



# ESG REPORT 2024

This report is provided by oncomed manufacturing a.s., based in Brno, Czech Republic, and covers its activities in the calendar year 2024. In this ESG report, we provide a description and impact of our environmental, social and governance activities

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**oncomed**

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# FOREWORD OF THE BOARD OF DIRECTORS

Dear shareholders, partners and friends,

We are pleased to present our ESG report for 2024, which reflects not only our progress, but new challenges and opportunities in the area of sustainability and responsible business. At oncomed manufacturing, we believe that the success of a company is not only based on economic indicators, but also on our contribution to society, environmental protection and transparency towards our employees and other stakeholders.

The year 2024 brought further important changes and we have moved even further in our ESG strategy. We continued to modernise our production technologies and implemented more energy-efficient systems aimed at reducing the carbon footprint per unit produced. We introduced more environmentally friendly waste management practices.

In the area of social responsibility, we focused on employees and education. We also increased our support for technical graduates and strengthened our cooperation with universities.

We actively participated in supporting non-profit organisations, primarily in the areas of healthcare and helping cancer patients. We established a new partnership with Dom pro Julii (House for Julia) and continued our partnership with Společně k úsměvu (Together for a Smile) and Diecézní charita Brno.

**We look forward to what 2025 will bring, when we will focus on further strategic initiatives:**

- **Continued modernisation** – we plan further investments in energy consumption optimisation.
- **Expanding our diversity and inclusion programmes** – we want to continue to promote equal opportunities for all employees.
- **Expanding recycling methods**
- **Introducing** supply chain **assessment** from the perspective of sustainability requirements

Our ESG vision is clear – to continue to focus on innovation, a responsible approach to the environment and a positive impact on the community and society. We believe that our activities will contribute to a more sustainable future and we thank everyone who is involved in this mission.

Thank you for your trust and support.

# COMPANY PROFILE



**We are oncomed manufacturing a.s. – a reliable partner in the development and manufacture of highly effective cytostatic injections. for clinical and commercial purposes. We have been operating in Brno since 2010, but we build on more than 50 years of tradition in chemical and pharmaceutical production. Our mission is to supply vital medicines to doctors and hospitals in a timely manner, thereby helping patients in their fight against cancer.**

We love challenges – we focus on the production of sensitive medicines that require special care due to their susceptibility to light, heat or oxygen. We currently manufacture vials and, in the near future, syringes with substances targeting various types of cancer.

# OUR VALUES

**As a company, we are guided by the following values:**

## **People**

People are at the beginning and end of everything we do.

## **Professionalism**

We follow the latest scientific findings and always pay attention to the quality of our products.

## **Responsibility**

We are part of the world, we expect and offer a responsible approach from each other.

## **Openness**

We pride ourselves on our openness to individuality, different opinions and proposed solutions.

## **Trust**

We believe that only with trust can we be a reliable manufacturer of medicinal products, guarantee their quality and be a socially responsible employer.

# ACTIVITIES

## MEMBERSHIP

We are proud members of the Regional Chamber of Commerce, the Czech Association of Pharmaceutical Companies, MedChemBio, Life Sciences 4.0 and the Business Leaders Forum – the oldest platform of socially responsible companies in Czechia. We are also part of the Pride Business Forum, where we are committed to support equality and diversity, because we believe that everyone should have the opportunity to develop their full potential regardless of individual differences. We understand that the connection between education and cooperation between schools, universities and industry contributes to openness, growth in education and competitiveness, and ultimately to the prosperity of the entire Czech Republic.



## CO-FOUNDERS

In 2022, together with Masaryk University and the Regional Chamber of Commerce, we were at the birth of the Life Sciences 4.0 association. Its main goal is to connect academia with business in the field of life sciences and thus strengthen the competitiveness of companies and the entire industry.

## COOPERATION

We have long-term cooperation agreements with the Secondary Industrial School of Chemistry in Brno, the Faculty of Chemistry at Brno University of Technology, and the Faculty of Pharmacy at Masaryk University, because we believe that linking education with practice is the key to developing innovation.

We also have a strategic partnership with the non-profit organisation Společně k úsměvu (Together for a Smile), which helps patients who underwent cancer treatment in childhood or adolescence and are now struggling with its consequences.

Together with our employees, we are actively involved in charitable initiatives – we regularly contribute to the Koláč pro hospic (Cake for Hospice) collection organised by the Diocesan Charity of Brno, and we participate in various charity runs, where we run not only for a good cause, but also for the joy of exercise.



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# LEGISLATIVE EU FRAMEWORK

**We actively monitor and comply with European Union legislative requirements in the areas of ESG and pharmaceutical manufacturing. The main regulations that affect us are the CSRD (Corporate Sustainability Reporting Directive), the EU Taxonomy Regulation, environmental protection laws, occupational safety laws and pharmaceutical legislation (e.g. the Medicines Act, good manufacturing practice, etc.).**

We ensure compliance with legislative requirements through a robust quality management system (QMS) and regular internal and external audits. Our employees undergo training focused on current legislative requirements and good manufacturing practice. We continuously monitor legislative changes and cooperate with professional associations. We also actively communicate with regulatory authorities, in particular the State Institute for Drug Control, and participate in expert consultations.

Legislative changes require investment in technology, process adjustments and sustainability improvements. We focus on a proactive approach, effective cost planning and open communication with our partners.

## EXAMPLES OF GOOD PRACTICE

Our ESG and regulatory compliance commitments are reflected in specific projects and measures. In 2024, the new line 3 and central workplace were approved, the construction of which was carried out with an emphasis on energy savings and in accordance with current legislative requirements. All lighting is provided by LED technology and the air handling units are recirculating with heat recovery.

We also purchase energy from renewable sources on a long-term basis, work to reduce energy and water consumption, maintain ethical supply chains with transparent communication, and minimise waste while supporting recycling.



# EU GREEN DEAL AND REPORTING REQUIREMENTS

**The EU Green Deal aims to achieve climate neutrality by 2050, reduce greenhouse gas emissions by 55 % by 2030, and promote biodiversity protection and the development of a circular economy.**

We comply with regulations on chemicals, energy efficiency and sustainable use of resources. Our processes are designed to minimise environmental impact and promote recycling.

## REPORTING REQUIREMENTS (CSRD)

Our company monitors and complies with European and Czech legislation on sustainability, including the CSRD Directive and EU taxonomy. We are actively preparing for new non-financial reporting obligations, the validity of which has been postponed until 2027.

We focus on meeting the key objectives of the EU Green Deal, in particular improving energy efficiency and promoting the circular economy. We are implementing specific measures, such as increasing the share of renewable energy sources, optimising production processes and improving waste management.

We regularly analyse our actions and consult with professional associations and regulatory authorities. We believe that open and clear communication contributes to greater trust and transparency towards all partners.

We are increasing the share of energy from renewable sources, modernising production lines and optimising raw material consumption. We are introducing processes for recycling and reusing materials and investing in wastewater treatment technologies.

## FUTURE DIRECTIONS

In the future, we want to ensure that new technologies we develop comply with the principles of the circular economy, i.e. the reuse of resources and minimisation of waste. At the same time, we plan to recycle more and only work with partners who comply with ESG standards.



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# KEY RULES FOR ENSURING CONTENT AND DATA QUALITY

In this way, we demonstrate our commitment to high standards of content and data quality, which is key to the credibility, efficiency and regulatory compliance of our operations.

## 1. Control mechanisms

- We are implementing robust control mechanisms to verify the quality, integrity and accuracy of data.
- We integrate multiple information systems, enabling automated validation and cross-checking of data.
- We conduct regular internal and external audits to ensure that information is accurate, up-to-date and consistent across systems.

## 2. Use of advanced technologies

- We use modern tools for data management and analysis, including:
  - Document management systems (DMS).
  - Quality management systems (QMS).
  - Compas MES system — a manufacturing information system that links production planning (ERP) with actual production activities.
  - Advanced analytical tools for detecting discrepancies.
- Automated processes help identify errors, minimise duplicate or inconsistent data, and enable summary reporting.

## 3. Process standardisation

- We standardise data processing processes and document them using process diagrams, work instructions and guidelines.
- We implement uniform forms, templates and data standards to ensure consistency and reliability of information.
- We regularly review and update processes to ensure they comply with the latest regulatory requirements and best practices.

## 4. Regular updates and cyber security

- We regularly update databases and information systems to ensure they are always up to date, secure and resistant to cyber threats.
- We implement modern security protocols, including data encryption, multi-level authentication, and access rights management.
- We regularly perform security tests and cyber attack simulations to identify and eliminate potential vulnerabilities.

## 5. Transparency and accountability

- We communicate openly about our data quality assurance processes, particularly in the context of patient safety, regulatory requirements and compliance.
- We have clearly defined rules of responsibility for individual information systems, including data administrators, analysts, and regulatory specialists.
- Every employee is responsible for the accuracy and integrity of data, and we provide regular training and control mechanisms.

## 6. Feedback and continuous improvement

- We actively collect feedback from employees, customers, and other stakeholders to improve data management processes.
- We implement continuous processes for data quality analysis and optimisation in order to respond quickly to new challenges and legislative requirements.
- We use a data-driven approach that allows us to continuously monitor data quality and identify areas for improvement.

This systematic approach to content and data quality management enables us to ensure integrity, accuracy and security, which strengthens our credibility and regulatory compliance within the pharmaceutical industry.

## **SUSTAINABILITY at oncomed manufacturing a.s.**

We actively promote sustainability in all aspects of our business. We strive to ensure that sustainability is not just an add-on, but an integral part of our strategy and everyday processes. Every employee is encouraged to contribute their knowledge and expertise, thereby helping to strengthen our impact in the area of ESG (environmental, social and governance).

The CSR G PR Manager coordinates sustainability activities under the leadership of the Head of Business Administration, who ensures direct connection with company management and strategic decisions.

## **SUSTAINABILITY as part of the corporate structure**

Within the organisational structure, sustainability is directly integrated into the company's top management. Specifically:

- The Head of Business Administration is responsible for sustainability management and reports to the Board of Directors.
- This approach ensures that sustainability is not an isolated issue, but an integrated element of strategic decision-making.
- In this way, we effectively manage the environmental, social and economic impacts of our activities and ensure long-term prosperity.

Our goal is to continuously improve processes, reduce our environmental footprint and contribute to sustainable development, both within the company and in relation to our business partners and the communities in which we operate.

# **KEY ASPECTS OF MATERIALITY AND RISK ASSESSMENT**

**As part of our materiality analysis, we assess two main perspectives:**

## **1. How the external environment and social factors affect the company's performance**

- **Regulatory changes** – new legislative requirements in the areas of ESG reporting, sustainability, pharmaceutical manufacturing and drug safety.
- **Environmental challenges** – expected changes under the EU Green Deal, transition to renewable energy sources and pressure to reduce carbon footprints.
- **Economic situation** – the impact of inflation, supply chains and global markets on the pharmaceutical sector.

- **Social factors** – changes in the employee structure, developments in the labour market and growing demands for diversity and inclusion.

## **2. How we impact the environment and society**

- **Responsible waste management** – optimisation of sorting, recycling and waste reduction processes.
- **Employee health and safety** – implementation of new safety standards and measures to improve the working environment.
- **Ethical responsibility** – strengthening compliance programmes, transparency in business relationships and the supply chain.

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# LONG-TERM APPROACH TO RISK MANAGEMENT

- **Stakeholder engagement** – we actively analyse feedback from employees, customers, regulatory authorities and other partners to tailor our strategies to their expectations.
- **Innovation and sustainability** – we invest long-term in the development of more sustainable processes that help reduce negative environmental impacts.

This systematic approach enables us to strengthen the company's resilience, minimise risks and promote sustainable development, thereby contributing to the long-term competitiveness of oncomed manufacturing a.s.

Based on the assessment of the materiality and risk analysis for 2024, the following topics were selected as the most important for oncomed manufacturing a.s.:

## 1. Waste processing

- Optimising recycling processes and reducing waste production in manufacturing.
- Implementation of the circular economy, searching for new ways to reuse materials.
- Improving hazardous waste management, especially in pharmaceutical production.

## 2. Emissions

- Green logistics – optimising the supply chain to reduce transport-related CO<sub>2</sub> emissions, promoting energy savings in production, improving waste sorting and reduction, limiting business travel and selecting suppliers with a more environmentally friendly approach.

## 3. Work-life balance

- Flexible working arrangements – introduction of home office, flexible working hours and other measures to support employees.
- Well-being support – investment in mental health programmes, sports benefits and workplace ergonomics.
- Improving corporate culture – burnout prevention and support for sustainable productivity.

## 4. Engagement (employee involvement)

- Increased transparency of internal communication – regular sharing of information about company strategy, ESG activities and future plans.
- Motivational programmes – development of career plans, training and mentoring to strengthen employee engagement.

## 5. Equal pay

- Pay policy audit – regular checks to ensure that remuneration is fair and in line with the principles of equality.
- Transparency of remuneration – introduction of open wage structures and clear criteria for promotion.
- Promoting diversity and inclusion – creating a work environment based on equal opportunities, fair remuneration and respect for employee diversity.



## Other key topics that came to the fore in 2024:

### 6. Energy efficiency

- Further investment in green energy and optimisation of energy consumption in operations.
- Implementation of smart energy solutions for lower consumption and reduced costs.

### 7. Digital transformation

- Automation and robotisation of production processes to make them more efficient and sustainable.
- Improving data management – more efficient data management and integration to improve decision-making processes.

### 8. Cyber security

- Increased data protection and measures to prevent cyber threats.
- Training employees in cybersecurity to reduce the risks associated with digital attacks.

### 9. Compliance and ethical management

- Strengthening compliance programmes and increasing the emphasis on ethical business practices.
- Ensuring compliance with new ESG and pharmaceutical regulations in the EU.

### 10. Social responsibility and local community

- Involvement in CSR activities – support for local non-profit organisations and development of volunteer initiatives.
- Expanding cooperation with universities and technical schools – supporting education and innovation in the field of pharmacy.

These topics are key to the long-term strategy of oncomed manufacturing a.s. and reflect the current challenges the company faced in 2024.

# OUR STRATEGY SUSTAINABILITY

We see sustainability as a key principle of our business, which is reflected in every area of our activities. Our ESG (Environmental, Social, Governance) strategy focuses on responsible management of environmental impacts, support for people and communities, and adherence to the highest ethical standards.



ESG is part of our corporate DNA. In the pharmaceutical industry, a responsible approach to sustainability is not only a matter of social responsibility, but also a key factor for long-term stability and growth. At oncomed manufacturing, we are aware that the production of medicines – especially oncological ones – requires maximum emphasis on safety, ethics and environmental impact. That is why we have integrated the ESG strategy directly into our corporate culture and daily operations.

For us, sustainability is not a short-term initiative, but a long-term commitment. We believe that combining modern pharmaceutical manufacturing with a responsible approach to the environment, employees and society contributes to a better future for all.

We will continue to develop our ESG activities, reduce our environmental impact, support our employees and build a strong, ethical corporate culture. Our commitments are not just words on paper, but concrete steps that move the pharmaceutical industry towards greater sustainability and responsibility.

## ENVIRONMENTAL

**Pharmaceutical manufacturing is inevitably resource-intensive and highly regulated, requiring a responsible approach to reducing environmental impacts. At oncomed, we are therefore actively working on innovations that not only increase the efficiency of our manufacturing processes, but also minimise our carbon footprint and consumption of natural resources.**

We focus on implementing energy-saving technologies, using renewable resources and optimising the supply chain with the aim of reducing logistics-related emissions.

We emphasise the circular economy and efficient waste management – we reduce the amount of non-recyclable waste, seek new ways of recycling, and prioritise materials with a lower environmental impact.

As part of the GreenPharma project, we plan to introduce systems that will enable more efficient use of water.



## **SOCIAL** (Social Responsibility)

**At oncomed, we believe that society is made up of people, which is why we emphasise creating a working environment where every employee feels valued, respected and motivated.**

We support the professional and personal growth of our employees through a wide range of training, mentoring and coaching opportunities that help develop their technical and soft skills.

We respect diversity and ensure equal opportunities and fair remuneration. In addition to professional development, we focus on the well-being of our employees, offering flexible working conditions, including the option of remote and flexible working hours, and we support initiatives focused on mental well-being.

We place great emphasis on occupational health and safety – we regularly train our employees in OHS and implement modern safety measures that reflect the specifics of pharmaceutical production.

Our social responsibility extends beyond the company gates; we participate in community projects, collaborate with non-profit organisations and support educational initiatives that have a real impact on our society.

We are aware that only a strong and cohesive corporate culture will enable us to achieve long-term success while contributing to positive change in society.

## **GOVERNANCE** (Ethical Management and Responsible Business)

**At oncomed manufacturing a.s., we see responsible corporate governance as a key pillar of our ESG strategy, linking transparent business practices, ethical management, sustainable partnerships and effective risk management.**

Our partnerships are sustainable thanks to mutual respect, open communication and adherence to high ethical standards. We have a comprehensive compliance programme in place, which includes a code of ethics, a whistleblowing system and regular employee training, thereby strengthening accountability and ethical decision-making in all areas of our business.

Digital transformation and cyber security are also an important part of our strategy, and we actively invest in these areas. We are modernising our IT systems, strengthening the protection of sensitive data and implementing advanced security measures to minimise cyber risks and ensure operational stability.

For us, responsible corporate governance is not just about meeting regulatory requirements – it is an approach that allows us to build long-term sustainable and trustworthy business. Transparency, responsibility and sustainability are reflected in all our business activities, whether in our relationships with partners, employees, customers or the wider community.

Our goal is not only to ensure high standards of pharmaceutical production, but also to contribute to positive changes in society and the environment, thereby actively supporting a sustainable future.

## ENVIRONMENT

**Our environmental protection strategy is an integral part of our commitment to sustainability and responsible business. At oncomed manufacturing a.s., we are fully aware that our activities have an impact on the environment, and we are therefore committed to minimising it through innovative approaches, modern technologies and effective management of the environmental aspects of our production.**

One of our key commitments is **the safe handling of hazardous waste**. We strictly adhere to the most stringent regulations for the disposal of pharmaceutical waste in order to minimise its impact on ecosystems. We pay special attention to the protection of water resources, as water is an essential element of our production. We strive to minimise its consumption and implement recycling processes and innovative technologies that enable effective wastewater treatment.

That is why we invest in **wastewater treatment** plants equipped with advanced decontamination technologies. Thanks to these innovations, we ensure that our discharged water meets the strictest standards, thereby actively contributing to the protection of aquatic ecosystems.

We believe that sustainable change starts with individuals, which is why employee education and engagement are an important part of our environmental strategy.

We are committed to **transparency and regular reporting on our environmental performance**. Every year, we publish **ESG reports** detailing our sustainability goals, achievements and planned initiatives.

Our environmental strategy is a commitment not only to current generations, but also to future ones. We are actively working on innovations and measures that will enable us to minimise our environmental footprint and contribute to protecting the planet for future generations.

For our detailed carbon footprint certificate for 2024, please click [here in Czech](#) and [here in English](#).

The total carbon footprint in 2024 was 6,076.08 t CO<sub>2</sub>e, an increase of 14.33 % compared to the previous year 2023, which was caused by the commissioning of a new production line for the manufacture of syringes.

Carbon footprint in t CO <sub>2</sub> e	2021	2022	2023	2024
Scope 1	1708.10	1749.47	1791,51	2195,21
Scope 2	1998.00	2705.50	2171,99	2436,16
Scope 3	1345.00	1305.40	1351,03	1444,71



# SUSTAINABILITY STRATEGY FOR 2025

## 1. Reducing our carbon footprint and CO<sub>2</sub> emissions

In addition to increasing the share of renewable energy sources, we will systematically reduce our carbon footprint. However, our goal is to reduce our carbon footprint per bottle or syringe produced. In 2025, we want to start monitoring our carbon footprint per unit produced.

## 2. Reducing waste and supporting the circular economy

One of our key commitments is the consistent application of circular economy principles. In 2025, we want to expand industrial waste sorting and promote the use of recycled materials in our processes. At the same time, we will continue to seek innovative solutions that will lead to the elimination of plastic packaging and unnecessary disposable materials.

## 3. Employee support and well-being

A sustainable future is not only about on environmental measures, but also on supporting our employees. In 2025, we will expand our programmes to support mental and physical health, well-being and professional development. The aim is to introduce new training and development programmes that enable employees to acquire the skills they need for the future, while ensuring a better work-life balance.

## 5. ESG reporting and transparency

In 2025, we will continue to build transparent ESG reporting, which will enable us to effectively monitor progress in sustainability and set even more ambitious goals.

With this strategic approach, we want to ensure that our actions will have a long-term positive impact on the environment, society and our employees

## RENEWABLE ENERGY

In 2024, we set a goal to increase the share of electricity from renewable sources to 20 % of total consumption. In 2025, we will follow up on this commitment by further expanding the use of green energy to 30% and seeking other innovative solutions to reduce the energy intensity of our operations. We will focus on optimising energy consumption in our production processes and the use of energy-saving technologies that will lead to further reductions in CO<sub>2</sub> emissions.

## WATER

Water is a key resource not only for our business but also for the environment. We are committed to responsible water management. We regularly monitor and analyse our water consumption to ensure its sustainable use and reduce unnecessary waste.

## WASTE MANAGEMENT AND CIRCULAR ECONOMY

In 2024, we launched a circular economy audit focused on analysing internal material flows and identifying potential opportunities for their reuse. The results of the audit will provide us with a basis for possible future process adjustments that could lead to more efficient waste management and a reduction in the proportion of non-recyclable materials.

The launch of production line 3 has led to an increase in waste volume. However, the technologies we have introduced enable better handling of selected materials and more efficient sorting. We continue to focus on reducing the proportion of non-recyclable components and optimising waste management.

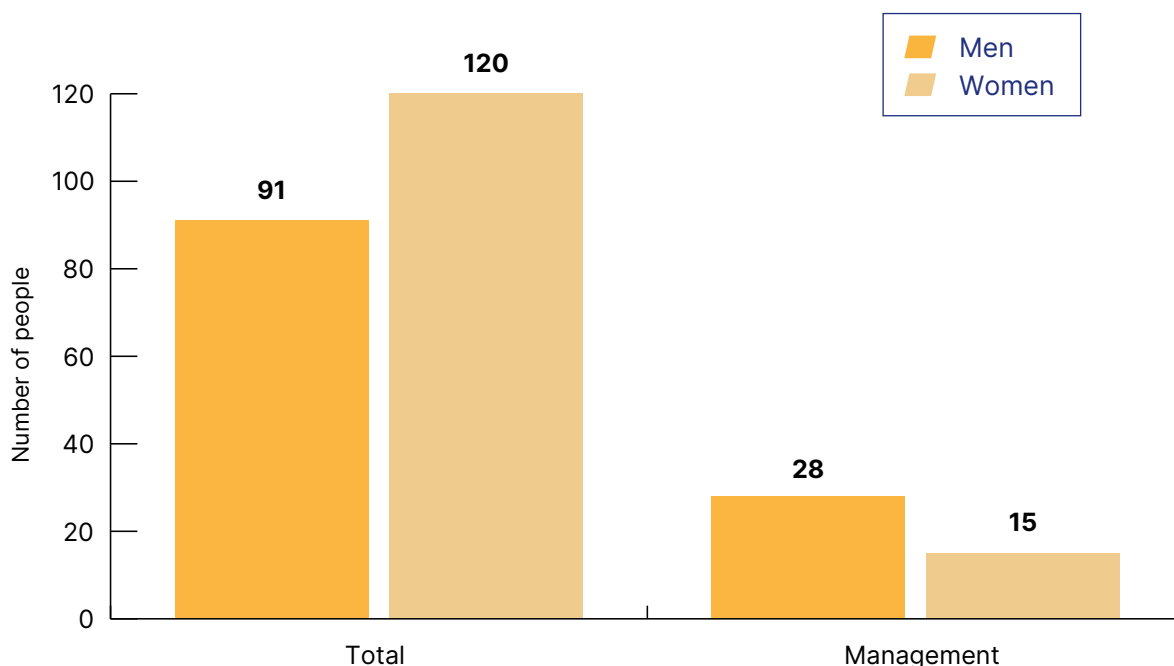
Our strategy for 2025 is focused on further strengthening sustainable processes, reducing environmental impact and promoting the circular economy in all areas of our business. Thanks to these measures, we will continue to minimise our environmental footprint and actively contribute to environmental protection.



# SOCIAL

## “Our employees are our heroes”

Distribution of men and women in 2024



### PEOPLE AT ONCOMED MANUFACTURING A.S. – STRATEGY FOR 2024 AND PLANS FOR 2025

#### Remuneration

We carefully monitor the remuneration of our employees and compare it with the national average. One of our key KPIs is the average salary in the company compared to the average salary in the Czech Republic. We set salary levels based on individual skills and experience, regardless of age or gender.

In 2024, we conducted an audit focused on equal remuneration, which provided us with an overview of the equal pay gap across individual positions. We are currently evaluating the results of the audit and plan to propose measures to eliminate any differences identified in 2025.

#### Employee development

Our employees are encouraged to participate in training courses of their choice, which may focus on developing their professional skills or soft skills. As part of our internal training system, in 2024 we further expanded the Moodle e-learning platform, which allows selected training courses to be conveniently conducted online.

In 2024, we continued to integrate the Veeva system into our training process with the aim of streamlining the management of documentation, quality and regulatory requirements. Veeva is a key tool in the pharmaceutical industry, and its integration into our employee training enables us to improve compliance, speed up approval processes and enhance transparency in the areas of quality and regulations.

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Through training on Veeva Vault QMS, our employees are familiarising themselves with the latest digital tools for documentation management and process control. In 2025, we plan to further expand Veeva training with an emphasis on practical use in manufacturing, clinical trials, and compliance so that our employees can work effectively with regulated data and improve the quality of our processes.

In 2024, we also organised a “Health Day” during which employees had the opportunity to undergo simple medical examinations and consultations with nutritionists and physiotherapists. We want to build on this initiative in 2025 and expand it with additional preventive programmes focused on the physical and mental health of our employees.

### Community involvement

Our company has long supported the local community and actively participates in charitable projects. As we do every year, we also supported the “Cake for Hospice Care” charity collection organised by the Diocesan Charity of Brno.

We are building a strategic partnership with the non-profit organisation Společně k úsměvu (Together for a Smile), which supports former cancer patients. In 2024, we also established a new partnership with the children’s hospice Dům pro Julii (House for Julia) and, together with our employees, actively participated in volunteer activities such as charity runs, helping at stands, and providing physical assistance in community projects.

In 2025, we plan to expand our support for other non-profit organisations and increase our employees’ involvement in volunteer activities, for example through corporate volunteering.

We also plan to collaborate with the Early Care Society, which provides professional support to families with children with disabilities or developmental risks. Its main activity is field early care, where professional counsellors visit families directly to families and help them care for their children, develop their abilities and overcome everyday challenges.

### Education

In 2024, we once again supported the Young Chemist competition, through which we have been motivating students to study chemistry and technical fields. Our employees also actively participated in educational activities – one of them is a member of the school board of the Secondary Industrial School of Chemistry, which allows us to influence the quality of vocational education.

We also collaborated with students and academics from the Faculty of Pharmacy at Masaryk University and the Faculty of Chemistry at Brno University of Technology, where we participated in job fairs and professional meetings.

In 2025, we plan to strengthen our presence at job fairs and offer students internships and trainee programmes that will enable them to gain practical experience directly in our operations.

### Occupational health and safety

In 2024, we successfully passed the ISO 45001 recertification audit. The number of workplace accidents is one of the key indicators we monitor on a daily basis. Thanks to the safety measures we have implemented, we have managed to maintain a record number of days without a workplace accident resulting in incapacity for work.

In 2025, we plan to expand our workplace accident prevention programmes to include practical training for employees and to regularly publish articles on this topic on our internal company system.

### Gender and LGBTQI+

In 2024, we continued to implement the principles of the Pride Business Forum, which we joined in 2023. Our company actively supports equal rights for the LGBTQI+ community and we strive to create an inclusive working environment where every employee feels respected and has equal opportunities.

# GOVERNANCE OUR DIALOGUE WITH STAKEHOLDERS

We have identified the following five main stakeholder groups:

1. **Our people** – this includes not only our employees, but also our target patients and the local community in where we operate. We focus on creating a safe and inspiring work environment, supporting the professional growth of our employees and actively participate in social and community initiatives that contribute to improving the quality of life of patients and residents in our neighbourhood.

2. **Public** – this group includes the media and non-governmental organisations (NGOs) that monitor our activities and their impact on society. Open communication and transparency are key for us, which is why we actively participate in professional discussions, publish relevant information about our business and support education in the areas of pharmacy, sustainability and social responsibility.

3. **Partners** – these include our suppliers, customers, universities and scientific experts. Cooperation with these partners is key to maintaining the high quality of our products and innovations in the field of pharmacy. We support research projects and academic cooperation, and build long-term relationships with reliable suppliers who share our values in the areas of quality, ethics and sustainability.

4. **Authorities** – include government institutions, regulatory bodies, public procurement organisations, professional associations and chambers. We communicate regularly with these institutions to ensure full compliance with

In 2025, we want to further strengthen our inclusive corporate culture and internal processes that promote equal opportunities in all areas. We are implementing a number of specific systemic measures – we support parents and facilitate the reconciliation of work and personal life, with many mothers continuing to work with us during parental leave on a contractual basis, and we also offer a greater number of part-time positions. We have issued a Code of Ethics and Work Rules in which we clearly declare zero tolerance for any form of discrimination. In addition, each employee has an individual development plan for the given fiscal year.

## Satisfaction survey

In 2024, we conducted a group-wide employee satisfaction survey, the results of which we are currently evaluating. Based on the feedback, we will adjust our internal processes in 2025 to better reflect the needs of our employees and support their motivation and job satisfaction.

In 2025, we plan to hold more regular meetings between management and employees, which will enable more open communication, a better understanding of the needs of individual teams, and more effective feedback.

Through these initiatives, we will continue to build a company that not only supports the professional growth of its employees, but also creates an environment in which everyone feels valued and respected.



applicable legislation, contribute to the creation of industry standards and actively participate in improving pharmaceutical regulation.

**5. Investors** – key investors include shareholders, banking institutions and other financial partners who support the long-term growth and development of the company. We focus on transparent and regular communication, providing detailed information about our financial health, strategic plans and ESG initiatives to ensure investor confidence and strengthen our market position.

We address the stakeholders of each group in a targeted manner, with varying frequency and levels of communication. Each interaction is tailored to meet their needs and expectations while reflecting our commitments to transparency, accountability and long-term cooperation.

**How we communicate with stakeholders**  
We engage with stakeholders in each group in different ways, with varying frequency and tailored communication to meet their specific needs, expectations and level of involvement.

### **Our people**

We are in daily contact with our employees through various communication channels. In addition to regular internal communication, employees have access to the intranet, a communication box and a whistleblowing system where they can anonymously share their suggestions, concerns or problems. We regularly conduct employee satisfaction surveys to gather feedback and continuously improve the working environment. We encourage open dialogue between management and employees through regular meetings and informal gatherings.

### **Public**

Our activities and projects are transparent, which is why we regularly inform the public about our actions and results. We actively communicate through social media, press releases and CSR activities. We organise educational campaigns and public meetings where we address topics related to pharmacy, sustainability and innovation in biotechnology. We cooperate with the media, give interviews and provide expert commentary to contribute to public education and awareness.

### **Partners**

We collaborate with a wide range of partners, including suppliers, customers, universities and scientific institutions to achieve common goals and innovations. Our partnerships are based on trust, open communication and mutual respect. We regularly hold meetings and discussions with key partners to discuss opportunities for cooperation, new projects and mutual expectations. We facilitate the sharing of know-how and exchange experiences through professional seminars and research projects.





## Authorities

We maintain regular dialogue with regulatory and government authorities to ensure that our activities comply with applicable laws and regulations. We actively participate in consultations and working groups, where we contribute to the creation of policies and regulations in the field of pharmacy and healthcare. We regularly communicate with the Ministry of Health, the State Institute for Drug Control (SÚKL) and other regulatory authorities to ensure the smooth running of certification and licensing processes.

## Investors

Our investors are key partners in our growth and success. We regularly inform them about our financial results, strategic plans and significant events. Communication takes place through annual reports, regular conference calls, meetings with shareholders and investors, as well as online platforms for sharing important information. We strive to maintain a transparent and open approach that promotes investor confidence and the long-term stability of the company.

## Life Sciences 4.0 – connecting stakeholders from business and academia

The Life Sciences 4.0 initiative brings together experts from industry and academia to work together on innovative solutions in biotechnology and healthcare. We support research, development and commercialisation of new technologies and treatment methods. We regularly organise meetings, conferences and expert workshops where scientists, developers and company representatives

share their knowledge, discuss trends and establish new collaborations. Our goal is to connect academic and industrial innovation, which contributes to the development of modern pharmacy and healthcare.

## CAFF – contracting authorities

As members of the Czech Association of Pharmaceutical Companies (CAFF), we work with contracting authorities to ensure the availability and quality of medicines on the Czech market. Together, we work to optimise processes, improve regulations and support innovation in the pharmaceutical industry. We regularly participate in meetings, conferences and expert discussions, where we jointly address current challenges, regulations and the future strategy of the Czech pharmaceutical market. Communication with contracting authorities takes various forms, from face-to-face meetings, conferences and workshops to e-mail communication with important documents and recommendations. Thanks to this cooperation, we can contribute to streamlining pharmaceutical processes and strengthening the position the Czech pharmaceutical industry at the international level.

Our approach to stakeholders is targeted and tailored to the specifics of each group.

The key principles of our communication are openness, transparency and mutual trust, which enable us to build long-term relationships and maintain responsible business practices.

# THE DOCUMENTS WE FOLLOW

- **Personal data protection on the website** – rules for handling the personal data of website visitors in accordance with the GDPR.
- **Cyber security** – IT rules for users, implementation of technical solutions, principles of protection against cyber threats.
- **Business ethics** – code of ethics, principles of responsible behaviour in relation to clients, employees and business partners.
- **Occupational health and safety (OHS)** – OHSAS/ISO 45001 audit, principles of a safe working environment.
- **Supplier Code of Conduct** – requirements for supplier responsibility and ethical conduct.
- **Whistleblowing** – rules for anonymous reporting of unethical behaviour or violations of internal rules.
- **Sustainability and ESG policy** – commitments in the areas of the environment, social responsibility and corporate governance.
- **Competition rules and anti-corruption policy** – principles for the prevention of conflicts of interest and fair business practices.
- **Risk management** – system for identifying, assessing and mitigating risks within the company.
- **Regulatory compliance** – compliance with pharmaceutical legislation, including good manufacturing practice (GMP) and pharmacovigilance rules.
- **Inclusion and diversity policy** – rules ensuring equal opportunities and support for diversity in the workplace.
- **Link to all of the above policies** – centralised access to official documents.

Adding these documents will ensure comprehensive coverage of all areas of company management, responsible business, ethics and regulatory compliance. If you would like to develop any of these areas further, we can create more detailed descriptions of individual policies.

# ESG METRICS AND KPIs (YEAR-ON-YEAR COMPARISON)

**As part of our ESG strategy, we emphasise transparency and measurability of our goals. For effective sustainability management, we regularly monitor key performance indicators (KPIs) in the areas of environmental impact, social responsibility and corporate governance.**

These metrics enable us to evaluate progress, identify areas for improvement and set more ambitious goals in line with global ESG standards and regulatory requirements such as CSRD and EU Taxonomy.

Every year, we analyse **the development of our ESG metrics** and compare them with previous periods to ensure **long-term and systematic growth in sustainability**. For example, we monitor:

- Share of renewable energy in total consumption
- Reduction of CO<sub>2</sub> emissions and carbon footprint within Scope 1, 2 and 3
- Water and waste efficiency, including recycling rates
- Diversity and inclusion in the workplace
- Employee satisfaction, turnover, and investment in training
- Degree of ESG compliance in the supply chain

These metrics enable us to identify strengths and challenges in our ESG strategy and take measures that lead to the long-term sustainability of our company. Our commitments are not merely theoretical – we regularly report on the results achieved, set new goals and work to **integrate ESG principles into our business as much as possible**.

We believe that **measurability and transparency are key to responsible business**, which not only meets regulatory requirements but also contributes to positive changes in society and the environment.

# AUDIT AND ESG STANDARDS FOR SUPPLIERS

We realise that responsible business does not begin and end with our own operations, but also encompasses the entire supply chain. That is why we emphasise that our suppliers share the same values in the areas of ethics, sustainability and safety, comply with applicable legislative requirements and actively contribute to environmental protection and fair working conditions. We base our cooperation on transparent communication, mutual trust and regular evaluation, which enables us to raise standards together and strengthen the positive impact of our business in the long term.

## New legislative requirements

We are actively preparing for new ESG legislative requirements, such as CSRD for extended non-financial reporting and the EU Taxonomy, which defines sustainable business. These steps will help us meet regulatory standards, increase transparency and strengthen our competitiveness in the pharmaceutical market.

- **CSRD (Corporate Sustainability Reporting Directive):** Oncomed Manufacturing will be required to report under the CSRD from 2027. We are preparing for this transition by introducing new methodologies for monitoring emissions and ESG risks.
- **EU Taxonomy:** We plan to increase the share of activities that meet the sustainability criteria according to the EU Taxonomy compared to 2024.



## CLIMATE RISK ANALYSIS

We are aware that climate change can affect not only our production, but also the entire supply chain. That is why we regularly analyse climate risks, including the impact of extreme weather on logistics and the availability of raw materials, rising energy costs and regulatory changes related to decarbonisation.

We focus on reducing our carbon footprint, increasing energy efficiency and diversifying our suppliers in order to minimise the impact of these changes on our operations and ensure the long-term sustainability of our production.

- **Physical risks:** Impact of extreme weather on the supply chain (e.g. restrictions raw material availability during droughts or floods).
- **Transition risks:** Impact of new regulations (EU Taxonomy, higher carbon permit prices) on operating costs.
- **Adaptation strategy:**
  - Transition to renewable energy sources
  - Improving the supply chain to increase resilience

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# EMPLOYEE DIVERSITY

**We believe that diversity drives innovation and strengthens corporate culture. That is why we support equal opportunities regardless of gender, age, nationality or other factors, and actively work to ensure fair representation of women in management.**

We also focus on intergenerational cooperation, where we combine the experience of senior employees with the new perspectives of younger colleagues. Through training, mentoring and an inclusive work environment, we want to create conditions where every employee can develop and contribute to the company's success.

## Proportion of employees under 30

2022 – 4,0 %

2023 – 7,0 %

2024 – 11,8 %

Target for 2025: 13 %

## Employee turnover rate 2022

2022: 12,4 %

2023: 15,9 %

2024: 11,4 %

Target for 2025: Reduction to below 10 %

## Age diversity and support for employees aged 55+

As of 31 December 2024, the company had a total of 204 employees, 119 of whom were women. The average age of employees was 42, which indicates a balanced ratio between younger and more experienced colleagues.

The largest group was employees aged 45–54 (67 people), followed by the 35–44 age group (55 people). A significant number of women can be seen in the 45–54 age group, where they make up 45 of the total 67 employees. In 2024, there were a total of 26 employees under the age of 30.

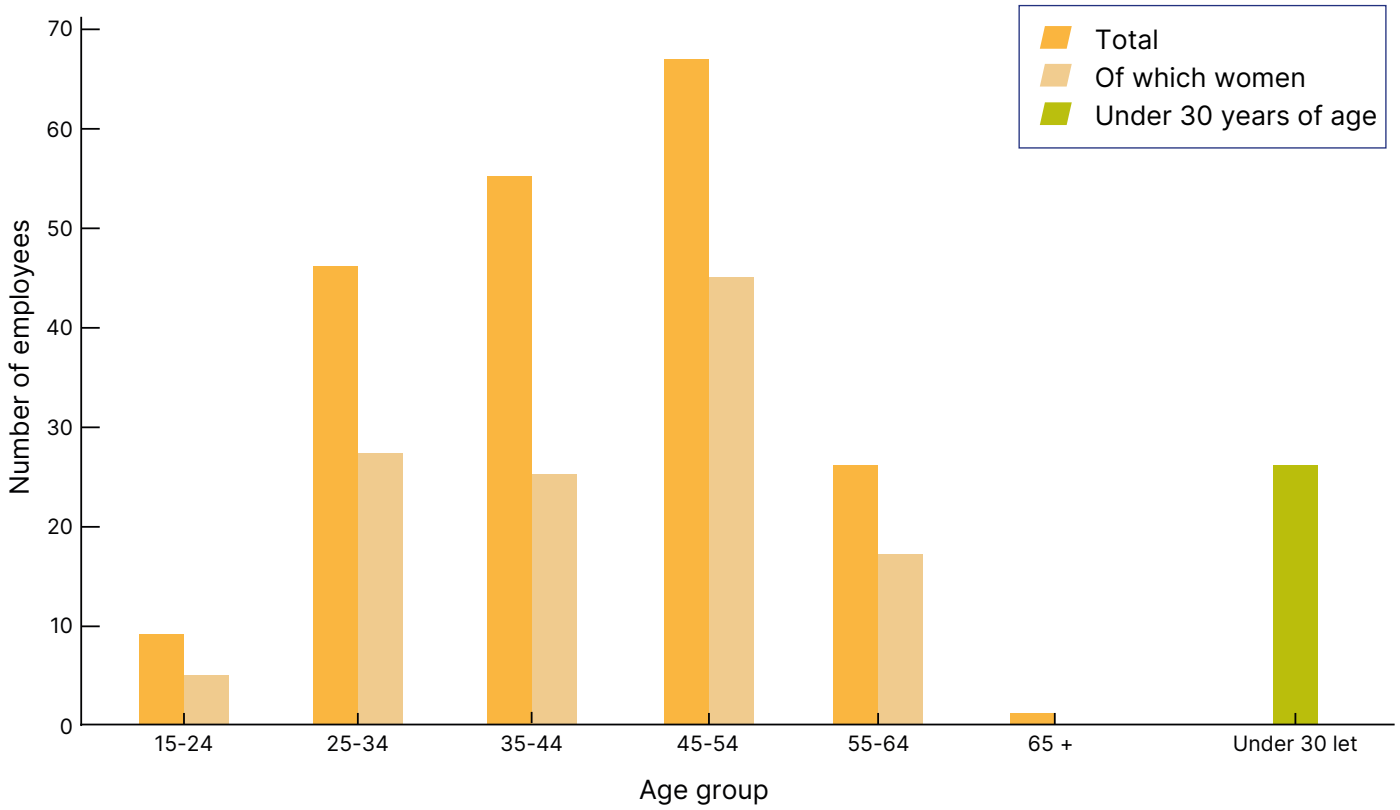
The lowest representation is among employees aged 65 and over – currently, there is only one employee in this age category working for the company.

Age diversity is an important element of sustainable development, as it combines the innovative approach of younger employees with the experience of older ones. The company continues to create conditions for intergenerational cooperation and career growth across all age groups. Emphasis is also placed on equal opportunities – there is no significantly underrepresented, which supports the long-term effort to achieve gender balance.

We actively support employees aged 55+ by adjusting working conditions, offering part-time opportunities and health benefits that reflect their individual needs. Although work in pharmaceutical manufacturing is often associated with higher physical and mental stress, we strive to ensure that older colleagues can retain their jobs and grow professionally. We offer more flexible working arrangements, we adapt workplaces in terms of ergonomics and focus on targeted training that takes into account the needs of this group. An individual approach allows us to respond to changing demands with regard to the age and health of our employees.

At the same time, we value the experience that older colleagues bring to teams. We see generational diversity as a natural source of stability and continuity – it promotes knowledge transfer, mentoring and a responsible approach to work. We consider the involvement of employees aged 55+ to be key to the sustainable development and long-term performance of the entire team.

### Age distribution of employees by gender (2024)



# TRAINING AND DEVELOPMENT

**We place great emphasis on the continuous development of our employees, as we believe that their expertise and skills are key to the long-term success of the company.**

We offer a wide range of training courses, from technical and professional courses to programmes focused on soft skills, leadership and ESG topics.

We support mentoring and coaching to help employees grow and develop in their profession.

We also focus on an individualised approach to development so that everyone has the opportunity to strengthen their competencies in line with their professional goals. Our goal is to create an environment where our people feel motivated, valued and have room for personal and professional growth.

- **Number of training hours per employee:**  
we do not record this data
- **Number of employees involved in mentoring programmes:** 1



# ESG RISK MANAGEMENT AND INTERNAL AUDITS

**We systematically manage ESG risks to ensure the long-term sustainability of our business.**

We focus on risks related to the supply chain, carbon footprint, cyber security and compliance with ESG legislation. We then integrate the identified areas for improvement into our processes, thereby minimising risks and increasing the transparency and effectiveness of our ESG strategy.

# STAKEHOLDER ENGAGEMENT AND FEEDBACK

**We recognise that open communication with stakeholders is key to long-term sustainable business. We regularly engage with employees, suppliers, customers and regulators to better understand their expectations and integrate them into our ESG strategy.**

We organise satisfaction surveys, workshops and meetings where we gather feedback on our activities and identify areas for improvement. Based on this feedback, we develop programmes for employee well-being, strengthen the sustainability of our supply chain and increase transparency in ESG data reporting.

Our goal is to actively listen and create an environment where all stakeholders are involved in shaping a sustainable future.



## SUSTAINABILITY GOALS FOR 2025

### Environmental (E)

1. Increase the share of electricity from renewable sources to 30 % of total consumption.
2. Complete a circular economy audit to identify new opportunities for recycling and optimising material flows.

### Social (S) – Social responsibility

1. Take measures to eliminate differences identified in the equal pay audit.
2. Increase employee involvement in CSR activities by 30 % through volunteer programmes and corporate initiatives.
3. Organise a “Health Day” with an expanded programme focused on disease prevention and the physical and mental health of employees.
4. Participate in the nationwide initiative Všem ženám (To All Women), which raises awareness in the areas of women’s health, safety and self-confidence.
5. Organise a Family Day for employees and their families to promote work-life balance.

### Governance (G) – Responsible management

1. Introduce screening of business partners in terms of compliance with ethical standards and codes, including ESG standards.
2. Strengthen cyber security and introduce regular training for employees on data protection.
3. Regularly monitor and report ESG results and transparently share progress made.

These goals will help us effectively manage our sustainability commitments, strengthen our responsibility towards our employees, the community and the environment, and ensure long-term stability and competitiveness in the market.



# SUMMARY AND EVALUATION OF ESG ACTIVITIES FOR 2024 IN THE CONTEXT OF 2023

## 1. Strategic shift and deepening of commitments

In 2024, the company's ESG strategy was further strengthened. The area of CSR was further expanded, particularly towards the local community and cancer patients.

**2. Environmental** In 2023, the modernisation of production facilities began with the aim of reducing the carbon footprint and increasing energy efficiency. In 2024, a new production line 3 was put into operation.

## 3. Social

The company continued to strengthen its activities in the area of employee care and education. Compared to 2023, when cooperation programmes with schools and improvements in working conditions were launched, in 2024 the focus shifted to work-life balance, employee wellbeing, fair remuneration and mentoring programmes. The area of diversity and inclusion also became more prominent.

## 4. Governance

In 2023, the foundations were laid for transparent management through internal policies, audits and compliance programmes. In 2024, this trend was reinforced by the introduction of codes of ethics, cyber security, open wage structures and employee involvement in corporate decisions. Significant progress was also made in the area of digitalisation and automation, which were described in more detail and implemented in 2024.

## 5. Legislation and compliance

In 2023, emphasis was placed on compliance with standards such as REACH, GMP and ISO 45001. In 2024, the company proactively responded to new legislative frameworks. Cooperation with the EMA, SUKL and other regulatory authorities was also expanded.

## 6. Risk and materiality analysis

Key topics from 2023 (emissions, waste, work-life balance) were confirmed in 2024 and expanded to include other areas, such as digital transformation, compliance, and social responsibility. The company systematically evaluates external and internal influences on its business and adapts its strategy to current challenges.

# EVALUATION OF GOALS FOR 2024

In 2024, we set a number of goals in the areas of environmental, social and corporate governance. These goals were continuously pursued with the aim of strengthening the sustainability of our activities, improving the working environment and increasing the transparency of processes. Below is an overview of the fulfilment of key goals:

## 1. E

**2024 target:** 1. Increase the share of electricity from renewable energy sources to 20% of total consumption.

**Status 2024:** Target achieved. In 2024, we sourced 20% of our total consumption from renewable energy sources.

**2024 target:** 2. Conduct a circular economy audit

**Status in 2024:** Target partially achieved. The audit was launched in the second half of 2024, with an initial analysis of material flows and identification of key areas with potential for improvement. However, the complete evaluation and proposal of specific measures will not be completed until the second half of 2025.

## 2. S

**2024 target:** 1. Conduct an audit focused on equal pay (equal pay gap)

**Status 2024:** Target achieved.

**2024 target:** 2. Increase employee involvement in CSR activities by 10%

**Status 2024:** Target not achieved. Despite the creation of several CSR opportunities, it was not possible to increase employee involvement by the planned 10%.

It turned out that long-term and systematic interest in socially responsible activities on the part of remains limited. In the future, we will therefore look for new forms of motivation and ways to better integrate CSR into everyday life at the company.

## 3. G

**2024 target:** Introduce screening of business partners in terms of compliance with ethical standards and codes.

**Status 2024:** The goal was not achieved.

Although the goal was identified as important for strengthening a responsible supply chain, its implementation was postponed in 2024. The main factors were other priority activities and the need to better set up the internal processes and competencies necessary for effective partner screening.

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# CONCLUSION

The year 2024 was a period of significant progress for oncomed manufacturing a.s. in the area of environmental, social and governance responsibility.

We continued to modernise our production, expanded our ESG activities and launched specific measures that reflect the current challenges facing the pharmaceutical industry and the requirements of European legislation.

In the environmental area, we launched a circular economy audit, implemented measures to reduce energy consumption, and increased the share of renewable sources to 20 %.

The total carbon footprint in 2024 was 6,076.08 t CO<sub>2</sub>e, representing a year-on-year increase of 14.33 % due to the launch of a new production line. Despite this growth, we focused on more efficient use of resources and plan to monitor emissions per unit produced.

In the social area, we conducted an equal pay audit, expanded educational activities, and supported employees through wellbeing programmes. We continued to actively support non-profit organisations and deepened our partnerships with communities and educational institutions.

In the area of governance, we strengthened our compliance system, participated in expert working groups and invested in digitalisation and cyber security. We monitor legislative developments and prepare for future requirements, including the CSRD directive, the validity of which has been postponed until 2027.

Our long-term ambition remains the responsible development of the company, based on facts, measurable results and a real impact on the environment, employees and the community.



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