

## **2021 ZENTIVA Board Diversity Policy**

At Zentiva, we promote diversity.

We are proud of our diverse work environment. We respect the uniqueness of every person and encourage everyone to be their true selves because we believe that authenticity and diversity is a source of great energy and strength.

At Zentiva, we want to make sure that our Company is managed by people who are properly selected based on their competency and skills. We believe that diversity in board nomination processes adds value to our management through differences in perspective and experience. Therefore, the following criteria are considered during the nomination processes to Zentiva boards:

### **Gender**

Gender diversity in our corporate governance continues to be a priority of the Company. We are proud of the balance achieved in the gender diversity of the management roles in Zentiva and we seek to achieve the same in our board structures. We believe that working towards gender balance will enhance our decision making and better reflect the perspectives of the patient base that we serve. We do not discriminate based on gender.

### **Age**

At Zentiva, we highly appreciate professional and life experiences and the rich source of insight that this can bring. Similarly fresh ideas and perspectives from people at the beginning of their career can accelerate our growth and disrupt traditional models and thinking. We support our young talents in their professional development and help them to prepare for their future leadership roles. We believe that an effective talent management allows for a consistent development of our Company. Therefore, when nominating a new board member, we look at what the individual can bring and how they complement the existing members. We do not discriminate based on age.

### **Nationality, race, cultural background**

As an international pharmaceutical Company with a team of 4500 people working across 30 countries, a global mindset is inherent to our mission. We aim to ensure that board members have strong knowledge of our target markets. We believe that diversity in terms of nationality, race and cultural background can help us to better understand the needs of our highly diverse patient base. Therefore, we are committed to maintain diversity in our headquarters boards in terms of nationality, race and cultural background while considering the scope of the countries where we operate.

### **Industry experience**

In order to efficiently lead the Company, the board members should have the right industry and management experience. Therefore, Zentiva boards will be composed by members having appropriate work experience acquired in healthcare/pharmaceuticals or an enabling industry and/or by way of their function(s) in management or academical research. Diversity in industry experience should be taken into account when composing headquarters boards in order to represent the Company's key sectors, growth agenda and transformation goals. Furthermore, each local board should be composed by (at least) the respective General Manager and local CFO.

This Policy applies to nomination processes to Zentiva executive and non-executive boards and committees.