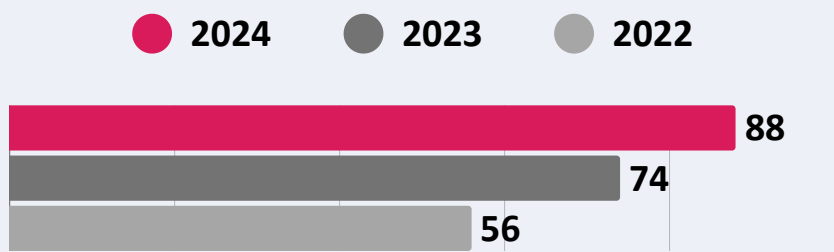
Responsible Supply Chain

	2022	2023	2024
Total supplier assessments	131	148	225
Percentage of suppliers by spend assessed by EcoVadis	-	51%	66%
Critical manufacturing suppliers that disclose their energy, waste and water footprint (%)	-	29%	57%
Supplier environmental sustainability assessments completed	56	74	88

Total supplier assessments



Supplier environmental sustainability assessments completed





MORAL

Driving Social Responsibility

Advancing ethical practices, transparency, and integrity while creating a positive social impact through donations, youth empowerment initiatives, and enrollment programs that nurture future leaders.

Strategic Approach

The key elements of our commitment to corporate social responsibility are:

Donations of Medicines – We provide essential medicines to underserved communities, ensuring equitable access to healthcare and improving the quality of life for those in need.

Youth Empowerment Programs – We focus on empowering young individuals by enrolling them in our programs, equipping them with the skills, knowledge, and opportunities needed for career advancement and personal growth.

Partnerships with Nonprofit Organizations – We collaborate with nonprofit organizations to support communities and address local needs, tailoring our efforts to align with the specific requirements of each region or location. – Being visible and transparent about our business supports learning and development for our employees, suppliers, and partners. This is fundamental to meeting the expectations of patients, investors, and broader society.



\$799,880

Value of donations through local donations platforms.

35

New trainees enrolled in our Youth program.

2

New agreements were signed with nonprofit organisations in 2024.



Circular



CIRCULAR

Circularing Our Resources

Driving sustainable resource management by reducing waste, recycling water, and eliminating landfill dependency across operations

Strategic Approach

- Adopt circular business models to reduce natural resource use.
- Maximise waste recycling and eliminate landfill waste.
- Minimise materials and waste during manufacturing and product use.
- Increase use of renewable resources and regenerate nature where possible.

Natural Resources Management

Commitments:

- Reduce impact through responsible sourcing and circular use of resources.
- Protect and restore ecosystems to improve water and air quality.

Key Initiatives:

- Implement lean manufacturing and best practices to enhance efficiency and reduce waste.
- Partner with suppliers and stakeholders to achieve water security and minimise environmental impact.
- Develop metrics to monitor progress toward a circular economy.

This holistic approach integrates environmental stewardship into every aspect of operations, ensuring sustainable growth while protecting the planet.

Site Waste Circularity Rate Metric

In 2024, we introduced a new site waste circularity rate metric across our operations. This metric, combined with our waste reduction target, aims to:

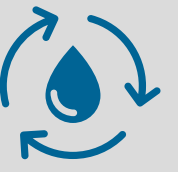
- Focus efforts at the top of the waste hierarchy.
- Promote the external re-use or repurposing of waste materials.

Site waste circularity rate metric

$$\frac{\left(\begin{array}{c} \text{Site Total} \\ \text{Recycle (t)} \end{array} + \begin{array}{c} \text{Site External} \\ \text{Waste Avoided (t)} \end{array} \right)}{\left(\begin{array}{c} \text{Site Waste} \\ \text{Gen (t)} \end{array} + \begin{array}{c} \text{Site External} \\ \text{Waste Avoided (t)} \end{array} \right)} = \text{Site waste circularity rate}$$

Target

30%



Achieve 30% water recycling by the year 2030



Product Sustainability Overview

To minimise environmental impacts throughout the product lifecycle, we aim to:

- Understand and address environmental impacts from discovery, development, and production to the end of the product life.
- Design medicines that balance maximum medical efficacy with the smallest possible environmental footprint.

Why It Matters:

- Medicines with reduced environmental impact benefit both people and the planet.
- Pharmaceuticals often enter the environment via patient use, manufacturing processes, and improper disposal.
- Active Pharmaceutical Ingredients (APIs) can affect wildlife and ecosystems, even in trace amounts.
- Addressing Pharmaceuticals in the Environment (PIE) is critical as patient access increases globally.



CIRCULAR

Circularing Our Resources

Driving sustainable resource management by reducing waste, recycling water, and eliminating landfill dependency across operations

Target

25%

Achieve 25% Waste Recycling by the year 2030



Water use within site water footprint, excluding non-contact cooling water

		2022	2023	2024
Municipal (m3)		131,655	122,022	90,539
Groundwater (m3)		-	-	-
Rainwater (m3)		105	98	82
Total (m3)	SDG 6.4	131,760	122,120	90,619
Chemical oxygen demand – effluent leaving our sites (tonnes)		0.205	0.162	0.185
Water Recycled (m3)		13,166	10,982	10,865
Water Recycled (%)		10%	9%	12%
Sites in water stewardship programme		-	1	3

Reducing Water Consumption

40.7%

(Since 2021 - 152,842 m3)



Waste Management

		2022	2023	2024
Total Waste (tonnes)		410.79	242.05	175.64
Total recycling (tonnes)	SDG 12.5	33.7	26.6	40.6
Total recycling as a percentage of total waste	SDG 12.5	8.2%	11%	23.1%
Total waste to landfill (tonnes)		131.760	122,12.	90.619
Waste avoided – by-product sold (tonnes)	SDG 12.5	0.205	0.162	0.185

Waste Reduction

63%

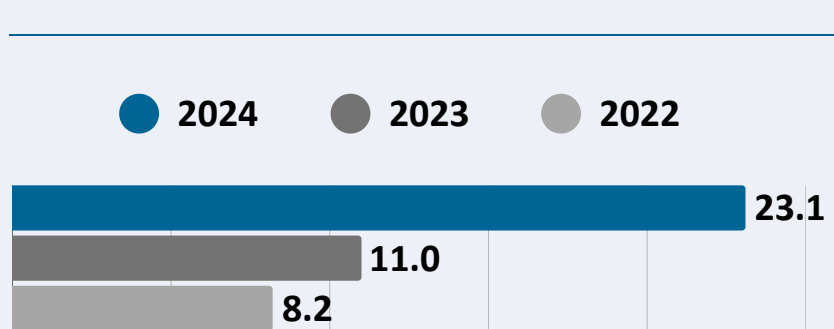
(Since 2021 - 486 tonnes)



Non-hazardous waste (tonnes)

	2022	2023	2024
Total non-hazardous waste	280.447	145.84	93.85
Non-hazardous waste recycled	33.7	26.6	40.6
Non-hazardous waste to landfill	246.74	119.24	53.25

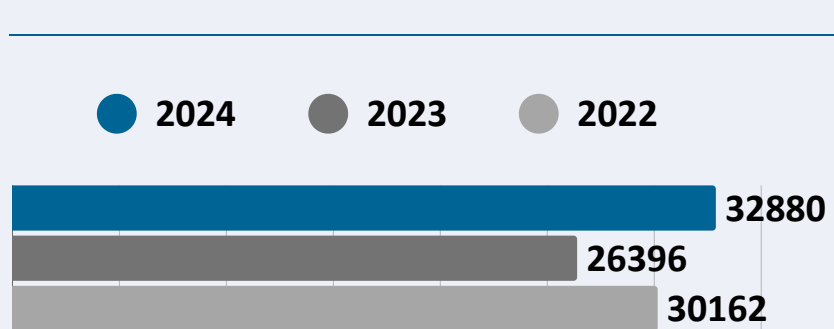
Total Waste Recycling (%)



Hazardous waste (tonnes)

	2022	2023	2024
Total Hazardous waste	130.35	96.212	81.79
Hazardous waste recycled	-	-	-
Hazardous waste (Incineration or Treatment)	15.64	12.5	6.54

Energy Use (MWh)



Energy management

		2022	2023	2024
Total energy use (MWh)		30,162	26,396	32,880
Renewable energy use – electricity and heat (MWh)	SDG 7.2	-	131.9	417.6
Renewable energy use – electricity and heat (%)		-	0.5%	1.27%
Onsite self-generated renewable electricity – on-site solar PV (MWh)		-	-	-
Imported electricity – renewable (MWh)		-	131.9	417.6



Data Annex



Our Sustainability Strategy

- Scope 1 Emissions
- Scope 2 Emissions
- Scope 3 Emissions

PROTECTIVE

- Business Principles
- Anti-Bribery & Anti-Corruption
- Whistleblower

THOUGHTFUL



MORAL

- Health and Safety
- Diversity & Inclusion
- Human Rights

CIRCULAR

- Efficient Manufacturing
- Reuse/Recycle
- Water Circularity
- Product Life Span

Thoughtful

Focus Areas: Advancing human rights, ensuring health and safety, and fostering diversity and inclusion.

Target	Year	Progress	Status
Health and Safety: 50% Reduction in Lost Time Injury Rate	2025	Aim To Zero Program (launched in 2021) has reached over 1,500 people, aiming for zero incidents, zero accidents, and zero environmental harm.	On Plan
Women Empowerment: To reach 35% Female Employees	2030	We have achieved 24% female representation and are on track to meet our target.	On Plan
Women Empowerment: To reach 10% Female Management	2030	20% of managerial roles are held by women.	Target Met
Diversity: Achieve < 50% homogeneity (Gender & Nationality)	2030	We have employees from 21 nationalities, with diverse ethnic backgrounds and cultures, reflecting our commitment to reducing homogeneity.	On Plan

General employee information

	2022	2023	2024
Number of employees	2115	1953	1942
– KSA TPMC	1330	1332	1390
– Middle East & North Africa (Outside of the Kingdom)	785	621	552
– Percent in Managerial levels	8%	8%	8%
– Percent of Professionals and workers	76%	72%	79%
Whether more than 10% of workforce or more than 1,000 employees are affected by layoffs or mergers/acquisitions	No	No	No

Employee engagement (People’s Voice)

	2022	2023	2024
Employee engagement score	NA	78%	83%
Employee enablement score	NA	64%	79%



Thoughtful

Recruitment, retention and promotion

	2022	2023	2024
Number of new employee hires	285	238	325
– Men	193	184	219
– Women	92	54	106
– Unspecified gender	NA	NA	NA
Voluntary turnover	371	375	255
– Voluntary turnover – Men	261	278	179
– Voluntary turnover – Women	110	96	76
– Voluntary turnover – unspecified gender	NA	NA	NA
Voluntary turnover rate	18%	19%	13%
– Voluntary turnover – Men	12%	14%	9%
– Voluntary turnover rate – Women	5%	5%	4%
– Voluntary turnover rate – unspecified gender	NA	NA	NA

Workforce Health and Safety

	2022	2023	2024
Total reportable injury rate (per million hours worked) (employees)	1.04	0.78	0
Collisions (per million kilometres driven)	0	0.63	0
Occupational illness rate (per million hours worked) (employees)	0	0	0
Lost time injury rate (per million hours worked) (employees)	0.76	0.65	0
Lost time injury rate (per million hours worked) (construction contractors)	0	0	0
Fatalities (employees)	0	0	0
Fatalities (contractors)	0	0	0

Quality manufacturing

	2022	2023	2024
Quality audits of Tabuk Pharmaceuticals Suppliers	26	42	74
Quality audits of Tabuk Pharmaceuticals Sites	8	14	19



Thoughtful

Diversity, Equity and Inclusion

	2022	2023	2024
Number of full-time employees – Women	494	413	460
– Percent of total headcount	23%	21%	24%
Number of women in Managerial levels	24	24	25
– Percent of total managers	16%	17%	20%
Number of women in Professional and Worker levels	394	312	312
– Percent of total headcount	19%	16%	16%
Number of Board members appointed that are women	0	0	0
Percentage of employees age <30	22%	18%	7%
Percentage of employees age 30–50	69%	72%	77%
Percentage of employees age >50	9%	10%	15%
Number of Nationalities	18	22	21

Learning and development

	2022	2023	2024
Average hours of training	14.7	34.1	38.6
– Men	14.8	33.6	42.7
– Women	15.6	36.4	29.8
– Unspecified gender	NA	NA	NA
Active users across learning platforms	338	146	286
– Men	259	122	106
– Women	80	25	73
– Unspecified gender	NA	NA	NA
Video-based learning hours completed	1,146	1,033	1,005
– Men	764	852	650
– Women	400	181	300
– Unspecified gender	NA	NA	NA
Instructor-led learning hours	3,144	12,131	15,898
– Men	2,358	10,385	13,140
– Women	756	1,746	2,758
– Unspecified gender	NA	NA	NA
Number of active Continuing Education Scholarships for employees	2	1	1



Protective

Focus Area: Achieving Ambition Zero Carbon

Target	Year	Progress	Status
Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 50% from 2021 base year.	2030	Reduced Scope 1 and 2 GHG emissions by 19.6% since 2021, a reduction of 4,207 tonnes CO2e.	On Plan
25% of Energy to be generated from Renewable Sources	2030	Aligned with a supplier to achieve 12-20% renewable energy coverage by 2026, progressing toward the 25% target.	On Plan
Carbon Emissions: 70% reduction scope 3 emissions from 2021 base year.	2030	Reduced Scope 3 GHG emissions by 29.2% since 2021, a reduction of 14,433 tonnes CO2e.	On Plan
Carbon Emissions: Net zero scope 1 & 2 emissions	2045	Reduced Scope 1&2 by 19.6% since 2021, we set a strategic approach towards net-zero.	On Plan
Carbon Emissions: 91% reduction scope 3 emissions from 2021 base year.	2045	Reduced Scope 1&2 by 19.6% since 2021, we set a strategic approach towards net-zero.	On Plan

Scope 1, 2 and other greenhouse gas emissions (tonnes CO2e)

	2022	2023	2024
Total gross Scope 1 GHG emissions Stationary combustion	3,292.4	2,127.8	2,911
Total gross Scope 1 GHG emissions Mobile combustion	165.6	133.2	120.5
Scope 1 – Total	3,458	3,261	3,032
Scope 2 – Market based	16,615	15,283	14,230
Scope 1 & 2 – Total	20,073	18,544	17,262
Scope 1 & 2 – Intensity (tCO2e per million USD of revenue)	77.4	74.1	23.1

Solvent (VOC) consumption and emissions from Tabuk Pharmaceuticals sites

	2022	2023	2024
Consumption (tonnes)	367.5	311.4	263.6
Emitted (tonnes)	23.2	20.6	17.3
Scope 1 GHG emissions (tonnes CO2e)	25.6	21.7	17.68



Protective

GHG Protocol Scope 3 category (tonnes CO2e)

	2022	2023	2024
Category 1 Purchased goods and services	19,942	18,811	15,942
Category 2 Capital goods	161.3	142.7	120.9
Category 3 Fuel and energy related (not Scope 1 or 2)	7,678	7,044	5,635
Category 4 Upstream transportation and distribution	2,629	2,412	1,977
Category 5 Waste generated in operations	1,265	1,046	887.8
Category 6 Business travel	416.3	378.2	230.5
Category 7 Employee commuting	1,719	1,508	1,278
Category 8 Upstream leased assets	3,592	3,454	2,680
Category 9 Downstream transportation and distribution	4,227	4,053	3,971
Category 10 Processing of sold products	Assessed: Not relevant		
Category 11 Use of sold products	Assessed: Not relevant		
Category 12 End-of-life treatment of sold products	2,118	1,943	1,893
Category 13 Downstream leased assets	1,333	567.4	435.4
Category 14 Franchises	Assessed: Not relevant		
Category 15 Investments	Assessed: Not relevant		
Total Scope 3	45,081	41,359	35,050

GHG Protocol Scope 3 category

	2022	2023	2024
Scope 3 intensity (tCO2e per million USD of revenue)	173.7	165.2	46.9



Moral

Focus Areas: Cultivating a moral foundation to promote integrity and an ethical business culture.

Target	Year	Progress	Status
100% of employees trained on Business Principles, Anti-Bribery, Anti-Corruption and whistleblowing	2025	In 2024, 90% of our employees completed the Code of Ethics training.	On Plan
Foster a 'speak up' culture within Tabuk Pharmaceuticals.	2026	86% Percentage of employees who feel we have a 'Speak Up' culture	On Plan
Our Sustainable Procurement program ensures 100% ethical spend by embedding sustainability into processes.	2028	66% of our suppliers are assessed by the EcoVadis platform.	On Plan
Enhance the outcomes of Tabuk Pharmaceuticals' Human Rights Survey and leverage Fair Wage Network data to more effectively evaluate and align employee compensation with local living wage standards.	2030	We reached a milestone in 2024 living wage, as more than 90% of employees are receiving around 12% above the living wage.	On Plan

Human Rights

	2022	2023	2024
No. of Locations Completed the Human Rights Survey	-	1	3
Percentage of employees who receive Modern Slavery Awareness training annually	-	42%	61%

Business Ethics

	2022	2023	2024
Active employees trained on Code of Conduct (Work Ethics)	60%	75%	90%
Percentage of employees who feel we have a 'Speak Up' culture	72%	83%	86%
Concerns reported through the company helpline (per thousand employees)	-	1.2	1.6
Corrective actions taken in commercial regions (per thousand employees)	-	12	23

Data Privacy

	2022	2023	2024
Percentage of Employees who receive PDPL (Personal Data Protection Law) training	NA	52%	96%
Privacy regulatory impact assessments	NA	1	4



Moral

Responsible Supply Chain

	2022	2023	2024
Total supplier assessments	131	148	225
Percentage of suppliers by spend assessed by EcoVadis	-	51%	66%
Critical manufacturing suppliers that disclose their energy, waste and water footprint (%)	-	29%	57%
Supplier environmental sustainability assessments completed	56	74	88

Compliance

	2022	2023	2024
Environmental Regulatory warnings/alerts	2	2	1
Significant environmental violations	0	0	0
High-risk supplier audits on Sustainable Procurement	-	2	4
Percentage of all sites audited internally on Human Rights & Work Ethics	-	64%	80%

Living wage

	2022	2023	2024
Percentage of Employees Earning at Least a Living Wage	86%	92%	96%
Percentage of Contractors Covered by Living Wage Policy	65%	69%	82%
Employee Satisfaction Related to Compensation (%)	-	-	93%
Adjustments to Living Wage Benchmarks	-	42	38

Circular

Focus Areas: Enhancing Manufacturing Efficiency, Achieving Zero Landfill Waste, Advancing Water Recycling Initiatives, and Extending Product Shelf Life.

Target	Year	Progress	Status
Ensure 95% of paper-based product packaging materials used are supplied from sustainable sources.	2026	Reached 78% of the paper-based product packaging materials used are from sustainable sources.	On Plan
10% Improvement in energy efficiency (MWh/k direct hours)	2028	We have achieved 2.4% improvement in energy efficiency.	On Plan
Achieve 30% of Water Recycling - baseline 2021	2030	Reached 12% in water recycling since 2021	On Plan
25% Reduction of Water consumption in sites located in water-scarce areas - baseline 2021	2030	40.7% reduction of water consumption in sites located in water-scarce areas since 2021.	Target Met
Achieve 25% Waste Recycling	2030	Reached 23.1% recycling of waste	On Plan
Zero Waste to landfill	2040	By recycling 23.1% of non-hazardous materials, we are on track to achieve the zero landfill waste.	On Plan

Water use within site water footprint, excluding non-contact cooling water

		2022	2023	2024
Municipal (m3)		131,655	122,022	90,539
Groundwater (m3)		-	-	-
Rainwater (m3)		105	98	82
Total (m3)	SDG 6.4	131,760	122,120	90,619
Chemical oxygen demand – effluent leaving our sites (tonnes)		0.205	0.162	0.185
Water Recycled (m3)		13,166	10,982	10,865
Water Recycled (%)		10%	9%	12%
Sites in water stewardship programme		-	1	3



Circular

Waste Management

	2022	2023	2024
Total Waste (tonnes)	410.79	242.05	175.64
Total recycling (tonnes)	33.7	26.6	40.6
Total recycling as a percentage of total waste	8.2%	11%	23.1%
Total waste to landfill (tonnes)	131.760	122,12.	90.619
Waste avoided – by-product sold (tonnes)	0.205	0.162	0.185

Non-hazardous waste (tonnes)

	2022	2023	2024
Total non-hazardous waste	280.447	145.84	93.85
Non-hazardous waste recycled	33.7	26.6	40.6
Non-hazardous waste to landfill	246.74	119.24	53.25

Hazardous waste (tonnes)

	2022	2023	2024
Total Hazardous waste	130.35	96.212	81.79
Hazardous waste recycled	-	-	-
Hazardous waste (Incineration or Treatment)	15.64	12.5	6.54

Energy management

		2022	2023	2024
Total energy use (MWh)		30,162	26,396	32,880
Renewable energy use – electricity and heat (MWh)	SDG 7.2	-	131.9	417.6
Renewable energy use – electricity and heat (%)		-	0.5%	1.27%
Onsite self-generated renewable electricity – on-site solar PV (MWh)		-	-	-
Imported electricity – renewable (MWh)		-	131.9	417.6



tabuk
pharmaceuticals