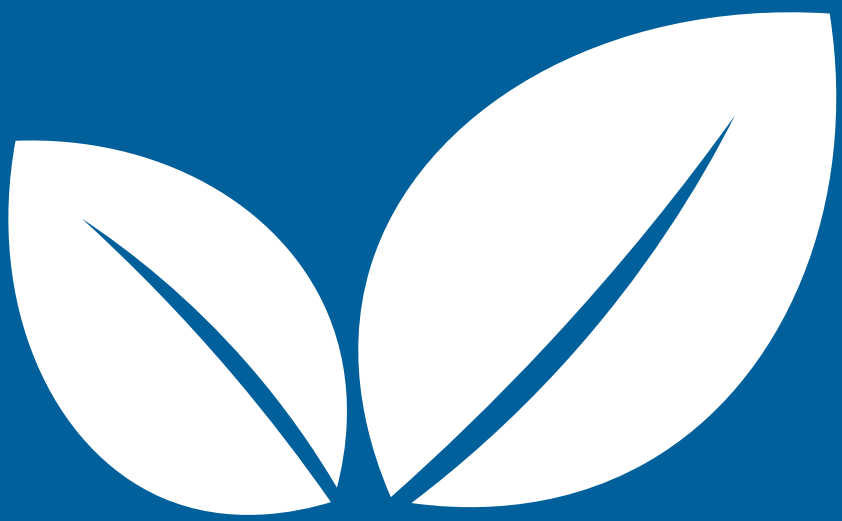




Sustainability Report 2025



About this report

This is our Second Annual Sustainability Report, outlining our approach and progress from 1 January to 31 December 2025, 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 with reference to the GRI Standards. The report incorporates selected disclosures from the GRI Standards framework that are relevant to our organization's material topics. Full adherence to the requirements for reporting in accordance with the 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 2025 to 31 December 2025 with reference to the GRI Standards.

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BUREAU VERITAS

Assurance

Bureau Veritas has provided limited assurance for sustainability activities reported in the sustainability data annex and in the Annual Report 2025. Details are described in the Letters of Assurance, which are publicly available. Assurance was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and International Standard on Assurance Engagements (ISAE) 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board.



Sustainability Overview



GRI 2-22

Chief Executive Officer's statement



CEO - Ismail Shehada

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!

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.

2025 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.



2025 Corporate Social Responsibility Award, **Golden category** for the best CSR initiatives



Overall Rating of **B** in the Carbon Disclosure Project



The CEO has been awarded the Best CEO Award – Pharmaceutical, as part of the GBO Awards 2025



Recognized as a great place to work in 2025



MODON Industrial Excellence Award



Best Leadership Programs Award from the ET Human Capital Award Ceremony - MENA 2025



Best Nationalization Initiative in the Private Sector across the GCC



Achieving an **A** in the Supplier Engagement Assessment (SEA)



Performance highlights



Sustainability overview



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

92%

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

18/23

sustainability targets in the sustainability data annex are 'On Plan,' three are already 'Met,' and two are 'Near Target.'

Thoughtful



Contributing to the Sustainable Development Goals (SDGs)

904

healthcare workers trained since 2018 (cumulative)

24.3%

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

93%

Employee engagement score

- SDG 3 Good health and wellbeing
- SDG 5 Gender equality
- SDG 17 Partnerships for the goals

Protective

32.2%

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

41.4%

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

30.6%

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

96%

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

286

Total number of Suppliers who completed the assessment

91%

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

26.8%

Waste diversion in 2025

46%

reduction in water use from 2021

44.8%

of Non-Hazardous waste is recycled in 2025

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



GRI 2-1, 2-6, 2-7

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



Integrity



Results



Respect for people



Stakeholder Centric

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.

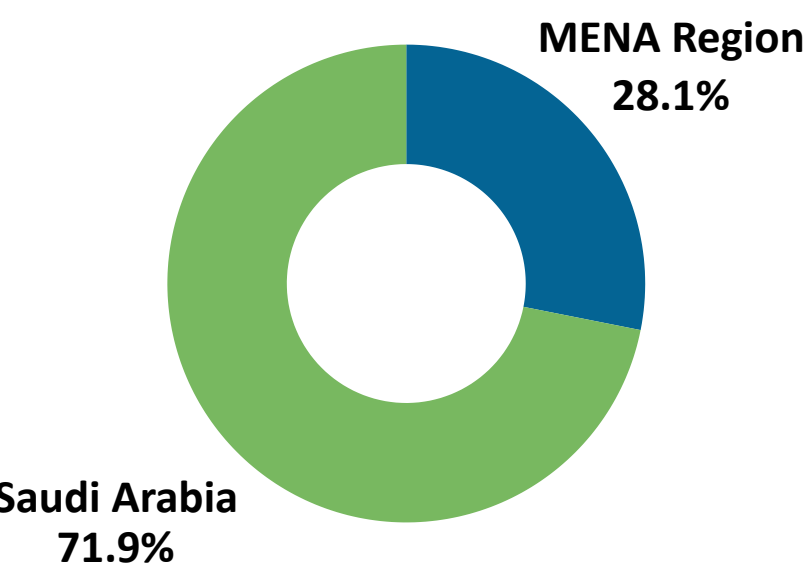
We are a team of over 2,400 professionals across our four advanced manufacturing sites in Tabuk and Dammam in Saudi Arabia, Sudan, and Algeria. Our manufacturing sites produce over 2 billion base units annually to help in maintaining the health of millions of patients across 17 countries in the MENA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

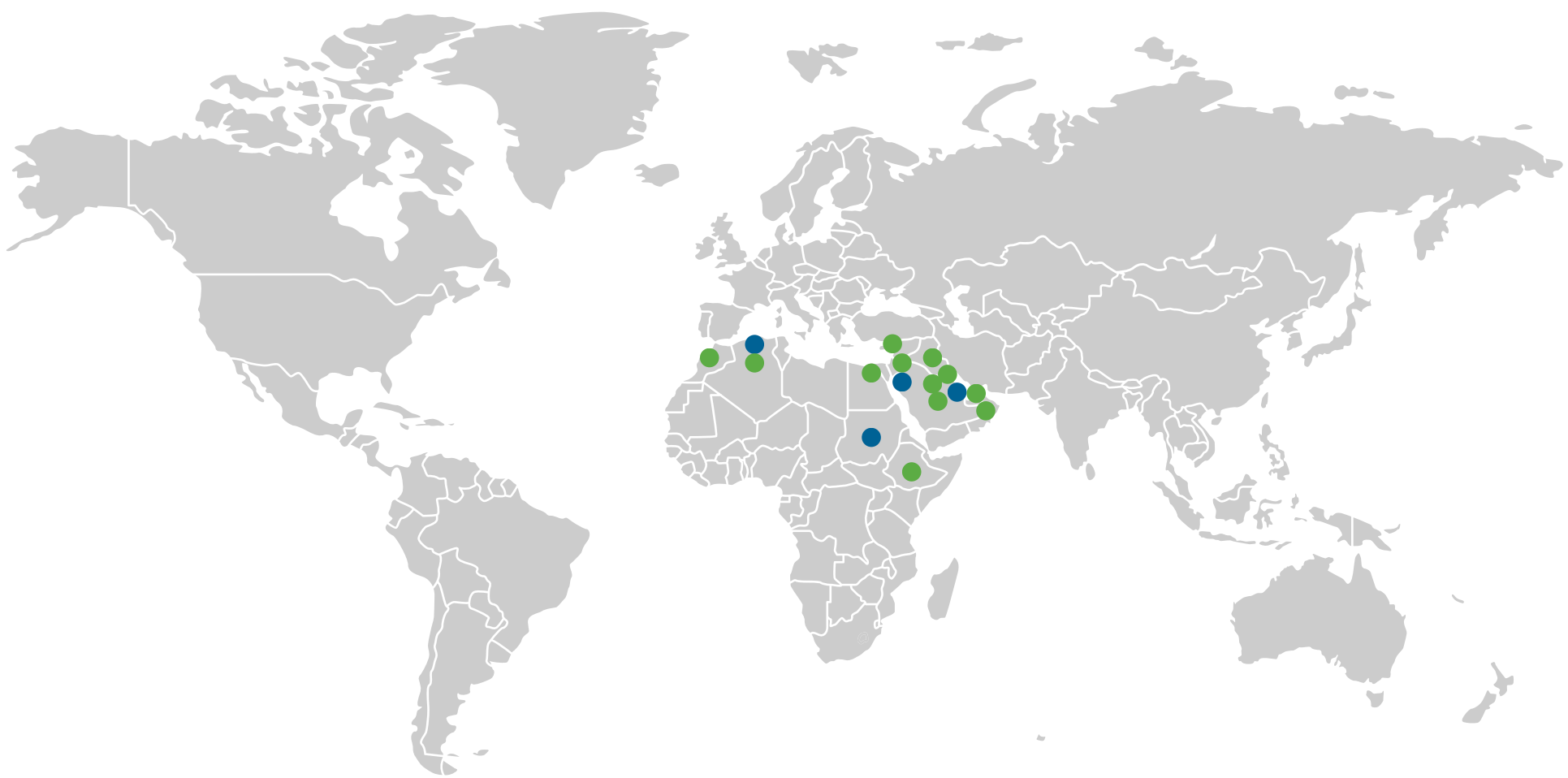
Our Global Business

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



1,969
employees worldwide



Manufacturing Sites

- 1. Tabuk Site, KSA.
- 2. Dammam Site, KSA.
- 3. Blida Site, Algeria.

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.



GRI 2-9, 2-11, 2-12, 2-13, 2-14

Governance

Our Senior Leadership Team (SLT) 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 Leadership Team

The Senior Leadership Team of Tabuk Pharmaceuticals are collectively responsible for the company’s success and long-term sustainability. The SLT 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 Tabuk five Committees. The SLT is accountable to shareholders for the proper conduct of the business and seeks to represent the interests of all stakeholders.

Key responsibilities of the SLT 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.

Sustainability Committee

Established in 2024, Tabuk Pharmaceuticals' Sustainability Committee plays a key role in driving the company's sustainability agenda. Chaired by the Chief Technology Officer (CTO), the Committee has mandatory representation from Human Resources, HSE & Sustainability, Financial Planning & Analysis, and Site Heads. The Committee assesses progress on the implementation of the sustainability strategy, oversees communication of sustainability initiatives with stakeholders, provides guidance to the SLT and its Committees on sustainability matters, and ensures impactful progress in key areas.

In 2025, the Committee held four formal meetings to address various topics, including sustainability reporting, product sustainability, the development of the company's health equity strategy, the completed 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 Oversight and Sustainability Committees and keeps SET updated on current developments.

Oversight Committee

The Oversight Committee, usually chaired by the Chief Financial Officer (CFO) and supported by HSE & Sustainability, ensures the accuracy, transparency, and compliance of sustainability-related disclosures linked to financial reporting — including engaging an independent third party to verify the accuracy of reported data. This year, that role was fulfilled by Bureau Veritas, which provided limited assurance (ISAE 3000/3410) across our GHG emissions, energy, water, waste, workforce diversity, training, safety, and site certification disclosures. The Committee's responsibilities also include overseeing climate-related financial disclosures — including future alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework, planned for a future reporting cycle — ensuring adherence to evolving regulations impacting sustainability reporting, and collaborating with the Sustainability Committee to validate data quality and assurance.

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

People Committee

The People Committee, chaired by the Chief Human Resources Officer (CHRO), 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 People 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 function for further consideration.

Sustainability Steering Committee

Unlike the other three Committees, which have fixed, pre-defined membership, the Sustainability Steering Committee is open to participation from across the organization — any employee can join as a representative of their location or function to discuss sustainability-related matters. Led by the Head of HSE & Sustainability, it arranges quarterly meetings to review the results and impact of sustainability initiatives and to plan the next projects to be introduced to the Sustainability Committee. It reports on progress to the Oversight and Sustainability Committees and keeps the SLT updated on current developments.

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.



GRI 3-1, 3-2

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.

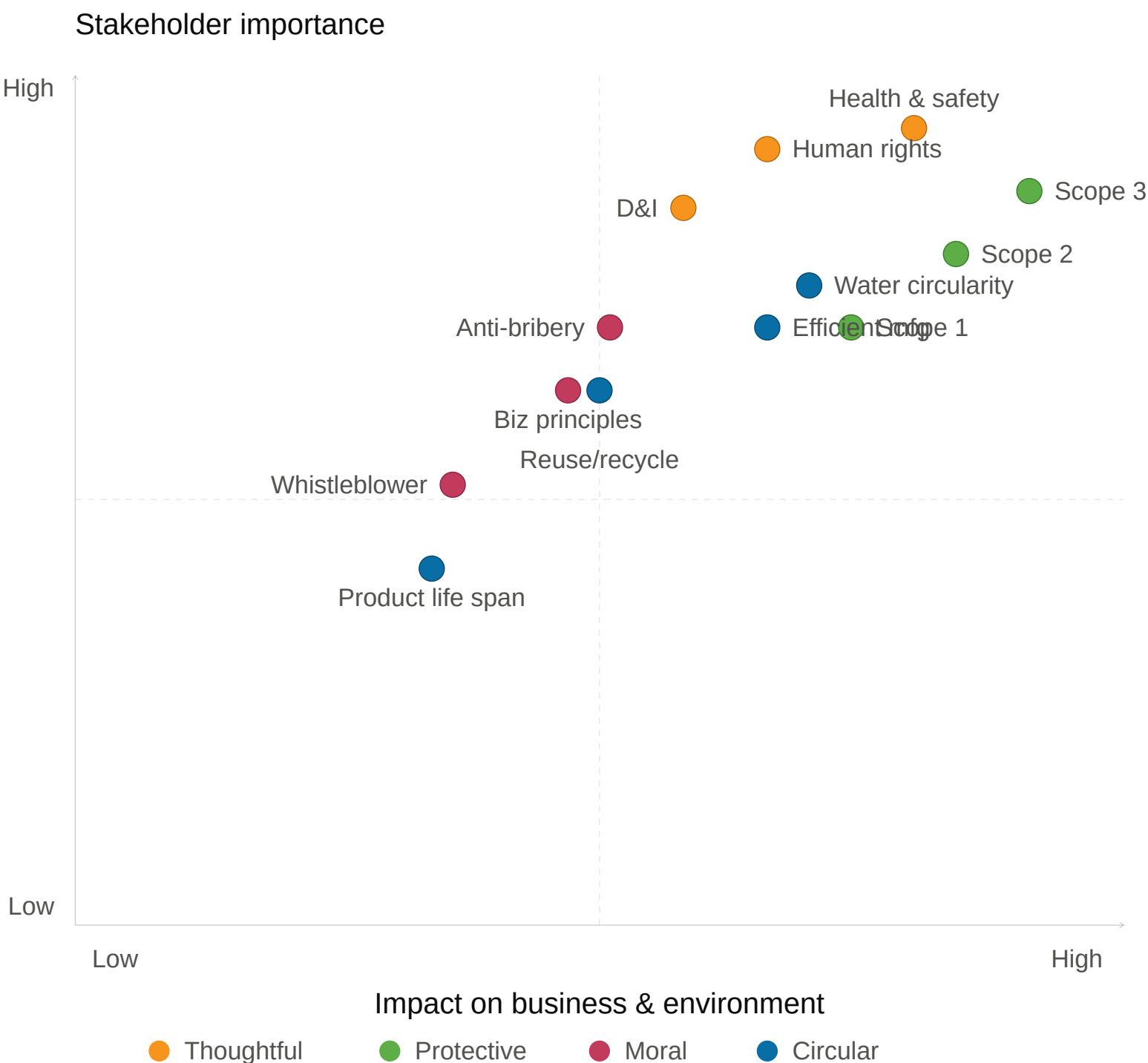
Materiality assessment

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 four interconnected priorities: Thoughtful, Protective, Moral, and Circular. 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.

In 2025, our Sustainability Committee reconfirmed the relevance of our strategy and focus areas through four formal quarterly meetings, supported by ongoing stakeholder engagement and proactive monitoring of emerging trends. This process was strengthened by a double materiality assessment – evaluating both the impact of our operations on people and the environment, and the financial materiality of sustainability issues to our business – with the assessment approach and third-party assurance plan confirmed by Bureau Veritas.

Our priorities translated directly into action in 2025: completion of the Natural Gas Conversion Project at our Dammam site, the phase-out of single-use plastic bottles across the majority of our manufacturing sites, and the ongoing rollout of solar energy infrastructure across two manufacturing sites and our Riyadh headquarter.

Materiality Prioritization



Positioning informed by EcoVadis category weightings.



GRI 2-29

Engaging Our Stakeholders

Stakeholder	How we engage	Frequency	Key topics raised
Employees	People's Voice engagement survey; GPTW survey; Speak Up channel; social dialogue meetings	Annual / ongoing	Wellbeing, career development, safety, inclusion
Patients & HCPs	ADR reporting (web form, e-mail, phone); medical information services; World Pharmacists Day	Ongoing	Product safety, access, safe disposal
Suppliers	EcoVadis assessments; Code of Conduct sign-off; high-risk audits; contract E&S clauses	Annual	Ethics, emissions, labour practices
Investors	Annual Report; AIG investor presentations; CDP disclosure	Quarterly / annual	Climate targets, governance, growth
Government & regulators	SFDA inspections; MODON and MHRSD programmes; ministry visits	Ongoing	Compliance, localisation, Vision 2030
Communities	CSR initiatives (14); donations; university MOUs	Ongoing	Health access, youth employment, education
NGOs & industry bodies	SIDAM (founding member); UN Global Compact; Responsible Care®	Ongoing	ESG capability, sector standards

From knowledge and expertise,
we create pharmaceutical solutions
that meet patients needs.





GRI 2-23, 2-28

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



GRI 2-23, 2-28, 205, 406, 407, 408, 409, 412

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.



United Nations
Global Compact

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 34-36

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 24-28

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



GRI 305, 403, 405-1

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 junior and young employees by empowering them and involving 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 2025, women represented 24.3% of our workforce, with a percentage 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 2025, capital expenditure of \$96 million (2024: \$27 million) was invested in new technologies and manufacturing capabilities, including new facilities for Ophthalmology, Oncology, Prefilled Syringes, and Biosimilars.

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

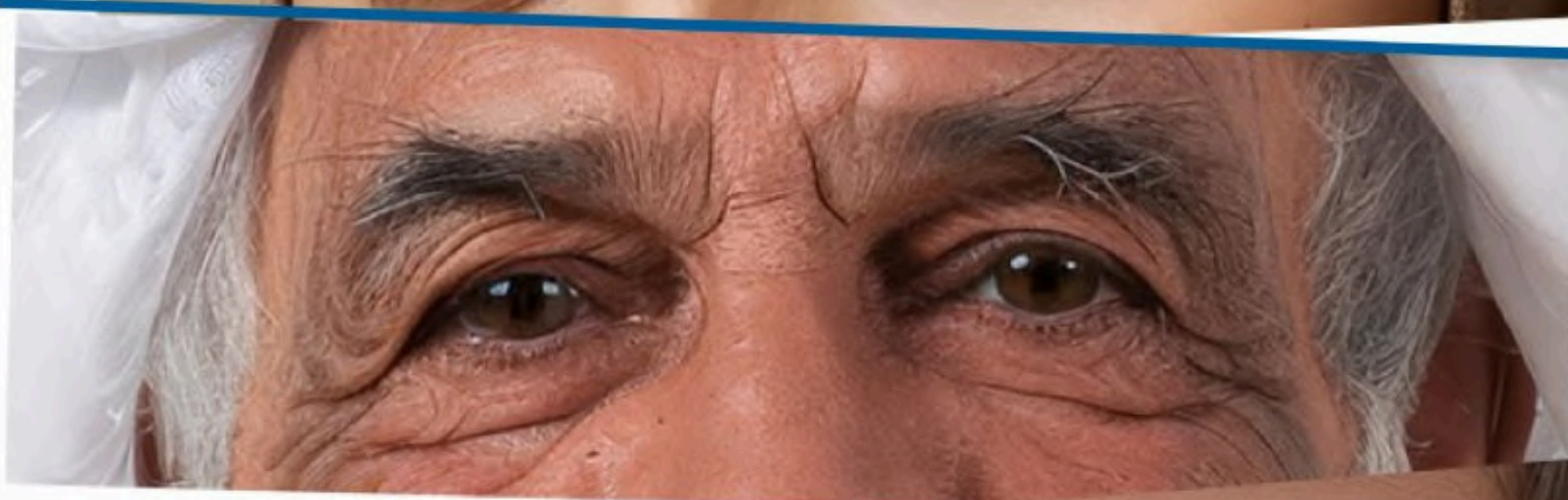
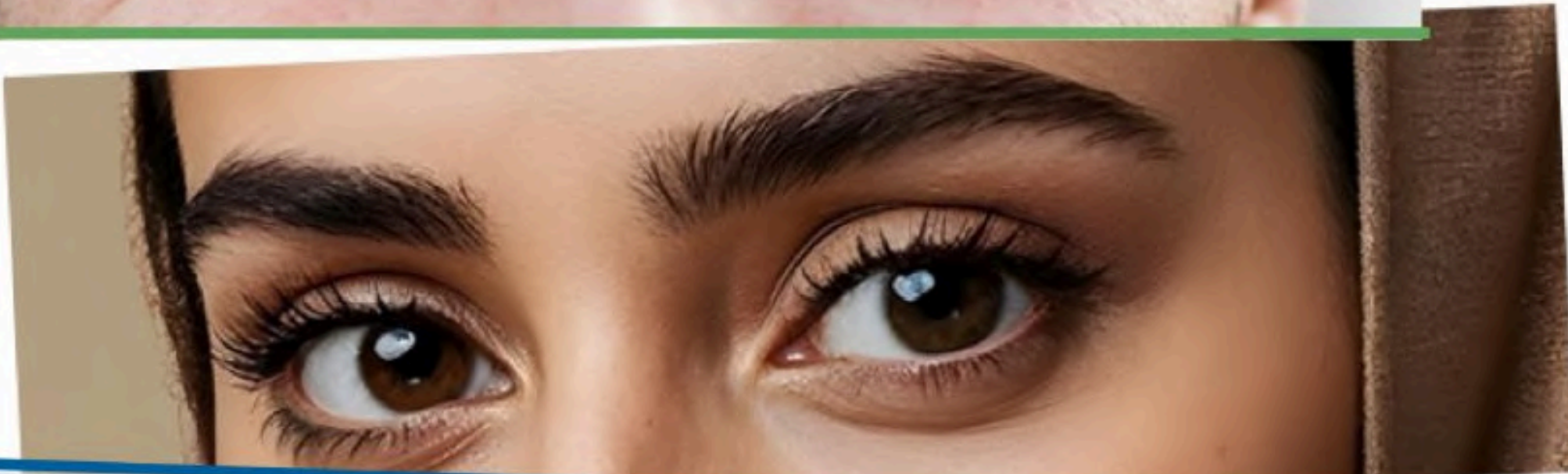
13.2 Integrate climate change measures into policies, strategies and planning

We are committed to reducing our Scope 1 and 2 emissions by 50% by 2030. In 2025, our Scope 1 emissions were reduced by 32.2% and Scope 2 emissions by 41.4% compared to our base year (2021).



Expanding Our Therapeutic Portfolio: **Entering Eye Care**

New eye care solutions, developed with
a vision to strengthen patient trust
through more comprehensive care





Sustainability
overview

Thoughtful

Protective

Moral

Circular

Data
annex

Thoughtful



Thoughtful



GRI 405-1, 3-3

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

Empowering Our People

Fostering an inclusive culture where everyone has the opportunity to thrive

Target

35%

Diversity (Women Empowerment)

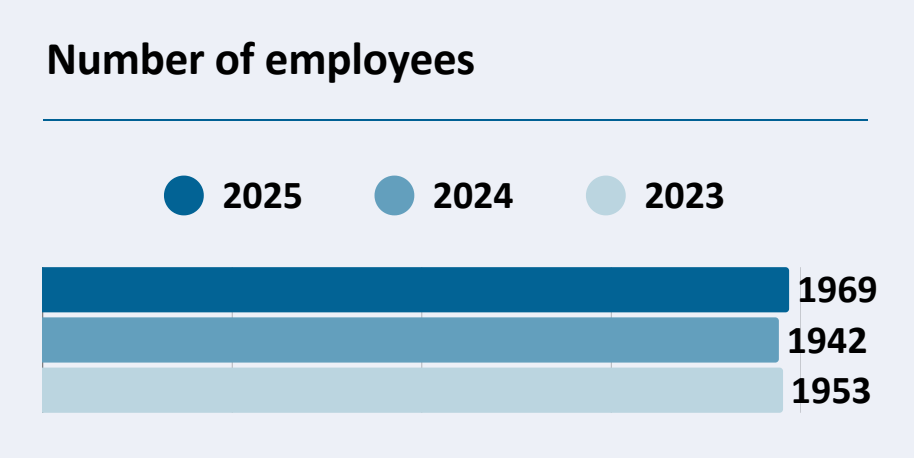
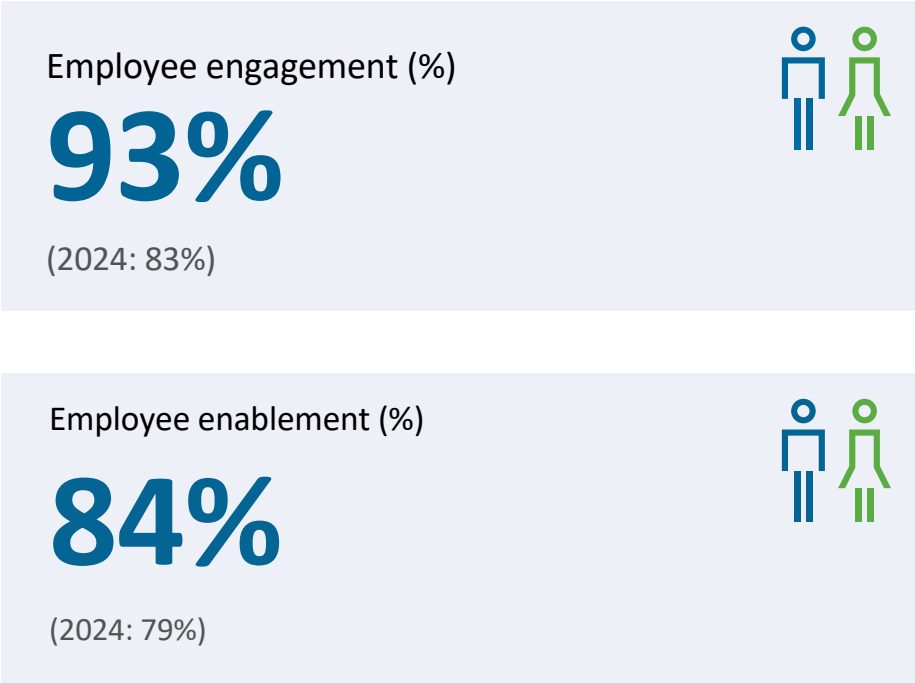
Target to reach 35% of Female Employees by 2030

General employee information

		2023	2024	2025
Number of employees		1953	1942	1969
– KSA TPMC		1332	1390	1416
– Middle East & North Africa (Outside of the Kingdom)		621	552	553
– Percent in Managerial levels		8%	8%	8%
– Percent of Professionals and workers		72%	79%	81%
Whether more than 10% of workforce or more than 1,000 employees are affected by layoffs or mergers/acquisitions		No	No	No

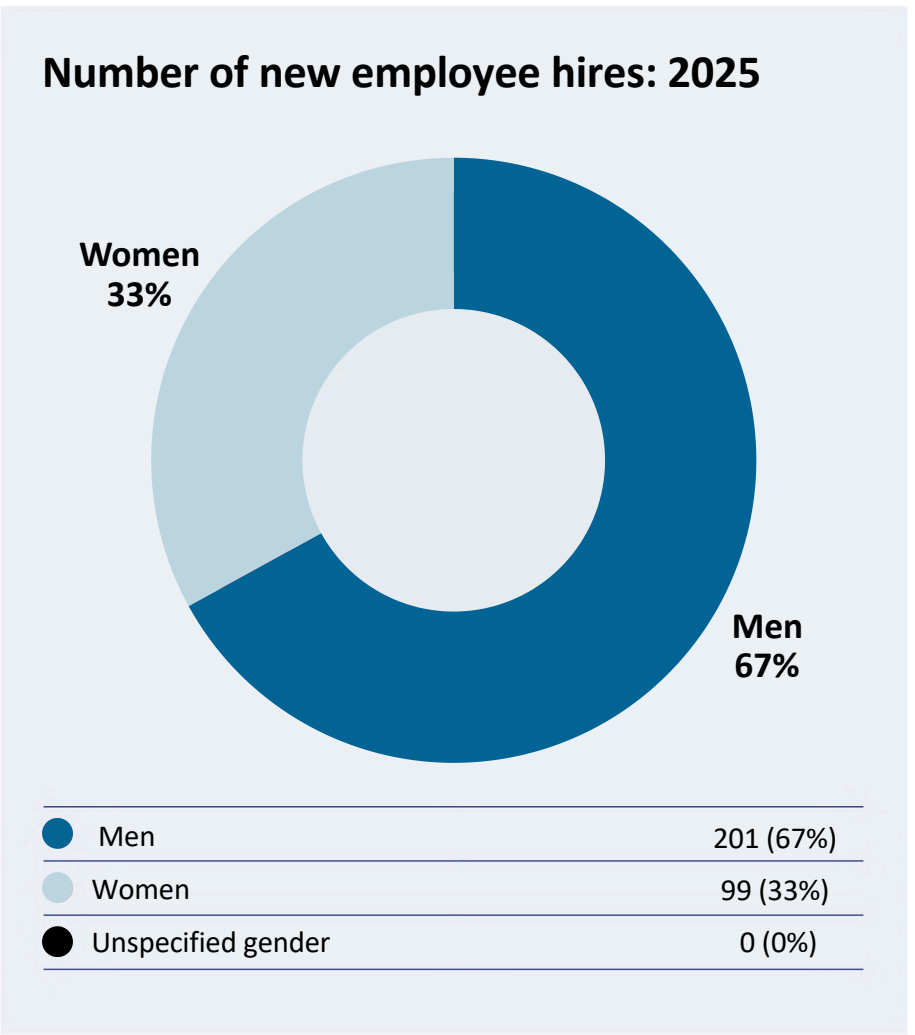
Employee engagement (People’s Voice)

	2023	2024	2025
Employee engagement score	78%	83%	93%
Employee enablement score	64%	79%	84%



Recruitment, retention and promotion

	2023	2024	2025
Number of new employee hires	238	325	300
– Men	184	219	201
– Women	54	106	99
– Unspecified gender Voluntary turnover	NA	NA	NA
Voluntary turnover	375	255	283
– Voluntary turnover – Men	278	179	182
– Voluntary turnover – Women	96	76	101
– Voluntary turnover – unspecified gender	NA	NA	NA
Voluntary turnover rate	19%	13%	14.3%
– Voluntary turnover – Men	14%	9%	9.2%
– Voluntary turnover rate – Women	5%	4%	5.1%
– Voluntary turnover rate – unspecified gender	NA	NA	NA





GRI 403-1, 403-2, 403-4, 403-5, 403-8

More Than 1000 Days without a Lost-Time Injury



GRI 403-1, 403-2, 403-4, 403-5, 403-8

THOUGHTFUL

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 believe a safe, healthy workplace is the foundation of everything we do, rooted in a culture of continuous learning and improvement. This includes leadership training, flexible working options, and access to disease prevention, treatment, and mental health services. Protecting our workforce is essential for delivering medicines to patients, sustaining productivity, and supporting 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, guided by our Code of Ethics and HSE Framework. Through a "Plan, Do, Check, Act" approach, we drive continuous improvement in HSE performance, using data systems for transparent reporting and rapid incident response. Key initiatives include our Serious Injury and Fatality Prevention Program and the Drive Success campaign, which has reduced driving-related incidents. We are proud to have surpassed 1,000 days company-wide without a lost-time injury, and to hold internationally recognized certifications reflecting our commitment to sustainability, health, and safety.

As of 2025, ISO 45001 certification covers 84% of our workforce across 2 certified operational sites, reflecting our commitment to extending internationally recognized occupational health and safety management systems across the majority of our operations.

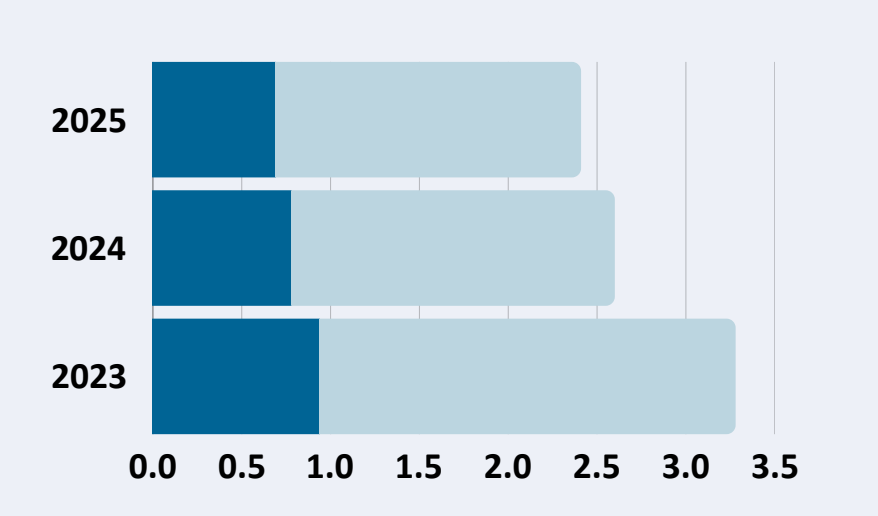
Workforce Health and Safety

		2023	2024	2025
Total reportable injury rate (TRIR) (per million hours worked) (employees)		0.94	0.78	0.69
Total reportable injury rate (TRIR) (per million hours worked) (contractors)		2.34	1.82	1.72
Collisions (per million kilometers driven)		4.6	3.4	3.2
Occupational illness rate (per million hours worked) (employees)		0.62	0.65	0.46
Lost time injury rate (LTIR) (per million hours worked) (employees)		0	0	0
Lost time injury rate (LTIR) (per million hours worked) (contractors)		0	0	0
Fatalities (employees)		0	0	0
Fatalities (contractors)		0	0	0

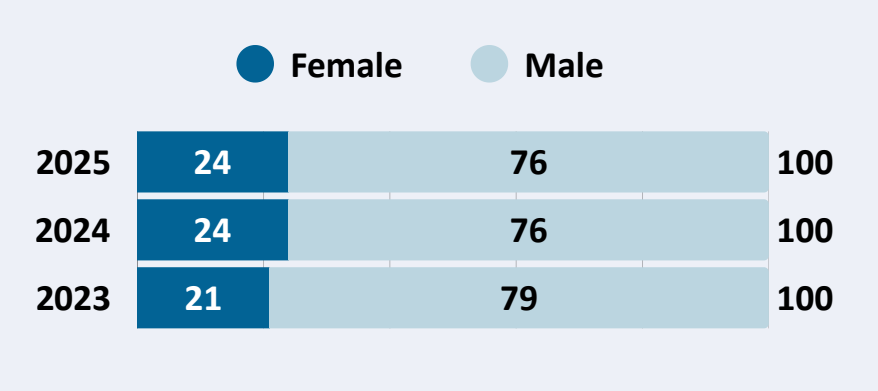
Diversity, Equity and Inclusion

		2023	2024	2025
Number of full-time employees – Women		413	460	479
– Percent of total headcount		21%	24%	24.3%
Number of women in Managerial levels		24	25	27
– Percent of total managers		17%	20%	20%
Number of women in Professional and Worker levels		312	312	386
– Percent of total headcount		16%	16%	19%
Number of Board members appointed that are women		0	0	0
Percentage of employees age <30		18%	13%	19%
Percentage of employees age 30–50		72%	77%	69%
Percentage of employees age >50		10%	10%	12%
Number of Nationalities		22	21	24

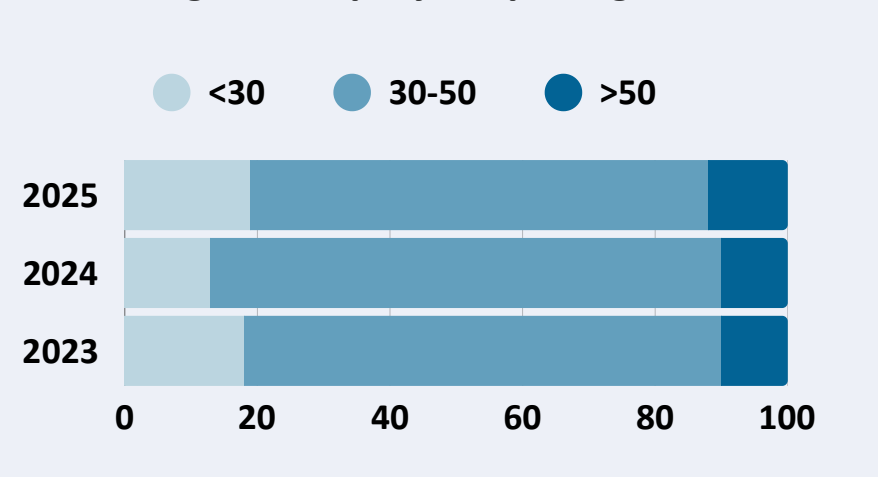
Total Reportable Injury Rate (TRIR)



Percentage of Women of Total Headcount



Percentage of Employees per Age



GRI 404-2

THOUGHTFUL

Empowering Our People

Fostering an inclusive culture where everyone has the opportunity to thrive

Target
>20



To achieve an average of over 20 hours of training per individual by 2030

Tabuk Pharmaceuticals: A Recognized Leader in Workplace Excellence



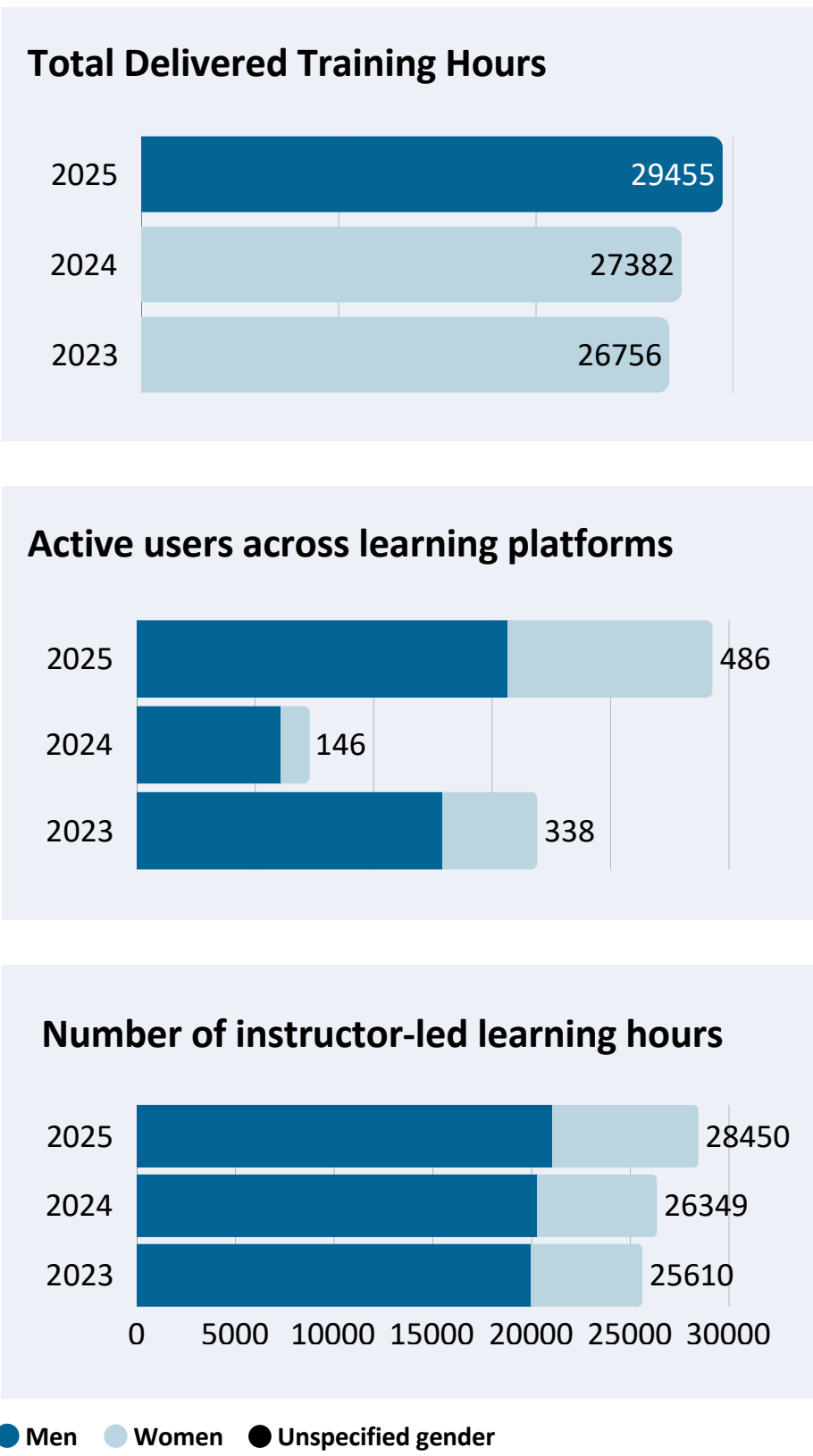
Tabuk Pharmaceuticals is officially Great Place to Work Certified™ for November 2025 – November 2026, reflecting our continued commitment to fostering a diverse, inclusive, and supportive culture for every team member across our regional locations.

This certification builds on our recognition among the Best Workplaces in the Middle East, underscoring the sustained progress we've made in transforming our internal culture year over year.

We're proud of what this reflects: the dedication of our people and the values that drive Tabuk forward. We extend our sincere thanks to Great Place to Work® Middle East for this recognition and for their continued partnership in measuring what matters most — our culture.

Learning and development

	2023	2024	2025
Average hours of training	BV 13.7	14.1	14.96
– Men	11.8	13.6	14.1
– Women	15.6	14.6	15.8
– Unspecified gender	NA	NA	NA
Active users across learning platforms	338	146	486
– Men	259	122	313
– Women	80	25	173
– Unspecified gender	NA	NA	NA
Video-based learning hours completed	1,146	1,033	1,005
– Men	764	852	649
– Women	382	181	356
– Unspecified gender	NA	NA	NA
Instructor-led learning hours	25,610	26,349	28,450
– Men	19,976	20,289	21,053
– Women	5,634	6,060	7,397
– Unspecified gender	NA	NA	NA
Number of active Continuing Education Scholarships for employees	2	1	1
Total Delivered Training Hours	26,756	27,382	29,455



**GRI 404-2**

Best Leadership Programs Award – ET Human Capital

Leadership development is one of the clearest expressions of our Thoughtful pillar – our commitment to investing in the people who make Tabuk Pharmaceuticals what it is. This year, that investment earned external validation: Tabuk Pharmaceuticals was named winner of the Best Leadership Programs Award at the ET Human Capital Award Ceremony – MENA 2025, recognizing the strength and impact of our talent development approach across the region.

This recognition reflects a belief embedded in our broader sustainability strategy: that long-term business resilience depends on the strength of the leaders an organization develops today. Our leadership programs are designed to equip Saudi talent with the skills, confidence, and readiness to lead in a fast-evolving pharmaceutical industry, while reinforcing a culture of continuous learning across every level of the organization – a commitment reflected in our employee engagement score of 93% in 2025, and in the structured training and development programs delivered company-wide throughout the year.

We extend our sincere thanks to ETHRWorld Middle East for this recognition, and to the stakeholders, leaders, and employees whose sustained commitment to growth made it possible. Achievements of this kind are not won in isolation – they are the outcome of an organization that treats talent development as a strategic priority rather than a periodic initiative.

As a regional pharmaceutical leader, we remain committed to strengthening Saudi leadership capability as a core pillar of our sustainability strategy – developing talent that is equipped not only to fill roles, but to shape the future of the industry, in alignment with our Thoughtful ambition and the objectives of Saudi Vision 2030.





GRI 413-1

Investing in the Next Generation: Tabuk Pharmaceuticals Signs MOU with Imam Abdulrahman Bin Faisal University

Great pharmaceutical industries aren't built by companies alone — they're built by the people who choose to enter them, and by the institutions willing to prepare those people for what lies ahead. With that belief at its core, Tabuk Pharmaceuticals has signed a Memorandum of Understanding with Imam Abdulrahman Bin Faisal University, represented by its College of Pharmacy, opening a new chapter of collaboration between academia and industry.

This isn't a one-off agreement — it's a partnership designed to grow over time. Together, we'll work to strengthen pharmaceutical education and professional training, empower Saudi talent early in their careers, and support research and its practical, real-world applications. The collaboration also extends into health awareness initiatives and community engagement, reflecting a shared belief that the pharmaceutical sector's responsibility doesn't end at the factory gate.

For Tabuk Pharmaceuticals, this MOU is an investment in the people who will shape the future of healthcare in the Kingdom — the researchers, pharmacists, and industry leaders of tomorrow. It's a tangible step in support of Saudi Vision 2030's ambitions for human capital development, one that helps prepare a qualified generation of pharmaceutical professionals ready to strengthen local content and elevate the Kingdom's healthcare and pharmaceutical industry for years to come.





GRI 413-1

Investing in the Future of the Profession



Pharmacists sit at the intersection of everything Tabuk Pharmaceuticals exists to do — trusted advocates for patients, essential members of the medical team, and the last line of assurance between a medicine and the person who needs it. On World Pharmacists Day 2025, we marked that role with a celebration that went beyond recognition, in partnership with the University of Tabuk's University Medical Center and College of Pharmacy.

The event centered on an awareness exhibition designed to strengthen public understanding of the pharmacist's role — as a trusted source of guidance, a champion of safe and effective medication use, and an integral part of the healthcare team patients rely on every day. It was a reminder that quality healthcare depends not only on the medicines we manufacture, but on the professionals who ensure those medicines are used safely and effectively.

True to our commitment to social responsibility and community engagement, we also opened our laboratories to students and researchers from the University of Tabuk — giving the next generation of pharmacists direct exposure to pharmaceutical manufacturing and scientific research in practice. Initiatives like this reflect our belief that supporting the future of the profession is as important as supporting the profession today: by investing in the students and researchers of tomorrow, we contribute directly to the scientific and human capital base that Saudi Arabia's healthcare sector will depend on for years to come.

This engagement reflects our Thoughtful pillar in action — extending our commitment to people and community beyond our own workforce, and reinforcing the role Tabuk Pharmaceuticals plays in strengthening the Kingdom's broader healthcare and pharmaceutical ecosystem, in alignment with the objectives of Saudi Vision 2030.



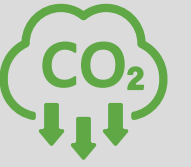
Protective



GRI 305-5, 3-3

PROTECTIVE

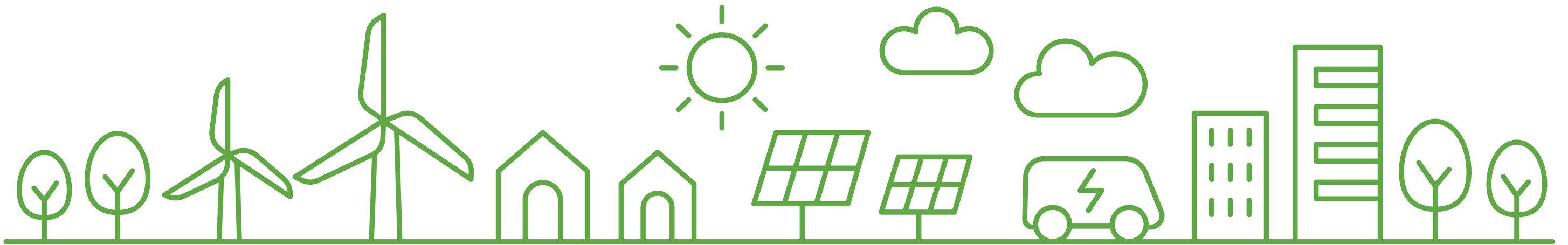
Target

-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.



GRI 305-5, 302-4

PROTECTIVE

Target
-95%
Absolute reduction in Scope 1 and 2 emissions from 2021 base year

Protecting Our Planet

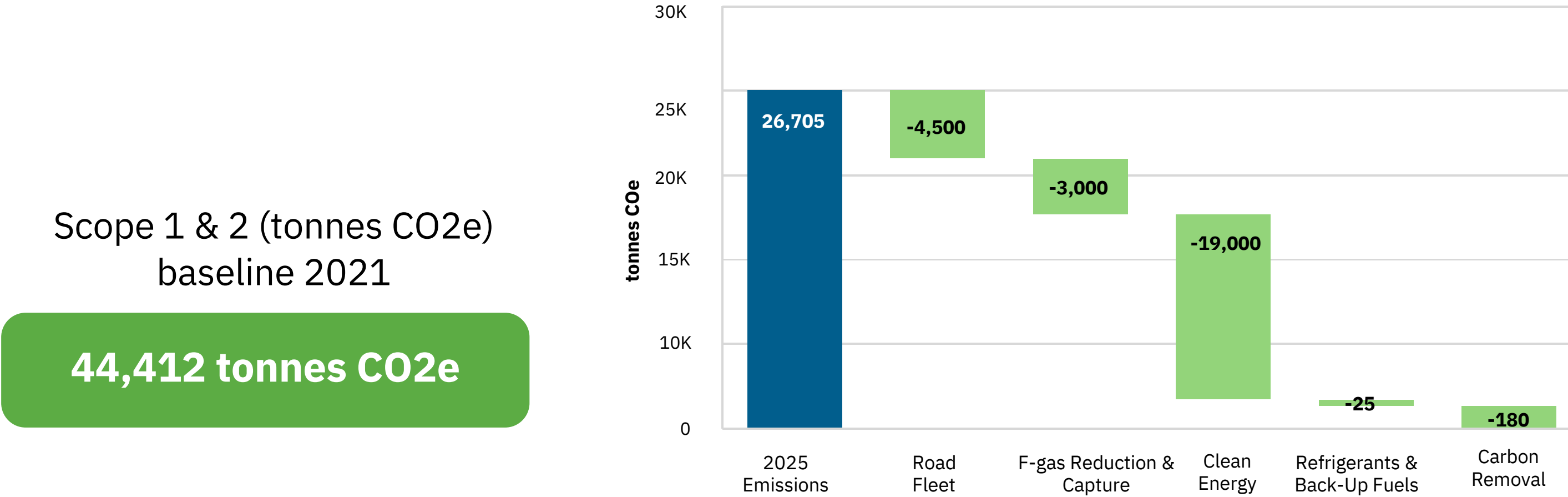
Promoting sustainable practices to safeguard the environment and ensure a healthier future for generations to come

Strategic Approach to Net Zero Carbon Emissions

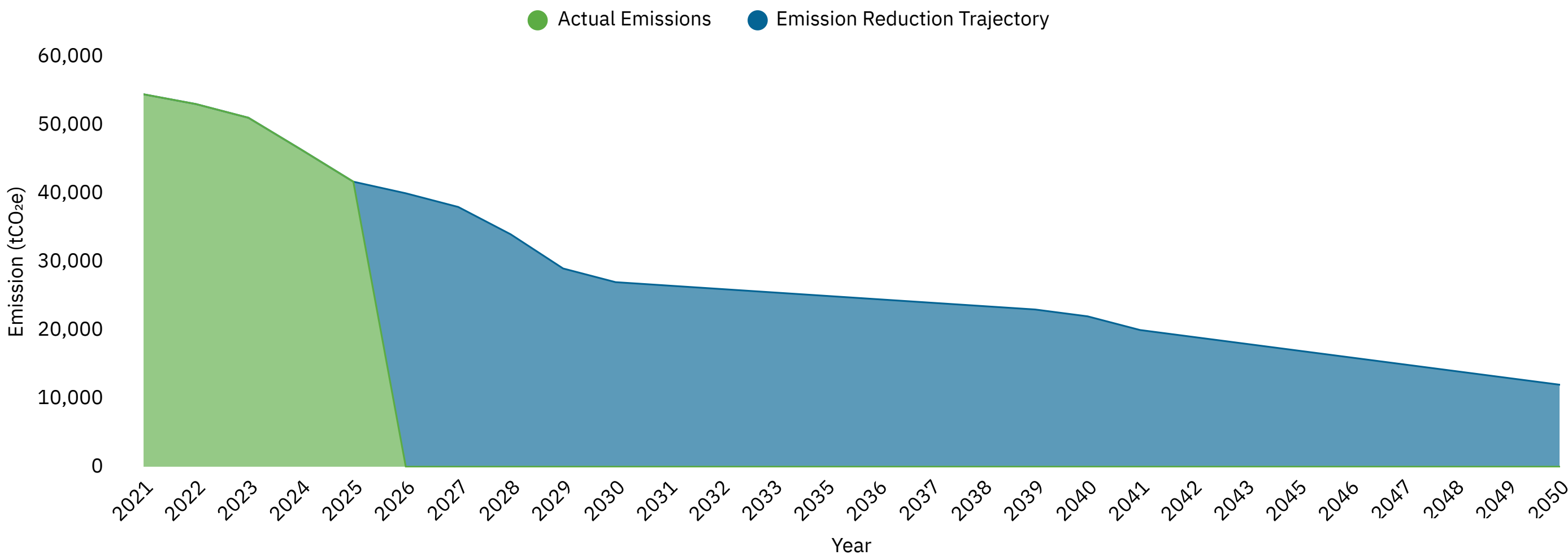
We are committed to achieving SBTi-validated net-zero emissions across our value chain by 2050, targeting absolute Scope 1&2 reductions of 50% by 2030 and 95% by 2050 (2021 base). Our Scope 3 targets follow a phased approach: 55% reduction per unit of product by 2030, rising to 95% absolute / 97% per unit by 2050, with 77.94% of suppliers (by emissions) committing to science-based targets by 2030. We drive this through clean energy, efficiency, EV transition, and carbon removal, addressing climate risks through both nature-based and technical measures at site level.

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 3 Emissions - Strategic Approach



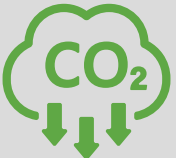
PROTECTIVE

Protecting Our Planet

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

Target

-55%



Achieve a 55% reduction in Scope 3 emissions per unit of product

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

		2023	2024	2025
Total gross Scope 1 GHG emissions Stationary combustion		5,828	5,211	4,813
Total gross Scope 1 GHG emissions Mobile combustion		383	340	289
Scope 1 – Total		6,211	5,551	5,102.40
Scope 2 – Market based		23,283	22,230	21,603.00
Scope 1 & 2 – Total		29,494	27,781	26,705.40
Scope 1 & 2 – Intensity (tCO2e per million USD of revenue)		44.7	40.8	35.6

Solvent (VOC) consumption and emissions from Tabuk Pharmaceuticals sites

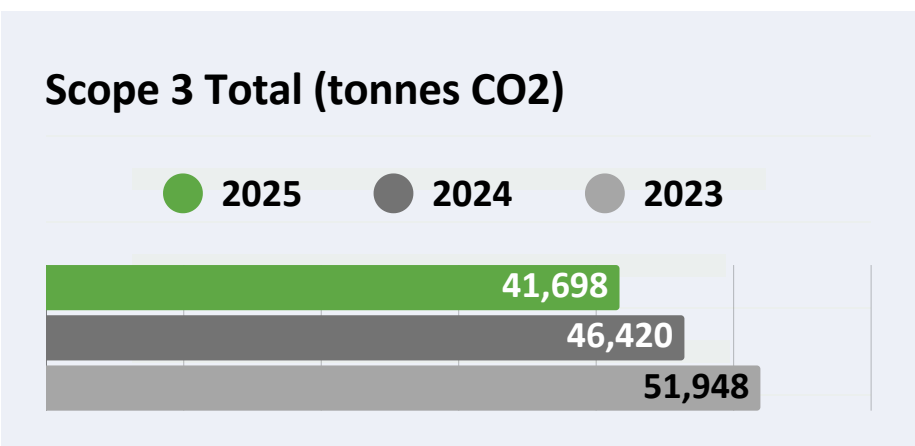
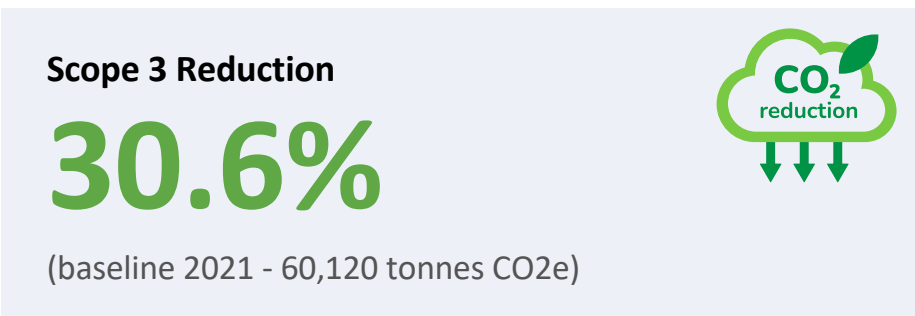
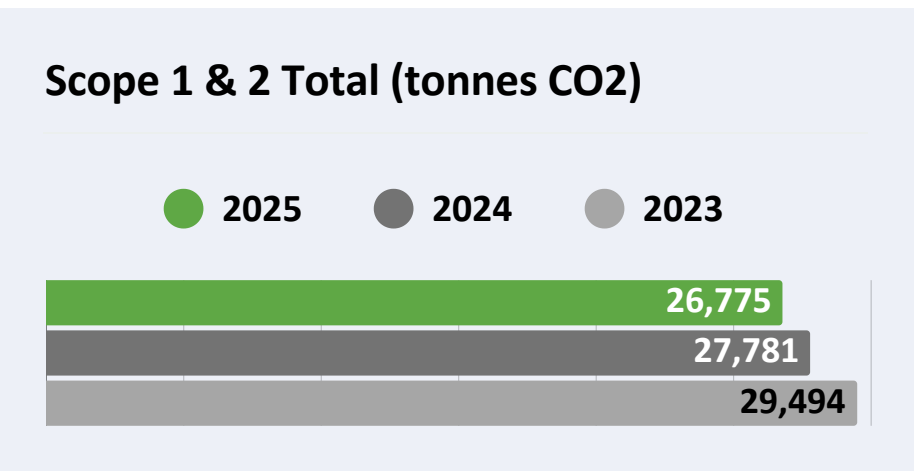
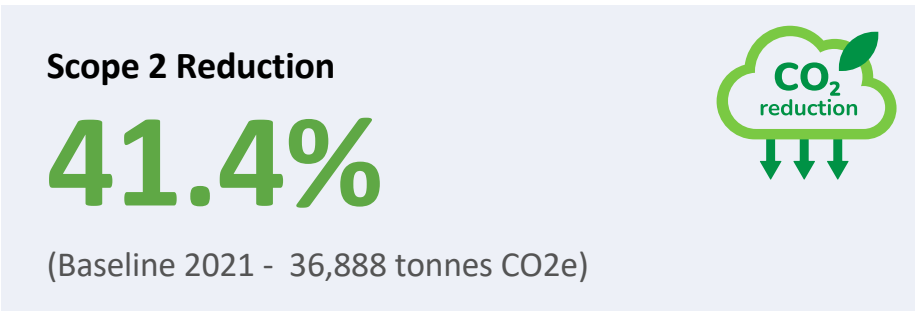
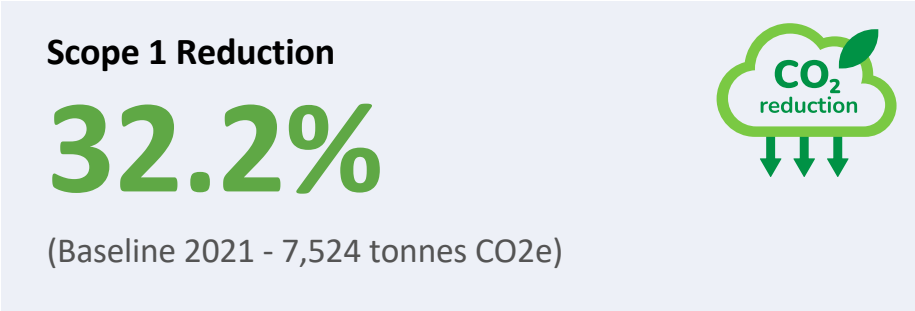
	2023	2024	2025
Consumption (tonnes)	367.5	311.4	263.6
Emitted (tonnes)	23.2	20.6	17.3
Scope 1 GHG emissions (tonnes CO2e)	25.6	21.7	17.68

GHG Protocol Scope 3 category (tonnes CO2e)

	2023	2024	2025	
Category 1 Purchased goods and services	23,922	22,064	21,858	
Category 2 Capital goods	142	120	90.2	
Category 3 Fuel and energy related (not Scope 1 or 2)	7,044	6,255	6,245	
Category 4 Upstream transportation and distribution	2,629	2,412	2,025	
Category 5 Waste generated in operations	1,265	1,046	887.8	
Category 6 Business travel	4,163	3,782	2,054	
Category 7 Employee commuting		719	508	365.66
Category 8 Upstream leased assets	2,592	1,454	469	
Category 9 Downstream transportation and distribution	5,227	4,853	4,328	
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	Assessed: Not relevant			
Category 14 Franchises	2,127	1,983	1,482	
Category 15 Investments	Assessed: Not relevant			
Total Scope 3	51,948	46,420	41,698	

GHG Protocol Scope 3 category

	2023	2024	2025
Scope 3 intensity (tCO2e per million USD of revenue)	78.7	68.3	55.6





GRI 2-5

Powering Our Sustainability Data: The EcoStruxure Resource Advisor Platform

In 2024, at CPHI Middle East in Riyadh, Tabuk Pharmaceuticals signed a Memorandum of Understanding (MOU) with Schneider Electric to adopt the EcoStruxure Resource Advisor platform — a decision that has since become central to how we collect, calculate, and report our sustainability performance.

Resource Advisor gives every one of our sites — Tabuk, Dammam, Blida, and our regional offices — a single system to enter operational data directly, rather than reporting through disconnected spreadsheets. Waste, water, energy consumption, working hours, and incident rates are logged at the source and calculated centrally using consistent, up-to-date carbon factors, so every site's numbers are built the same way and can be rolled up into one company-wide picture.

Each entry can be backed by supporting documentation — invoices, meter readings, and other evidence — attached directly within the platform. That evidence trail has been instrumental in supporting our third-party assurance process with Bureau Veritas, giving our auditors a verifiable record behind every figure we publish rather than a static end-of-year data pull.

The platform also turns that data into live dashboards and visualizations, letting our HSE and Sustainability teams track trends across Scope 1, 2, and 3 emissions, energy, and water use throughout the year — not just at reporting time. This continuous visibility supports faster decision-making and strengthens the reliability of every disclosure we make, from our Sustainability Report to CDP and EcoVadis submissions.

Our partnership with Schneider Electric reflects a shared commitment to achieving Net Zero Carbon Emissions by 2050 — and to building the data infrastructure that makes credible, assured reporting possible along the way.



EcoStruxure™
Resource Advisor



Tabuk Pharma Achieves

CDP Score of **B**

A result that reflects the company's
commitment to environmental responsibility

across the areas of:



Water



Forests



Climate



tabuk
pharmaceuticals

**GRI 305-1, 305-4**

Turning Energy Transition into Carbon and Cost Savings

GRI 305-1, GRI 305-4

On October 1, 2025, Tabuk Pharmaceuticals' Dammam Plant commenced full operation under its Natural Gas Conversion Project, replacing diesel with natural gas for on-site thermal energy generation. The project was executed with an approved capital expenditure of SAR 0.7 million and is a key component of our Scope 1 decarbonization strategy.

Under the GHG Protocol and GRI 305-1 (Direct GHG Emissions), emissions from stationary fuel combustion are classified as Scope 1 emissions. The transition to natural gas — a lower carbon-intensity fuel — is expected to reduce direct CO₂ emissions by approximately 790 metric tons annually. This equates to an average reduction of approximately 66 metric tons of CO₂ per month.

The project therefore delivers a measurable improvement in:

- Absolute Scope 1 emissions (GRI 305-1)
- Emissions intensity per unit of production (GRI 305-4)
- Carbon intensity per unit of thermal energy generated

In parallel, the initiative generates average operational savings of approximately SAR 0.1 million per month, with full investment recovery expected by June 2026 — within approximately nine months of full operation.

This initiative demonstrates the successful integration of financial efficiency and operational decarbonization, reinforcing our commitment to measurable climate action and transparent ESG performance reporting.



**GRI 413-1**

Earth Day: Employees in Tabuk and Dammam Plant the Seeds of Environmental Responsibility

At Tabuk Pharmaceuticals, we recognize that our role as a pharmaceutical manufacturer is inseparable from both human health and environmental well-being — protecting the environment is not a separate commitment, but an extension of our responsibility to the communities we serve. In marking Earth Day, that connection became visible in the most direct way possible: our own employees, giving their time to give something back to the land.

As part of our sustainability strategy, employees at our manufacturing sites in Tabuk and Dammam came together for voluntary tree-planting initiatives, contributing their own time and effort to a cause larger than any single site or shift. It was a small act with a larger meaning — a tangible expression of a corporate culture that treats environmental stewardship not as a policy on paper, but as something our people actively choose to practice.

Initiatives like this reflect our Protective pillar in action — our proactive commitment to environmental balance and long-term ecological impact — while reinforcing a broader truth we hold at Tabuk Pharmaceuticals: that a healthier planet and healthier communities go hand in hand. When our employees plant trees, they are investing in the same long-term wellbeing that drives everything else we do, from the medicines we manufacture to the emissions we work to reduce.

Moments like these are a reminder that sustainability is built through consistent, everyday choices — by an organization and its people, together — in step with the environmental ambitions of Saudi Vision 2030.

**Dammam Plant**

**GRI 2-28, 413-1**

Building Bridges for a Sustainable Future: SIDAM Leadership Visits Tabuk Pharmaceuticals

Sustainability is rarely built in isolation — it grows through partnership and the willingness of industry leaders to open their doors to one another. That spirit was on full display when Dr. Ahmed Alshehri, Chairman of the Board of the Sustainability and Development Association (SIDAM), visited Tabuk Pharmaceuticals, accompanied by senior representatives from the General Administration of the Non-Profit Sector at the Ministry of Industry and Mineral Resources.

The visit was more than a courtesy call. It was a meaningful step in a shared journey — one where SIDAM's mission to elevate ESG awareness across the Kingdom's industrial landscape met Tabuk Pharmaceuticals' own commitment to responsible, forward-looking manufacturing. As the delegation toured our facilities and sustainability initiatives, the conversation turned to what matters most: how can two organizations, rooted in the same values, do more together than they could alone?

That question isn't new to us. As a founding member of SIDAM, we've long believed sustainability leadership means looking beyond our own fence line. SIDAM's work — through awareness campaigns, workshops, and advisory support for factories and companies across the industrial and mining sectors — reflects a conviction we share: ESG progress in Saudi Arabia's industrial base will be won not by any single company, but by an entire sector choosing to learn and grow together.

Visits like this one are where that vision takes shape.





GRI 305-5

Tabuk Pharma's Climate Targets Officially Validated by SBTi

Aligned with the
1.5°C pathway

Advancing toward Net
Zero Carbon Emissions





Moral



GRI 412-1, 412-2, 308, 414, 2-23, 2-24

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.

Our standard supplier contract templates include mandatory clauses on labor practices, anti-corruption, and environmental performance, applied to 83% of new contracts since 2021.

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

In 2025, we accelerated supplier diversity and worked to enhance the sustainability of our supply chain. Through our partnership with EcoVadis, 74% of our suppliers (by spend) were assessed for their environmental, ethical, and social performance, ensuring alignment with our Values. Suppliers assessed through this partnership showed a 9% year-on-year improvement in ESG performance scores, reflecting the impact of our engagement and improvement programmes on supplier sustainability practices.



GRI 205-1, 2-26

MORAL

Target
100%



Achieve 100% supplier Code of Conduct sign-off rate

Enhancing Ethics and Transparency

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

Business Ethics & Anti-Corruption

Our Code of Conduct programme includes a periodic corruption risk assessment across high-risk functions, conducted semi-annually by Internal Audit and reviewed by the Oversight Committee, most recently completed in December 2025. In parallel, an annual information security risk assessment, conducted by IT function and most recently completed in November 2025, identifies and prioritises risks to company and third-party data, with mitigation actions tracked to closure. These assessments sit alongside our zero-tolerance approach to bribery and corruption, reinforced through mandatory annual training and our confidential Speak Up reporting channel.

Human Rights

	2023	2024	2025
No. of Locations Completed the Human Rights Survey	1	3	6
Percentage of employees who receive Modern Slavery Awareness training annually	42%	61%	84%

Business Ethics

	2023	2024	2025
Active employees trained on Code of Conduct (Work Ethics)	76%	90%	96%
Percentage of employees who feel we have a 'Speak Up' culture	83%	86%	91%

Data Privacy

	2023	2024	2025
Percentage of Employees who receive PDPL (Personal Data Protection Law) training	-	96%	98%
Privacy regulatory impact assessments	1	4	6

Responsible Supply Chain

	2023	2024	2025
Total supplier assessments	148	225	286
Percentage of suppliers by spend assessed by EcoVadis	51%	66%	74%
Critical manufacturing suppliers that disclose their energy, waste and water footprint (%)	29%	57%	64%
Supplier environmental sustainability assessments completed	74	88	113

Code of Conduct Training



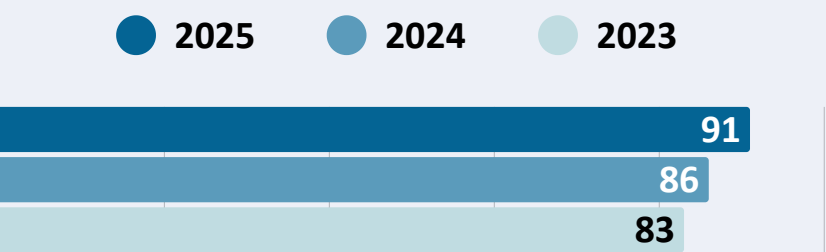
96%

Data Protection Training

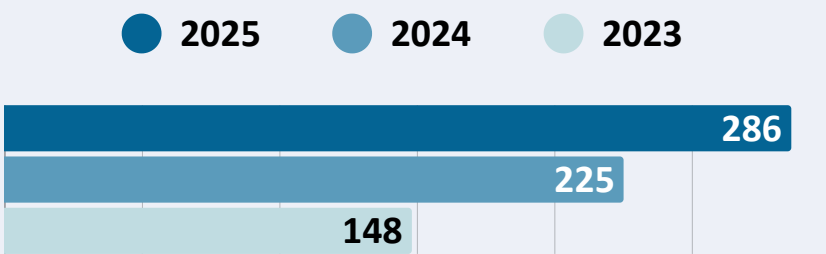


98%

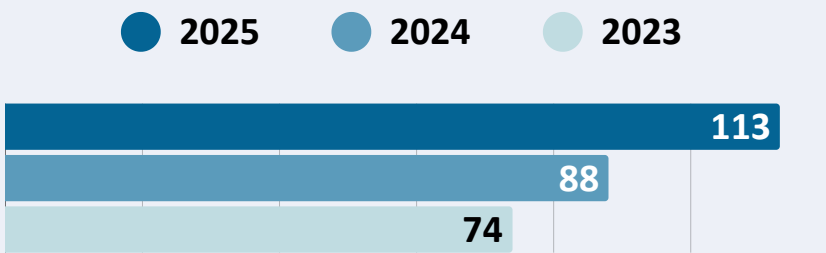
Percentage of Employees who feel we have a 'Speak Up' culture



Total supplier assessments



Supplier environmental sustainability assessments completed





GRI 413-1

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.

Founding Membership in SIDAM – In 2025, Tabuk Pharmaceuticals became a founding member of SIDAM, a Saudi nonprofit advancing ESG reporting among industrial companies, with a company-assigned employee appointed to its board.

\$481,330

Value of donations through local donations platforms.

86

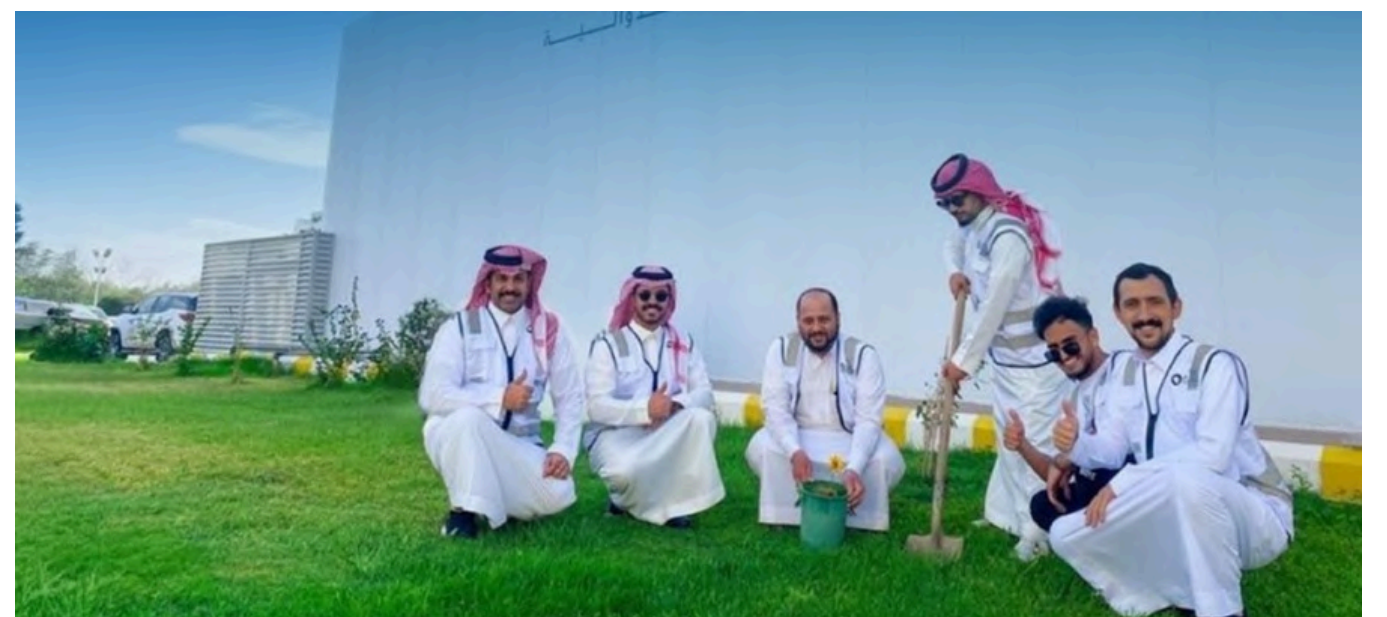
New trainees enrolled in our Youth program.

3

New agreements were signed with nonprofit organisations in 2025.

14

CSR initiatives were carried out in 2025.



**GRI 413**

National Recognition for Corporate Social Responsibility

2025 CSR Award – Gold Category

Some recognitions validate a single project. This one validates an entire approach. In 2025, Tabuk Pharmaceuticals was awarded Third Place in the Gold Category of the Corporate Social Responsibility (CSR) Award, presented by the Ministry of Human Resources and Social Development (MHRSD) — a Kingdom-level honor reserved for organizations that treat social responsibility not as a side initiative, but as a core part of how they operate.

For us, this recognition reflects years of building a structured, intentional ESG framework — one grounded in measurable community impact, strong governance, and genuine alignment with the ambitions of Saudi Vision 2030.

Our CSR strategy is built around sustainable, scalable impact — the kind that compounds over time rather than fading after a single campaign. That means initiatives that empower youth through education and professional development, support community health and wellbeing, enhance quality of life through targeted outreach, and foster inclusive engagement and local capacity building. Each of these programs sits within our broader ESG governance model, ensuring our community investments are deliberate, measurable, and aligned with the Kingdom's national development priorities — not scattered acts of goodwill, but a coherent strategy for lasting change.

This achievement reinforces what we've committed to all along: genuine social responsibility and stakeholder engagement (GRI 413 – Local Communities), ethical governance and transparent reporting, and long-term sustainable development in step with Saudi Vision 2030. More than a milestone, it's validation — proof that when sustainability is built into the core of how a business operates, the impact speaks for itself.





Circular



GRI 301, 303, 306

CIRCULAR

Target

30%



Achieve 30% water recycling by the year 2030

Circularity of 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.

As of 2025, ISO 14001 certification covers 84% of our workforce across 2 certified operational sites, extending our environmental management system across the majority of our manufacturing operations.

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

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

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.

Product safety for patients is governed by our Pharmacovigilance Policy and Quality Management System, which includes adverse event monitoring and GMP-certified manufacturing controls.

We have implemented a product end-of-life approach addressing safe disposal guidance for patients and pharmacy take-back considerations, in line with our commitment to reducing Pharmaceuticals in the Environment (PIE).

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

		2023	2024	2025
Water Withdrawal	BV	122,022	90,539	83,239.54
Municipal (m3)		122,022	90,539	83,239.54
Groundwater (m3)		-	-	-
Rainwater (m3)	SDG 6.4	98	82	103
Total Water Consumption (m3)		122,120	90,621	83,342
Chemical oxygen demand – effluent leaving our sites (tonnes)		0.162	0.185	0.179
Water Recycled (m3)		10,982	10,865	10,865
Water Recycled (%)		9%	12%	21%
Sites in water stewardship programme		1	3	3

Reducing Water Consumption

46%

(Baseline 2021 - 152,842 m3)



Waste Management

		2023	2024	2025
Total Waste (tonnes)	SDG 12.5 BV	4,107	3,420	2,206
Total recycling (tonnes)	SDG 12.5	33.7	46.6	626.8
Total recycling as a percentage of total non-hazardous waste		25.6%	38.2%	44.8%
Total waste to landfill (tonnes)	SDG 12.5	2,086.2	901.1	772.2
Waste diversion rate		12.5%	16.2%	26.8%

Waste Reduction

55%

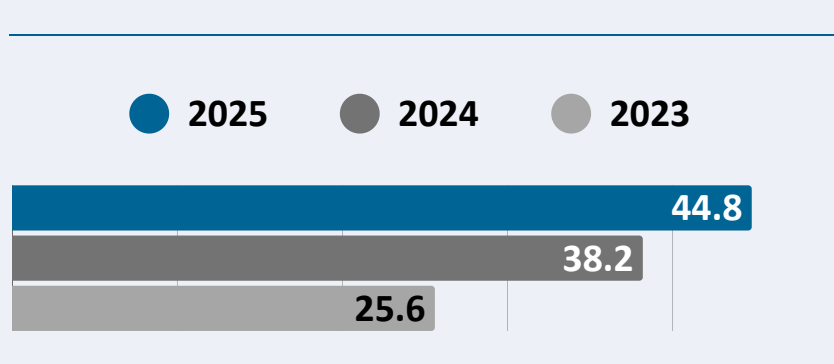
(Baseline 2021 - 4,861 tonnes)



Non-hazardous waste (tonnes)

	2023	2024	2025
Total non-hazardous waste	2,804	1,458	1,399
Non-hazardous waste recycled	717.8	556.9	626.8
Non-hazardous waste to landfill	2,086.2	901.1	772.2

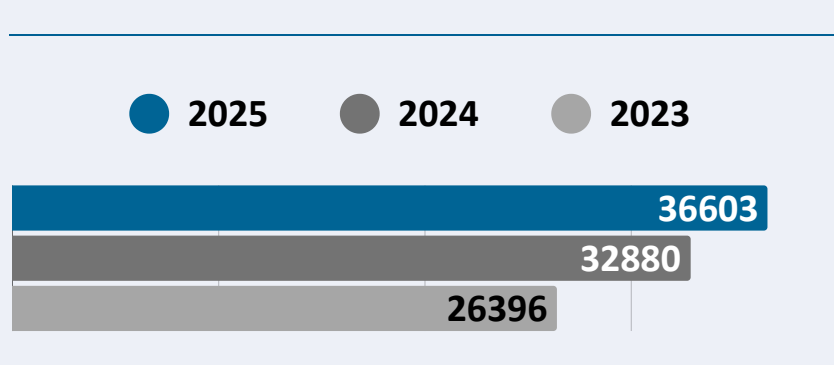
Total Waste Recycling (%)



Hazardous waste (tonnes)

	2023	2024	2025
Total Hazardous waste	1,303	1,962	807
Hazardous waste recycled	-	-	-
Hazardous waste (Incineration or Treatment)	1,303	1,962	807

Energy Use (MWh)



Energy management

		2023	2024	2025
Total energy use from Electricity (MWh)	SDG 7.3	26,396	32,880	36,603
Renewable energy use – electricity and heat (MWh)		-	-	-
Renewable energy use – electricity and heat (%)		-	-	-
Onsite self-generated renewable electricity – on-site solar PV (MWh)		-	-	-
Imported electricity – renewable (MWh)		-	-	-
Total Energy Consumption (GJ)	BV	195,025	198,368	205,629.21



GRI 303-3, 303-5





Tabuk Pharmaceuticals Wins the MODON Industrial Innovation Award



Tabuk Pharmaceuticals Manufacturing Company has been awarded the Industrial Innovation Track under the MODON Industrial Excellence Award — recognition that speaks to something we've worked years to build: a culture where innovation isn't a department, but a discipline woven through everything we do, from the production floor to the way we think about the future of Saudi Arabia's pharmaceutical industry.

This achievement reflects more than a single project or initiative. It reflects our sustained focus on industrial innovation, our commitment to the highest standards of quality and operational excellence, and our dedication to embedding sustainability into the fabric of how we manufacture — all in service of a national industrial sector that is more competitive, more resilient, and better prepared for what comes next.

We're proud of this recognition, but prouder still of what it represents: proof that homegrown pharmaceutical manufacturing can compete, innovate, and lead on the national stage.

We extend our sincere thanks and appreciation to His Excellency Mr. Bandar Alkhorayef, Minister of Industry and Mineral Resources, and to Eng. Majed Al-Argoubi, CEO of the Saudi Authority for Industrial Cities and Technology Zones (MODON), for their continued efforts in empowering national manufacturers, championing industrial excellence, and supporting the initiatives that move our industrial sector forward — in step with the ambitions of Saudi Vision 2030.

GRI 203

Strategic Partnership with Sandoz: Advancing Pharmaceutical Localization in the Kingdom



under the patronage of:

هيئة المحتوى المحلي
والمشتريات الحكومية
Local Content & Government
Procurement Authority



SANDOZ



Building a resilient national healthcare system requires more than local manufacturing capacity — it requires the right partnerships to bring specialized medicines closer to the patients who need them. In pursuit of that goal, Tabuk Pharmaceuticals signed a strategic partnership agreement with Sandoz, a global leader in generic and biosimilar medicines, to localize the production of specialized pharmaceutical products within Saudi Arabia.

The agreement is designed to deliver impact on multiple fronts: strengthening local content in the Kingdom's pharmaceutical sector, enhancing the healthcare system's readiness to meet patient needs, and reinforcing the resilience and sustainability of pharmaceutical supply chains — a priority made all the more evident by the global supply disruptions of recent years. By bringing specialized medicine production onshore, this partnership reduces dependency on international supply chains while building manufacturing capability that will serve the Kingdom for years to come.

The signing ceremony was held at the headquarters of the Local Content and Government Procurement Authority, in the presence of Mr. Abdulrahman bin Abdullah Al-Samari, CEO of the Authority; Mr. Sami bin Ali bin Hujailan, Executive Vice President for Development; and Dr. Ashraf Al-Qurain, Executive Director of Health Sectors Development — reflecting the level of national attention and institutional support behind efforts to localize the pharmaceutical and biopharmaceutical industries in Saudi Arabia.



Data Annex



GRI 3-2

Our Sustainability Strategy

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

PROTECTIVE

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



- 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 the Total Recordable Incident Rate (TRIR)	2025	TRIR improved from 1.32 to 0.69 per million hours worked, a 47.7% reduction against the 2021 baseline — nearly at goal.	On Plan
Women Empowerment: To reach 35% Female Employees	2030	Female representation rose from 21% to 24.3% of the workforce, steady progress toward the 2030 target.	On Plan
Women Empowerment: To reach 10% Female Management	2030	Women now hold 20% of managerial roles, double the original target — goal surpassed.	Target Met
Reduce voluntary turnover rate to 15% by 2028 (2021 base)	2028	Turnover dropped from 19% to 14.3%, beating the 15% target three years ahead of schedule.	Target Met
Diversity: Achieve < 50% homogeneity (Gender & Nationality)	2030	We have employees from 24 nationalities, with diverse ethnic backgrounds and cultures, reflecting our commitment to reducing homogeneity.	On Plan

General Employee Information — GRI 2-7, GRI 2-30

		2023	2024	2025
Number of employees		1953	1942	1969
– KSA TPMC		1332	1390	1416
– Middle East & North Africa (Outside of the Kingdom)		621	552	553
– Percent in Managerial levels		8%	8%	8%
– Percent of Professionals and workers		72%	79%	81%
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) — GRI 3-3 (supporting metric)

	2023	2024	2025
Employee engagement score	78%	83%	93%
Employee enablement score	64%	79%	84%



Thoughtful

Workforce Health and Safety — GRI 403-9, 403-10

		2023	2024	2025
Total reportable injury rate (TRIR) (per million hours worked) (employees)	BV	0.94	0.78	0.69
Total reportable injury rate (TRIR) (per million hours worked) (contractors)	BV	2.34	1.82	1.72
Collisions (per million kilometers driven)		4.6	3.4	3.2
Occupational illness rate (per million hours worked) (employees)		0.62	0.65	0.46
Lost time injury rate (per million hours worked) (employees)		0	0	0
Lost time injury rate (per million hours worked) (contractors)		0	0	0
Fatalities (employees)		0	0	0
Fatalities (contractors)		0	0	0

Recruitment, Retention and Promotion — GRI 401-1

	2023	2024	2025
Number of new employee hires	238	325	300
– Men	184	219	201
– Women	54	106	99
– Unspecified gender Voluntary turnover	NA	NA	NA
Voluntary turnover	375	255	283
– Voluntary turnover – Men	278	179	182
– Voluntary turnover – Women	96	76	101
– Voluntary turnover – unspecified gender	NA	NA	NA
Voluntary turnover rate	19%	13%	14.3%
– Voluntary turnover – Men	14%	9%	9.2%
– Voluntary turnover rate – Women	5%	4%	5.1%
– Voluntary turnover rate – unspecified gender	NA	NA	NA

Quality Manufacturing — Supplier and Site Audits — GRI 308-1, 414-1

	2023	2024	2025
Quality audits of Tabuk Pharmaceuticals Suppliers	42	74	68
Quality audits of Tabuk Pharmaceuticals Sites	14	19	26



Thoughtful

Diversity, Equity and Inclusion — GRI 405-1

			2023	2024	2025
Number of full-time employees – Women	SDG 5.5	BV	413	460	479
– Percent of total headcount			21%	24%	24.3%
Number of women in Managerial levels			24	25	27
– Percent of total managers			17%	20%	20%
Number of women in Professional and Worker levels			312	312	386
– Percent of total headcount			16%	16%	19%
Number of Board members appointed that are women			0	0	0
Percentage of employees age <30			18%	13%	19%
Percentage of employees age 30–50			72%	77%	69%
Percentage of employees age >50			10%	10%	12%
Number of Nationalities		BV	22	21	24

Learning and Development — GRI 404-1, 404-2

			2023	2024	2025
Average hours of training		BV	13.7	14.1	14.96
– Men			11.8	13.6	14.1
– Women			15.6	14.6	15.8
– Unspecified gender			NA	NA	NA
Active users across learning platforms			338	146	486
– Men			259	122	313
– Women			80	25	173
– Unspecified gender			NA	NA	NA
Video-based learning hours completed			1,146	1,033	1,005
– Men			764	852	649
– Women			382	181	356
– Unspecified gender			NA	NA	NA
Instructor-led learning hours			25,610	26,349	28,450
– Men			19,976	20,289	21,053
– Women			5,634	6,060	7,397
– Unspecified gender			NA	NA	NA
Number of active Continuing Education Scholarships for employees			2	1	1
Total Delivered Training Hours			26,756	27,382	29,455



Thoughtful

Performance & Career Development Reviews — GRI 404-3

	2023	2024	2025
% of employees receiving regular performance reviews	100%	100%	100%
– Men	100%	100%	100%
– Women	100%	100%	100%
– Unspecified gender Voluntary turnover	NA	NA	NA

Customer Health & Safety — GRI 416-1, 416-2

	2023	2024	2025
% of products assessed for health/safety impact	-	100%	100%
Product recalls (count)	0	0	1
Product safety-related complaints (count)	0	0	0
Pharmacovigilance/adverse event reporting system in place (Y/N)	Y	Y	Y
GMP certification status (sites certified / total sites)	100%	100%	100%
Non-compliance incidents – product health & safety regulations (count)	-	0	0

Discrimination & Harassment — GRI 405-2, 406-1

	2023	2024	2025
Discrimination/harassment complaints received (count)	-	0	0
Complaints resolved (%)	-	0	0
Anti-harassment training – % employees completed	-	92%	97%
Gender pay gap (%)	-	0%	0%
% women employed – whole organization	21%	24%	24.3%



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 (Absolute)	2030	Scope 1&2 reduced ~40% since 2021 (from 44,412t to 26,705t CO2e)	On Plan
Reduce Scope 3 GHG emissions (fuel/energy-related, waste, business travel, employee commuting, downstream transport, franchises) 55% per unit of product (Intensity)	2030	Revenue-based Scope 3 intensity down 29.4% since 2023 (78.7→55.6 tCO2e/\$M revenue); not measured against product-unit basis SBTi requires	On Plan
77.94% of suppliers (by emissions — purchased goods/services, capital goods, upstream transport, upstream leased assets) to have science-based targets (Supplier engagement)	2030	Reduced Scope 3 GHG emissions by 29.2% since 2021, a reduction of 14,433 tonnes CO2e.	On Plan
Reduce absolute Scope 1 & 2 GHG emissions 95% from 2021 base year (Absolute)	2050	Scope 1&2 reduced ~40% since 2021 (from 44,412t to 26,705t CO2e)	On Plan
Reduce absolute Scope 3 GHG emissions (purchased goods/services, capital goods, upstream transport, upstream leased assets) 95% (Absolute)	2050	Reduced Scope 1&2 by 19.6% since 2021, we set a strategic approach towards net-zero.	On Plan
Reduce Scope 3 GHG emissions (fuel/energy-related, waste, business travel, commuting, downstream transport, franchises) 97% per unit of product (Intensity)	2050	Revenue-based Scope 3 intensity down 29.4% since 2023 ; revenue intensity trending down, but no per-unit-of-product metric reported	On Plan
Reduce absolute energy consumption by 30% (2021 base)	2035	0.67% reduction vs. a 30% target by 2035. Prior gains have eroded. Solar Energy Project (signed, live Q1 2027) expected to reverse the trend.	On Plan

Scope 1, 2 and Other GHG Emissions (tonnes CO₂e) — GRI 305-1, 305-2, 305-4, 305-5

			2023	2024	2025
Total gross Scope 1 GHG emissions Stationary combustion			5,828	5,211	4,813
Total gross Scope 1 GHG emissions Mobile combustion			383	340	289
Scope 1 – Total		SDG 13.2	6,211	5,551	5,102
Scope 2 – Market based		SDG 13.2	23,283	22,230	21,603
Scope 1 & 2 – Total			29,494	27,781	26,705
Scope 1 & 2 – Intensity (tCO ₂ e per million USD of revenue)			44.7	40.8	35.6

Solvent (VOC) Consumption and Emissions — GRI 305-7

	2023	2024	2025
Consumption (tonnes)	367.5	311.4	263.6
Emitted (tonnes)	23.2	20.6	17.3
Scope 1 GHG emissions (tonnes CO ₂ e)	25.6	21.7	17.68

Protective

GHG Protocol Scope 3 Category Breakdown (tonnes CO₂e) — GRI 305-3, 305-4, 305-5

	2023	2024	2025
Category 1 Purchased goods and services	23,922	22,064	21,858
Category 2 Capital goods	142	120	90.2
Category 3 Fuel and energy related (not Scope 1 or 2)	7,044	6,255	6,245
Category 4 Upstream transportation and distribution	2,629	2,412	2,025
Category 5 Waste generated in operations	1,265	1,046	887.8
Category 6 Business travel	4,163	3,782	2,054
Category 7 Employee commuting	719	508	365.66
Category 8 Upstream leased assets	2,592	1,454	469
Category 9 Downstream transportation and distribution	5,227	4,853	4,328
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	Assessed: Not relevant		
Category 14 Franchises	2,127	1,983	1,482
Category 15 Investments	Assessed: Not relevant		
Total Scope 3	51,948	46,420	41,698

GHG Protocol Scope 3 category

	2023	2024	2025
Scope 3 intensity (tCO ₂ e per million USD of revenue)	78.7	68.3	55.6



Protective

Air Emissions (Non-GHG) — GRI 305-7

	2023	2024	2025
VOC consumption (tonnes)	367.5	311.4	263.6
VOC emitted (tonnes)	23.2	20.6	17.3
NOx as NO ₂ — generator stack (mg/Nm ³ , avg)	-	-	794.5
SO ₂ — generator stack (mg/Nm ³ , avg)	-	-	0.0
PM ₁₀ — ambient (µg/Nm ³ , avg across sites)	-	107.5	96.0
Odor/dust/noise mitigation measures in place (Y/N)	Y	Y	Y
Air emissions permits held (count)	3	3	3
Sites with air pollution prevention systems installed	3	3	3

Biodiversity — GRI 304-1, 304-2

	2023	2024	2025
Sites operating in/adjacent to protected or high-biodiversity-value areas (count)	0	0	0
Biodiversity impact assessments conducted (count)	0	1	3
Biodiversity mitigation/offset actions (count)	-	-	0
WRI/IUCN classification of site locations	-	-	N/A
Biodiversity management plan in place (Y/N)	Y	Y	Y

Moral

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

Target	Year	Progress	Status
Maintain 100% of active employees trained annually on Business Principles, Anti-Bribery, Anti-Corruption and whistleblowing	2025	96% of active employees completed Code of Conduct (Work Ethics) training in 2025.	Near Target
Foster a ‘speak up’ culture within Tabuk Pharmaceuticals	2026	91% of employees feel we have a 'Speak Up' culture in 2025, up from 86% in 2024.	On Plan
Our Sustainable Procurement program ensures 100% ethical spend by embedding sustainability into processes	2028	74% of suppliers (by spend) assessed by EcoVadis in 2025, up from 66% in 2024.	On Plan
Achieve 100% supplier Code of Conduct sign-off rate	2028	76% of suppliers signed off on the Code of Conduct in 2025, up from 58% in 2024	On Plan
Strengthen human rights due diligence and use Fair Wage Network benchmarking to align employee compensation with local living wage standards	2030	Living wage coverage reached 98% of employees and 91% of contractors in 2025 (up from 92%/69% in 2023). Human Rights Survey completed at 6 locations in 2025 (up from 1 in 2023), with Modern Slavery Awareness training coverage at 84%.	On Plan

Human Rights — GRI 412-1, 412-2

	2023	2024	2025
No. of Locations Completed the Human Rights Survey	1	3	6
Percentage of employees who receive Modern Slavery Awareness training annually	42%	61%	84%

Business Ethics — GRI 2-24, 2-25, 2-26, 205-1, 205-2, 205-3

	2023	2024	2025
Active employees trained on Code of Conduct (Work Ethics)	76%	90%	96%
Percentage of employees who feel we have a 'Speak Up' culture	83%	86%	91%
Speak Up reports closed (%)	-	98%	100%
Operations/functions assessed for corruption risk (%)	63%	87%	100%



Moral

Responsible Supply Chain — GRI 308-1, 308-2, 414-1, 414-2

	2023	2024	2025
Total supplier assessments	148	225	286
Percentage of suppliers by spend assessed by EcoVadis	51%	66%	74%
Critical manufacturing suppliers that disclose their energy, waste and water footprint (%)	29%	57%	64%
Supplier environmental sustainability assessments completed	74	88	113
Procurement staff trained on sustainable procurement (%)	-	81%	94%
New supplier contracts with E&S (Environmental and Social) clauses (%)	-	-	83%
High-risk supplier audits on Sustainable Procurement	2	4	5

Compliance — GRI 2-27, 206-1

	2023	2024	2025
Environmental Regulatory warnings/alerts	2	1	0
Significant environmental violations	0	0	0
Legal actions for anti-competitive behaviour (count)	0	0	0
Percentage of all sites audited internally on Human Rights & Work Ethics	64%	80%	89%

Living Wage & Social Dialogue — GRI 2-30, 407-1

	2023	2024	2025
Living wage – % employees covered	98.2%	100%	100%
Living wage – % contractors covered	89.5%	92.3%	96.8%
Living wage policy in place (Y/N)	Y	Y	Y
Collective bargaining coverage (% employees)	-	38%	44.1%
Works council / employee representation body present (count of sites)	-	2	4
Grievance mechanism accessible to all employees (Y/N)	Y	Y	Y
Social dialogue meetings held (count/year)	-	37	69
Employee Satisfaction Related to Compensation (%)	-	93%	96.2%
Adjustments to Living Wage Benchmarks	42	38	21

Data Privacy — GRI 418-1

	2023	2024	2025
Percentage of Employees who receive PDPL (Personal Data Protection Law) training	-	96%	98%
Privacy regulatory impact assessments	1	4	6
Information security incidents or breaches	0	0	0
% staff trained on information security	62%	96%	98%

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 21% 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	Near Target
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 Withdrawal, Discharge and Consumption — GRI 303-1, 303-3, 303-4, 303-5

	2023	2024	2025
Water Withdrawal	BV122,022	90,539	83,239.54
Municipal (m3)	122,022	90,539	83,239.54
Groundwater (m3)	-	-	-
Rainwater (m3)	98	82	103
Total Water Consumption (m3)	122,120	90,621	83,342
Chemical oxygen demand – effluent leaving our sites (tonnes)	0.162	0.185	0.179
Water Recycled (m3)	10,982	10,865	10,865
Water Recycled (%)	9%	12%	21%
Sites in water stewardship programme	1	3	3

Circular

Waste Generation and Diversion — GRI 306-3, 306-4, 306-5

		2023	2024	2025
Total Waste (tonnes)	SDG 12.5 	4,107	3,420	2,206
Total recycling (tonnes)	SDG 12.5	33.7	46.6	626.8
Total recycling as a percentage of total non-hazardous waste		25.6%	38.2%	44.8%
Total waste to landfill (tonnes)	SDG 12.5	2,086.2	901.1	772.2
Waste diversion rate		12.5%	16.2%	26.8%

Non-Hazardous Waste (tonnes) — GRI 306-3

	2023	2024	2025
Total non-hazardous waste	2,804	1,458	1,399
Non-hazardous waste recycled	717.8	556.9	626.8
Non-hazardous waste to landfill	2,086.2	901.1	772.2

Hazardous Waste (tonnes) — GRI 306-3

	2023	2024	2025
Total Hazardous waste	1,303	1,962	807
Hazardous waste recycled	-	-	-
Hazardous waste (Incineration or Treatment)	1,303	1,962	807

Energy Management — GRI 302-1, 302-3, 302-4

		2023	2024	2025
Total energy use from Electricity (MWh)	SDG 7.3	26,396	32,880	36,603
Renewable energy use – electricity and heat (MWh)		-	-	-
Renewable energy use – electricity and heat (%)		-	-	-
Onsite self-generated renewable electricity – on-site solar PV (MWh)		-	-	-
Imported electricity – renewable (MWh)		-	-	-
Total Energy Consumption (GJ)		195,025	198,368	205,629.21



Circular

Chemicals, Hazardous Materials & REACH — GRI 306-2, 416-1

	2023	2024	2025
Substances of Concern (SoC) inventory maintained (Y/N)	Y	Y	Y
Substances registered under REACH (%) - Imported Goods	26.8%	37.2%	48.2%
REACH registration status (Registered / In progress / N/A – no EU export)	N/A	N/A	N/A
Chemical substitution/reduction actions completed (count)	-	4	6
SDS (Safety Data Sheet) coverage – % of chemicals used	82%	89%	96%
Chemical-handling training – % employees trained	-	92%	100%

Product Stewardship, Packaging & End-of-Life — GRI 301-2, 301-3

	2023	2024	2025
Total packaging material used (tonnes)	-	-	8,555.5
Recycled content in packaging (%)	26.8%	37.2%	48.2%
Recyclable/reusable packaging (%)	-	91%	100%
Expired/unused pharmaceutical product return program (Y/N)	-	N	Y
Product end-of-life management policy in place (Y/N)	N	Y	Y

