



ENVIRONMENT  
SOCIAL  
GOVERNANCE



**ALKALOID**  
SKOPJE

*Health above all*



**ENVIRONMENT**  
**SOCIAL**  
**GOVERNANCE**





## Content of the **ESG** report

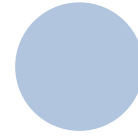
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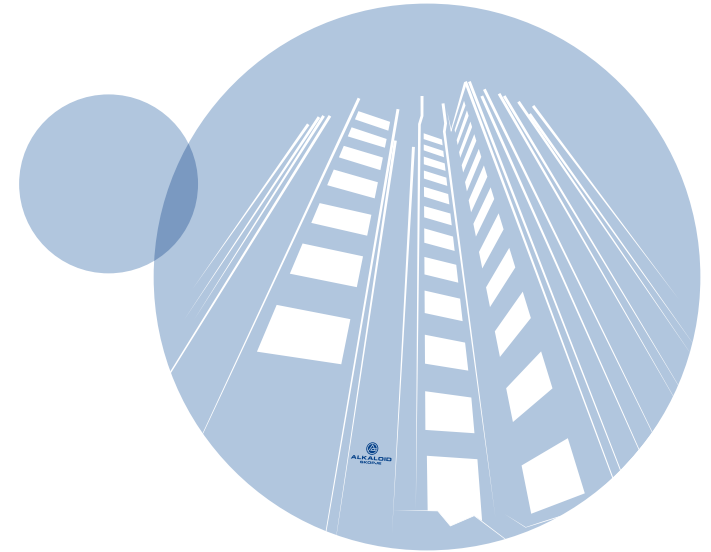
## Address of the Chief Executive Officer / President of the Management Board of ALKALOID AD Skopje

Dear shareholders, colleagues, associates, and consumers of ALKALOID AD Skopje,

You are reading our first ESG report on responsible behaviour towards the environment and the community. It includes numerous activities that the company has been practising for years but has never formally presented.

Throughout its long history, the company has faced many crises. Still, each time it has shown resilience and quick adaptation to changes. The past year, 2022, was another in a series filled with numerous health, military, logistical, energy, and economic challenges, which we successfully overcame.

I am particularly proud that, despite the high level of operational crisis management, we realised a large part of our strategy for responsible behaviour towards the environment and the community. I want to mention a few highlights of our efforts:



- Caring for the environment, with a particular emphasis on energy efficiency and the use of alternative energy sources;
- Ensuring the health and safety of our employees, with a focus on improving working conditions in all company segments;
- Supporting and caring for the communities in which we live and operate through numerous humanitarian and socially responsible activities in education, sports, culture, youth development, and the promotion of positive values;
- Establish partnerships with complementary organisations, such as the Red Cross and SOS Children's Village, by donating money, clothes, and food, helping with blood drives by our employees, and supporting the homeless, among others;
- Supporting talented health and pharmacy students through the Trajche Mukaetov Foundation by providing scholarships and awards to the valedictorians.

Human capital is a critical resource in the company, as their knowledge, experience, and skills are invaluable. Applying the Code of Ethical and Professional Conduct and other company acts are the key elements in building the company's ethical and corporate culture, compliance and risk management, anti-corruption policy, and promoting its corporate governance.

Responsible behaviour towards the environment and the community is an integral part of the everyday life of every employee in the Alkaloid Group in all countries where we operate. Its goal is to enable the company's continuous progress.

In the future, we will expand and intensify awareness of responsible behaviour towards the environment and the community to all ALKALOID's shareholders, employees, and associates with the single goal of building a better, healthier, and more sustainable world.

**Zhivko Mukaetov**  
Chief Executive Officer/President of the Management Board of  
ALKALOID AD Skopje



## Who We Are!

**A** healthy human body can evoke more than mere admiration. At ALKALOID AD Skopje, we find it a constant inspiration and a valuable gift of nature that we strive to protect and preserve. With unwavering passion, we create products synonymous with top quality. We constantly invest in realizing our dream of a healthier life for every individual because we believe that HEALTH COMES ABOVE ALL.

ALKALOID AD Skopje has been producing medicines, cosmetic and chemical products, and processing herbal raw materials for over eighty-five years.

ALKALOID AD Skopje is a joint-stock company with two profit centres: Pharmaceuticals; and Chemicals, Cosmetics and Botanicals. Over 5,000 shareholders, individuals and legal entities hold shares in ALKALOID AD Skopje.

Presently, ALKALOID AD Skopje boasts almost 80,000 square meters of production facilities, with a workforce of 2,019 employees within Macedonia and 598 abroad. With 19 subsidiaries and two representative offices in 15 countries (Serbia, Montenegro, Kosovo, Albania, Bosnia and Herzegovina, Croatia, Slovenia, Switzerland, Bulgaria, Turkey, Ukraine, the Russian Federation, the USA, Great Britain, and Romania), it sells 68% of its products in 40 countries worldwide.

Over the past 15 years, ALKALOID AD Skopje has invested €200 million in production facilities, laboratories, research and development facilities, top-notch technology, continuous employee education, and state-of-the-art software. These investments enable the company to offer superior quality products that meet the strictest standards for good manufacturing practice, as confirmed by prestigious organizations.

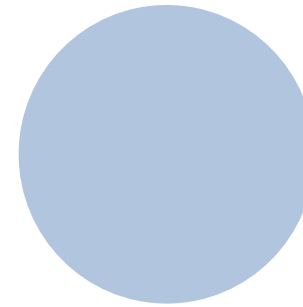
ALKALOID's key priorities remain the well-being of its employees, shareholders, the environment, business partners, the healthcare system, and, above all, people's health.



  
**2019**  
 Employees  
 in the country

  
**598**  
 Employees  
 in subsidiaries  
 abroad

  
**>5000**  
 Shareholder  
 Entities



## Mission, Vision and Values

### Our Mission

We continuously strive for a healthier world, superior quality of products and services, as well as high professionalism and continuous success. It is our highest priority to protect the interests of all stakeholders. Our basic commitment is to take care of health and quality of life of every person, the health care system and the environment. We are committed towards continuous improvement of human health that is reflected through our motto: **HEALTH ABOVE ALL.**

### Our Vision

ALKALOID AD Skopje, as a globally oriented company, strives to accomplish high goals and achievements, which will enable high competitiveness and market positioning. We are constantly open to building new markets and new partnerships, production and placement of superior quality products, applying the latest technologies and business standards.

### Our values

ALKALOID AD Skopje, in performing its business operations, relies on the highest ethical norms and standards. We are sure that the ethical conduct of business is a prerequisite for lasting personal and professional success and our key values are:

- People above all
- Integrity and honesty
- Creating the best outcomes together
- Value based leadership



## Company activity

# Pharmaceuticals

People build high – to see further.  
People build together – to be closer.  
People build strong – to feel safer.  
We build for people to achieve  
better health because  
HEALTH COMES ABOVE ALL!



# Botanicals

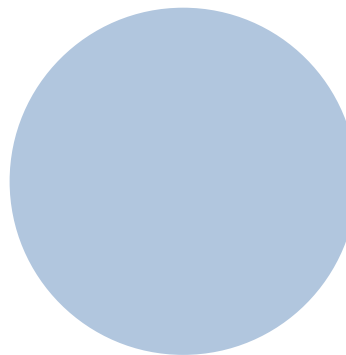
The ALKALOID's Botanicals Department produces a range of teas under the GOOD NATURE brand and various products such as spices, dried vegetables, food additives, iodized salt, and more under the GRINI label.

## Cosmetics

ALKALOID's 85 years of experience and tradition are founded on the high-quality range of products offered by "Alkaloid - Cosmetics." The product line includes skincare products for all skin types, including children's, hair care products, a perfume collection for women and men, and household cosmetics.



**ALKALOID**  
SKOPJE



## Chemicals

The Chemicals Department has developed a program for producing pure chemicals and reagents of organic and inorganic origin. These products range from pro analysis, reagent grade, purum, and pharmacopoeia quality for laboratory, industrial, and general consumption. Additionally, there are products for agricultural production, medicinal purposes, and cleaning and disinfecting.

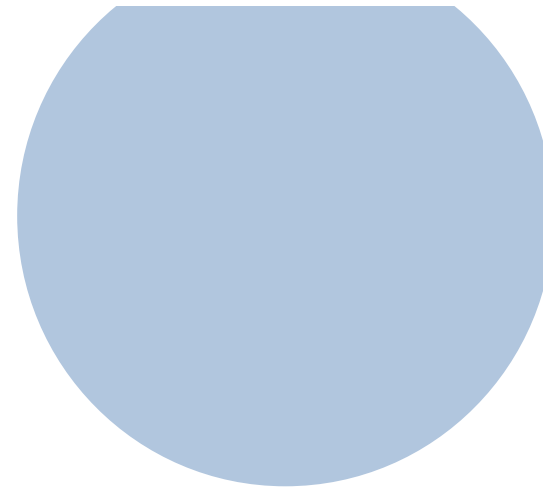


## About the ESG report

The ALKALOID AD Skopje 2022 ESG report is the first non-financial independent report we issue in response to the increasing need for transparent operation and stricter regulatory requirements in these areas. In the past, we communicated our non-financial environmental, social and good corporate governance information as part of the company's annual operations reports. As a socially responsible company, we believe that the new way of separate ESG reporting will provide all stakeholders with a more detailed and precise picture of how we deal with ESG risks and the focus we devote to these segments of the operations.

Our ESG report includes qualitative information about our key activities for improving the environment and contributing to society. It also contains quantitative parameters that measure the company's performance in terms of risks, opportunities, and achievement of the key goals of ALKALOID's ESG strategy. We applied some of the ESG indicators specifically required by the GRI standards for the first time in 2022. Thus, the ESG-related trends will be visible in future ESG reports.

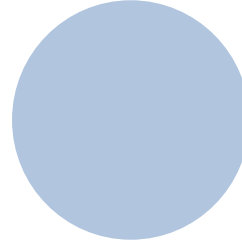
The ALKALOID ESG board prepared the 2022 ESG report covering ALKALOID's operations from **January to December 2022**, and its top management approved it. The company will transparently and fully publish it via all communication channels.



Due to their widespread/global recognition, comprehensiveness and flexibility, we used the **GRI standards** to guide us in implementing the ESG segment and preparing the ESG report. ALKALOID AD Skopje continues to follow all non-financial reporting regulations and other globally recognized ESG reporting frameworks and standards.

To help readers locate relevant information more easily, we have included a **GRI reference table** in this ESG report.





## ESG at ALKALOID AD Skopje

### **ALKALOID's ESG Board**

To apply and manage the ESG segment, we established a company ESG Board of members from different company sectors. All members contribute with knowledge, expertise and experience to ESG management and reporting. The ESG Board is directly responsible to ALKALOID's top management. It regularly sends annual activity reports to the CEO and senior management. If necessary, they send these reports to the Supervisory and Management Board and, upon request to all stakeholders and external auditors.

The ESG Board regularly holds monthly meetings. It is responsible for applying ALKALOID's ESG strategy, proposing long-term and short-term ESG goals, systematically setting up and efficiently measuring the most significant ESG indicators, defining the ALKALOID's ESG report, and communicating ESG data with stakeholders. The ALKALOID's ESG Board also brings the ESG topics closer to employees, develops a company-wide ESG culture, and finds new solutions and improvement opportunities within the ESG segment.



### **Environmental, social and governance (ESG) policy**

**Our ESG policy** reflects our commitment to continuously improve all ESG segments as a basis for ethical work and professional success.

It entirely reflects our company's mission and vision, whose imperative is the protection of our stakeholders' interests and is complementary to the company core values defined in our Code of Conduct.

### **ESG reporting procedure**

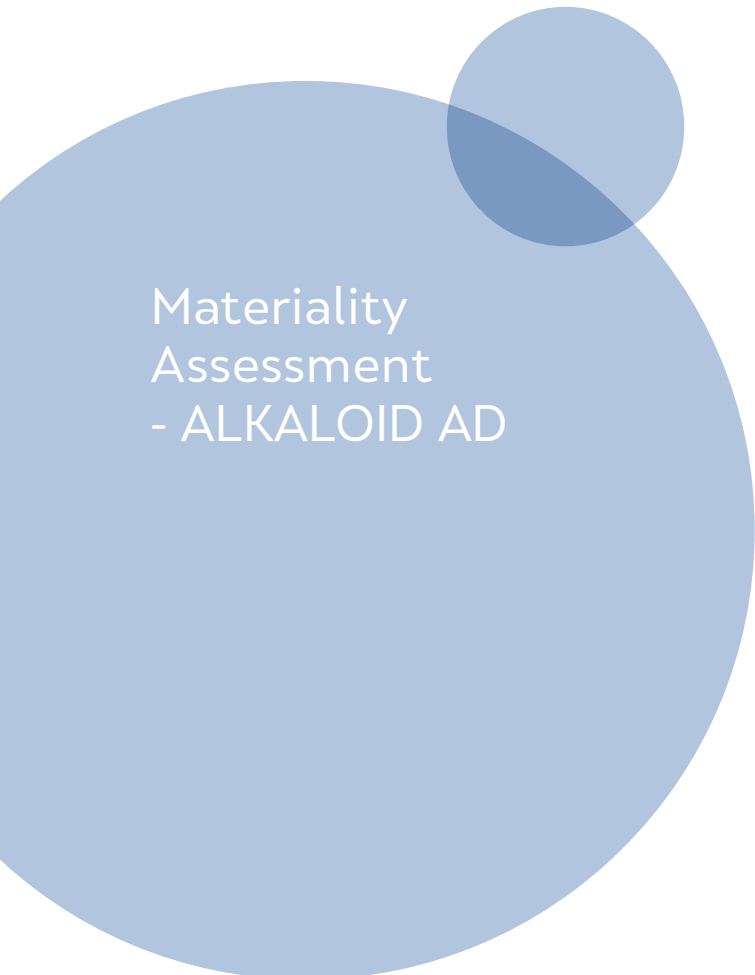
ALKALOID's ESG reporting procedure describes the management and reporting concept and strategy on environmental, social, and governance issues. In it, we define all the detailed steps necessary to obtain timely, accurate and relevant data about how our company manages ESG risks.

### **ESG indicators**

We use ESG indicators and data systematically set up and applied in the key processes related to this segment of the company's operation to monitor the achievement and progress in the company's defined ESG goals.

### **Stakeholder Communication**

ALKALOID AD Skopje is fully committed to building trust with and between stakeholders to maintain long-term and stable relations. In 2022, we developed a stakeholder relations policy identifying ALKALOID's stakeholders, where we prescribed the basic stakeholder relations principles and modalities.



Materiality  
Assessment  
- ALKALOID AD

### **Materiality Assessment**

As we present a separate ESG report for the first time this year, we paid particular attention to assessing the materiality of our company's ESG topics. We used combined methodology through interviews and surveys of external and internal stakeholders and discussions with ALKALOID's senior management. We also conducted an employee satisfaction survey, a customer and user survey, a survey conducted by the Macedonian Stock Exchange, etc. These activities helped us identify the topics significant to our stakeholders and our company.

We selected 21 ESG material topics we believe our company can influence and can significantly impact our operations in return. We set specific short-term and long-term goals and appropriate indicators we will use to monitor our progress in all these important topics. Note that despite their ranking by importance, all identified topics are significant and interrelated and should not be viewed in isolation.

# ESG Material Topics



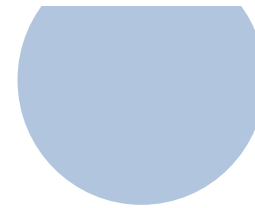
### Current status

Although the world faced some of the most complex challenges of our time during the past years, especially in 2022 (health, military, energy crisis), through its short-term and long-term ESG goals, ALKALOID AD Skopje remains committed to the fulfilment of its ESG strategy. We believe the only way to overcome emerging challenges is to continuously give back to the immediate environment, the community and the people around us.

”

ALKALOID AD  
Skopje remains  
committed to the  
fulfilment of its  
ESG strategy





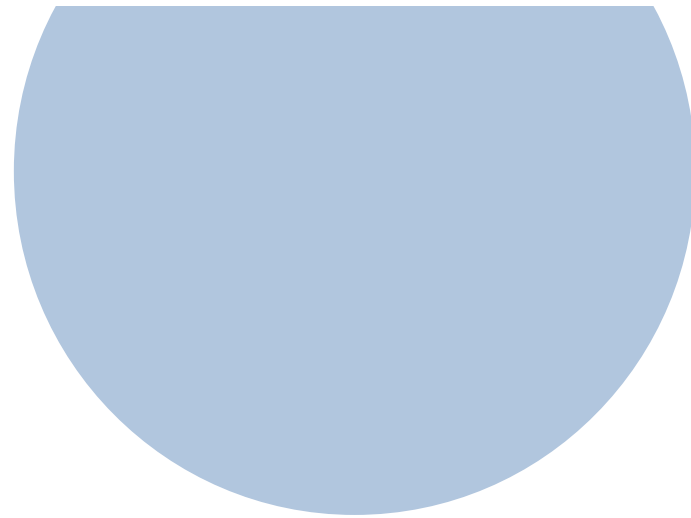
## ALKALOID's ESG strategy

**O**ur ESG strategy reflects how we manage and address environmental and social responsibility issues and adds new value to our company.

When developing ALKALOID's ESG strategy and ESG goals, we took into account the UN Sustainable Development Goals (SDGs). We identified the priority goals where we have an opportunity to make positive changes and where our activities can contribute to a better future.

The UN SDGs are a global vision to create a sustainable future in which we all have a stake. The UN Global Compact has turned these goals into drivers for sustainable business with economic and social benefits for the environment and people worldwide. It is vital for us to participate and act in the implementation of these goals through our daily operations and activities.

# United Nations Sustainable Development Goals (SDG)






STRATEGY



Implementing  
and Developing  
the ESG Segment



Care for  
the environment



Supporting the community  
in which we work and live  
People Above All!



Transparency,  
business ethics & risk  
management

## LONG-TERM GOALS

- Identify sources and establish a carbon footprint measurement process
- Set measures to reduce CO2 emissions
- Increase production of renewable energy by 12% within 25 years
- Increase recyclable waste by 10% by 2025
- Analyse sustainable packaging for PC CCB and PC Pharmaceuticals
- Identify sources and establish a water footprint measurement process for all sites by the end of 2023



- Our primary objective is to give back to the community in which we live and operate



- Care for the health, safety, and well-being of employees, stakeholders, and all people living in the vicinity of ALKALOID's activities



- Increase transparency in informing stakeholders
- Achieve and maintain full corporate compliance with internal ethical and environmental standards
- Build a robust risk management culture and business continuity by fully integrating ESG factors







## II. Our Results in 2022

## ESG Highlights in 2022



**185**  
new employees  
hired in  
ALKALOID AD  
Skopje



**5,000m3**  
of water  
saved - **1.5%**  
of the total water  
consumption



**40 new**  
scholarships



Reduced  
emission of  
**1,285 t CO2**



New  
**bicycle**  
parking  
lots built




**500MWh**  
electricity  
from renewable  
sources  
produced



Digital platform  
for professional  
communication  
**Alkaloid ProNet**  
launched

ESG  
Highlights in  
2022



Project  
**60 seconds**  
of health  
implemented



Award  
**"25 years  
ISO 9001  
certified"**,  
Quality Austria  
received



**Most transparent**  
listed joint stock  
company  
in 2022




November  
- an awareness-raising  
month about  
**personal data  
protection**  
in ALKALOID



**85%**  
of the total  
generated waste  
is not  
deposited



**121 hours -**  
average hours  
of training per  
employee








**1,500 MWh**  
of energy saved  
- **3.75%**  
of total energy  
consumption



2022 Progress against  
our short-term goals

















# Environment

 Completed  Ongoing

Short-term goals for 2022	Progress	Implemented activities
<b>Care for the environment</b>		
Identify direct and indirect sources and establish a process for measuring the carbon footprint at the Avtokomanda plant		A Standard Operating Procedure (SOP) for environmental indicators measurement and a template for carbon footprint calculation (based on the GHG Protocol) were developed The sources and data necessary for carbon footprint calculation were identified, Potential areas for improvement to obtain additional data for carbon footprint calculation were noted. Top management, process owners, and subsidiary representatives received training (a total of 169 participants).
Increase the production of renewable energy from internal sources		12 photovoltaic power plants with a total peak power of 1238 kW were built at Avtokomanda and Gjorche Petrov, producing an estimated 1400 MWh of electricity each year
Reduce municipal waste, increase recycling, and reduce landfilled waste.		The waste management process was improved by - Updating the waste management procedure and SOP for pharmaceutical waste handling; - Providing waste management training to 229 employees; - Creating and distributing - flyers promoting proper waste management, presented at the training, distributed to relevant departments, and displayed on promotional screens within ALKALOID premises; 4. Establishing Key Performance Indicators (KPIs) for waste management; - Achieving a 20% reduction in municipal waste, 2.02% increase in recycled waste 4.31% reduction in landfilled waste.
Analyse sustainable packaging at PC CCB		A basic analysis of sustainable packaging was performed, and necessary improvements for obtaining accurate information and data were identified.
Identify sources and establish a process for water footprint measuring at the Avtokomanda plant.		An SOP for environmental measurement indicators and a form for water footprint calculation were drafted Sources and necessary data for water footprint calculation were defined. Necessary improvements were identified for obtaining additional data for water footprint calculation Training was held for top management, responsible persons of the processes and representatives of the subsidiaries (169 participants)







# Social

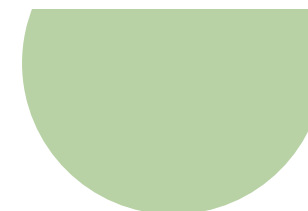
 Completed  Ongoing

Short-term goals for 2022	Progress	Implemented activities
<b>Supporting the community in which we work and live</b>		
Provide ongoing support to the healthcare systems in the areas where we operate.		<ul style="list-style-type: none"> <li>- Participated in the 7th Congress of Pharmacy in Macedonia with international participation, held in Ohrid</li> <li>- Actively participated and supported the Third Balkan Paediatric School, held in Skopje</li> <li>- Launched a new and innovative website, "Alkaloid Pronet", a modern digital platform for health professionals.</li> </ul>
Support to sports		<ul style="list-style-type: none"> <li>- Established two handball clubs, HC Alkaloid and HC Multi Essence</li> <li>- Opened a new chess home for youth education and tournaments</li> <li>- Sponsored the Macedonian Handball Federation</li> </ul>
Organise regular humanitarian events		<ul style="list-style-type: none"> <li>- two blood drives were organised</li> <li>- a clothing drive was organised</li> </ul>
Continuously encourage employees to participate in our corporate social responsibility initiatives		<ul style="list-style-type: none"> <li>- More than 270 employees volunteered for blood donation during two blood drives</li> <li>- 1,900 kg of clothes were collected through voluntary donations and placed in 10 donation boxes at ALKALOID's 3 locations (Avtokomanda, Lafoma, Botanicals)</li> </ul>
<b>People above all!</b>		
Award "Trajche Mukaetov" Foundation scholarships to top students		For the academic year 2022/2023, the "Trajche Mukaetov" Foundation awarded 40 new scholarships.
Initiate a dual education program in the Secondary Medical School		The first year of the first generation of the partial-dual class successfully ended in July 2022. Another new class began on September 1, 2022.
Create internal education and training centre		The Training and Education Centre was established and began operation. In 2022, it fully utilised its capacity to organise trainings and educate young staff in a training laboratory.
Young talents program - internships		In 2022, the young talents/internship program continued with 53 interns participating.
Employee training		In 2022, employees spent an average of 121 hours of training
Safety and Health at Work: Provide a safe, secure, and healthy working environment to achieve a reduction in LTIFR parameters.		<ul style="list-style-type: none"> <li>- Conducted 775 legal trainings for job changes and new employees;</li> <li>- Conducted 300 trainings on SOPs for Near Miss application;</li> <li>- Created and posted flyers for Near Miss application;</li> <li>- Prepared/updated 108 workplace risk assessments;</li> <li>- 1991 preventive health exams for employees conducted;</li> <li>- 173 pieces of work equipment (machines, devices, etc.) inspected;</li> <li>- 54 microclimatic conditions, lighting, chemical, and physical hazards in the work environment measured.</li> </ul>
Equal career development opportunities - talent management process		Equal employment opportunities through internal advertisements; feedback culture with 700 employees participating promoted.
Build and maintain an inclusive, positive and respectful work environment for all.		Corporate newspaper "Health Above All"; Alka Speak-Up, marketing campaign "One working day at ALKALOID"; Code of Conduct promoted.
Gender equality		Core company values that highlight the importance of gender equality in our company promoted.
Additional voluntary health insurance for all employees		In 2022, the project for additional voluntary health insurance continued
Benefits for children of employees		In 2022, a project to support the development and further education of employees' children was implemented. A total of 544 children received benefits.
Increase employee satisfaction		Implemented several action plans resulting from the employee satisfaction survey conducted in 2021.

## Governance

 Completed  Ongoing

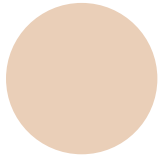
Short-term goals for 2022	Progress	Implemented activities
<b>Transparency, business ethics &amp; risk management</b>		
Continuously improve the company's transparency		<ul style="list-style-type: none"> <li>- Preparing an ESG report with detailed data from all segments</li> <li>- Opening new channels for informing the public about the company's activities</li> </ul>
Fully integrate the company's ethical and compliance standards into the operations of our capital-related companies worldwide		Applying the Code of Conduct and compliance standards in our capital-related companies worldwide has begun.
Maintain the environmental management system per the requirements of the ISO 14001 standard, without major findings, and compliance with the environmental regulatory requirements, with the stakeholder requirements and expectations and with the obligations required in the permits and the decisions of the state and regulatory institutions		<p>Quality Austria conducted an external inspection from 13.4.2022 to 18.4.2022. No major findings were identified.</p> <p>The established environmental system through its essential elements - environmental aspects management, improvement objectives and programs, changes in the area of the environment, response and investigations in environmental incidents, monitoring and measurement of environmental impacts - is compliant with the legal regulation, the applied standards and other requirements accepted by the organisation.</p>
Integrate all ESG risks into existing risk management processes/bases of operational and strategic risks		<p>ESG risks were integrated into the integrated management system through the following:</p> <ul style="list-style-type: none"> <li>- the company's strategic risks;</li> <li>- the identified operational risks for each process;</li> <li>- identified environmental aspects of the processes (environmental master plans according to OU/program);</li> <li>- risk assessments was conducted for each job.</li> </ul>
Define the position of Risk and Business Continuity Officer within the organisational structure		The Risk and Business Continuity Officer is defined in the organisational chart.
Define the composition and the role of the Risk Management and Business Continuity Board, which reports directly to the top management.		<ul style="list-style-type: none"> <li>- Members of the Risk Management and Business Continuity Board and the Risk Management and Business Continuity Team were appointed and their primary responsibilities defined.</li> <li>- A risk management procedure was developed where the responsibilities of the Board and the team were detailed.</li> </ul>



## Overview of ALKALOID's most important ESG indicators

You can find more information about these and other ESG indicators in the ESG report and its annexes

Indicator	2022	Units	GRI / other ESG indicators
Total waste generated	815.617,00	t	GRI- 306-3-a
Hazardous waste	115.731	t	GRI- 306-3-a
Non-hazardous waste	699.886	t	GRI- 306-3-a
Recycled waste	697.387	t	GRI- 306-4-a
Deposited waste	118.320,00	t	GRI- 306-5-a
Household waste	4.550,00	m3	GRI- 306-5-a
Surface water	0,00	ML	GRI- 303-3
Underground water	143.989,00	ML	GRI- 303-3
Water obtained from third parties	190.915,00	ML	GRI- 303-3
Surface water + Ground water + Water obtained from third parties	334.904,00	ML	GRI- 303-3
Electric energy	13.778,00	MWh	GRI-302-1
Oil	196.250,00	L	GRI-302-1
Natural gas	2.235.058,00	Nm3	GRI-302-1
Emissions from stationary sources - Scope 1	2.332,38	t CO2 eq	GRI-305-1
Emissions from mobile sources - Scope 1	395,88	t CO2 eq	GRI-305-1
Emissions from refrigeration equipment - Scope 1	26,54	t CO2 eq	GRI-305-1
Emissions from purchased electricity - Scope 2	9.811,20	t CO2 eq	GRI-305-2
"Business travel - Scope 3"	61,40	t CO2 eq	GRI-305-3
Employee transportation to workplace - Scope 3	14,96	t CO2 eq	GRI-305-3



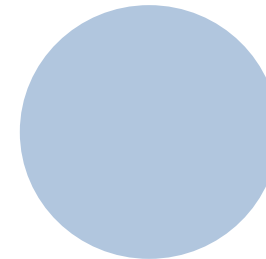
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Indicator	2022	Units	GRI/ other ESG indicators
Total number of company employees	2.617	number of employees	other ESG indicators
Total number of company employees in ALKALOID AD Skopje	1.975	number of employees	other ESG indicators
Share of female employees	59%	percentage of employees	GRI-405-1
Share of women in management positions	46%	percentage of employees	GRI-405-1
Share of new hires	9,37%	percentage of employees	GRI-401-1
Turnover rate	2,72%	percentage of employees	GRI-401-1
Average number of training hours per employee per year	121	hours	GRI-404-1
Employee satisfaction	71,74%	satisfaction percentage	other ESG indicators
Total reported near-miss incidents	17	number of reported near-miss incidents	GRI-403-2
Deaths	0	number and rate of deaths	GRI-403-9
Severe Bodily injuries	0	number and rate of severe injuries	GRI-403-9
Registered injuries	44	number of registered injuries	GRI-403-9
Frequency of registered injuries	11,36	Rate of registered injuries per 1,000,000	GRI-403-9
Severity of injuries	21,44	Injury Severity Rate	other ESG indicators
Injuries / 1000 employees	19,66	Number of injuries per 1000 employees	other ESG indicators



## Social Responsibility in our Company



**S**ocial responsibility is a top priority in ALKALOID's corporate strategy as a concept of impact on society and the environment. Behaving transparently and ethically in our operation, we express our commitment to sustainable development and support for all stakeholders.

Social responsibility is strategically integrated throughout the company's business process. We implement specific activities and projects for the good of the community where we live and work. These projects represent our continuous and intensive investment in improving and advancing all conditions and spheres of the social environment.

Aware of our impact on all aspects of society and following our social responsibility policy, we continuously confirm our strategic commitment to support Macedonia's social, economic, educational, health, and cultural life through various collaborations, projects, and activities. Implementing multiple projects, donations, and activities adapted to the community's needs, we unreservedly and continuously help improve, advance, and develop the community where we live and work.



## Donations and Sponsorships

### **Donation of a passenger vehicle to the State Archives**

Our company has been committed to exceptional corporate social responsibility for almost nine decades, and we continue to demonstrate our dedication to social stakeholders.

We recently donated a passenger vehicle to the State Archives to improve their working conditions and facilitate the institution's daily activities and obligations.





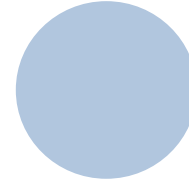
### **Donation of laboratory equipment to the Secondary Medical School Dr Panche Karagjozov - Skopje**

In the spirit of the successful and long-standing cooperation and to equip their laboratory, ALKALOID AD Skopje has donated laboratory equipment to the Medical Secondary School Dr Panche Karagjozov - Skopje.

The donation consists of a water deionizer with a production capacity of 30 l/h of purified water. It will help to successfully organize and perform the exercises planned as part of the school's practical teaching and improve and advance the conditions in students' education.

As part of our commitment to improving the educational system, two partially dual classes already take place at ALKALOID AD Skopje, with part of the on-the-job learning curriculum held in the state-of-the-art laboratory of the company's Education and Training Centre.

We have demonstrated our commitment and contribution to social responsibility activities by implementing many education projects, aiming to improve the conditions for proper development and quality education of young people.



### **Partnership with SOS Children's Village**

SOS Children's Village North Macedonia is part of a 70-year-old international organization active in 136 countries worldwide, dedicated to helping and supporting the most vulnerable - children

SOS Children's Village has helped over a hundred thousand children in our country. It has provided them with support, love, a warm home, a sense of belonging and security, quality education, a more secure future and an opportunity to have a better childhood. Our company has supported this organization several times and started a new partnership, naming one of the houses Bekutan.

Caring for the children is the primary goal of both entities. 'Godfathering' of the Bekutan House is more than just financial support. It also builds a sincere relationship between the foster family living in the house and the ALKALOID employees.

In 2023, under the slogan, Every Child is Our Care, we will continue our strategic partnership and implement joint activities.

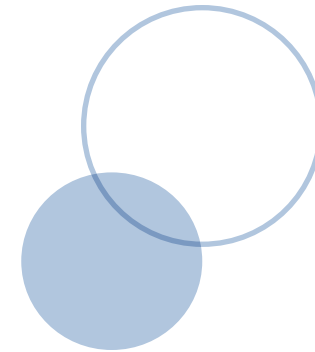
### **Donation of IT equipment to the Faculty of Computer Science & Engineering (FINKI)**

Information technology and quality education of professional staff in this area are crucial for society and the business sector. Thus, our company signed a memorandum of cooperation with the Faculty of Computer Science & Engineering at St. Cyril and Methodius University in Skopje to invest in and support Macedonia's educational system.

This memorandum outlines the cooperation framework between the signatories about matters of common interest. It utilizes both parties' scientific, professional, technical, and spatial resources to enhance educational, research, and applied IT and computer engineering activities.



To begin this successful partnership with FINKI, we donated modern IBM servers to enhance the Faculty's laboratory and IT infrastructure. This equipment will improve the quality of the educational process, teaching conditions, and professional practice for students.



**ALKALOID AD Skopje - a long-time supporter of the Macedonian Handball Federation**

Recognizing true values in all aspects of our operations and actions is our priority as a successful company. We take our social responsibility seriously, aiming to initiate and contribute to better conditions across society. Sports are undoubtedly an important area for our support.

Supporting sports and sports teams is an additional incentive for the development, improvement and future investment in sports. Handball is our nation's most successful sport, and we are proud to be a part of its success.

Like in business, success in sports relies on determination, clear vision, set goals, dedication, teamwork and a competitive spirit. We proudly support Macedonian handball and are committed to its long-term success. Believing and desiring to help achieve future goals and ambitions, we stand behind our commitment to the sport.



## Charitable Activities

### **Two large-scale blood donation drives at ALKALOID AD Skopje**

ALKALOID AD Skopje continued its five-decade-long tradition of blood donation drives for its employees. We organized a large-scale blood donation drive on World Blood Donor Day, 14 June.

Under the motto Donate Blood, Save a Life, in cooperation with the Red Cross and the Institute for Transfusion Medicine, 130 employees collectively gave blood in ALKALOID's Education and Training Center.

Several record-holders among the donors have donated more than 30 times. Many younger employees also donated for the first time, which is a special honour. Young, first-time donors have yet to promote this kind of solidarity within the company. Blood donation is a voluntary act that reflects humanity and solidarity.

Later in the year, in December, due to the great interest from employees, the company organized a second large-scale blood donation drive. At the two blood donation drives, employees donated 290 units of blood. One blood donation can save 3 to 4 human lives.



To further promote voluntary blood giving and express gratitude to its blood donors ALKALOID AD Skopje created a unique visual identity - a logo for the Blood Donors Society. The Society, active for more than 50 years, aims is to promote voluntary blood giving and express gratitude to the many ALKALOID AD Skopje blood donors.

### Donate Clothes - Share Kindness!

Keeping with our company values, the company recently organized another charitable drive in cooperation with the Red Cross.

Within two weeks, from 19 to 30 September 2022, employees were encouraged to donate the gently used clothing they do not wear to dedicated drop-off locations at all of our company's facilities.

Since the start, ALKALOID AD Skopje staff enthusiastically participated in the effort, donating roughly 1,900 kg of clothing. The Red Cross has several drop-off containers throughout Skopje and its municipalities, collecting over 4 tons of apparel annually. The clothes are sorted and distributed to various institutions, families, and individuals in need. These donations annually help over 1000 vulnerable people who seek assistance.

This Donate Clothes - Share Kindness action is one of a series of long-standing collaborations between ALKALOID AD Skopje and the Red Cross. This partnership has a significant humanitarian impact, valuing humanity, human solidarity, and social responsibility above all!



## Support to the General Public with Informative and Educational Content



### **60 Seconds of Health! digital campaign**

Our company's focus on people has been the core of our corporate culture for almost nine decades. Each individual's health is crucial to our business culture and ethics and is a solid foundation for company growth and development. Therefore, our employees' and their families' well-being and health are our primary focus in our company's growth. In 2022, we launched a digital campaign called 60 Seconds of Health! as part of our corporate communication activities, guided by our maxim Health Above All and keeping up with trends in digital marketing. The campaign aims to raise awareness of individual health care and educate our audience on the importance of healthy habits and lifestyles. As a company with a strong sense of responsibility towards society, we hope this campaign will successfully introduce a new chapter in our efforts to promote health and well-being.

The campaign comprises brief, easily digestible educational videos on various health topics. This campaign starts with the youngest generation because they are our future. The 60 Seconds of Health! videos feature the children of our company's employees, reminding us of the importance of healthy habits in our daily routines.

On 7 April, World Health Day, we released the first 60 seconds of health! video in a series of vlogs promoting health education. This day has been observed annually since 1948, on the eve of the World Health Organization's anniversary, to raise global awareness of important health issues. This year's theme, Our Planet - Our Health, highlights men's interconnectedness with planet Earth since their birth. The issue of a healthy environment is closely related to each individual's health. In the video, we asked the little members of our large ALKALOID family to share their thoughts on what health means to them. While their perceptions may differ from adults', we all agree that health is the most crucial aspect of life.

## Support to the professionals



### **Pronet - a modern digital platform for medical professionals**

In 2022, we launched Pronet, a modern digital platform to enhance communication between all stakeholders because people are above all. Pronet is specifically designed to provide continued support to health professionals in their daily care for patients through a modern digitized network for exchanging valuable information in line with global business trends.

Providing quick and easy access to the latest scientific information, educational content, and valuable tools, Pronet will help digitize and modernize our communication with medical personnel and the public. Health professionals in the country will have straightforward access to the latest evidence-based clinical guidelines and proven medical practices, helping them in their work.

Pronet also contains detailed information about ALKALOID's pharmaceutical product portfolio, including registered drugs, medical devices, and nutritional supplements. It includes expert content from various medical branches and specialities grouped by therapeutic area and offers innovative digital tools, expert methodology calculators, diagnostic tests, and anamnestic questionnaires. The platform also contains scientific papers, technical articles and elaborations from eminent names in Macedonian healthcare, and news about events, webinars, and symposia.

We continue to consistently promote professionalization in all segments of our key activities. Our mission is to turn ALKALOID Pronet into a detailed and relevant medical news source for healthcare professionals in our country, and we see it growing into a regional platform.



### **ALKALOID AD Skopje – the main supporter of the Third Balkan Pediatric School in Skopje**

As part of the Third Balkan Pediatric School with International Participation, held from 26 October to 28 at the DoubleTree by Hilton hotel, our company had a symposium for the professional audience presenting the Becutan Sensitive skin care products for children from the Becutan product portfolio. The renowned neonatologist Prim. Dr Marina Pop Lazarova presented the portfolio to many paediatricians and paediatrics-related professionals. She shared the latest findings from the research conducted in cooperation with many maternity wards in Macedonia.

We used this opportunity to present the Becutan KidsVits line of nutritional supplements and medicinal products, formulated using the latest scientific knowledge, pharmaceutical standards and health recommendations.

A hundred professionals from the paediatric and related fields attended the Third Balkan Paediatric School with international participation, organized by the Macedonian Paediatricians' Association. The three-day event's rich program involved eminent lecturers from throughout the world. The professional part focused on several main topics: rare diseases, neonatology, autism, neurology, immunization, pulmonology and allergology.



### **ALKALOID AD Skopje hosted hundreds of international participants at the VII Pharmacy Congress**

Consistently supporting professional, scientific, and research events impacting the development of pharmacy and medicine in the country and abroad, we were again the main supporter of the VII Pharmacy Congress with international participation, held from 5 to 9 October 2022 in Ohrid. As the event's platinum sponsor, we helped organize the Congress, which focused on modern trends in pharmacy and the opportunities and challenges in this dynamic business.

We organized a separate symposium within the formal program to discuss pharmacists' past, present, and future roles. With professional lectures by eminent experts, the symposium answered critical questions about pharmacists' ubiquity throughout the pharmaceutical business's development.

More than 850 guests from ALKALOID's international representative offices and headquarters attended the Congress. Participants agreed that every opportunity to meet and exchange experiences adds value to the company, which always prioritizes its employees. ALKALOID's long-term regional collaborators were confident that the successful cooperation, which often lasts for decades, is primarily due to the product quality and the way the company values and collaborates with all stakeholders.

Our company will continue to invest in education, new technologies, equipment, knowledge, and staff, applying the strictest pharmaceutical industry standards. These postulates are deeply rooted in our business strategy.

## Support of Sports, Culture and Education



### Sports in ALKAOID

The progress of individuals, communities, and companies is contingent on the advancement of society. As an organization committed to improving, promoting, and supporting the community across all social spheres, we recognize the importance of supporting and nurturing sports.

Guided by our motto Health Above All, we consider sport one of the most vital activities that promote a healthy lifestyle. Therefore, we wholeheartedly and consistently invest in sports as part of our corporate social responsibility and culture.

Sports have always played an integral role in ALKAOID'S history and remain central to our operations.

Supporting Macedonian sports is a privilege, and all ALKAOID employees are proud of our direct involvement and contributions to sports. We take great pride in our sports clubs - two handball clubs, HC Alkaloid and HC Multi Essence, and one chess club, CC Alkaloid.





**Two handball clubs were established - HC Alkaloid and HC Multi Essence**

**HC Alkaloid's historic season was crowned with a championship trophy**

HC Alkaloid, established in 2021, primarily aims to guide young handball talents with the potential and desire to develop into top players with positive life values.

The club's vision is to meet the professional standards of European handball, promoting modern handball and elevating the game to its highest level. Its mission is to turn young talents into skilled handball players, applying specific training and professional techniques.

In their debut season in the First League, HC Alkaloid had an outstanding performance. Guided by their head coach, the Macedonian handball legend Kiril Lazarov, they qualified for the Super League for the 2022/2023 season. Their junior team also became the new junior state champion, and the youth team finished as the season's Macedonian vice-champion.

ALKALOID AD Skopje established HC Multi Essence in 2022 to form a team of talented young players with the potential to play in the Junior National Team. Our clubs have a large base of 98 registered handball players divided into five teams competing in three age categories: U14, U16, and U18. HC Alkaloid pays particular attention to the youngest players, opening handball schools in Skopje and other Macedonian cities. Over 500 children participated in HC Alkaloid's handball schools in its inaugural season.



### **ALKALOID AD Skopje opened an educational chess centre**

Established on 26 March 1976, the Alkaloid Chess Club is considered one of the best in Europe, with an impressive history of titles. The club's most prestigious achievement was the gold medal at the European Club Cup in Novi Sad in 2016.

The club boasts many championship titles in team and individual competitions, spanning senior and junior categories and male and female competitions. Its players have won several individual European and Olympic medals; triumphed in international tournaments; and earned numerous national championship titles in all tournaments (senior/junior, male/female).

In 2022, the Alkaloid Chess Club established a modern corner for chess education and tournaments for children as young as seven. In two classrooms in the centre of Skopje, the strongest Macedonian grandmasters will work with groups of up to 20 students.

Licensed coaches from the World Chess Organization teach the club's classes. The chess house is open to all players and enthusiasts, not just club members. Chess helps children develop cognitive abilities, enhance concentration during learning, improve analytical thinking and problem-solving, and cultivate team spirit. Professional experts and teachers have praised chess as a valuable activity for children, enabling them to socialize and work together effectively.



### **The Trajche Mukaetov Foundation awarded 40 new scholarships for the academic year 2022/2023**

In its fifteen years of existence, the Trajche Mukaetov Foundation has awarded scholarships to 619 pharmacy and medicine students at St. Cyril and Methodius University in Skopje, investing nearly 120 million denars so far.

The Foundation aims to support pharmacy, medicine, and science projects, mainly by providing scholarships to young, ambitious staff dedicated to these fields.

The Trajche Mukaetov Foundation awarded 40 new scholarships for the academic year 2022/23 following the public call for applications. The Foundation's Management Board selected the 2022/2023 academic year recipients from the shortlist proposed by the Scholarship Committees, composed of representatives of the Foundation, both faculties, and the students.



To keep up with our company's ever-increasing expansion and growing demand for competent and motivated young colleagues, we continually expand our training programs for promising and ambitious pupils and students.

We have successfully implemented the Young Talents Program for several years, which includes internships and partially dual education programs.

### **Internships**

Since 2018, the Young Talents Program in ALKALOID AD Skopje has attracted 205 interns to learn about the company's processes and activities. 40% of them have secured employment with the company.

The program partnered with seven educational institutions, including five higher education institutions. Four higher education institutions are from St. Cyril and Methodius University in Skopje: the Faculty of Pharmacy Skopje, the Institute of Chemistry at PMF Skopje, the Faculty of Technology and Metallurgy Skopje, and the Faculty of Medicine Skopje. The fifth institution is the Faculty of Medical Sciences from the Goce Delchev University in Shtip. The program also collaborates with two secondary schools, Dr Panche Karagjozov medical school and Maria Kiri Sklodovska, both in Skopje.

Most interns who completed an internship and secured employment with ALKALOID AD Skopje were from the Faculty of Pharmacy in Skopje.



### Partially dual education

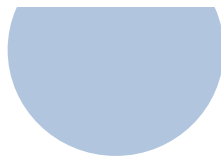
The project for partially dual education has enabled 44 students from the Medical Secondary School Dr Panche Karagjozov Skopje to acquire and apply new skills in actual processes within the company. These students underwent a recruitment and selection process before participating in the program.

The first academic year for the Pharmaceutical Technician in the Pharmaceutical Industry program in partially dual education ended in July 2022. The program, conducted in cooperation with MSS Dr Panche Karagjozov Skopje, had 22 students.

The program's fourth year began in September 2022 for the existing class. New class of 22 students started in the third year of the 2022/2023 generation.

Interns and students can study and perform practical training in existing departments and the training laboratory in the Lafoma Training Center, equipped with the most modern equipment and specially designed for education and training.





**ALKALOID employees traditionally take part in the Wizz Air Skopje Marathon.**

As they do every year, ALKALOID employees participated in the 18th WizzAir Skopje Marathon on 2 October 2022.

A total of 457 employees participated in the event, with 396 runners in the 5 km race, 57 in the half marathon, and four in the full marathon. The ALKALOID team members who participated in the marathon showed that team spirit is an equally critical driving force in the workplace and other fields of life.

Despite the fierce competition, our women's team finished third out of 141 in the 5 km race, while the men's team finished fifth out of 141. The women's team finished eighth in the half-marathon race, while the men's team finished fifteenth.

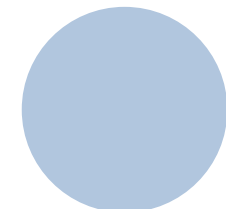


## Improving Working Conditions and the Importance of Employee Satisfaction

### **New investment dedicated to employees: AlkCoffee - another step towards better working conditions at ALKALOID AD Skopje**

We prioritize human capital and employee satisfaction in our business policy and daily operations, resulting in a new investment project for our employees at the Avtokomanda site - a corner for short breaks named AlkCoffee. Our commitment to collective success includes quality use of break time. This project provides a pleasant atmosphere for employees to rest responsibly and interact with colleagues.

As part of our ongoing commitment to protecting the environment and following world trends for green energy, we installed three smart desks that allow employees to charge their mobile phones and laptops using solar energy.



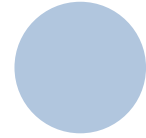


### **AlkaCanteen - a new meal selection software tool**

We continually invest in modernizing, digitizing, and improving processes and tools, not only for our end products. We believe that caring for our employees involves a pleasant and healthy work atmosphere and equipment and tools to enhance every aspect of our operations.

Keeping up with the global trends, our recent investment, the AlkaCanteen software, allows employees to select their preferred meals and improves the overall quality of the working environment.





## Environmental Protection

### **Riding a bicycle protects the health and the environment**

The German baron Karl Freiherr von Drais created the first bicycle in 1817, which has undergone many improvements. Now it is recognized as a simple, affordable, sustainable, and healthy means of transportation that benefits people's health and the environment.

Today, there are estimated over one billion bicycles in the world.

Cycling to work is a well-established practice in our company. To mark World Bicycle Day in 2022, we created new bicycle parking lots to accommodate our employees, bringing the total to 120 lots!



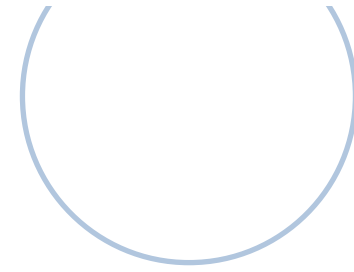
**Green action Plant a Tree for the Jubilee initiated by the British Embassy in Skopje**

At the invitation of the British Ambassador Matthew Lawson, the CEO and President of the Management Board, Zhivko Mukaetov, attended the Plant a Tree for the Jubilee event organized by the British Embassy in Skopje. Representatives of the State Enterprise National Forests and business community members also participated in the event.

Our company joined the Tree Planting Initiative project with great attention and pleasure. Our financial donation helped prepare one hectare of land and purchase 2,500 maple and acacia seedlings for afforestation activities.

This small but significant gesture once again sends a message and emphasizes that improving the environment in which we live and work should be a top priority for all companies, communities, and individuals.





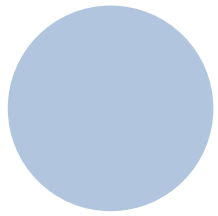
## Crisis management

### **Operational-tactical drill for ALKALOID employees**

Employees from several company units participated in a simulation drill in case of an emergency. In the exercise, we cooperated with the Skopje Fire Brigade, supervised by the Protection and Rescue Directorate and supported by the Atomic Biological and Chemical Defence Unit of the Macedonian Army. The drill aimed to prepare employees to use the procedures in case of a large chemical spill that could cause a fire.

There were various activities before the drill, including drill planning, defining the location and scenario, scenario testing, and theoretical training provided by external experts.

The Protection and Rescue Headquarters, Security and Protection and Defence, Protection, Rescue and Crisis Management departments organize such drills at all company sites.



## Awards, Recognitions and Certificates

### **ALKALOID AD Skopje was recognized as The Company Investing the Most in OSH for Its Employees**

In recognition of its good practices, ALKALOID AD Skopje received the company Investing the Most in OSH for Its Employees award in 2021. The award came on 28 April, the World Day for Safety and Health at Work, at the conference organised by three civil society organizations for safety and health at work attended by representatives of the Macedonian Ministry of Labour and Social Policy, the National OSH Council, and the International Labour Organization.



### **ALKALOID AD Skopje celebrated 25 years of successful cooperation with "Quality Austria"**

Award "25 years ISO 9001 certified", Quality Austria



## **ALKALOID's activities included among the best social responsibility practices for 2021**

In 2021, our Photovoltaic Power Plant project won the national best practices award in social responsibility in the Attitude towards the Environment by Large Companies category. The Ministry of Economy and the Coordinating Body for Corporate Social Responsibility presented the award.

In 2021 we also received the National Award for best practices in social responsibility for our People Above All project in the Ethical Management in Large Companies category. This award also came from the Ministry of Economy and the Coordinating Body for Corporate Social Responsibility.

We were also acknowledged for participating in the national Best Practices Award in social responsibility for our Young Talents - Internships at ALKALOID AD Skopje Program in 2021. The award was in the Investment in the Community by Large Companies category. It also came from the Ministry of Economy and the Coordinating Body for Corporate Social Responsibility.





In 2021, the Ministry of Economy and the Coordinating Body for Corporate Social Responsibility recognized our company for successfully implementing social responsibility practices. The Protection of Employees During COVID-19 project was awarded in the Attitude Towards Employees in Large Companies category.



In 2021 we also received a certificate for successfully implementing social responsibility practices for the Photovoltaic Power Plant project. It was awarded in the Attitude Towards the Environment by Large Companies category.



Furthermore, in 2021 our company received a certificate for successfully implementing social responsibility practices for the People Above All project. This award was in the Ethical Management in Large Companies category.

### **Awards by the Macedonian Stock Exchange**

Stock of the Year in 2022, by public choice

Stock of the Year for the highest increase in turnover in 2022

Glass Bell for the most transparent listed joint stock company in 2022, chosen by the media

Glass Bell for the most transparent listed joint stock company in 2022, chosen by market participants



**ALKALOID AD Skopje - winner of the Corporate Philanthropy Award in 2021**



**ALKALOID AD Skopje - winner of a plaque for long-term contribution and exceptional development as a founder and premium member, awarded by the European Business Association (EBA)**



# Certificates

## **COMPANY CERTIFICATION ID CARD**

- MALMED - GMP compliance certificates
- JAZMP - GMP compliance certificates
- MINPROMTORG - GMP compliance certificates
- SMDS - recognition of GMP compliance certificates
- ISO 9001, ISO 14001, ISO 13485, and ISO 45001 certificates
- FSSC 22000 certificate
- HACCP certificate
- HALAL certificate
- EU, JAS, USDA-NOP and RNM certificates for organic production
- CE certificate
- Kosher





A close-up photograph of several green leaves covered in water droplets, set against a blurred green background. The droplets are in sharp focus, reflecting light. A large white circle is overlaid on the right side of the image, containing the text 'III. Environment'.

### III. Environment

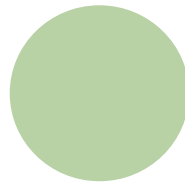


### III. Environment

ALKALOID AD Skopje is a global, socially responsible company committed to the environmental, social and corporate impacts and the company activities' impact on the people and environment.

ALKALOID AD Skopje created its strategy by applying and nurturing sustainable environmental responsibility, environmental industry policies, environmental and sustainable design, environmental education, circular economy, renewable energy and environmental development, with the ultimate goal of creating sustainable company environmental values.

In its business strategy, ALKALOID AD Skopje makes it a priority to create a healthier environment for the community. We reach this by applying the latest achievements in sustainable environmental development, making the Environmental Management System (EMS) a part of the Integrated Management System (IMS), setting sustainable environmental goals and key measurement indicators and applying GRI standards as an ESG reporting framework.



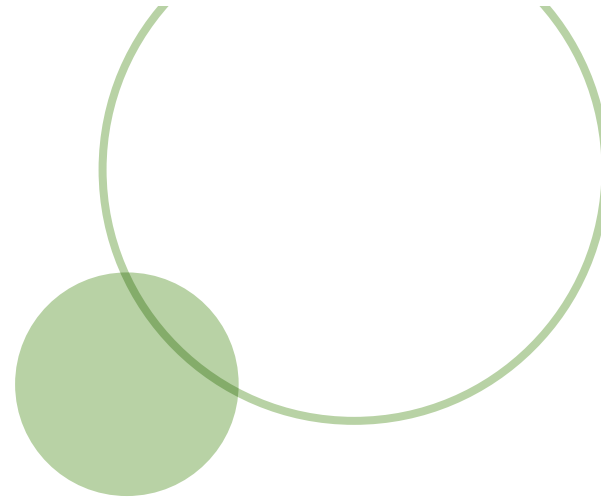
The established practices for environmental aspects management, teamwork and selfless employee investment are the essential features of a sustainable EMS for a healthy environment for all.

In all our activities, we strive to improve environmental performance primarily through the following:

- producing renewable energy;
- promoting energy efficiency in all activities and processes;
- continuously applying good waste management practices;
- avoiding, reducing, reusing and recycling waste;
- developing environment-friendly products;
- following and using the latest innovations in water resources management for more efficient water consumption;
- following and applying the latest innovations in energy efficiency, transportation and manufacturing systems to better achieve climate neutrality.

We enclose the key elements and improvements to the EMS system and the system for monitoring the impacts and compliance with the national legislation and other requirements, the projects for environmental performance improvements, and the achievement of sustainable environmental goals and key measurement indicators for 2022.

In addition to the national legislation, we use the GRI standards as a guidelines for ESG reporting.



### **Environmental Management System**

All organizational units of ALKALOID AD Skopje, ALKALOID KONS, ALKALOID DOO Belgrade and ALKALOID Veleđrogerija DOO Belgrade have established ISO 14001-compliant EMS.

The EMS is part of IMS policy of ALKALOID AD Skopje.

### **IMS policy**

IMS policy of ALKALOID AD Skopje defines the management's statement about its commitment to preserving the environment.

### **ESG policy**

ALKALOID AD Skopje constantly strives for a healthier world, superior product and service quality, high professionalism, and continuous success. Our imperative is to protect the interests of all stakeholders. Our primary concern is to care about every person's health and quality of life, the healthcare system, and the environment. We are committed to continuously improving people's health, reflected in our motto, HEALTH ABOVE ALL!



#### **Energy policy**

ALKALOID's energy policy defines the management's commitment to promoting long-term economic, environmental, and social sustainability by reducing energy intensity, improving energy performance and efficiently managing energy resources.

#### **Waste Management Policy**

It defines ALKALOID's approach to waste management by applying the UN sustainable development principles and the Waste Framework Directive 2008/98/EC guidelines.

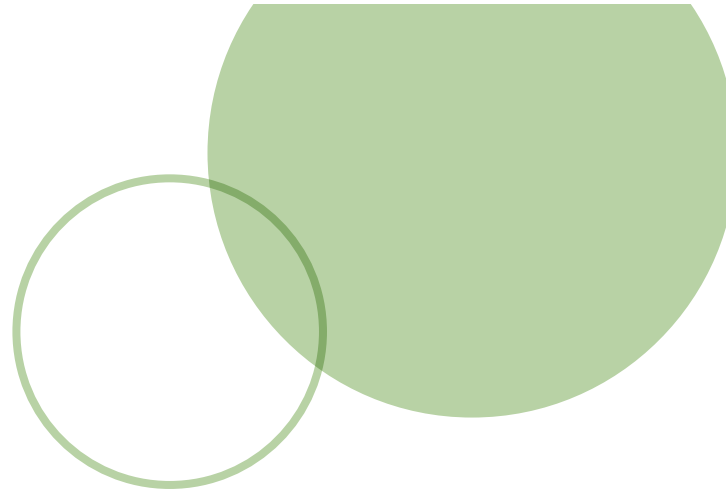


#### **Carbon Footprint Policy**

This policy aims to define the approach to managing ALKALOID's carbon footprint by applying the UN sustainable development principles and the European Commission's European Green Deal guidelines to reduce the negative impacts of climate change.

#### **Water Footprint Policy**

It defines ALKALOID's approach to managing water use by applying the UN sustainable development principles (SDG6) and the European Commission's Water Framework Directive 2000/60/EC guidelines.



### **Environmental aspects (EMP)**

ALKALOID AD Skopje has a system for identifying and evaluating the environmental aspects of its processes. The identified aspects are monitored and observed periodically following the environmental legislation requirements.

The legislation on environmental emissions, parameters and monitoring frequency is defined in:

- Integrated “A” environmental permit for PC Pharmacy at the Autokomanda plant UP1-11/3 no. 466/2021;
- Integrated “A” environmental permit for PC Pharmacy at the Gjorce Petrov plant UP1-11/3 no. 704/2021;
- Integrated “A” environmental permit for PC CCB, Chemistry Program at the Gjorce Petrov plant UP1-11/3 no. 705/2021;
- Environmental elaborate for PC CCB, Cosmetics Program at the Gjorce Petrov plant no. 08-3931/1;
- Environmental study for PC CCB, Botanicals Program at the Aerodrom plant no. 08-4743/2.

### **AIR EMISSIONS**

Measurement of air emissions in the above documents is defined as follows.

**1.** Ten measuring points for sampling and air quality monitoring (quarterly measurement) defined at PC Pharmacy at the Avtokomanda plant:

- A1, A2 and A8 – discharges from the boiler room, emitting polluting substances in the air with waste gases: solid particles (SPM), CO, CO<sub>2</sub>, NO<sub>x</sub>, SO<sub>2</sub> and solid dust particles;
- A3, A4, A5, A6, A7, A9, A10 – discharges from the dedusting system, placed in the Pharmaceuticals Manufacturing Department, expected emissions of solid particles (PM) in the air with waste gases.



**2.** Five measuring points for sampling and air quality monitoring (quarterly measurement) defined at PC Pharmacy at the Gjorce Petrov plant (manufacturing of cephalosporins and pharmaceutical raw materials):

- A1, A2, A3 – discharges from the dedusting system installed in the cephalosporins manufacturing plant, emitting solid particles (PM) in the air with waste gases;
- A4 and A5 – discharges from a local ventilation system installed in the pharmaceutical raw materials manufacturing plant, expected emissions of Volatile Organic Compounds (VOC) in the air with waste gases.



**3.** Eleven measuring points for sampling and air quality monitoring (quarterly measurement) defined at PC CCB, Chemistry Program, at the Gjorce Petrov plant:

- A1, A2 and A3 – discharges from the boiler room, emitting polluting substances into the air with waste gases: solid particles (SPM), CO, CO<sub>2</sub>, NO<sub>x</sub>, SO<sub>2</sub> and solid dust particles;
- A4 – discharges from the hood above the reactor (oxides-reduction process for obtaining silver salts) in the plant for inorganic syntheses, emitting nitrogen oxides, silver (Ag) and water vapour in the air with waste gases.

In addition and seven secondary (smaller) discharges of waste gases and polluting substances in the air and the environment:

- from A5 to A11 – discharges from the hood above the reactors, evaporators, crystallizers and dryers (neutralization, dissolution and evaporation of inorganic chemicals processes) at the plant for inorganic syntheses, expected emissions of water vapour into the atmosphere with waste gases.

**4.** Four measuring points for sampling and air quality monitoring (quarterly measurement) defined at PC CCB, Botanicals Program:

- two measuring points – discharges from the dedusting system, expected emissions of solid particles (PM) in the air with waste gases;

- A1 and A2 – discharges from the boiler room, emitting polluting substances in the air with waste gases: solid particles (SPM), CO, CO<sub>2</sub>, NO<sub>x</sub>, SO<sub>2</sub> and solid dust particles.

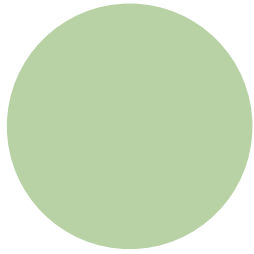
**5.** No air emissions were identified from PC CCB's Cosmetics Program.

Appendix 1: graphs of the obtained measurements





” ALKALOID AD Skopje has a system for identifying and evaluating the environmental aspects of its processes



## EMISSIONS

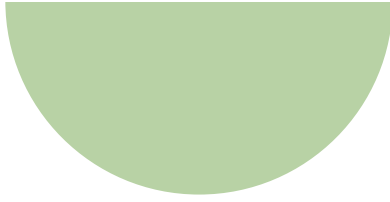
**(Reporting is based on GRI 305)**

The company has set the principles for calculating and monitoring the GRI 305 emissions standard on its basic processes' substance emissions in the air.

Among the other significant air emissions, these types of emissions include greenhouse gases (GHG), ozone-depleting substances (ODS), nitrogen oxides (NOx) and sulphur oxides (SOx).

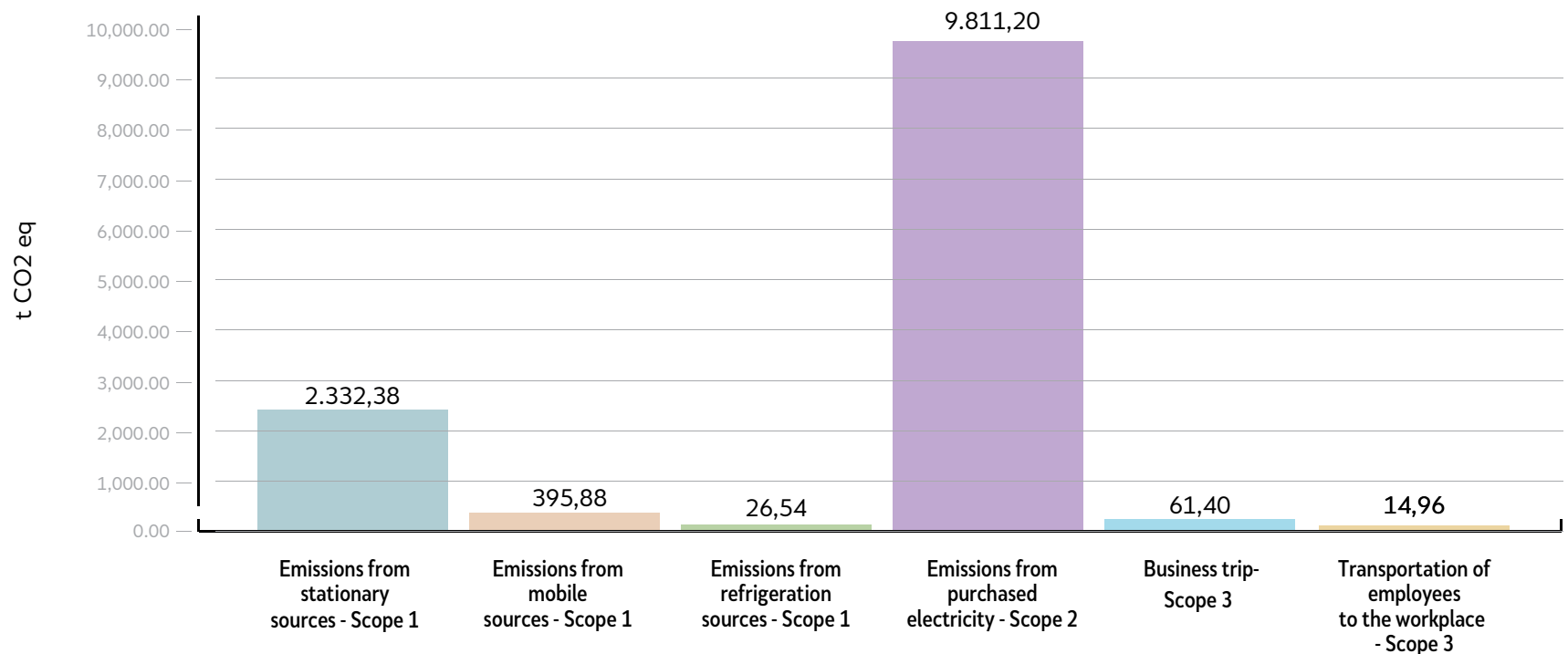
The GRI standard groups air emissions as follows:

- direct (range 1) greenhouse gas emissions;
- energy, indirect (scope 2) greenhouse gas emissions;
- other indirect (scope 3) greenhouse gas emissions.



## Measurement indicators under the GRI emissions standards

### Green House Gases Emitted in 2022





## WASTEWATER EMISSIONS

Measurement of wastewater emissions is defined as follows.

**1.** Three measuring points for sampling and wastewater quality monitoring (monthly measurement) defined at PC Pharmacy at the Avtokomanda plant:

- C1 and C3 – emission points from Manufacturing – Pharmacy;
- C2 – emission point from Quality Control.

**2.** Two measuring points for sampling and wastewater quality monitoring (monthly measurement) defined at PC Pharmacy at the Gjorce Petrov plant for cephalosporins and pharmaceutical raw materials manufacturing:

- C1 – emission point from the cephalosporins manufacturing plant and C2 from the pharmaceutical raw materials manufacturing plant.

**3.** One measuring point for sampling and wastewater quality monitoring (monthly measurement) defined at PC CCB, Chemistry Program, at the Gjorce Petrov plant:

- C1 – emission point from the Chemistry Program manufacturing.

**4.** PC CCB, Cosmetics Program, monitors wastewater through the emission point of the Chemistry Program manufacturing.

**5.** One measuring point for sampling and wastewater quality monitoring (annual measurement) defined at PC CCB, Botanicals Program:

- C1 – emission point from the Botanicals Program manufacturing.

### Water and effluents

(Reporting based on GRI 303)

The company has set the principles for calculating and monitoring the GRI 303 water and effluents standard on water use and emissions in the aquatic environment that may affect water quality.

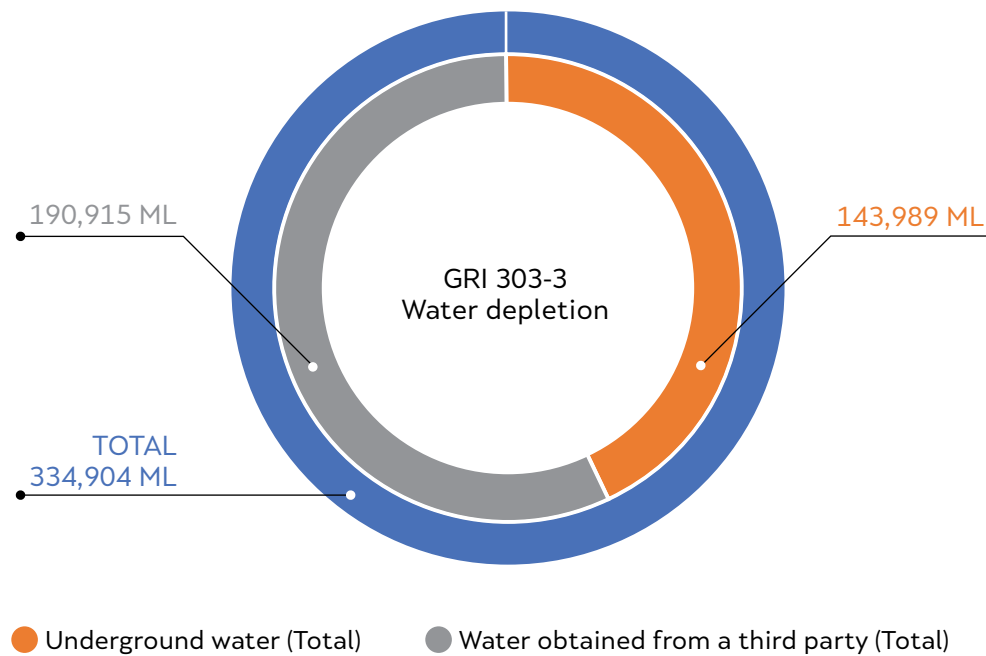
\* Measurement indicators under the GRI standards for water and effluents

- Energy income statement

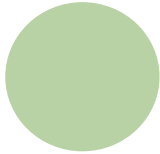
Through continuous monitoring, water checks and water consumption reduction measures, we halved the potential water consumption in the past five years. With the steps planned for the coming years, even better results and complete water independence are possible.



Measurement indicators under the GRI standards for water and effluents

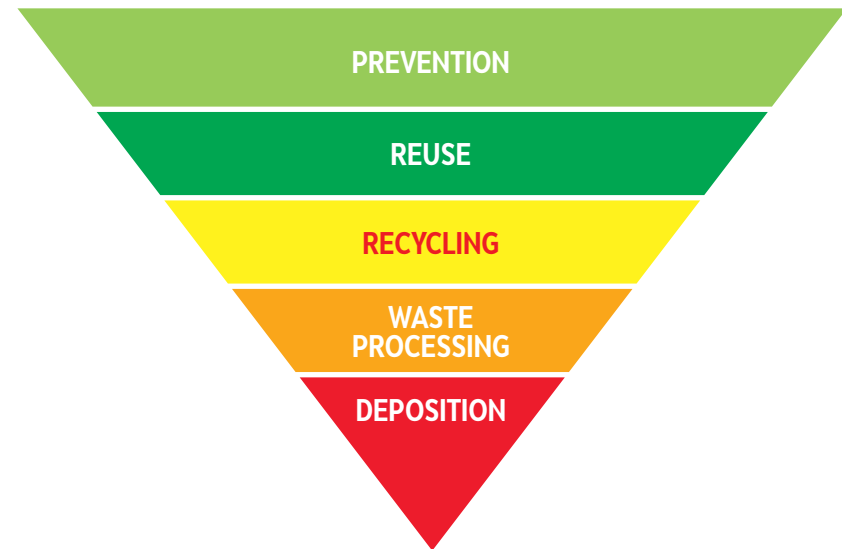


- GRI 303-3 – water depletion



### Waste management

The number of errors and the unnecessary use of raw materials must go down for efficient use of materials. However, when materials end up as waste, the efficiency improves by climbing up the five-level waste management hierarchy. The higher the hierarchy level, the higher the value of the output material. Hence, the ALKALOID AD Skopje approach includes using waste materials at higher waste hierarchy levels. Sustainable development is one of the most critical challenges ALKALOID AD Skopje faces. Thus, we continuously work on reducing climate change and protecting the environment from potential impacts on the waste management process. With the ever-growing demand for resources, price increases and lack of resources on the markets, the efficient use of materials becomes a priority among the ALKALOID's operational strategies.





**ALKALOID AD Skopje is dedicated to:**

- avoiding and reducing waste;
- reusing and recycling waste;
- applying waste management practices, protecting the environment and the community;
- incorporating best risk management and health and safety at work practices into waste management;
- fostering an organizational culture promoting best waste management and resource recovery practices;
- engaging stakeholders and encouraging positive waste management behaviour;
- developing and maintaining environmental frameworks and reporting, promoting data integrity, and enabling transparent communication and continuous improvement.





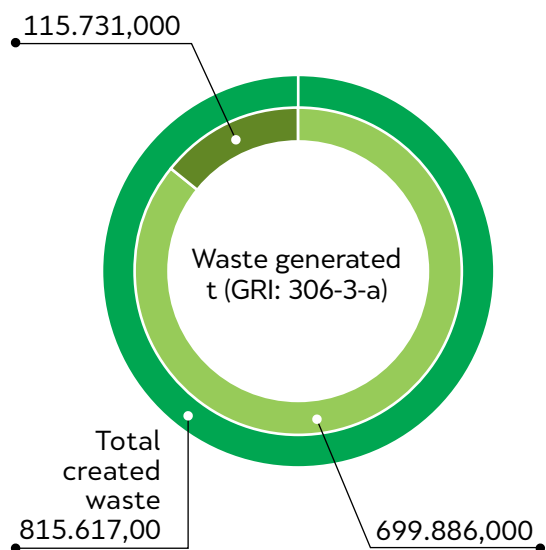
## Waste

(Reporting is based on GRI 306)

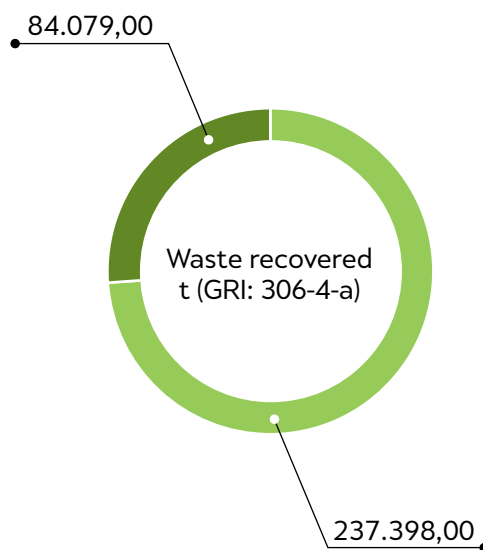
- GRI 306-1 – generation of waste and its significant impact
- GRI 306-2 – managing the significant impacts of waste
- GRI 306-3 – generated waste
- GRI 306-4 – non-landfillable waste
- GRI 306-5 – landfillable waste



Total generated waste Alkaloid 2022



● Non-hazardous ● Hazardous



● Non-hazardous ● Hazardous



● Non-hazardous ● Hazardous

”

ALKALOID AD Skopje recognizes energy efficiency as a priority in its business strategy and its care for the environment



## Energy

ALKALOID AD Skopje recognizes energy efficiency as a priority in its business strategy and its care for the environment. The constant concern for energy, which is fundamental in every process, project, product, and capacity, resulted in more significant investment and operational measures implemented in 2022.

We work on continuous reduction of energy intensity; ensure continuous improvement of our energy performance by providing information and resources which help us achieve our directions and goals; we comply with the legal and other requirements on energy and efficient energy use, and undertake energy performance improvements through design and changes in our plants, facilities, equipment, systems, and processes



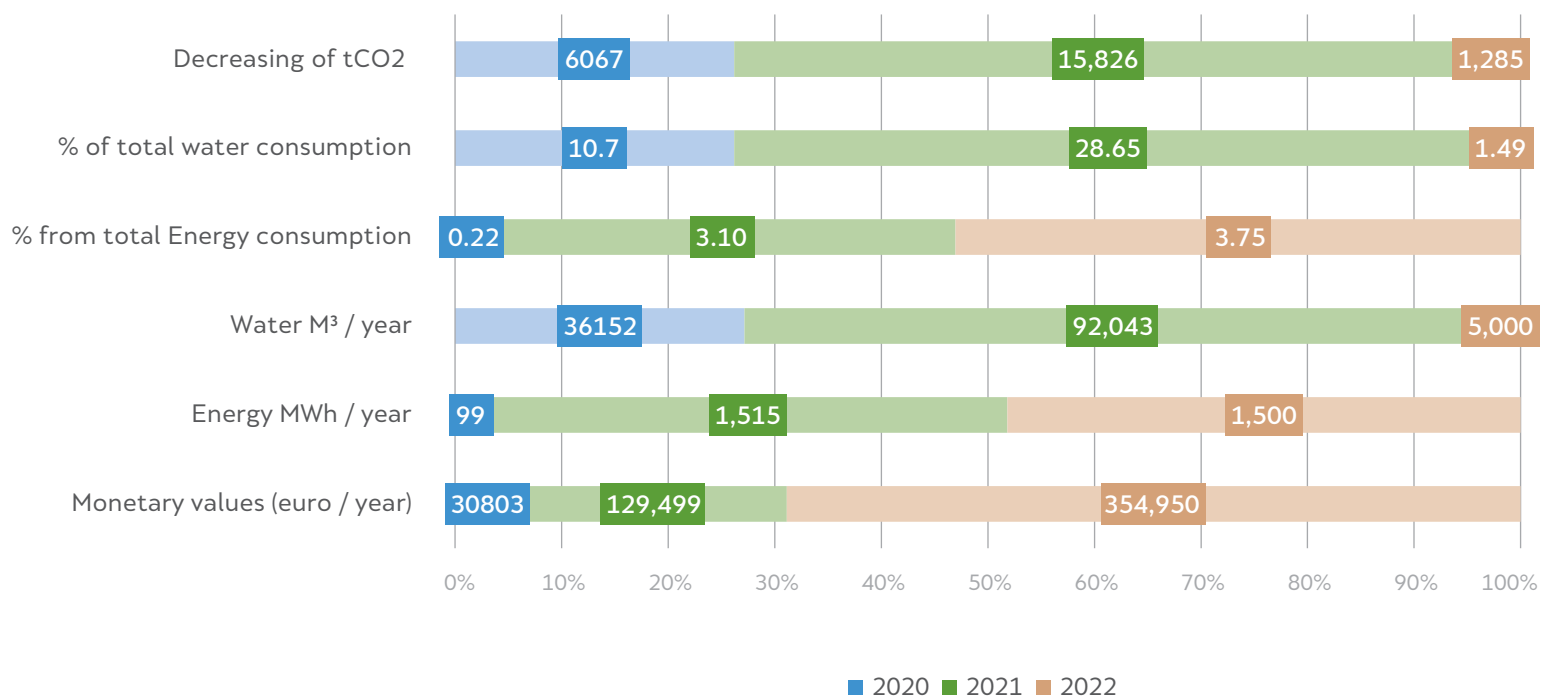


### **Energy income statement**

Through continuous monitoring, energy checks, and energy consumption reduction measures in the past five years, we reduced the potential energy consumption by about 20%. With the efforts planned for the coming years, even better results and complete energy independence are possible.



### Achieved reductions from efficiency projects





## Energy

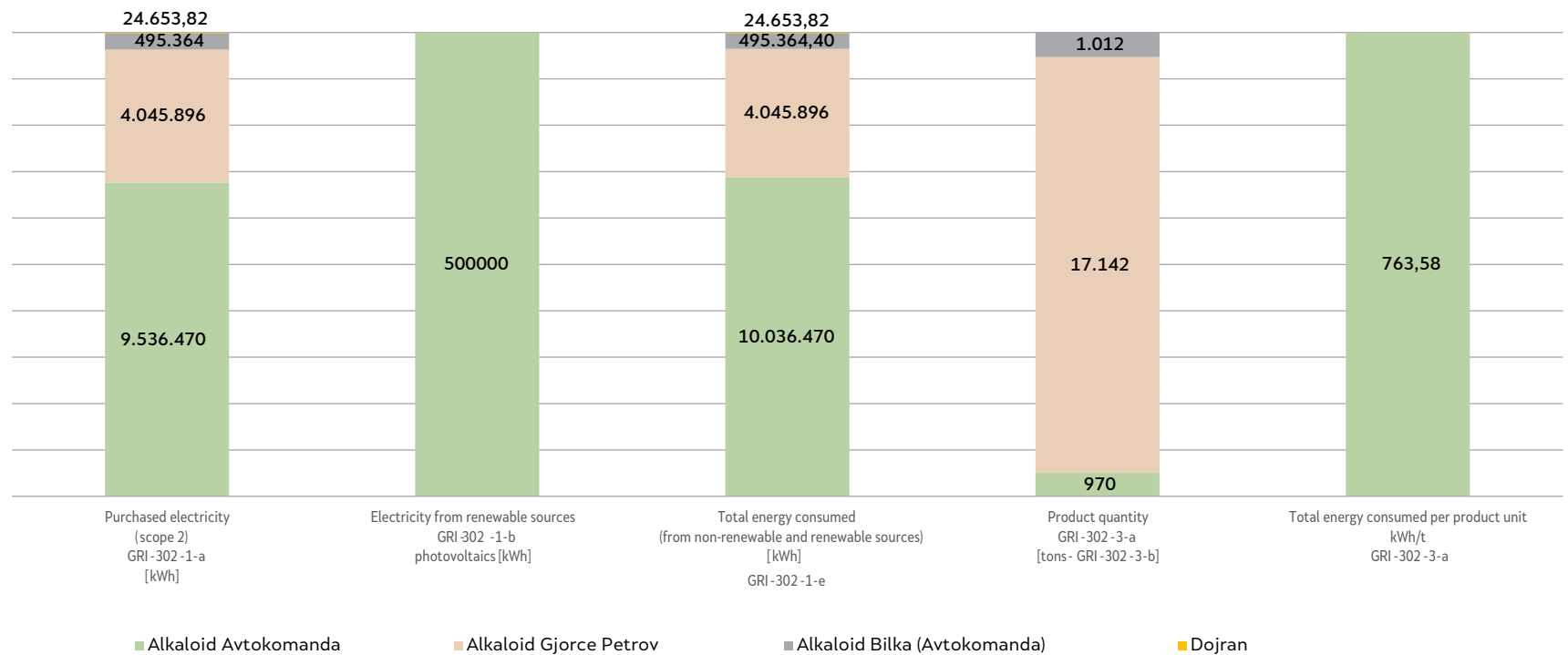
(Reporting is based on GRI 302)

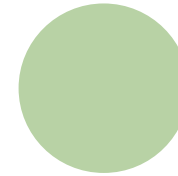
The company has set the principles for calculating and monitoring the GRI 302 energy standard on how the company manages the energy use impacts.

- GRI 302-1 – energy consumption within the company
- GRI 302-3 – energy intensity
- GRI 302-4 – reduction of energy consumption

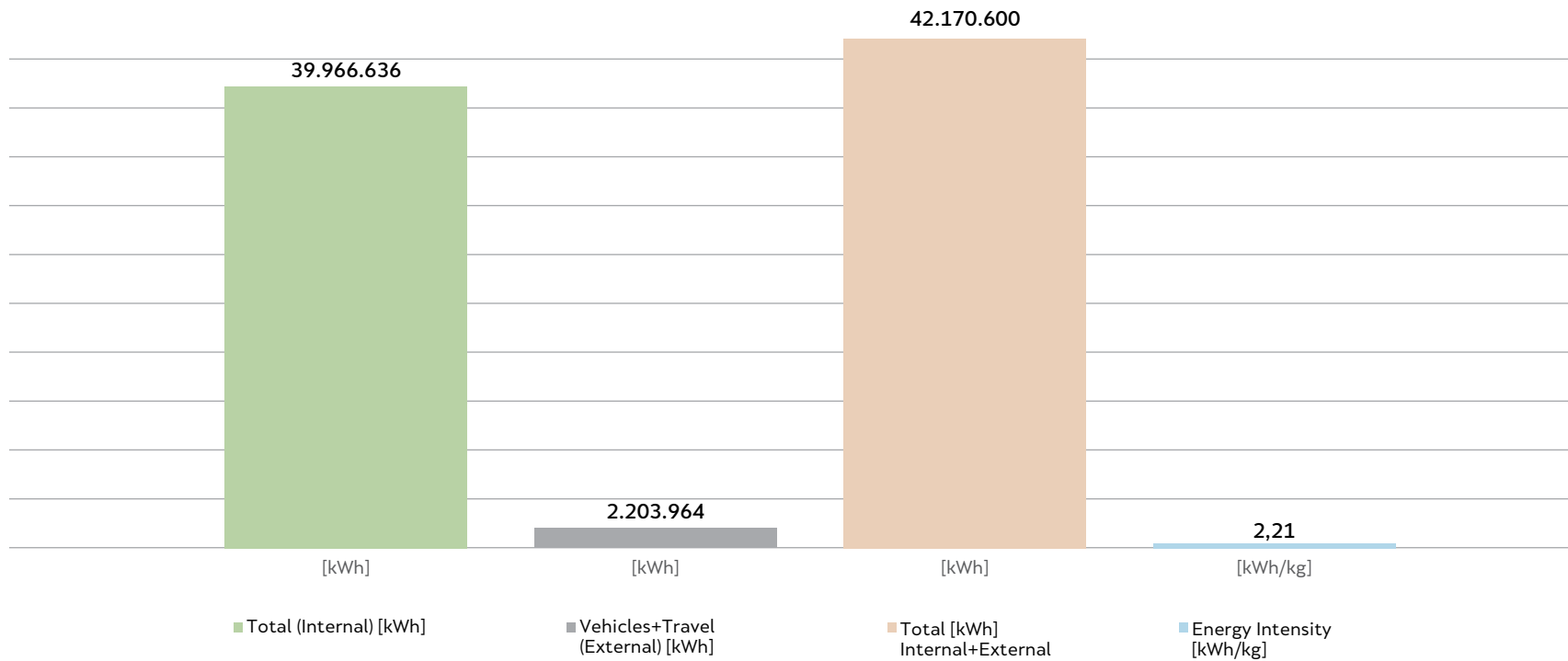


### Energy consumption from non-renewable and renewable sources



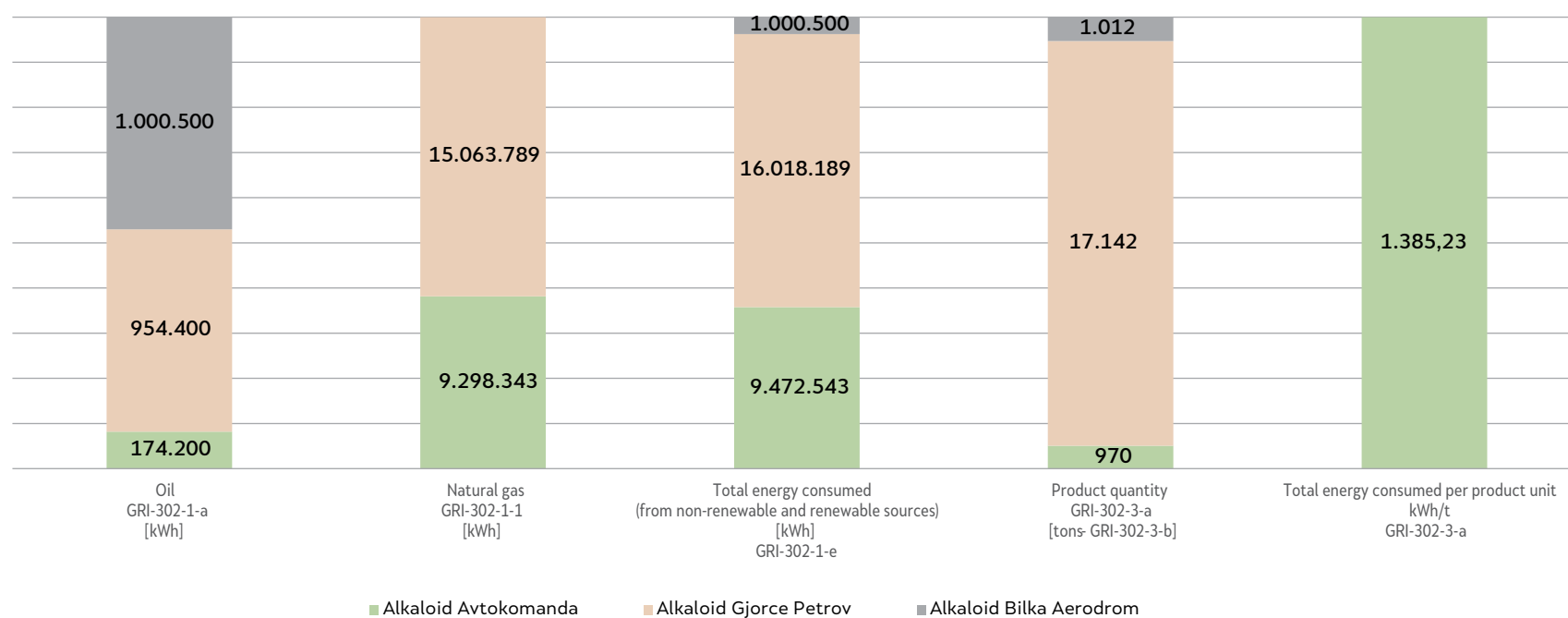


Total Fuel and Energy Efficiency





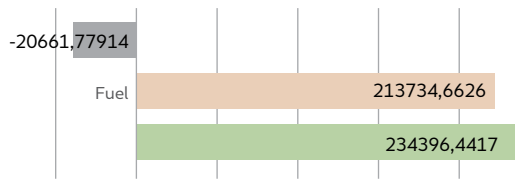
## Energy Consumption for Heating





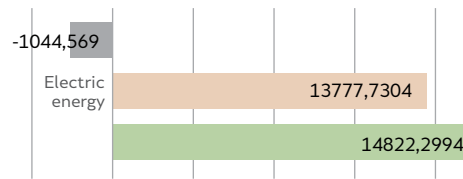
Amount of energy consumption reductions

Amount of fuel consumption reductions  
GRI 302-4-a



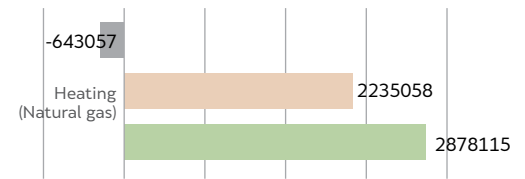
■ Difference \* (reduction) ■ 2022 GRI 302-4-c ■ Base year 2021 GRI 302-4-c

Amount of reductions in electricity  
consumption GRI 302-4-a



■ Difference \* (reduction) ■ 2022 GRI 302-4-c ■ Base year 2021 GRI 302-4-c

Amount of reductions in natural gas  
consumption for heating GRI 302-4-a

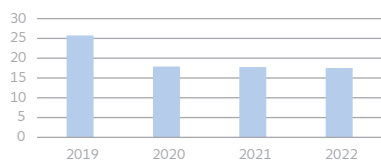


■ Difference \* (reduction) ■ 2022 GRI 302-4-c ■ Base year 2021 GRI 302-4-c



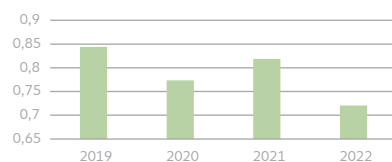
#### Water resource intensity

Energetic	Measure	Year	Value
<b>Water</b>			
	(m <sup>3</sup> /t)	2019	25,7
	(m <sup>3</sup> /t)	2020	17,9
	(m <sup>3</sup> /t)	2021	17,7
	(m <sup>3</sup> /t)	2022	17,5



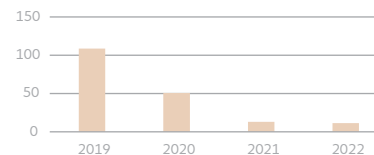
#### Energy intensity [MWh/t]

Energetic	Measure	Year	Value
<b>Electric energy</b>			
	(MWh/t)	2019	0,84
	(MWh/t)	2020	0,77
	(MWh/t)	2021	0,82
	(MWh/t)	2022	0,72



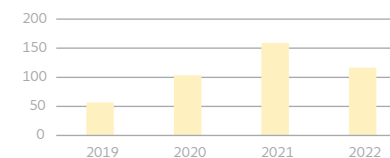
#### Liquid fuel intensity [l/t]

Energetic	Measure	Year	Value
<b>Liquid fuel</b>			
	(l/t)	2019	108,7
	(l/t)	2020	50,7
	(l/t)	2021	12,9
	(l/t)	2022	11,2



#### Natural gas intensity [Nm<sup>3</sup>/t]

Energetic	Measure	Year	Value
<b>Natural gas</b>			
	(Nm <sup>3</sup> /t)	2019	56,7
	(Nm <sup>3</sup> /t)	2020	103,4
	(Nm <sup>3</sup> /t)	2021	159,0
	(Nm <sup>3</sup> /t)	2022	116,9





The image features a background of silhouettes of several business professionals in a modern office environment. They are positioned in front of a large glass wall that reflects a bright, warm light, likely from a sunset or sunrise. The silhouettes are dark against the lighter background. A large, white, semi-transparent circle is overlaid on the right side of the image, containing the text 'IV. Social'.

## IV. Social



ENVIRONMENT  
SOCIAL  
GOVERNANCE

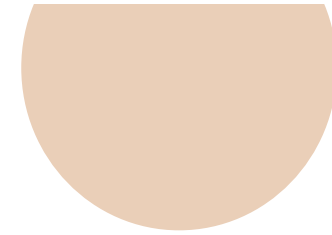
## IV. Social



Our company invests a lot of dedication in caring for our employees and in many socially important projects, guided by one of our fundamental values that people come above all. ALKALOID AD Skopje is what it is today thanks to its professional staff, who invest themselves daily in every process and product. We promote and adhere to our core values by promoting the Code of Conduct. In addition to the importance of people, these values also encourage integrity and honesty, value-based leadership and creating the best results together

”

In the Desired Employer Survey conducted by Vrabotuvanje.com, as many as 41% of the respondents (601) stated they would work at ALKALOID AD Skopje as one of the most desired employers.



## IV. Social

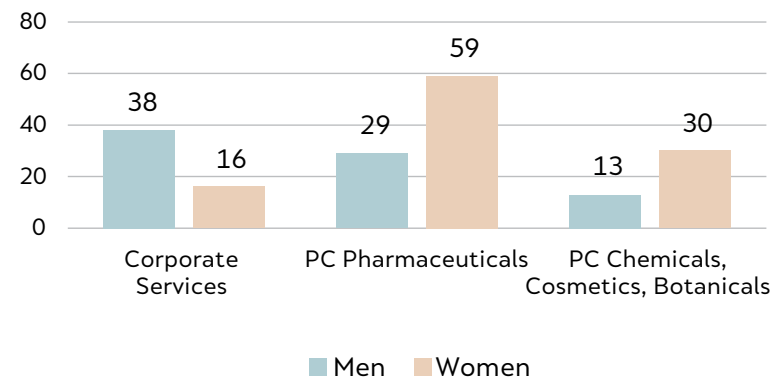
### Employees, and the recruitment and selection process

To continuously grow and develop the company, the ALKALOID AD Skopje family is constantly increasing, hiring professional staff, which leads to new achievements. The company currently counts 2.617 employees, 1.975 employees in ALKALOID AD Skopje, 44 in subsidiaries in the country and 598 employees in subsidiaries and representative offices abroad. In 2022, our family increased by 185 employees in ALKALOID AD Skopje. Some of them went through the internal selection process, where we encourage and provide career development for our existing employees.

Last year we actively worked on digitising the hiring process, which resulted in new recruitment and selection software and a new career application.

In the Desired Employer Survey conducted by Vrabotuvanje.com, as many as 41% of the respondents (601) stated they would work at ALKALOID AD Skopje as one of the most desired employers.

### Gender Structure of New Hires at ALKALOID AD Skopje





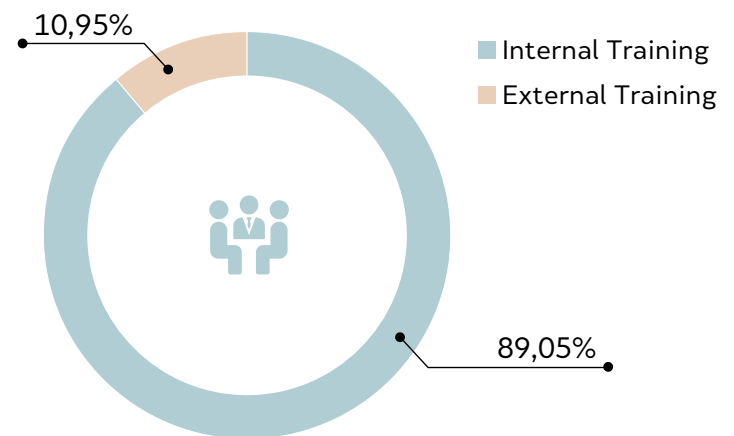
### Employee training and development

At ALKALOID AD Skopje, we nurture a culture of continuous investment in the training and education of our employees to upgrade and advance their knowledge, skills and competencies. Our mission is constant career development and improvement for all our employees and following the latest industry trends.

We, therefore, conduct many external and internal trainings annually. The average number of training hours per employee for 2022 is 121.

More detailed information in Annex 3.

### Hours of Internal and External Training



## IV. Social

### Employee satisfaction

We promote a culture of having the opinion and voices of our employees heard, and their opinion and satisfaction are particularly important to us.

**1515 employees** participated in the annual Employee Satisfaction Survey conducted in September 2021. The employee satisfaction index was **71.74%**. Based on the survey's results, we took several actions and activities in favour of our employees' well-being.

### Talent management system and its impact

One of our objectives is to ensure that employees feel valued for their contributions and are adequately awarded and guided in their development based on their performance.

To achieve this, we encourage open communication and have incorporated an evaluation and feedback process which includes 700 employees.

”

1515 employees participated in the annual Employee Satisfaction Survey conducted in September 2021. The employee satisfaction index was 71.74%



”  
544 children actively participated in the program.



### Employee benefits

We provide benefits to our employees that align with our core values and prioritise their well-being and the well-being of their families. These benefits include a program for the education of our employees' children and supplemental health insurance.

The children's benefits program provides financial assistance for education in foreign languages, computer skills, science and culture, sports, and dance.

In 2022, 544 children actively participated in the program.

Adhering to our motto, **Health Above All**, we offer private health insurance to all employees, with favourable options to extend the coverage to their families.

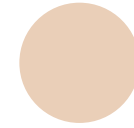
### Young Talent Program

We've run a successful program for young talents for five years, offering internships and partial dual education. 205 interns from various educational institutions learned about ALKALOID's activities and processes, and 80 have continued their careers with us.

Our partial dual education project has benefited 44 talented and ambitious students from the secondary medical school "Dr Panche Karagjozov.- Skopje." The program has allowed them to gain practical skills in actual company processes.

We continuously invest in educating young professionals in our country by providing them with opportunities to learn practical skills, on-the-job and in our state-of-the-art Education and Training Centre. The centre includes a training laboratory with modern equipment and work environment, giving pupils and students a unique learning experience.

We plan to continue this approach in the future to maintain our growth.



## IV. Social

”

We implement an equal opportunity and treatment policy for all, creating an atmosphere where every employee has the opportunity to showcase their values and contribute to greater corporate success.

### **Fair treatment of all employees**

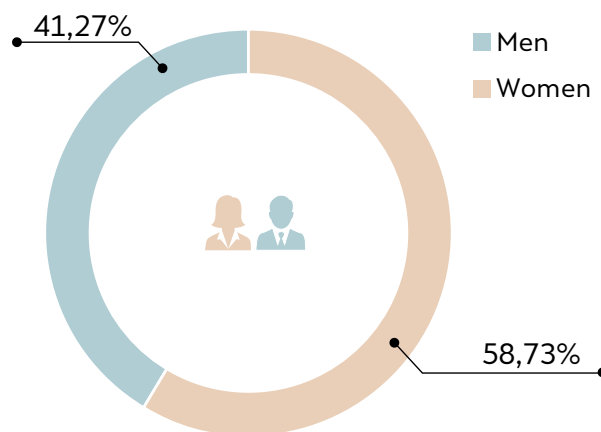
In daily communication and the selection of colleagues, partners, job candidates, customers and employees, we adopt a non-discrimination policy on all grounds. Following our core values, we promote diversity with admiration and empathy.

We implement an equal opportunity and treatment policy for all, creating an atmosphere where every employee has the opportunity to showcase their values and contribute to greater corporate success.

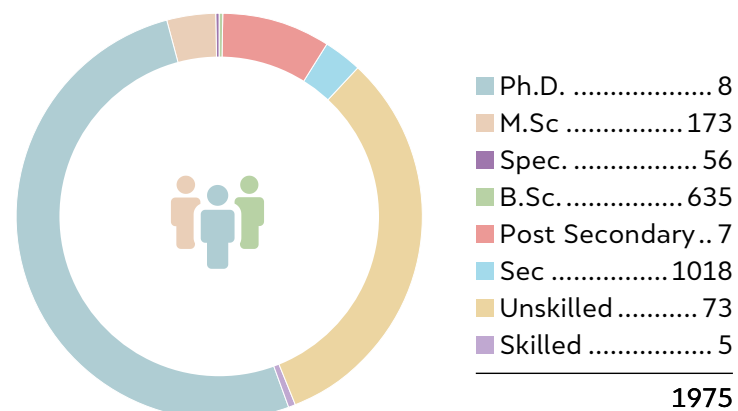
At ALKALOID AD Skopje, we employ individuals with various education levels and promote a culture of equal gender representation.



### Employee Gender Structure at ALKALOID AD Skopje



### Employee Educational Structure at ALKALOID AD Skopje





Occupational safety  
and health



## Occupational Safety and Health (OHS) management system

(Reporting is based on GRI 403-1)

The Occupational Health and Safety System is integral to ALKALOID's integrated management system. The company's motto, Health Above All, emphasises the importance of the safety of all employees, partners and those involved in the company's operations and processes. The company is committed to reducing workplace risks and continuously improving its safety and health system, meeting national legislation requirements and international regulations and standards, such as ISO45001.

In 2021, the company invested an average of €1,320 per employee. Local NGOs recognised it as the "Employer with the Biggest Investment in Safety and Health at Work" on World Day for Safety at Work. The system covers all aspects of daily processes and operations and aims to improve safety and working conditions for all employees and contractors. The company employs several occupational safety experts and also seeks the services of authorised external experts.

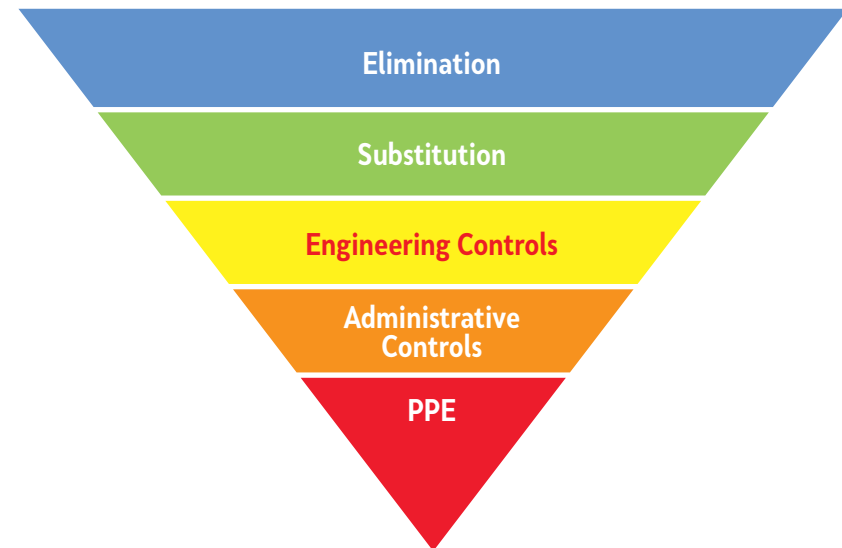
## Health and safety

### Hazard identification, risk assessment and incident investigation

(Reporting is based on GRI 403-2)

The foundation of ALKALOID's OHS System is workplace risk assessment. To accurately identify general and specific risks, the company conducts various activities and then implements control measures in a hierarchy: elimination, replacement, engineering controls, administrative controls, and personal protective equipment. The ultimate goal is to minimise the possibility of workplace injury.

In addition to conducting workplace risk assessments and implementing resulting safety measures, the company also uses other tools and methods to recognise and control work-related risks and dangers. These efforts aim to reduce these hazards to an acceptable level that established measures can manage.



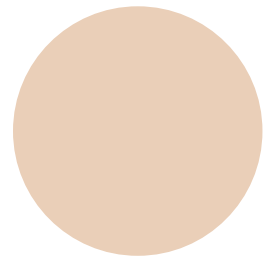


One tool that ALKALOID AD Skopje uses is an incident investigation procedure. This procedure, a legal requirement in the event of an injury, also investigates near-miss incidents to determine the root cause and implement technical, organisational, and preventive measures, including PPE, to prevent similar occurrences and injury risks.

The company also conducts regular and unscheduled tours, inspections by internal and external bodies, and checks by workers' representatives to identify any shortcomings and opportunities for improvement. Hazard identification and risk assessment are integral to the change control process (changes in technology and equipment, changes to workspaces, etc.).



Indicators for identification of occupational hazards and risks in 2022	
<b>Total</b> updated risk assessments	26
<b>Total reported near-miss incidents</b>	<b>17</b>



## Health and safety

### Occupational Medicine Statement

(Reporting is based on GRI 403-3)

ALKALOID AD Skopje places high importance on the health and well-being of its employees and bases the OHS system on it. The company has signed contracts with several authorised occupational medicine institutions to support this. All employees undergo required health examinations, based on estimated workplace risks, performed by experienced specialists in occupational medicine from contracted authorised institutions.

The following data resulted from the health examinations performed in 2022:

<b>Cooperation agreements with occupational medicine health institutions</b>	<b>4</b>
Preventive health check-ups	Number of employees
Total preventive health check-ups in 2022	1991
Recommendations for follow-up check-ups or other recommendations	83

Health checks aim to monitor and assess employees' health and work capabilities. In line with internal procedures, they are conducted during work hours, and the information in the reports is strictly protected according to the country's legal requirements.



## Employee participation, information, and consultation

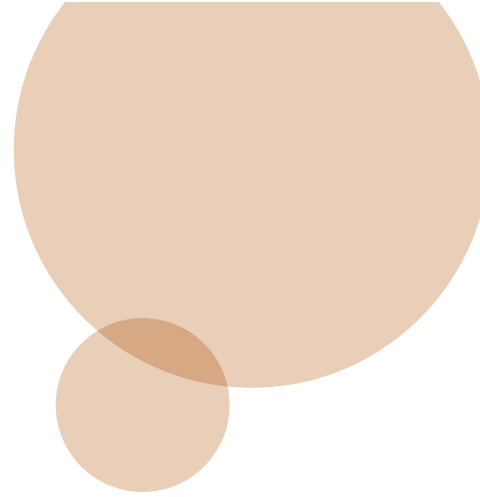
(Reporting is based on GRI 403-4)

Communication is another significant segment in the achievement of the OHS objectives. To effectively communicate and ensure the health and safety of employees, ALKALOID AD Skopje has established practices to facilitate the flow of information. Employee participation is encouraged through the appointment of worker representatives, whose rights and responsibilities are described in the Rulebook for the workers' representatives for safety and health at work, which was adopted by the top management. The Board for Occupational Safety and Health, in addition to an employee representative (coordinator), includes a representative from management and an appointed occupational safety expert.



The Board plays a crucial role in monitoring compliance with work safety and health regulations, preventing workplace risks, and safeguarding employee health and safety. It makes recommendations and gives its opinion on all aspects of the company's safety and health management system.

## Health and safety



### **Occupational safety and health training**

**(Reporting is based on GRI 403-5)**

One of ALKALOID's strengths is its competent and dedicated workforce. Management and leadership are dedicated to continuously increasing that competence through various training programs, knowledge upgrades, workshops, etc. In addition to mandatory training, if a need for updating a topic is determined through previously mentioned tools and methodologies, it is done through workshops or targeted training in safety and health at work. Following national legislation and the applied standard, training is mandatory for all ALKALOID AD Skopje employees. The established training program aims to familiarise employees with the risks associated with each individual job. As such, safety and health at work training is implemented with every new hire, relocation to a new job, or introduction of new equipment or work tools.

The training occurs during work hours, and the company fully covers the cost. In addition to basic, legally mandated safety and health trainings, employees are introduced to emergency procedures, including fire protection training. This training familiarises employees with the use of fire extinguishers, evacuation guidelines, and exit locations. Furthermore, employees receive first aid training in compliance with legal requirements. The consistent implementation of these procedures helps reduce the risk of workplace injuries and maintains a safe and healthy environment for all employees and visitors.



<b>Occupational safety and health training in 2022</b>	<b>Number of employees</b>
Number of conducted trainings required by law	775
Number of conducted OHS trainings	300
Number of conducted first aid trainings	45
Number of conducted fire protection trainings	610

## Health and safety

### Promoting and improving employee healthcare

(Reporting is based on GRI 403-6)

Caring for employee health and well-being is a crucial principle in our company's daily and overall operation. Our company prioritises protecting and caring for its employees while performing their daily work, including access to quality health services. To achieve this goal, we implemented a voluntary private health insurance program for all employees starting in 2020. This program provides easy and affordable access to top health services in private institutions across the country, with all related costs covered by ALKALOID AD Skopje.

Moreover, in collaboration with our partners, we provide free access to sports fields and halls for employees to play sports and unwind after work.

Our healthcare programs cover not only employees but also their families. Hence, ALKALOID AD Skopje promotes the health and well-being of all employees' children by financing extracurricular activities, including sports, for one school year.





## **Prevention and reduction of business-related safety risks**

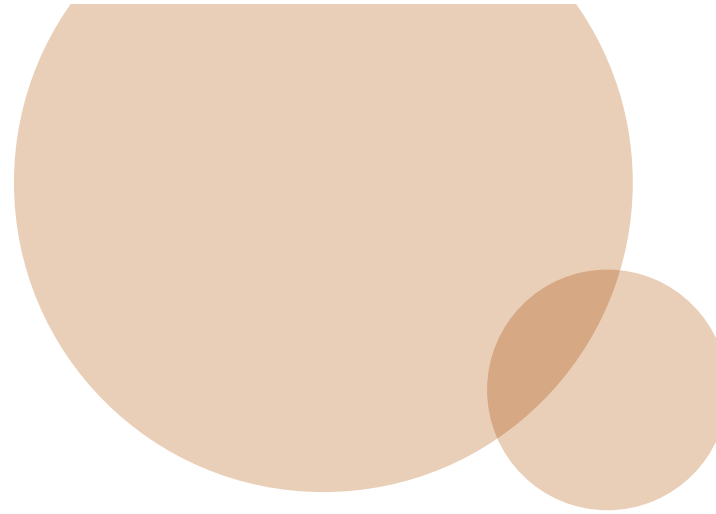
**(Reporting is based on GRI 403-7)**

ALKALOID AD Skopje has a comprehensive system for ensuring safety and health at work for all contractors and subcontractors with whom it has a formal business contract. This contract outlines all obligations required by national legislation to start the contract execution and includes:

- the professional and technical expertise of external contractors;
- the use of personal protective equipment (PPE);
- preparation of an OSH plan before starting work;
- the obligation to supervise work performance;
- the functionality of equipment to be used, etc.

ALKALOID AD Skopje commits to educating all external contractors on potential risks, rules of order and discipline, and emergency procedures before activities start. The company also performs ongoing monitoring of the implementation of safety measures to protect contractors' employees.

## Health and safety



### Employees covered by the OSH management system

(Reporting is based on GRI 403-8)

ALKALOID AD Skopje implements its OSH system for all employees, regardless of their employment type, hours worked, location, etc. It includes those employed directly by our company and by other legal entities who work within our company under an agreement.

Our system undergoes regular internal and external assessments, as per a pre-determined program, to evaluate its effectiveness and identify opportunities for improvement.

### Injuries at work

(Reportings based on GRI 403-9)

Work-related injuries of company employees	2022
Number and rate of deaths	0
Number of severe injuries	0
Rate of severe injuries	0
Number of registered injuries	44
Rate/frequency of registered injuries per 1,000,000	11,36
Injury Severity Rate	21,44
Number of injuries / 1000 employees	19,66



### Statement on occupational diseases

(Reporting is based on GRI 403-10)

Number of working hours	3.871.199
Main causes of work-related injuries	Slipping, tripping, falling and unsafe handling
<b>Work-related injuries to workers not employed but under company control</b>	
Number and rate of deaths	0
Number of severe injuries	0

Work-related occupational diseases of company employees	2022
Registered occupational diseases	0
Number and rate of deaths resulting from occupational diseases	0
<b>Work-related Occupational diseases of workers not employed but under company control</b>	
Registered occupational diseases	0
Number and rate of deaths resulting from occupational diseases	0

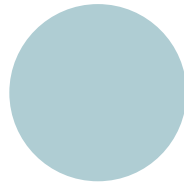




## V. Governance



## V. Governance



## Corporate Governance

Following the adoption and taking effect of the Corporate Governance Code of companies listed on the Macedonian Stock Exchange, ALKALOID AD Skopje standardised its good corporate practices and established new processes to comply with the Code. At the Annual Shareholders' Meeting on 4.4.2022, ALKALOID AD Skopje adopted amendments and a consolidated version of its Statute, which serve as a normative framework for applying good corporate practices. The Statute lays the foundation for organising and integrating these practices into the company's system and distributing processes to each organisational unit. Based on the principles established in the Statute, ALKALOID AD Skopje further adopted internal acts to more specifically translate these principles into procedures and mechanisms for aligning corporate processes with good practices.

To this aim, until the end of 2022, ALKALOID AD Skopje carried out intensive work on updating existing internal policies and adopting new ones. For the first time, the Supervisory Board was involved in the process by proposing essential policies to the Management Board for approval.

As a result, the company's governing bodies adopted new rules of procedure that modernised their competencies and activities, aligned them with new conditions and technology, and reinforced good corporate practices at every level. To promote cooperation and consistency between the bodies, ALKALOID AD Skopje adopted a Rulebook of Mutual Relations, which is expected to coordinate cooperation and the application of good corporate practices.

## V. Governance

To prioritise its relationship with shareholders, ALKALOID AD Skopje has decided to enhance its longstanding practice of caring and cooperation. The company adopted a Rulebook on Shareholder Relations, which improve accessibility, transparency, and protection of shareholder rights and interests. This move underscores ALKALOID's commitment to its shareholders as one of its most important stakeholders.

To strengthened the transparency of its corporate management, ALKALOID AD Skopje adopted a Policy for Employee, Manager, and Management Board Rewards. This policy sets the principles, criteria, and guidelines for a fair evaluation of employees, managers, and Management Board members' engagement and performance.

To ensure the implementation of the newly adopted corporate governance acts and to unify and centralise the management bodies' support, at the start of 2022, ALKALOID AD Skopje introduced a new position, the Corporate Secretary. This role is responsible for providing professional support to the bodies, particularly the Supervisory Board. The Corporate Secretary is also in charge of interpreting and implementing legal regulations related to corporate governance, company law, securities, and shareholder rights. They also oversee the company's relationships with relevant institutions, such as the Stock Exchange and the Securities Commission.



Furthermore, the Management Board of ALKALOID AD Skopje adopted a Policy for the Prevention and Management of Conflict of Interest and a Stakeholder Relations Policy at the proposal of the Supervisory Board. These policies establish ALKALOID AD Skopje as a modern company with normative assumptions for a sustainable and transparent corporate compliance and governance system. The Policy for the Prevention and Management of Conflict of Interest details the identification of potential and actual conflicts of interest, the procedure for determining conflicts, and management plans for confirmed conflicts. The Stakeholder Relations Policy identifies the company's stakeholders, determines communication channels, and integrates their attitudes, interests, and needs into the company's business strategy.

Furthermore, some of ALKALOID's new or revised acts have a corporate character and will be immediately effective in its subsidiary companies. Others will be adapted and incorporated into each subsidiary company's internal systems as they fit the conditions and structure of each.

”

At ALKALOID AD Skopje, acting with integrity and honesty is essential for business success.

### **Corporate Compliance**

At ALKALOID AD Skopje, acting with integrity and honesty is essential for business success. The company complies with local and international regulations and internal acts and strives to maintain ethical principles and standards through the voluntary commitment and dedication of its management and employees. ALKALOID AD Skopje is dedicated to strengthening the trust of its stakeholders, including employees, shareholders, the business community, government agencies, and society as a whole, by upholding and promoting corporate integrity. These are very important foundations that the company uses to build its business upon.



### **Code of Conduct**

In 2022, ALKALOID AD Skopje continued to emphasise the importance of its Code of Conduct, which was adopted in June 2020. The Code serves as a foundation for building an ethical corporate culture and supports sustainable growth and development of the company. It contains widely accepted ethical principles and norms adapted to the company's specific conditions. By promoting critical values and supporting the compliance system, the Code aims to empower employees and managers to make ethical decisions in their day-to-day work and embody the company's corporate culture, thereby realising its mission and vision.

In 2022, the company, led by the top management and with the support of the corporate compliance officer and the corporate compliance committee, continued to develop this process through institutional support, training of competent personnel and raising awareness among employees on ethical behaviour, and building corporate integrity and culture.



## ALKASPEAKUP

### **Overview of procedures for Code of Conduct violations**

In 2022, the ALKALOID AD Skopje Corporate Compliance Commission received twelve complaints via the AlkaSpeakUp platform. After review, the Commission deemed four complaints to contain the necessary elements to qualify as reports of Code of Ethics and Professional Conduct violations. The Commission also investigated three reports under procedures initiated in 2021, and one report was resolved, resulting in adopted findings. Apart from the AlkaSpeakUp platform, the Corporate Compliance Officer registered two verbal reports in 2022. These proceedings are currently ongoing. As of 2023, the Corporate Compliance Commission is still processing eight pending reports, three of which are in the final stage of investigation.

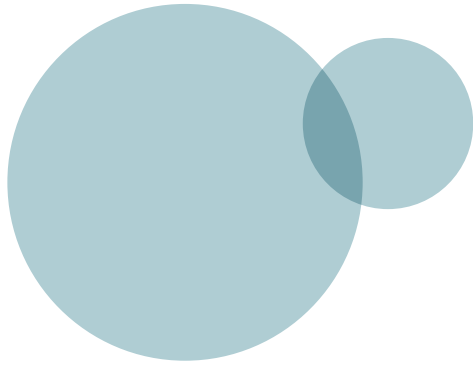
### **Anti-corruption policy**

The Policy governs all aspects of prevention and sanctions for illegal payment and bribery of public officials and public office holders, as well as other forms of corruption, as basic parameters of our interaction with the state structure and society. The Policy aims to explain more closely the aspects of some of the principles of the Code of Conduct and the Code for Interaction with Health Professionals and Ethical Promotion, whose correct interpretation and modalities of application are more current and more present in the daily work of ALKALOID's organisational structure. The Policy reinforces the company's commitment to ensure corporate integrity and reputation, based on honesty, fair behaviour and personal integrity, applied to the jobs performed by all employees and managers and all other persons associated with the company.



### **Code for interaction with healthcare professionals and ethical promotion**

The Code holds crucial significance for our company, as it outlines the principles for promoting, communicating, and engaging with healthcare professionals, organizations, and the healthcare community. To maintain compliance, our employees receive training on the proper application of the Code, ensuring our medical representatives adhere to all relevant industry codes and legal regulations. The Code sets a standard of ethics and business practices in interactions with the healthcare community. The ethical promotion of our pharmaceutical products is a crucial component. The information we share is accurate and balanced and does not mislead healthcare professionals. Promotional materials provide a fair assessment of our product's benefits and risks based on information outlined in the Summary of Product Characteristics.



### **Personal data protection**

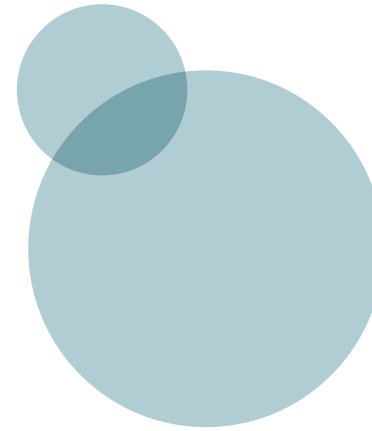
ALKALOID AD Skopje places great emphasis on protecting personal data in all its operations. It adheres to the standards set by the Law on Personal Data Protection of the Republic of North Macedonia, Regulation (EU) 2016/679 of the European Parliament and of the Council and the company standards. The company continues to implement technical and organizational measures to secure the personal data of employees, shareholders, partners, visitors, interns, job applicants, and others from whom it collects, processes, and stores information.

The internal acts for personal data protection, adopted in 2021, regulate ALKALOID's role as controller and processor to ensure dependable processing of personal data. In compliance with legal principles, ALKALOID AD Skopje applied additional transparency measures to personal data subjects in 2022, particularly on the company website.

In ALKALOID AD Skopje, we prioritise privacy and data protection by adhering to the EU General Data Protection Regulation (GDPR) and other relevant privacy regulations. We maintain a robust privacy program, including policies and procedures, training, and awareness activities. November 2022 was designated the month of data protection awareness at ALKALOID AD Skopje and its global affiliates. During this month, employees received a manual, specialised brochures, training links, and a quiz to raise data protection awareness. The corporate data protection officer worked closely with employees from all departments to ensure compliance with ALKALOID's Personal Data Protection Policy.



## Risk management and business continuity



### **Risk Management**

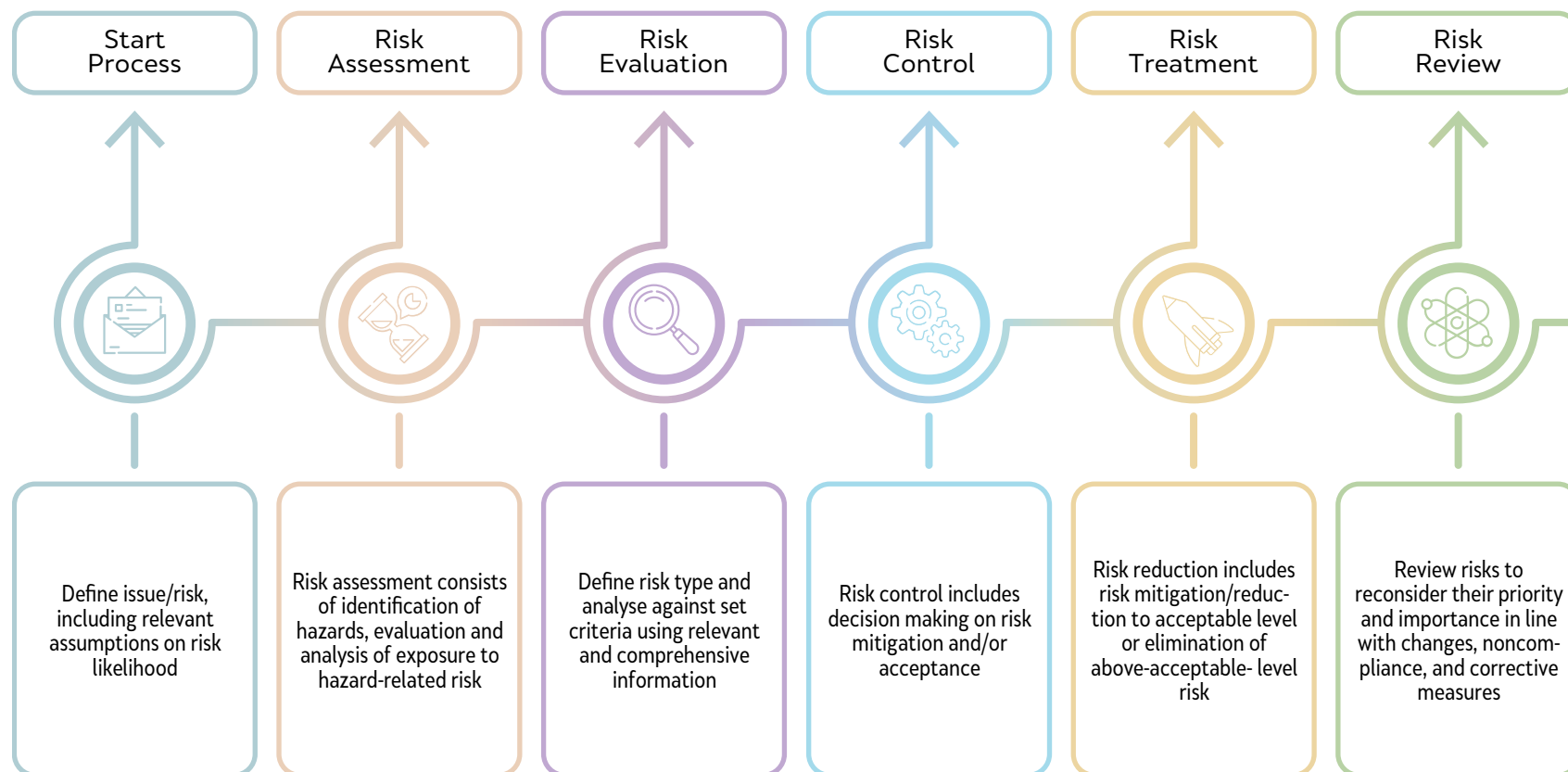
The risk management process in ALKALOID AD Skopje is designed to meet good manufacturing practices, the standards set by ISO 31000, the company standards and application guidelines. It has been an integral part of the company's management system since 2007.

The Risk Management, Crises Management and Business Continuity Board, the Risk Management and Business Continuity Team and the heads of organisational units/process owners are responsible for overseeing risk management and ensuring business continuity.

In 2015-2016, ALKALOID AD Skopje identified all the company's potential strategic risks. Since then, the management, board, and team have been working to mitigate these risks. We are proud to say that many of the strategic risks have been transformed into operational risks managed daily by middle management and employees.

The company uses a register of strategic risks and a register of operational risks to support the risk management process. These registers provide a complete overview of risks and help identify and manage factors impacting goal realisation and the company's strategy.

Regularly reviewing risks decreases the likelihood of risk occurrence and reduces the severity of consequences. We also take measures to raise awareness and prepare for, manage, and maintain risks at an acceptable level.

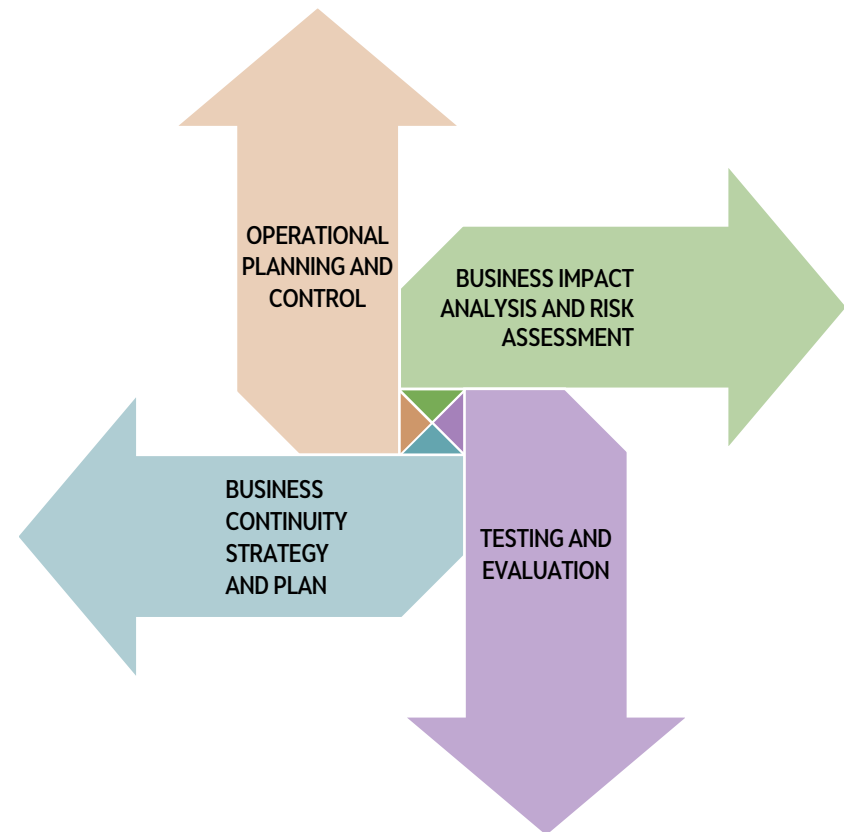


### Business continuity

The risk management process is critical in promoting a proactive approach to secure business continuity, allowing ALKALOID AD Skopje to anticipate, identify, and address potential negative impacts that could impede the completion of crucial processes, achieve company objectives, and meet stakeholders' quality requirements.

ALKALOID's integrated quality system establishes business continuity procedures to address various scenarios, including IT security (2016), pharmacovigilance (2015), partnerships (2019), the COVID-19 pandemic (2020), and natural disasters.

The picture shows the basic steps in ALKALOID's business continuity management process.





During the pandemic, ALKALOID AD Skopje developed business continuity plans for all processes. The pandemic served as an opportunity for us to enhance our business continuity management process. We achieved this by adopting the requirements of the ISO 22301 standard for business continuity management.

Through the application of the continuity management system, we aim to achieve the following opportunities and benefits:

- ▶ supporting strategic goals and protecting and strengthening the company's reputation, credibility and organisational readiness and resilience;
- ▶ reduction of legal and financial exposure and reduction of direct and indirect costs during interruptions/unexpected events;
- ▶ protecting life, property and the environment and ensuring confidence in the organisation's ability to achieve its goals successfully;
- ▶ improving business processes' ability to remain effective during disruptions/unexpected events; effective, efficient and proactive risk control; and identifying and overcoming operational failures.

We are fully committed to continuous improvement in these two areas - risk management and business continuity.

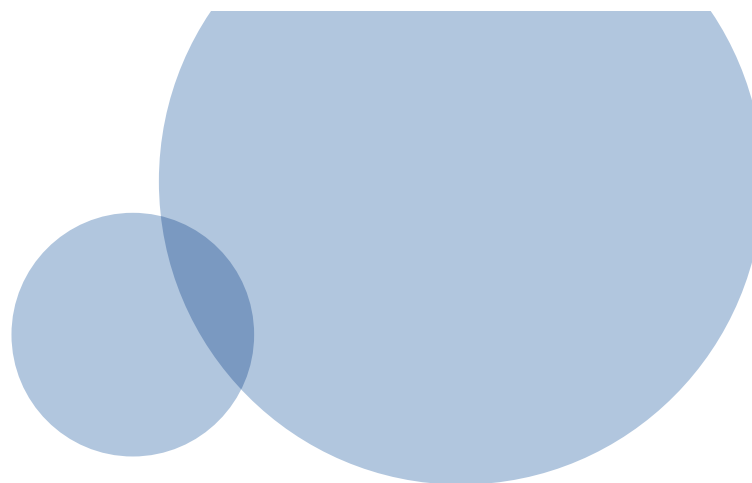




VI. Other  
Information  
About the  
Report

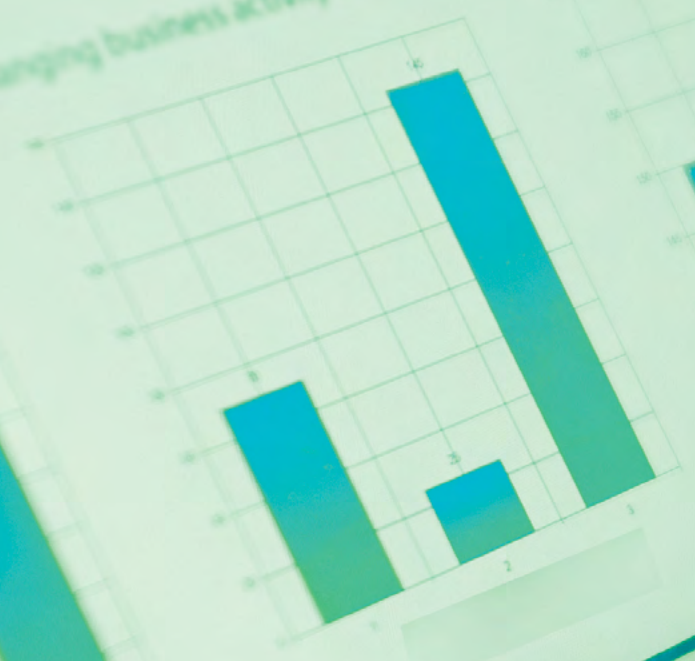
## VI. Other Information About the Report

GRI standard	Description	Reference
302-1	Energy consumption within the organization	Overview of ALKALOID's most important ESG indicators - page 34 Environment - page 91 & 93
302-3	Energy intensity	Environment - page 91 & 93
302-4	Reduction of energy consumption	Environment - page 94
303-3	Water withdrawal	Overview of ALKALOID's most important ESG indicators - page 34 Environment - page 81
305-1	Direct (Scope 1) GHG emissions	Overview of ALKALOID's most important ESG indicators - page 34 Environment - page 78
305-2	Energy indirect (Scope 2) GHG emissions	Overview of ALKALOID's most important ESG indicators - page 34 Environment - page 78
305-3	Other indirect (Scope 3) GHG emissions	Overview of ALKALOID's most important ESG indicators - page 34 Environment - page 78
306-3	Waste generated	Overview of ALKALOID's most important ESG indicators - page 34 Environment - page 85 Annex 2 - page 159-163
306-4	Waste diverted from disposal	Overview of ALKALOID's most important ESG indicators - page 34 Environment - page 85 Annex 2 - page 159-163
306-5	Waste directed to disposal	Overview of ALKALOID's most important ESG indicators - page 34 Environment - page 85 Annex 2 - page 159 & 161-163




401-1	New employee hires and employee turnover	Overview of ALKALOID's most important ESG indicators - page35 Annex 2 - page 165
403-1	Occupational health and safety management system	Social - page 107
403-2	Hazard identification, risk assessment, and incident investigation	Overview of ALKALOID's most important ESG indicators - page 35 Social - page 108
403-3	Occupational health services	Social - page 110
403-4	Worker participation, consultation, and communication on occupational health and safety	Social - page 111
403-5	Worker training on occupational health and safety	Social - page 112
403-6	Promotion of worker health	Social - page 114
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social - page 115
403-8	Workers covered by an occupational health and safety management system	Social - page 116
403-9	Work-related injuries	Overview of ALKALOID's most important ESG indicators - page 35 Social - page 116
403-10	Work-related ill health	Social - page117
404-1	Average hours of training per year per employee	Overview of ALKALOID's most important ESG indicators - page 35 Annex 3 - page 166
404-3	Percentage of employees receiving regular performance and career development reviews	Annex 3 - page 166
405-1	Diversity of governance bodies and employees	Overview of ALKALOID's most important ESG indicators - page 35 Annex 3 - page 167

Annual information of changing business activity of subdivisions of companies



The background of the slide is a soft-focus photograph of a desk. On the left, a portion of a silver laptop is visible. In the center, a blue pen lies horizontally. Below the pen, there are several documents. One document features a bar chart with three blue bars of varying heights. Another document in the foreground shows a pie chart with two segments. The overall color palette is a light, muted green, creating a professional and clean aesthetic.

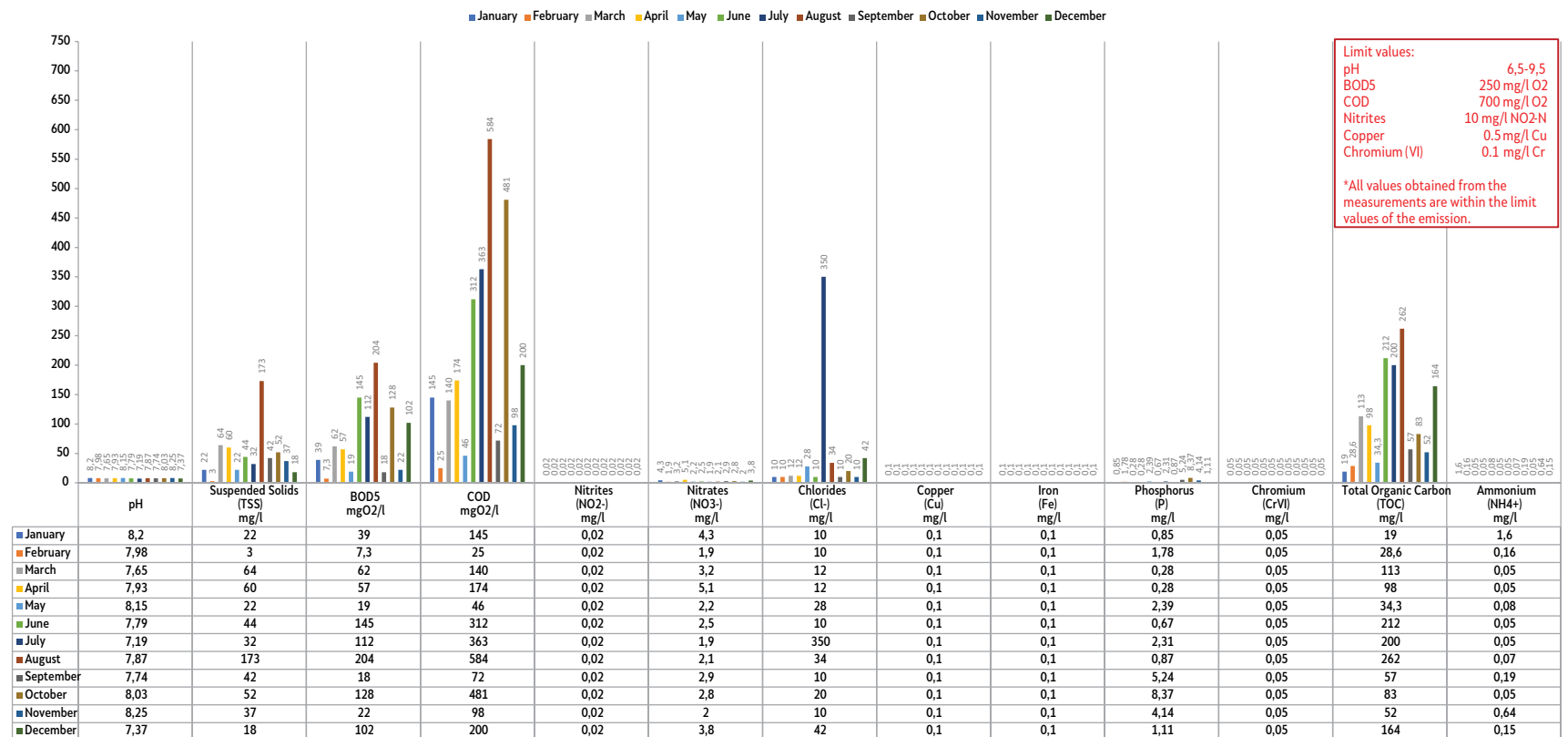
## VII. Annexes



Annex 1:  
Monitoring of air,  
water and noise  
emissions

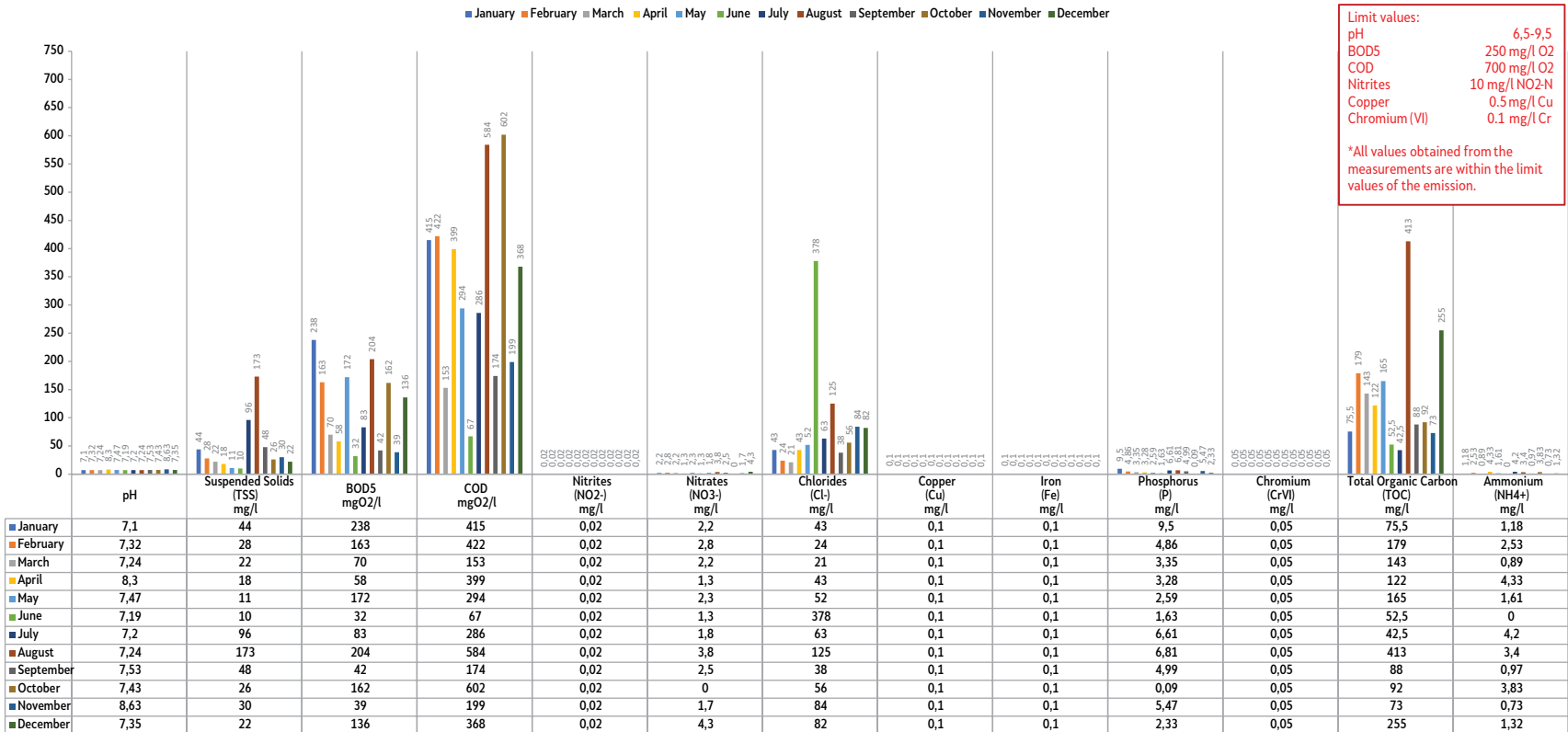
# WATER EMISSION MONITORING FOR ALL PROFIT CENTERS OF ALKALOID AD SKOPJE FOR YEAR 2022

## MONTHLY ANALYSES OF WASTE WATER PC PHARMACEUTICALS AVTOKOMANDA, MEASURING POINT C1- WEST FOR YEAR 2022



WATER EMISSION MONITORING FOR ALL PROFIT CENTERS OF ALKALOID AD SKOPJE FOR YEAR 2022

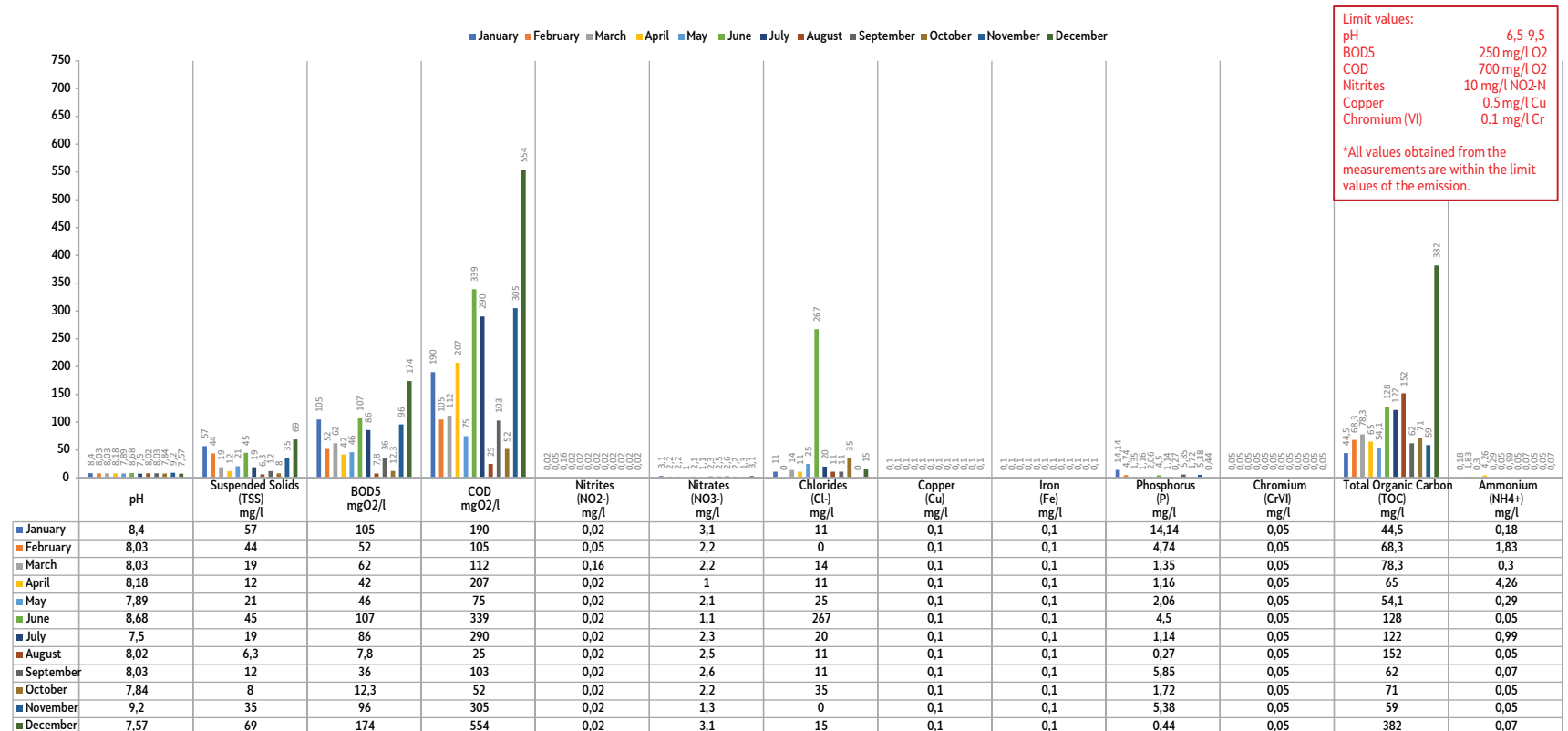
MONTHLY ANALYSES OF WASTE WATER PC PHARMACEUTICALS AVTOKOMANDA, MEASURING POINT C2- SOUTHEAST FOR YEAR 2022





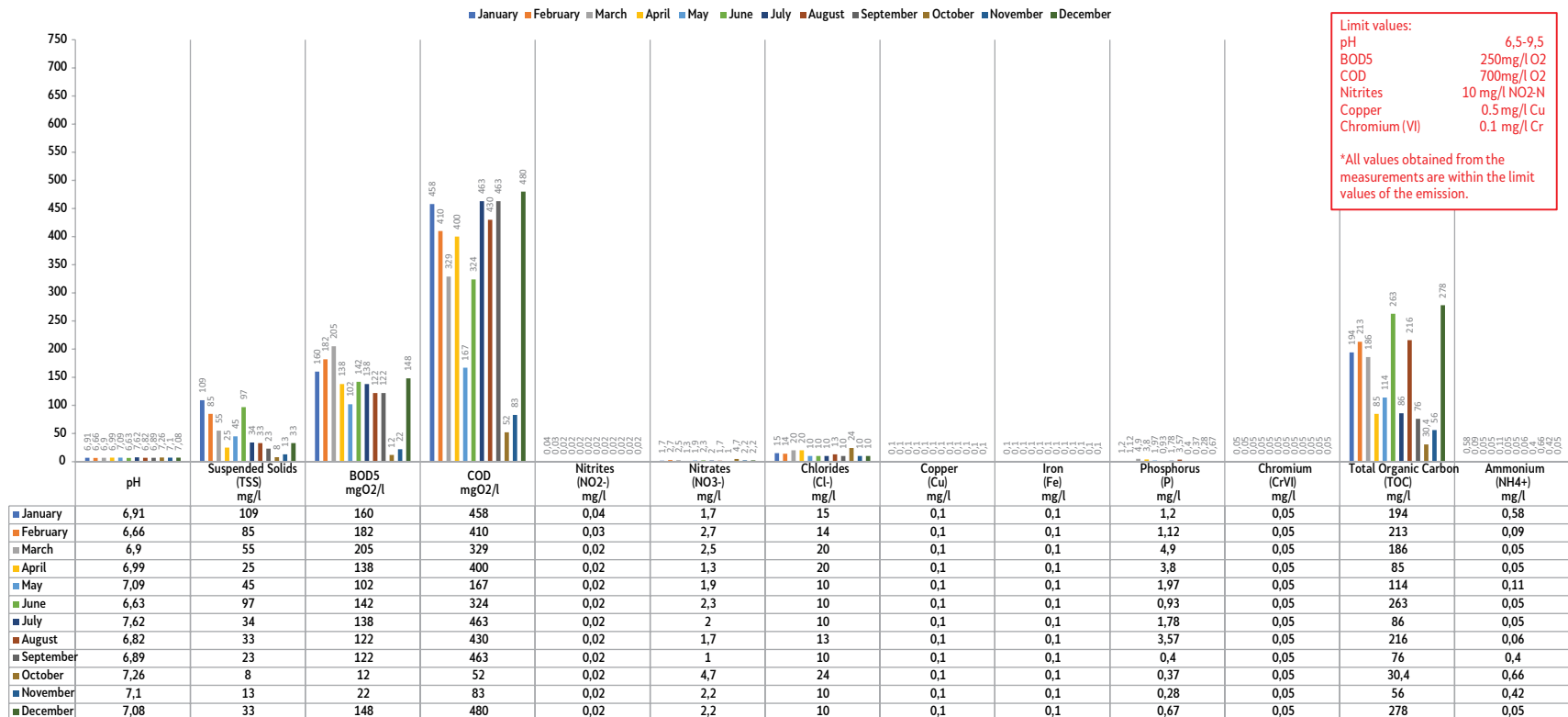
WATER EMISSION MONITORING FOR  
ALL PROFIT CENTERS OF  
ALKALOID AD SKOPJE FOR YEAR 2022

MONTHLY ANALYSES OF WASTE WATER PC PHARMACEUTICALS AVTOKOMANDA, MEASURING POINT C3- SOUTHWEST FOR YEAR 2022



WATER EMISSION MONITORING FOR ALL PROFIT CENTERS OF ALKALOID AD SKOPJE FOR YEAR 2022

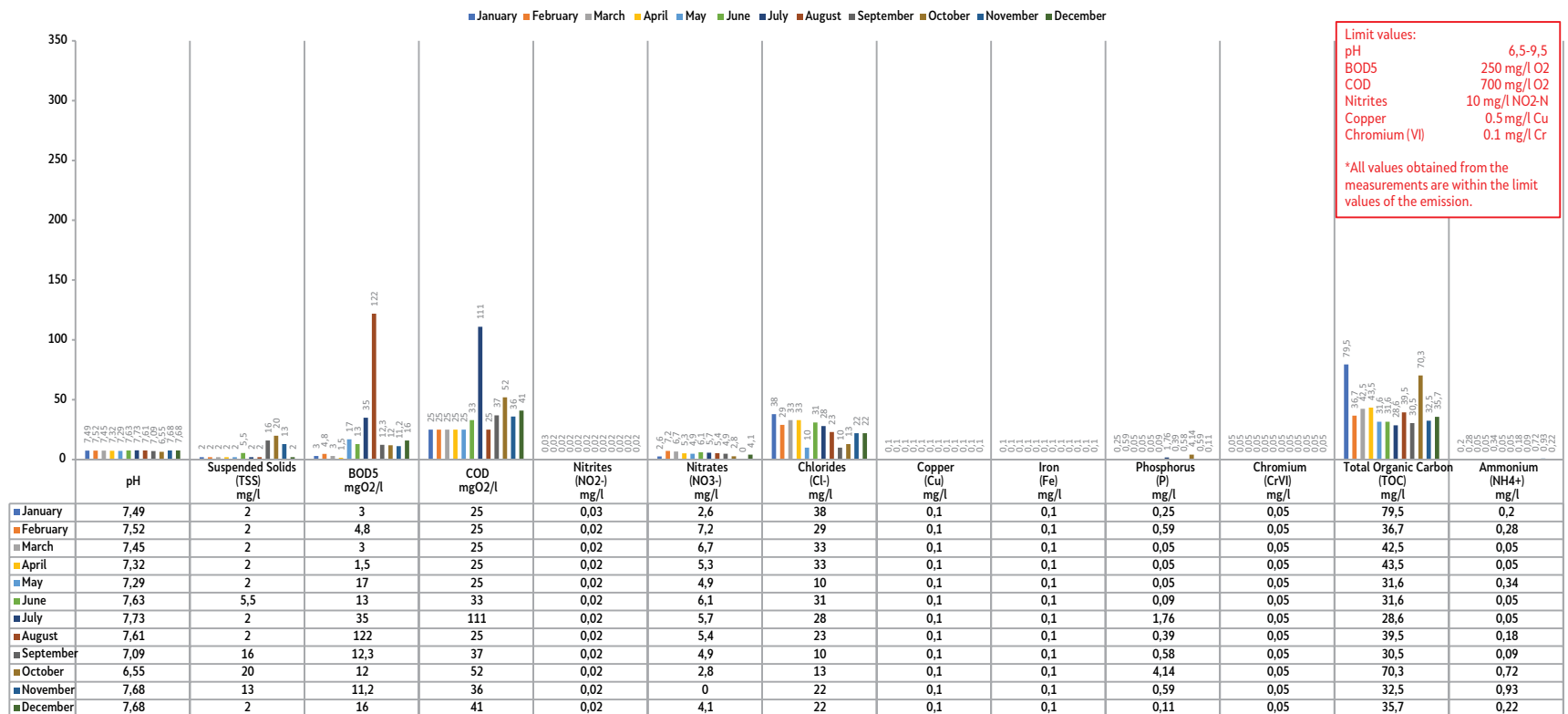
MONTHLY ANALYSES OF WASTE WATER PC PHARMACEUTICALS GJORCHE PETROV, MEASURING POINT C1- CEPHALOSPORINS FOR YEAR 2022





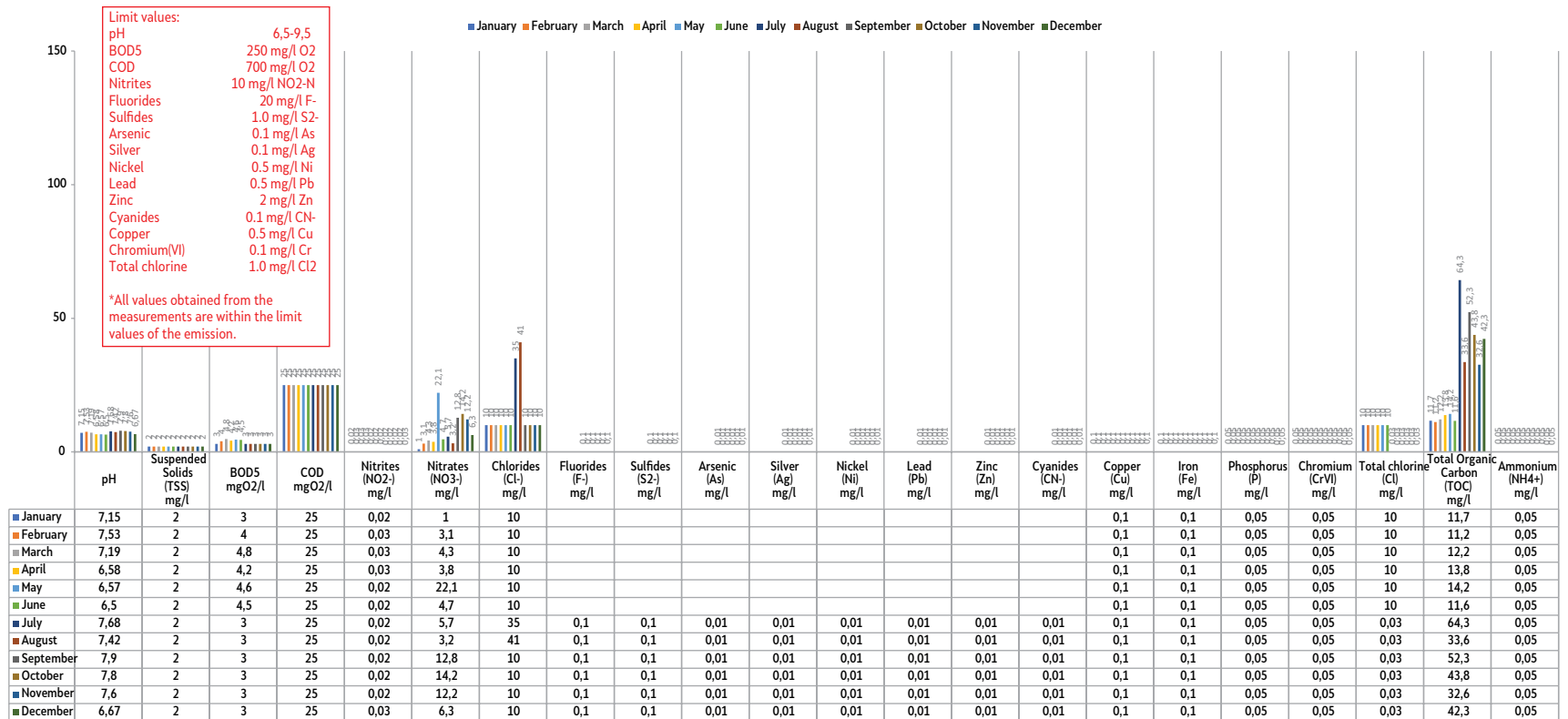
WATER EMISSION MONITORING FOR ALL PROFIT CENTERS OF ALKALOID AD SKOPJE FOR YEAR 2022

MONTHLY ANALYSES OF WASTE WATER PC PHARMACEUTICALS GJORCHE PETROV, MEASURING POINT C2-ACTIVE PHARMACEUTICAL INGREDIENTS (API) FOR YEAR 2022



WATER EMISSION MONITORING FOR ALL PROFIT CENTERS OF ALKALOID AD SKOPJE FOR YEAR 2022

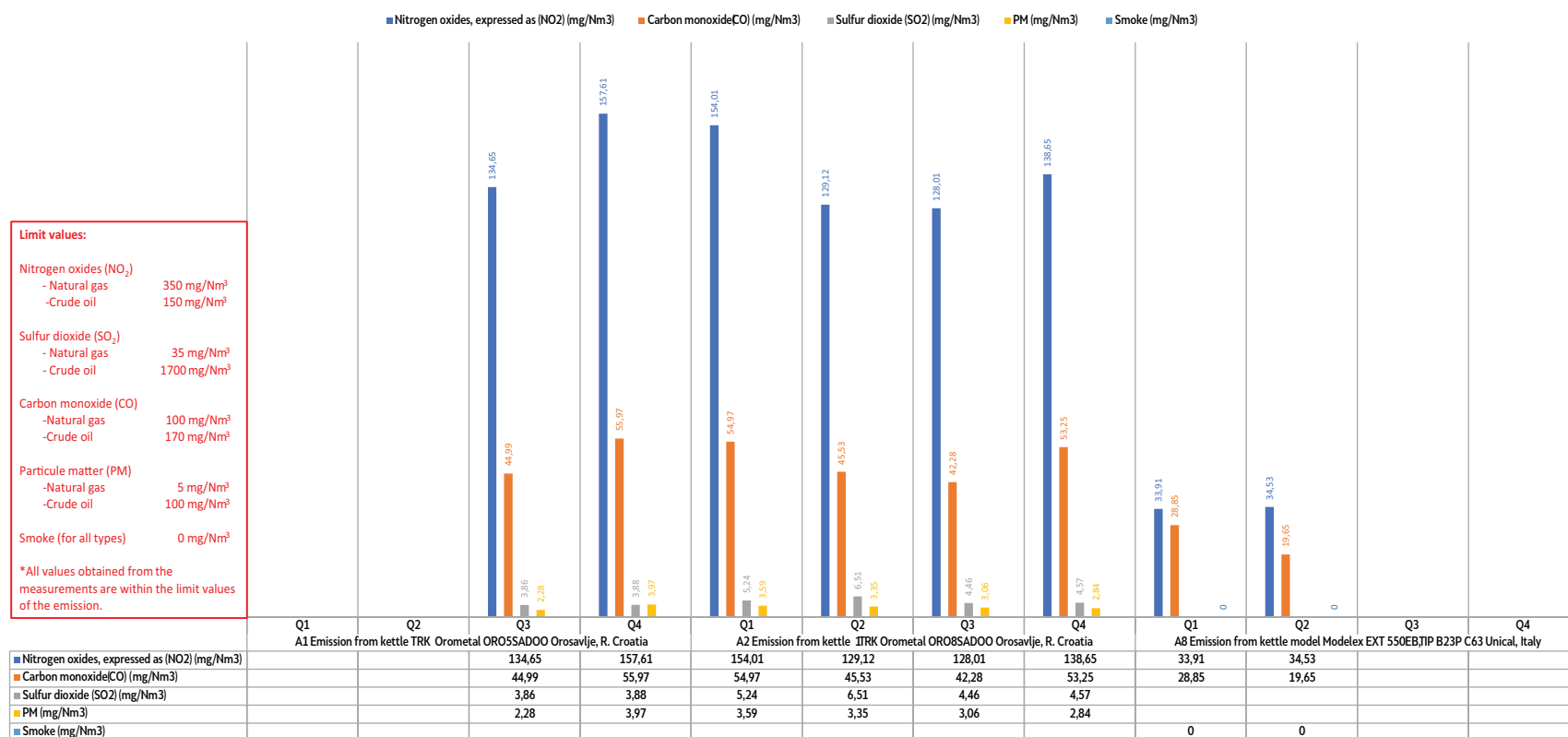
MONTHLY ANALYSES OF WASTE WATER PC CHEMISTRY COSMETICS BOTANICALS, PROGRAM CHEMISTRY & COSMETICS GJORCHE PETROV, MEASURING POINT PARSHAL CANAL FOR YEAR 2022





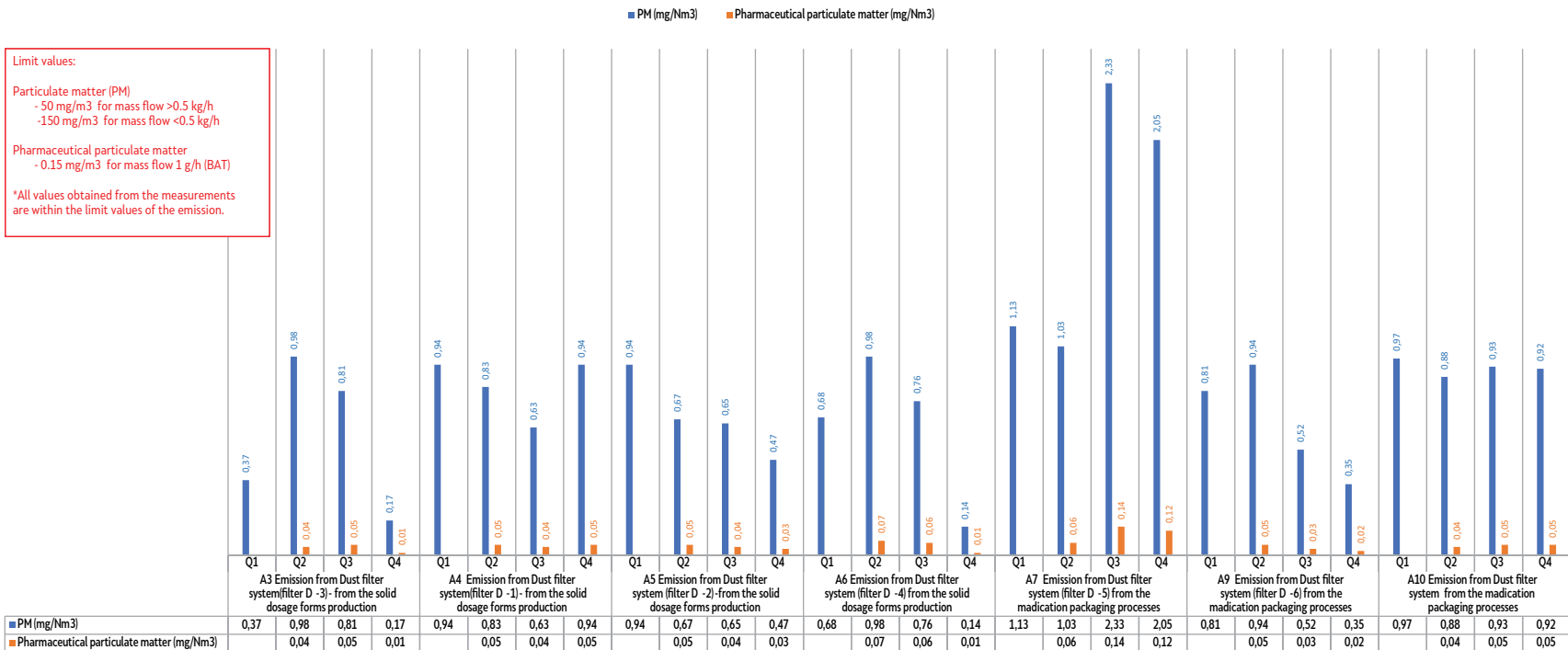
# AIR EMISSIONS MONITORING FOR ALL PROFIT CENTERS OF ALKALOID AD SKOPJE FOR YEAR 2022

## MEASURED EMISSIONS IN AIR FROM THE KETTLE UNIT PC PHARMACEUTICALS, AVTOKOMANDA FOR YEAR 2022



AIR EMISSIONS MONITORING FOR ALL  
PROFIT CENTERS OF ALKALOID AD SKOPJE  
FOR YEAR 2022

MEASURED EMISSIONS IN AIR FROM THE DUST FILTER UNITS PC PHARMACEUTICALS, AVTOKOMANDA FOR YEAR 2022

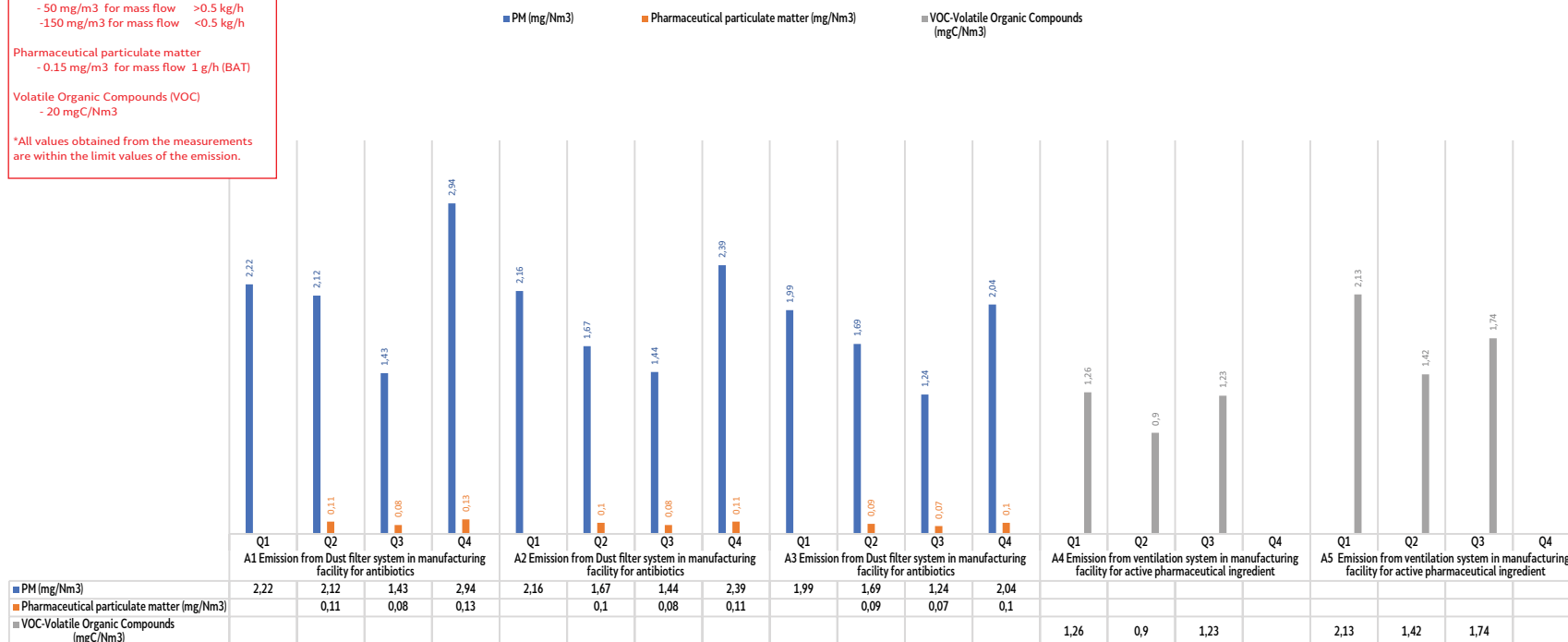




AIR EMISSIONS MONITORING FOR ALL  
PROFIT CENTERS OF ALKALOID AD SKOPJE  
FOR YEAR 2022

MEASURED EMISSIONS IN AIR PC PHARMACEUTICALS, GJORCE PETROV FOR YEAR 2022

Limit values:  
 Particulate matter (PM)  
 - 50 mg/m<sup>3</sup> for mass flow >0.5 kg/h  
 - 150 mg/m<sup>3</sup> for mass flow <0.5 kg/h  
 Pharmaceutical particulate matter  
 - 0.15 mg/m<sup>3</sup> for mass flow 1 g/h (BAT)  
 Volatile Organic Compounds (VOC)  
 - 20 mgC/Nm<sup>3</sup>  
 \*All values obtained from the measurements  
 are within the limit values of the emission.

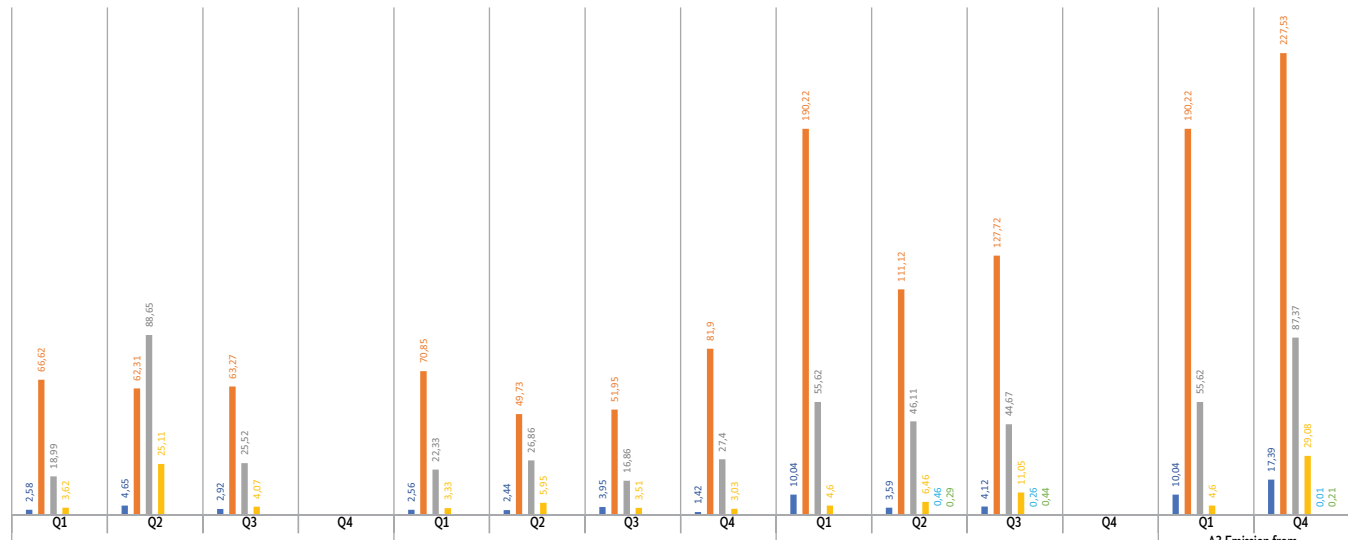


AIR EMISSIONS MONITORING FOR ALL  
PROFIT CENTERS OF ALKALOID AD SKOPJE  
FOR YEAR 2022

MEASURED EMISSIONS IN AIR FROM THE KETTLE UNIT PC PHARMACEUTICALS AND PC CHEMISTRY COSMETICS BOTANICALS, GJORCE PETROV FOR YEAR 2022

■ PM (mg/Nm<sup>3</sup>) ■ Nitrogen oxides, expressed as (NO<sub>2</sub>) (mg/Nm<sup>3</sup>) ■ Carbon monoxide(CO) (mg/Nm<sup>3</sup>) ■ Sulfur dioxide (SO<sub>2</sub>) (mg/Nm<sup>3</sup>) ■ Gaseous inorganic compounds of fluorine expressed as HF (mg/Nm<sup>3</sup>) ■ Gaseous inorganic compounds of chlorine expressed as HCl (mg/Nm<sup>3</sup>)

Limit values:  
 NO<sub>2</sub> natural gas, crude oil 350 mg/Nm<sup>3</sup>  
 Sulfur dioxide(SO<sub>2</sub>)  
 - Natural gas 35 mg/Nm<sup>3</sup>  
 - Crude oil 1700 mg/Nm<sup>3</sup>  
 Carbon monoxide (CO)  
 -Natural gas 100 mg/Nm<sup>3</sup>  
 -Crude oil 170 mg/Nm<sup>3</sup>  
 Particulate matter (PM)  
 -Natural gas 5 mg/Nm<sup>3</sup>  
 -Crude oil 100 mg/Nm<sup>3</sup>  
 Gaseous inorganic compounds of fluorine expressed as HF 5 mg/Nm<sup>3</sup>  
 Gaseous inorganic compounds of chlorine expressed as HCl 30 mg/Nm<sup>3</sup>  
 \*All values obtained from the measurements are within the limit values of the emission.



	A1-Emission from kettle 1-Viessmann M75C223;				A2-Emission from kettle 2-Viessmann M75C226;				A2-Emission from kettle 2-Viessmann M75C226;			A3-Emission from additional kettle 3-TRK Zagreb BKG 100A-;		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q4
■ PM (mg/Nm <sup>3</sup> )	2,58	4,65	2,92		2,56	2,44	3,95	1,42	10,04	3,59	4,12		10,04	17,39
■ Nitrogen oxides, expressed as (NO <sub>2</sub> ) (mg/Nm <sup>3</sup> )	66,62	62,31	63,27		70,85	49,73	51,95	81,9	190,22	111,12	127,72		190,22	227,53
■ Carbon monoxide(CO) (mg/Nm <sup>3</sup> )	18,99	88,65	25,52		22,33	26,86	16,86	27,4	55,62	46,11	44,67		55,62	87,37
■ Sulfur dioxide (SO <sub>2</sub> ) (mg/Nm <sup>3</sup> )	3,62	25,11	4,07		3,33	5,95	3,51	3,03	4,6	6,46	11,05		4,6	29,08
■ Gaseous inorganic compounds of fluorine expressed as HF (mg/Nm <sup>3</sup> )										0,46	0,26			0,01
■ Gaseous inorganic compounds of chlorine expressed as HCl (mg/Nm <sup>3</sup> )										0,29	0,44			0,21



AIR EMISSIONS MONITORING FOR ALL  
PROFIT CENTERS OF ALKALOID AD SKOPJE  
FOR YEAR 2022

MEASURED EMISSIONS IN AIR PC CHEMISTRY COSMETICS BOTANICALS, PROGRAM CHEMISTRY, GJORCE PETROV FOR YEAR 2022

■ PM (mg/Nm<sup>3</sup>) ■ Nitrogen oxides, expressed as (NO<sub>2</sub>) (mg/Nm<sup>3</sup>) ■ Sulfur dioxide (SO<sub>2</sub>) (mg/Nm<sup>3</sup>) ■ Total ammonia in gaseous, vaporous compounds and aerosols -NH<sub>3</sub> (mg/Nm<sup>3</sup>) ■ VOC-Volatile Organic Compounds

**Limit values:**

Particulate matter (PM)  
- 50 mg/m<sup>3</sup> for mass flow > 0.5 kg/h  
- 150 mg/m<sup>3</sup> for mass flow ≤ 0.5 kg/h

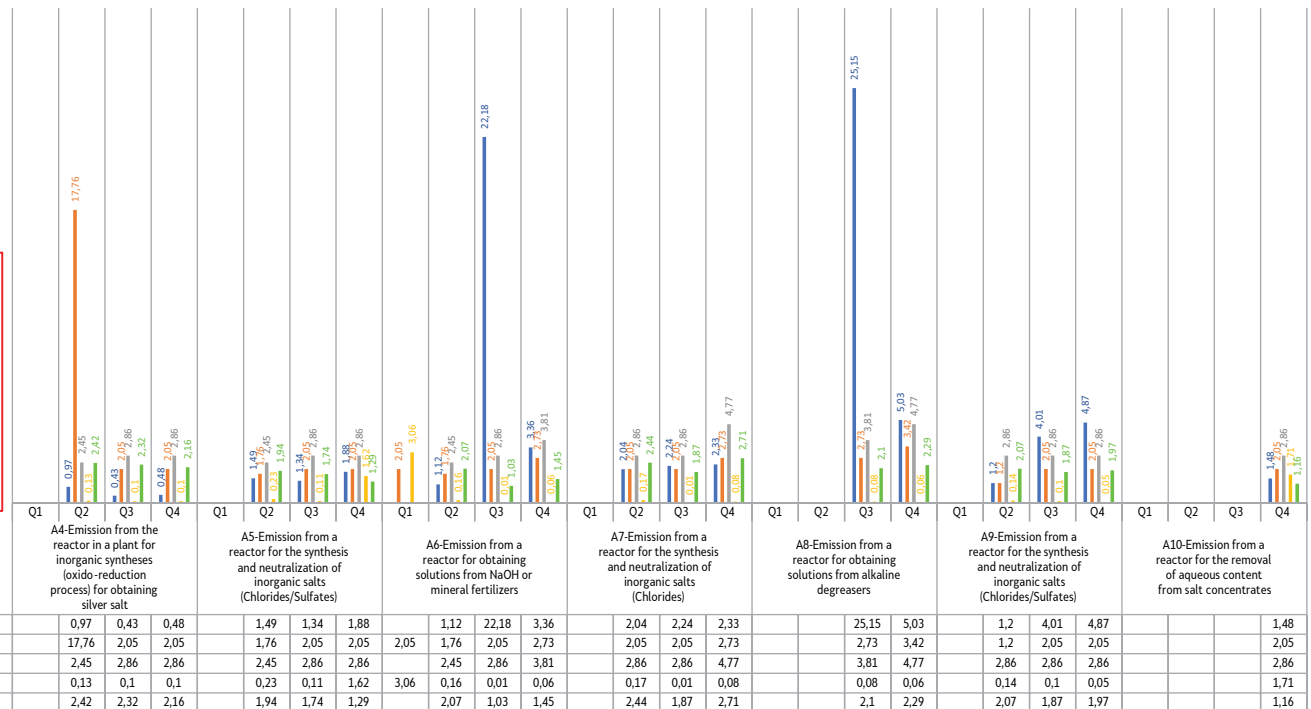
Sulfur oxides, expressed as Sulfur Dioxide (SO<sub>2</sub>) 500mg/Nm<sup>3</sup>

Nitrogen oxides, expressed as Nitrogen dioxide (NO<sub>2</sub>) 500mg/Nm<sup>3</sup>

Total ammonia in gaseous, vapor concn. and aerosols (NH<sub>3</sub>) 500mg/Nm<sup>3</sup>

Volatile Organic Compounds (VOC) 20mgC/Nm<sup>3</sup>

\*All values obtained from the measurements are within the limit values of the emission.



AIR EMISSIONS MONITORING FOR ALL  
PROFIT CENTERS OF ALKALOID AD SKOPJE  
FOR YEAR 2022

MEASURED EMISSIONS IN AIR PC CHEMISTRY COSMETICS BOTANICALS, PROGRAM BOTANICALS, AERODROM FOR YEAR 2022

■ Oxygen (O2) (%)     
 ■ Nitrogen oxides, expressed as (NO2) (mg/Nm3)     
 ■ Carbon dioxide (CO2) (mg/Nm3)     
 ■ Carbon monoxide(CO) (mg/Nm3)  
■ Sulfur dioxide (SO2) (mg/Nm3)     
 ■ PM (mg/Nm3)     
 ■ Gaseous inorganic compounds of chlorine expressed as HCl (mg/Nm3)     
 ■ Gaseous fluorides expressed as hydrogen fluoride HF (mg/Nm3)

Limit values for kettle:

NO2(natural gas, crude oil) 350 mg/Nm3

Sulfur dioxide (SO2)

- Natural gas 35 mg/Nm3
- Crude oil 1700 mg/Nm3

Carbon monoxide (CO)

- Natural gas 100 mg/Nm3
- Crude oil 170 mg/Nm3

Particulate matter (PM)

- Natural gas 5 mg/Nm3
- Crude oil 100 mg/Nm3

Gaseous inorganic compounds of fluorine expressed as HF 5 mg/Nm3

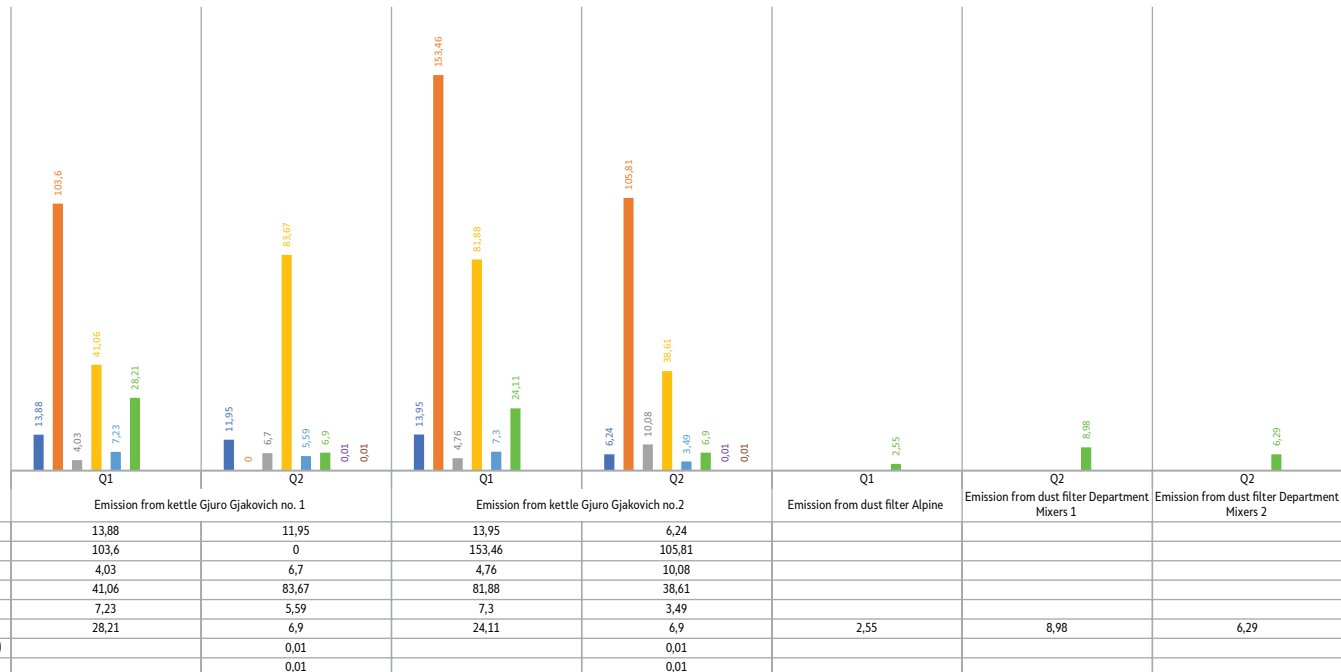
Gaseous inorganic compounds of chlorine expressed as HCl 30 mg/Nm3

Limit values for dust filters:

Particulate matter (PM)

- 50 mg/m3 for mass flow >0.5 kg/h
- 150 mg/m3 for mass flow <0.5 kg/h

\*All values obtained from the measurements are within the limit values of the emission.

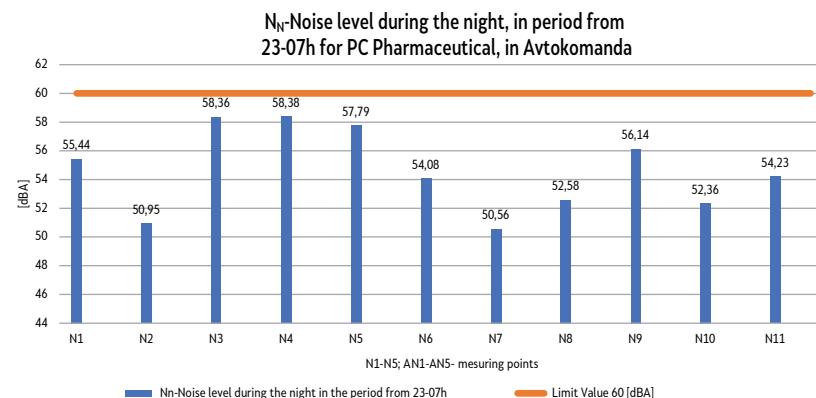
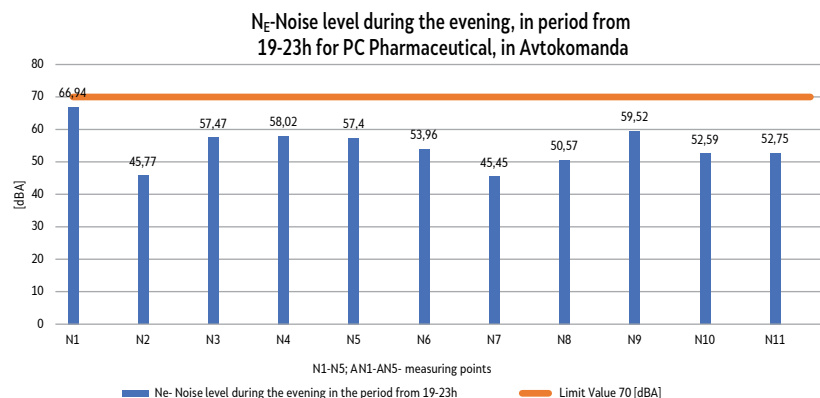
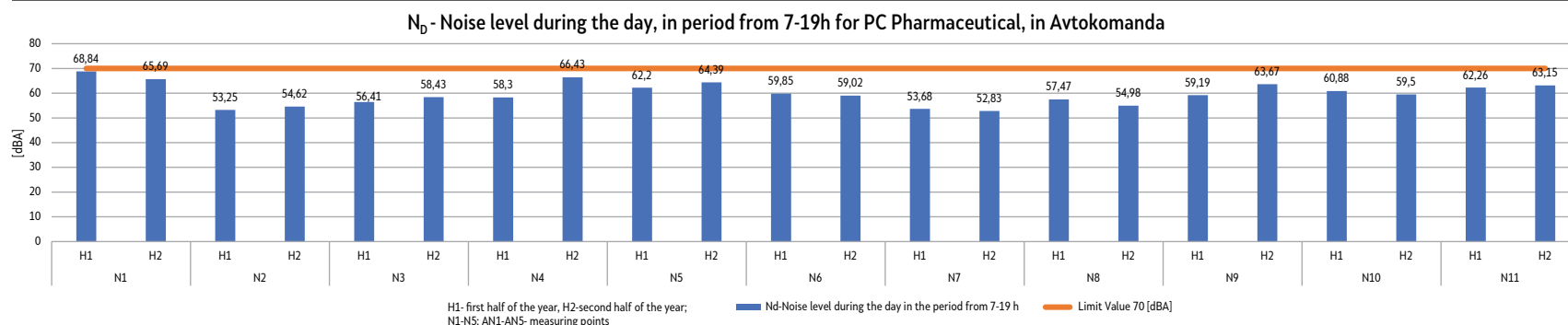


■ Oxygen (O2) (%)	13,88	11,95	13,95	6,24		
■ Nitrogen oxides, expressed as (NO2) (mg/Nm3)	103,6	0	153,46	105,81		
■ Carbon dioxide (CO2) (mg/Nm3)	4,03	6,7	4,76	10,08		
■ Carbon monoxide(CO) (mg/Nm3)	41,06	83,67	81,88	38,61		
■ Sulfur dioxide (SO2) (mg/Nm3)	7,23	5,59	7,3	3,49		
■ PM (mg/Nm3)	28,21	6,9	24,11	6,9	2,55	8,98
■ Gaseous inorganic compounds of chlorine expressed as HCl (mg/Nm3)		0,01		0,01		
■ Gaseous fluorides expressed as hydrogen fluoride HF (mg/Nm3)		0,01		0,01		



# NOISE EMISSIONS MONITORING FOR ALL PROFIT CENTERS OF ALKALOID AD SKOPJE FOR YEAR 2022

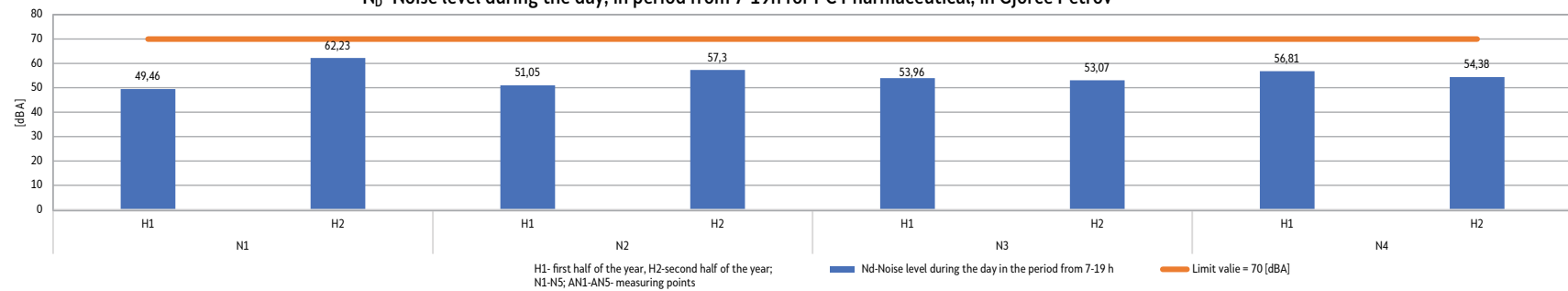
## NOISE EMISSION MONITORING PC PHARMACEUTICAL IN AVTOKOMANDA FOR YEAR 2022



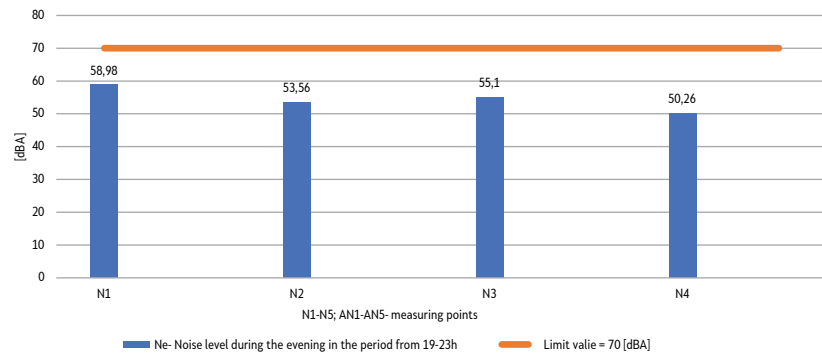
NOISE EMISSIONS MONITORING  
FOR ALL PROFIT CENTERS OF  
ALKALOID AD SKOPJE FOR YEAR 2022

NOISE EMISSION MONITORING PC PHARMACEUTICAL IN GJORCE PETROV FOR YEAR 2022

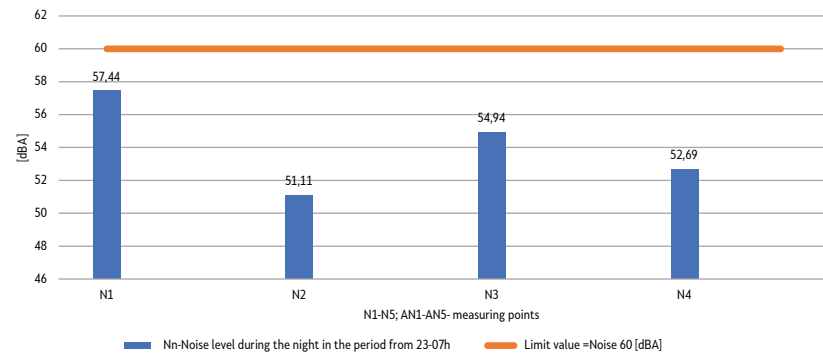
**N<sub>D</sub>**- Noise level during the day, in period from 7-19h for PC Pharmaceutical, in Gjorce Petrov



**N<sub>E</sub>**-Noise level during the evening from 19-23h for PC Pharmaceutical, in Gjorce Petrov



**N<sub>N</sub>**-Noise level during the night, in period from 23-07h for PC Pharmaceutical, in Gjorce Petrov

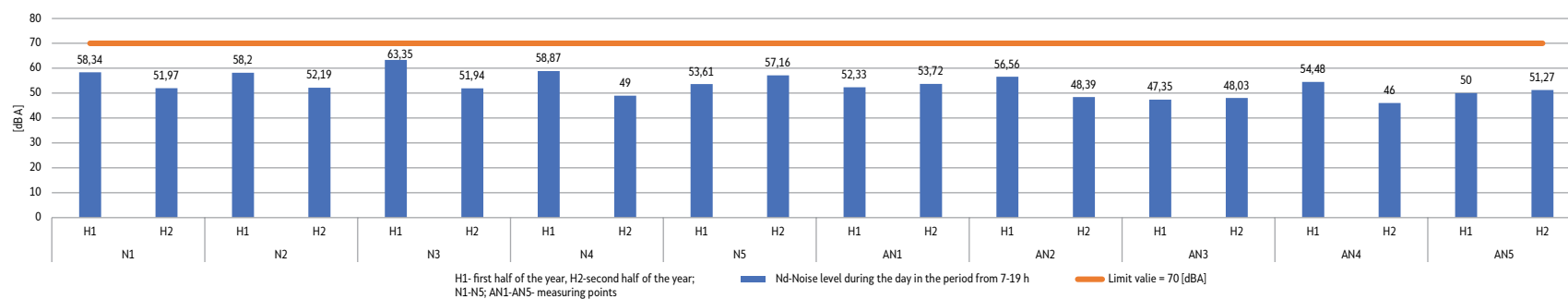




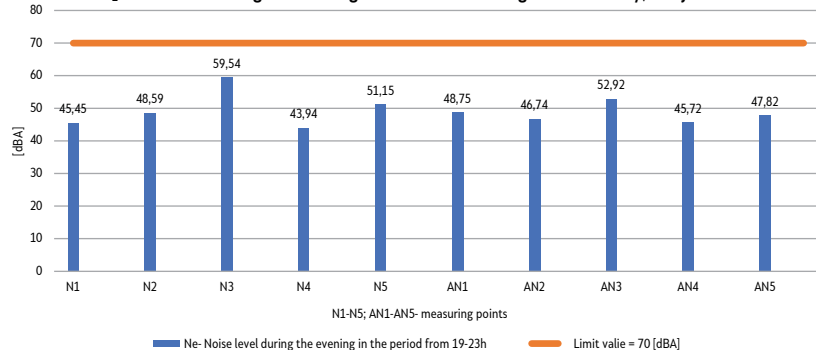
NOISE EMISSIONS MONITORING  
FOR ALL PROFIT CENTERS OF  
ALKALOID AD SKOPJE FOR YEAR 2022

NOISE EMISSION MONITORING PC CHEMISTRY COSMETICS BOTANICALS, PROGRAM CHEMISTRY IN GJORCE PETROV FOR YEAR 2022

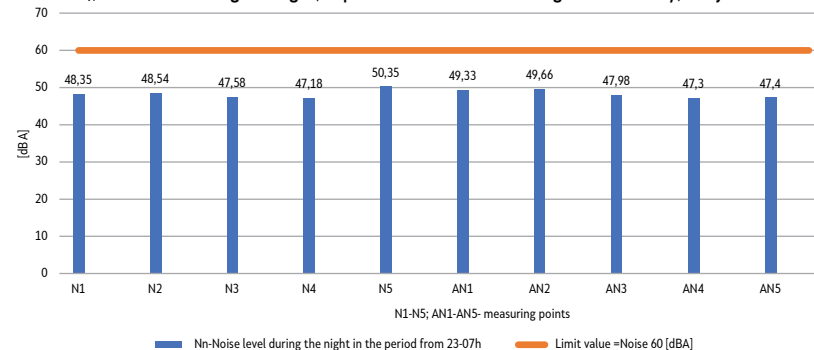
**N<sub>D</sub>- Noise level during the day, in period from 7-19 for Program Chemistry, in Gjorce Petrov**



**N<sub>E</sub>-Noise level during the evening from 19-23h for Program Chemistry, in Gjorce Petrov**



**N<sub>N</sub>-Noise level during the night, in period from 23-07h for Program Chemistry, in Gjorce Petrov**

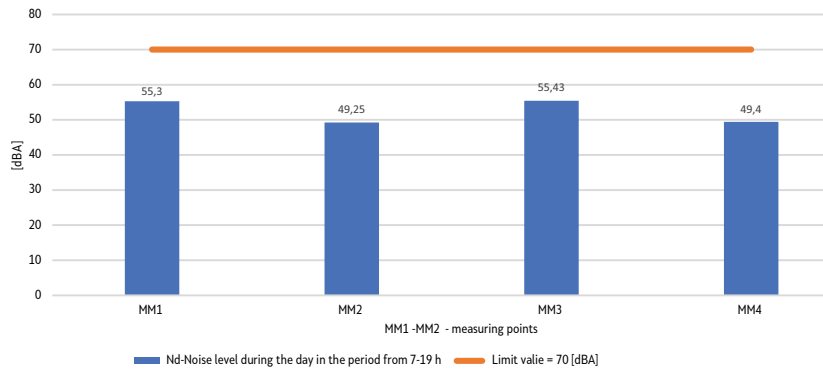


NOISE EMISSIONS MONITORING  
FOR ALL PROFIT CENTERS OF  
ALKALOID AD SKOPJE FOR YEAR 2022

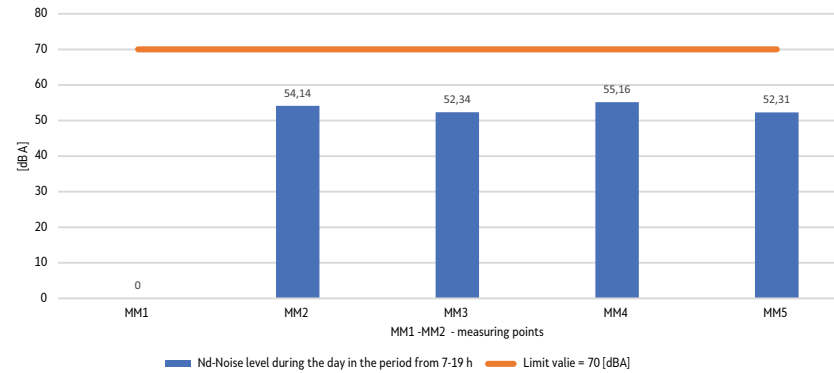


NOISE EMISSION MONITORING PC CHEMISTRY COSMETICS BOTANICALS, PROGRAM COSMETICS AND BOTANICALS FOR YEAR 2022

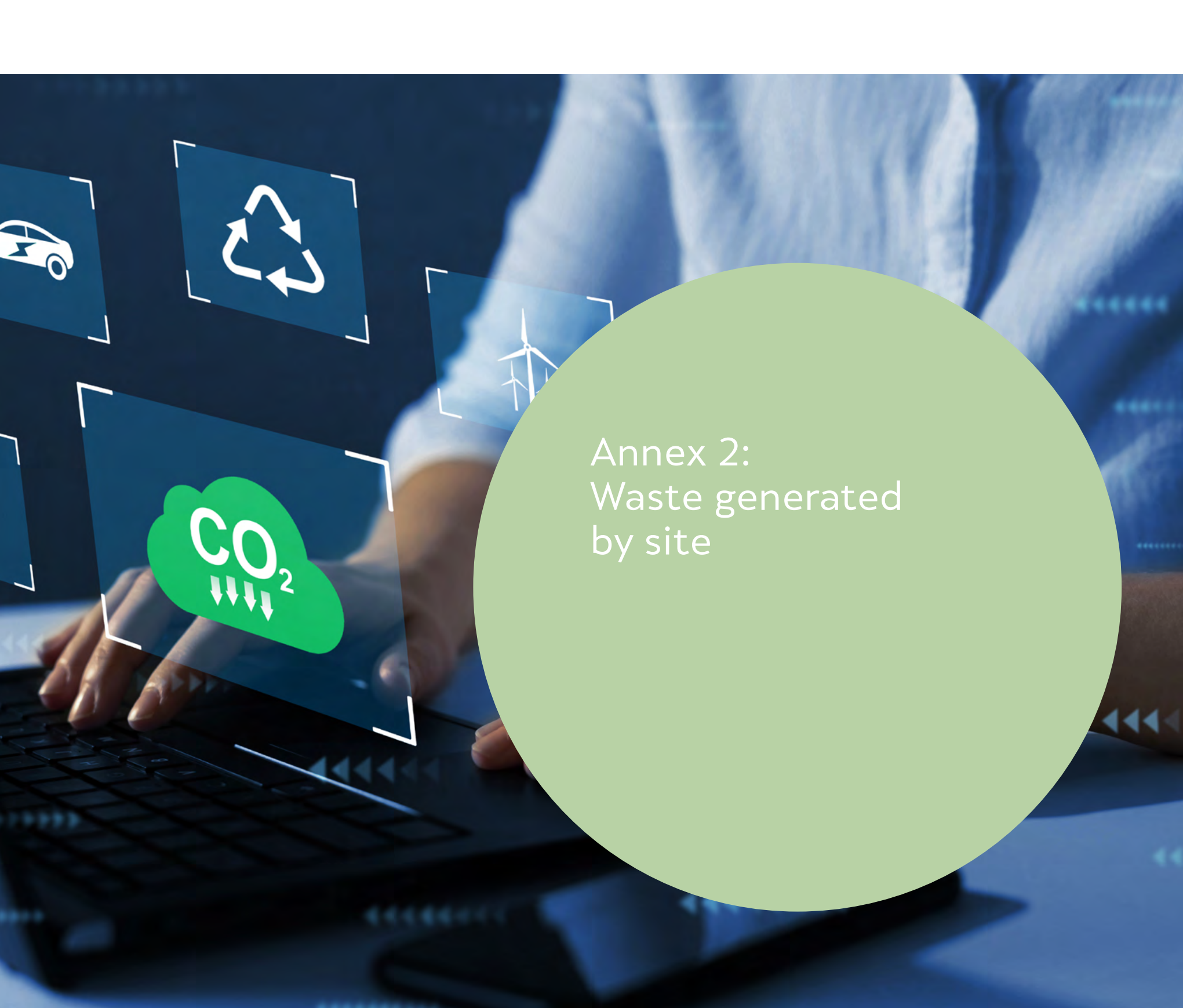
N<sub>D</sub>- Noise level during the day, in period from 7-19h  
for Program Cosmetics, in Gjorce Petrov



N<sub>D</sub>- Noise level during the day, in period from 7-19h  
for Program Botanicals, in Aerodrom



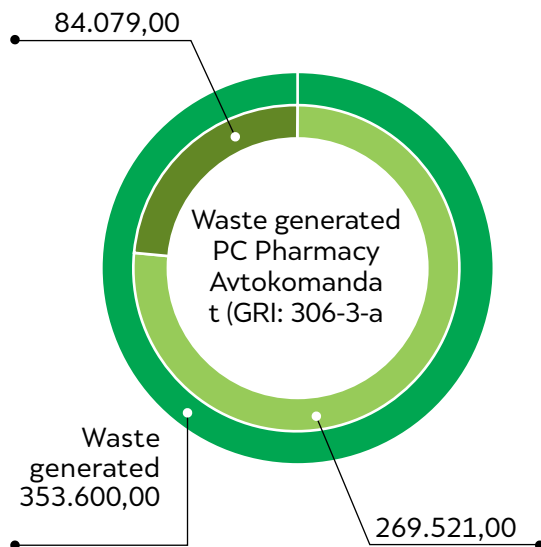




Annex 2:  
Waste generated  
by site



Total generated waste Pharmacy Avtokomanda 2022



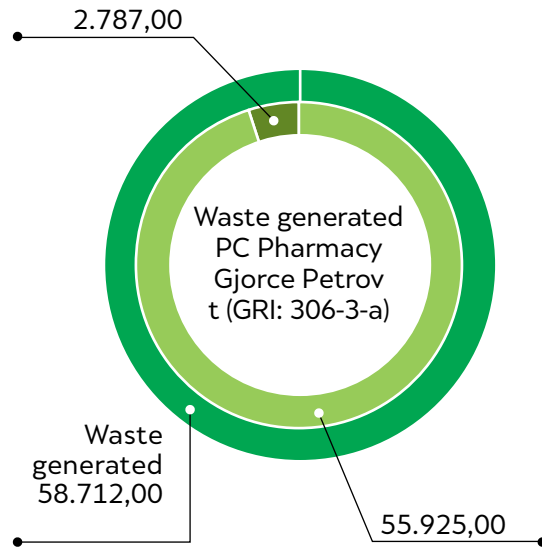
● Non-hazardous ● Hazardous

● Non-hazardous ● Hazardous

● Non-hazardous ● Hazardous



Total generated waste Pharmacy Gjorce Petrov 2022

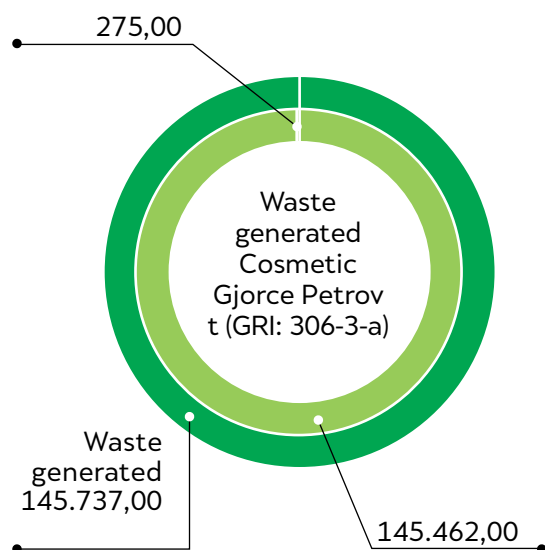


● Non-hazardous ● Hazardous

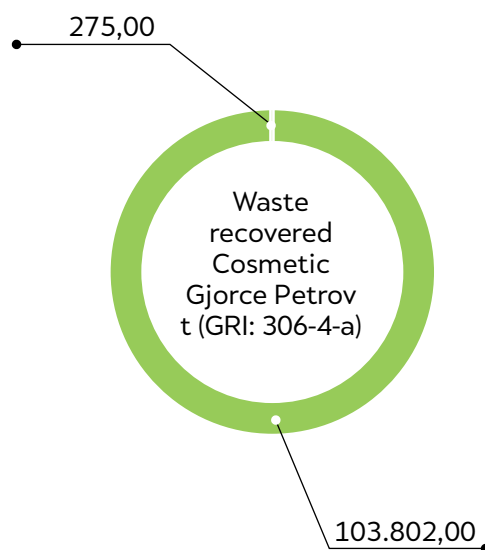
● Non-hazardous ● Hazardous



Total generated waste Cosmetic Gjorce Petrov 2022



● Non-hazardous ● Hazardous

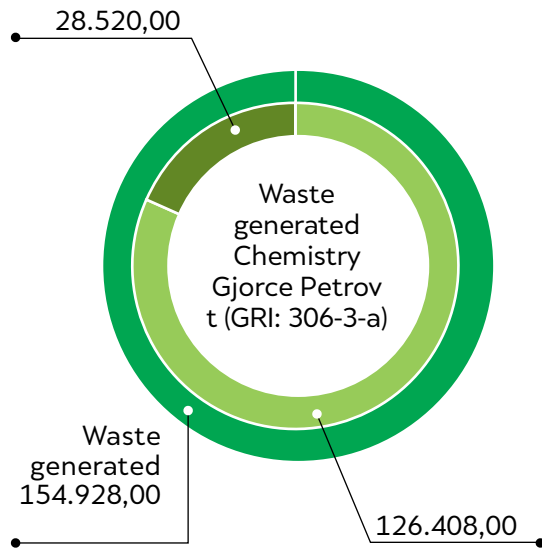


● Non-hazardous ● Hazardous

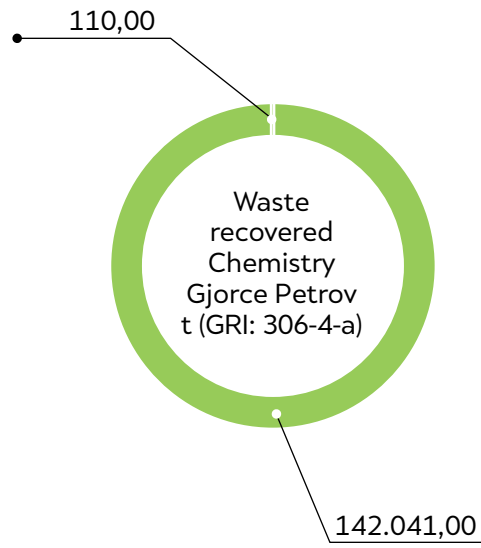


● Non-hazardous ● Hazardous

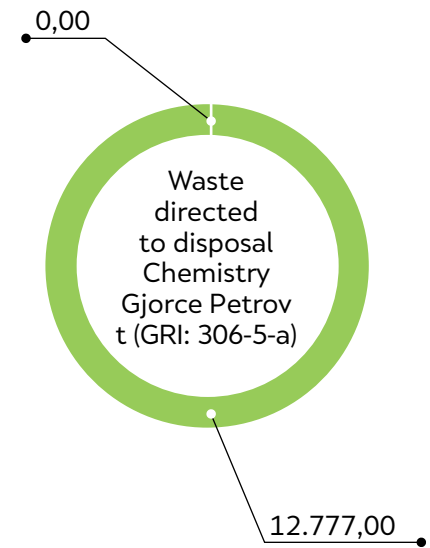
Total generated waste Chemistry Gjorce Petrov 2022



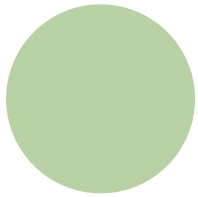
● Non-hazardous ● Hazardous



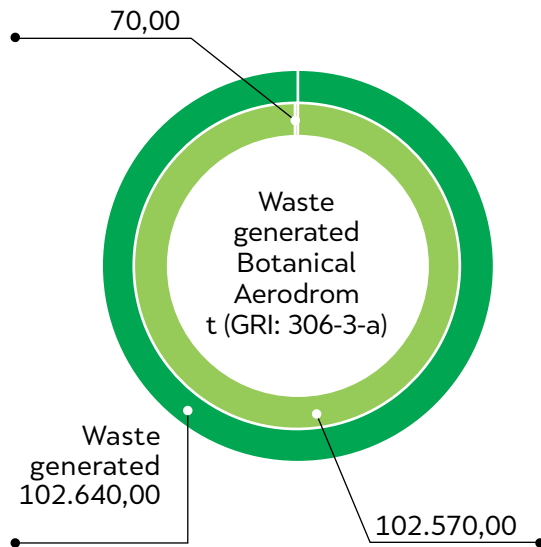
● Non-hazardous ● Hazardous



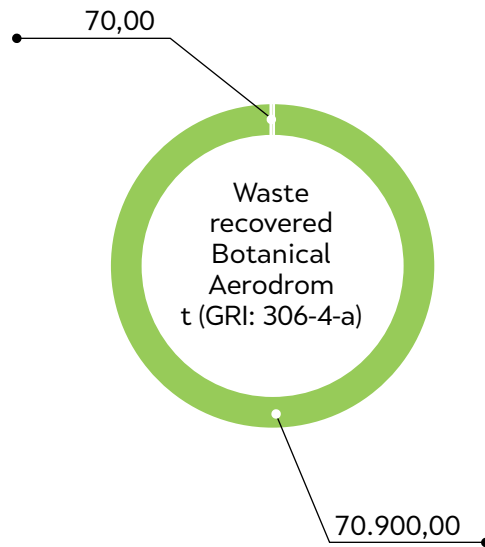
● Non-hazardous ● Hazardous



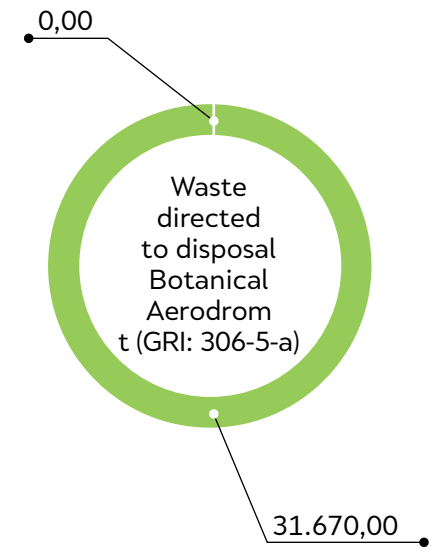
Total generated waste Botanical Aerodrom 2022




● Non-hazardous ● Hazardous



● Non-hazardous ● Hazardous



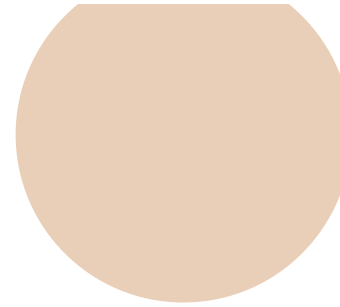
● Non-hazardous ● Hazardous

The background of the slide features a network diagram composed of numerous colorful pins (red, green, yellow, blue, purple) connected by thin black lines. A large, semi-transparent beige circle is positioned on the right side of the image, containing the text. The pins are scattered across the white background, with some in sharp focus and others blurred in the background.

Annex 3:  
Monitoring  
GRI indicators  
401,404 and 405

**Measurement indicators under GRI 401 standard - Employment.  
401-1 New hires and employee turnover**

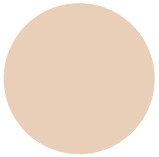
Total number of ALKALOID AD Skopje employees	New hires by category					Total new hires	Total % of new hires
	Man	Women	Under 30	30-50	Over 50		
1975	815	1160	426	1312	237	185	9,37%
% of total employees	41,27%	58,73%	21,57%	66,43%	12,00%		
Average number of ALKALOID AD Skopje employees	Resignations by category					Total resignations	Total turnover
	Man	Women	Under 30	30-50	Over 50		
1947	30	23	17	36	0	53	2,72
% of total resignations	56,60%	43,40%	32,08%	67,92%	0,00%		



\* Hours of training are shown with included number of employees through the Temporary Employment Agency

### Measurement indicators under GRI 404 standard - Training and Education

<b>404-1 - Average number of training hours per employee per year</b>	<b>Number of employees by category</b>	<b>Average number of training hours by category</b>	<b>Total training hours in 2022</b>
Total number of employees	2037*	<b>122,99</b>	<b>250.525,00</b>
Total number of employees women	1193	<b>149,92</b>	
Total number of employees men	844	<b>84,91</b>	
Total number of employees under 30	461	<b>308,52</b>	
Total number of employees 30-50	1300	<b>70,73</b>	
Total number of employees over 50	276	<b>59,23</b>	
<b>404-3 - Share of employees receiving career development and performance feedback</b>	<b>Number of employees by category</b>	<b>Total % of TMS by category</b>	<b>Total involved in TMS 2022</b>
Total number of employees in ALKALOID AD Skopje	1975	<b>35,44%</b>	<b>700</b>
Total number of employees women	1160	<b>37,50%</b>	
Total number of employees men	815	<b>36,44%</b>	
Total number of employees under 30	426	<b>27,46%</b>	
Total number of employees 30-50	1312	<b>40,78%</b>	
Total number of employees over 50	237	<b>49,37%</b>	



**Measurement indicators under GRI 405-1 standard  
- Diversity in management bodies and employees**

Total number of employees in management bodies	Management body members by category				
	Man	Women	Under 30	30-50	Over 50
8	7	1	0	2	6
% of total number in management bodies	<b>87,50%</b>	<b>12,50%</b>	<b>0</b>	<b>25,00%</b>	<b>75,00%</b>
Total number of ALKALOID AD Skopje employees	Employees by category				
	Man	Women	Under 30	30-50	Over 50
1975	815	1160	426	1312	237
% of total employees	<b>41,00%</b>	<b>59,00%</b>	<b>21,57%</b>	<b>66,43%</b>	<b>12,00%</b>







ENVIRONMENT  
SOCIAL  
GOVERNANCE



**ALKALOID**  
SKOPJE

*Health above all*

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