



GEDEON RICHTER

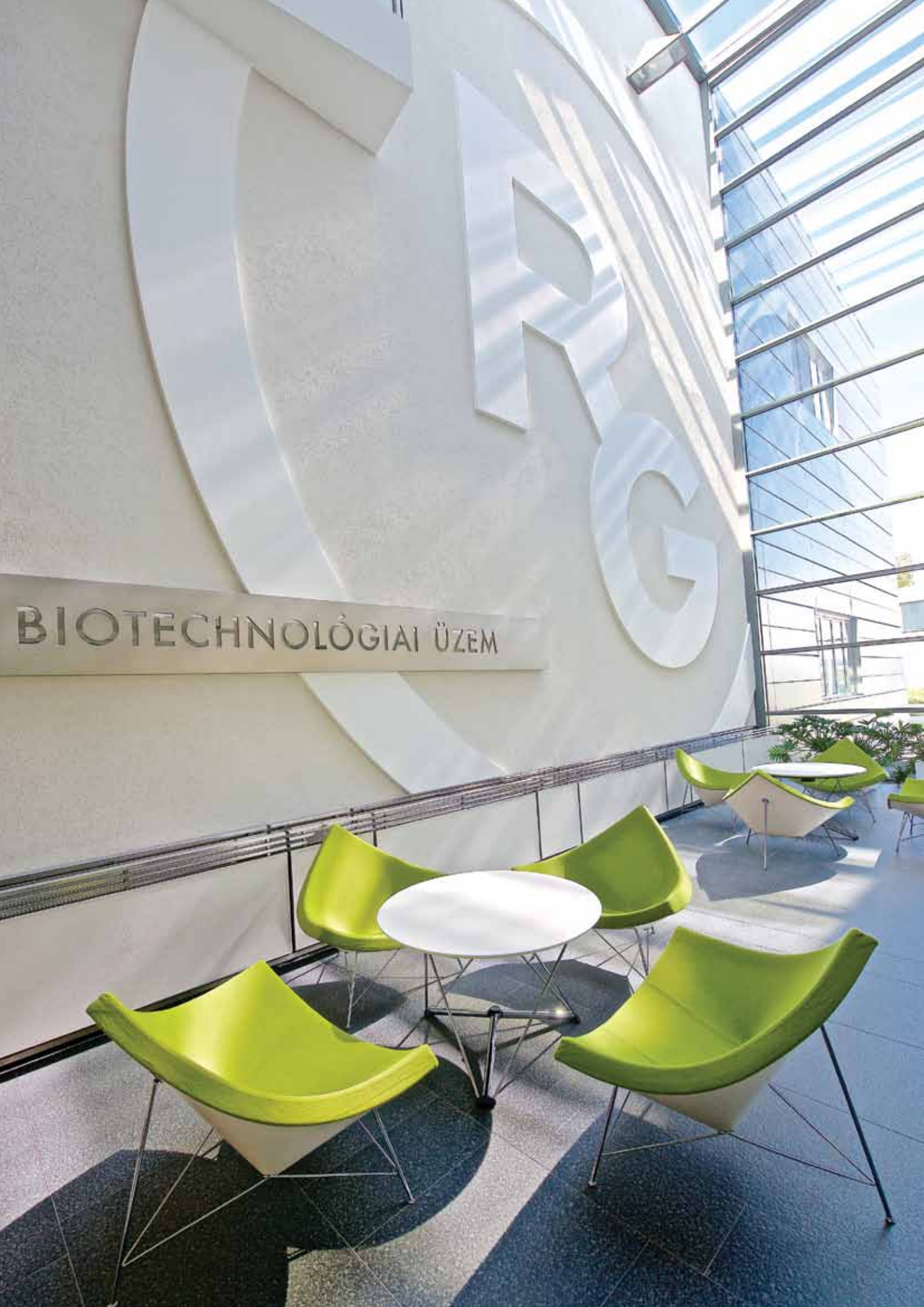
# Sustainability Report

2014-2015





BIOTECHNOLÓGIAI ÜZEM



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### Dear Partner, Dear Employee, Dear Reader,

Richter is the only Hungarian pharmaceutical company without a foreign strategic investor that operates in the international markets. While remaining on the path of growth pursued in the last two years, we continue to make every effort to maintain, through our presence and market share, our status as a major player in the Hungarian pharmaceutical industry.

Our long-term strategy is focused on sustainable growth based on the supply of up-to-date and effective medicines, and at the same time we are committed to making the knowledge and information necessary for preventing diseases as widely available as possible. The key aspects of our strategy and operation are innovation, effectiveness and compliance, which guarantee sustainable and long-term growth.

We are constantly working to ensure that our business strategy reflects our responsibility with regard to society and sustainability. These values transcend our financial performance; an increasingly important role is played by factors such as the impact of our activity on the environment and on society, the confidence that doctors and patients have in our products, and the fact that we constantly provide our employees with opportunities for professional advancement. Our social impact extends to all areas in which stakeholders directly influence the operation of our company.

Our financial data is consolidated at Group level; we publish these in our annual reports. A solid financial situation, and maintaining trust and credibility in our relationships with investors, are an important aspect of our operation. Other key elements are the research and development work, corporate governance, business ethics, risk management, compliance and transparency that support our long-term business success.

Our global, multinational presence makes it important for us to also be competitive at international level. For our company, the most pressing business challenge of recent years has been our transformation into a specialised pharmaceutical company. Besides our women's health products, we are strengthening our proprietary research portfolio in the field of the central nervous system, and we continue to devote considerable attention to the market for biopharmaceuticals. Richter's ownership structure has not changed in comparison to previous years: it remains an independent, Hungarian-managed multinational corporation. The Hungarian management makes decisions in line with the corporate strategy approved by the Board of Directors and drawn up with the interests of both Richter and the domestic economy in mind.

We have a presence in more than 100 countries around the world and are a leading global player in the women's health sector. As a transparent, ethical company, our operation is characterised by significant CSR activity.

We make committed efforts to ensure that our company, and thus society too, develops in a sustainable manner. During our operations, we aim to strike a balance between responsibility and competitiveness, thus creating value for our stakeholders.

The Richter Group will continue to conduct its activity with an emphasis on effectiveness and transparency.

Erik Bogsch  
Chief Executive Officer



Our company reports on its economic, environmental and social performance in a Sustainability Report once every two years.

Our fifth such report relates to the years 2014-2015. Prior to this, we issued a report in 2014, in which we reported on the events and developments of the years 2012-2013.

A major change in the sustainability reporting process is the switch from version G3.1 to version G4 of the GRI reporting guidelines, which focuses on the main stakeholders and key elements of operation. The basis of our report is the research which was conducted by KPMG Hungary, an independent consultancy firm. The research relates to all of Richter's Hungarian stakeholders and the material elements of the firm's activity in Hungary. The specified material issues relate to all units within the organisation.

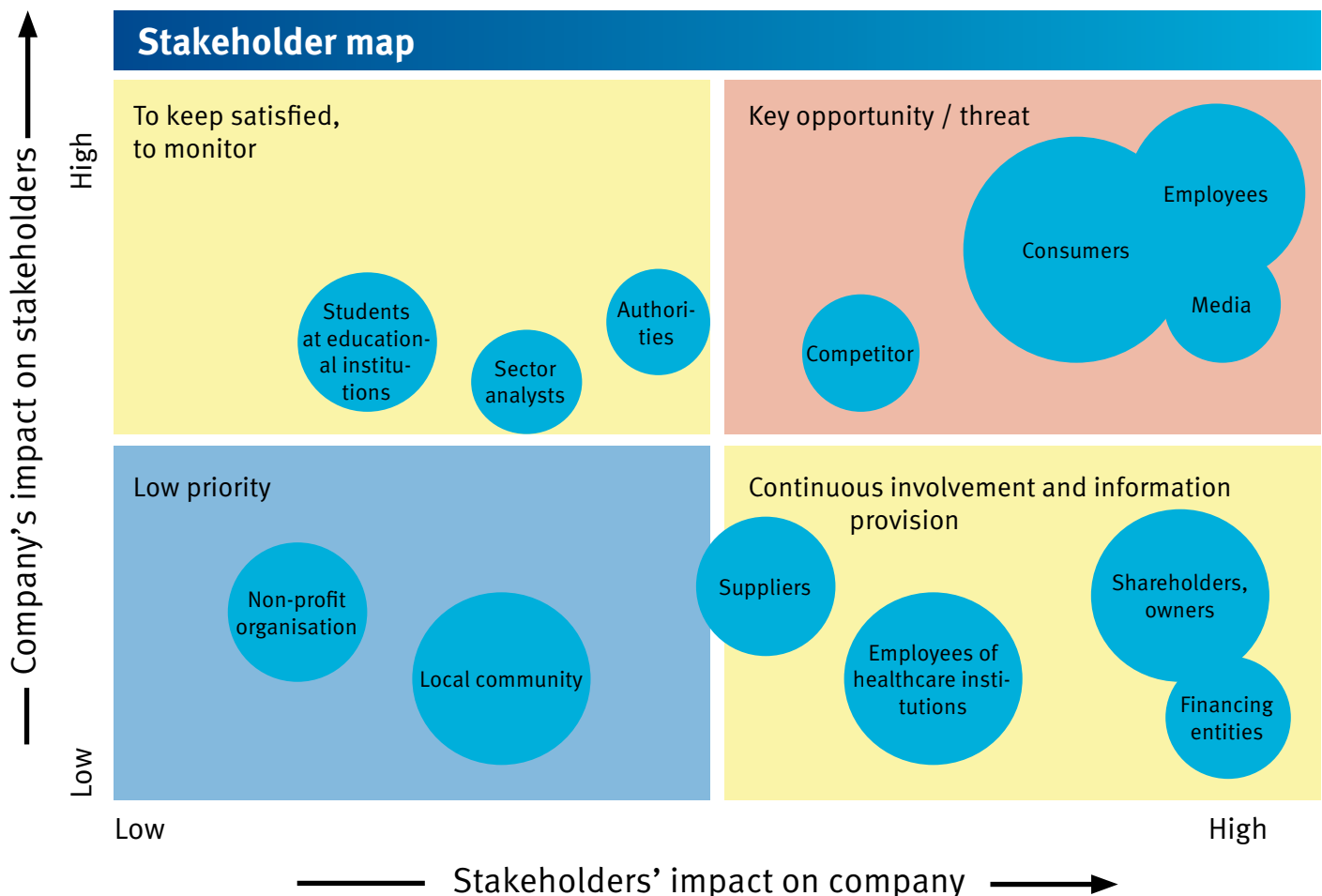
Those who participated in the survey were: suppliers, employees of healthcare institutions, fi-

ancing entities, consumers, authorities, sector analysts, local communities, the media, employees at Richter, non-profit organisations, students at educational institutions, shareholders and owners.

In determining the various stakeholders the following criteria were taken into account:

- who does the company's operation have an impact on?
- who impacts the company's operation?
- who are most directly dependent on the company's operation and results?

We drew up the stakeholder map below, reproduced with the permission of KPMG Hungary, on the basis of the non-representative, questionnaire-based survey and in-depth management interviews.





# ABOUT THE REPORT

## Our focus areas

### CORPORATE GOVERNANCE

- Corporate structure
- Ethics, discrimination
- Stock market presence
- Investor relations
- Authorities
- Communication in practice



### QUALITY IN MEDICINE

- Research and development
- The health and safety of our consumers
- Packaging materials
- Pharmacovigilance
- Screening programmes and health education
- Richter for Women



### OUR HUMAN RESOURCES

- Support for education and students
- Our subsidiaries' activities in support of education
- Support for our employees
- Healthy workplace



### ENVIRONMENTAL RESPONSIBILITY

- Energy consumption
- Carbon dioxide emissions
- Water use
- Solvent reuse
- Raw materials use
- Environmental activity of our foreign manufacturing subsidiaries



Material issue	GRI	Page number	Direct impact on external stakeholders
<b>Material issues in terms of economic performance</b>			
Ethical operation			
Compliance	G4-15 G4-56 G4-PR7	12.; 16.; 20. 16-17. 20.	shareholders, customers, partners
Transparent operation			
sustainability management	G4-34	12-15.	shareholders
integrated report			
<b>Material issues in terms of internal social performance</b>			
Support for education and students			
educational institutions	G4-SO1	43.	local community
development of students	G4-SO1	43.	local community
Support for employees			
healthy workplace	G4-LA6	59.	
professional training	G4-LA9	31.; 42-43.	
<b>Material issues in terms of external social performance</b>			
Health products			
modern therapeutic solutions	G4-PR1	32-36.	customers
affordable products			customers
Health awareness			
health education	G4-SO1	46-47.	local community
screening programmes	G4-SO1	36-37.	local community
<b>Material issues in terms of environmental performance</b>			
Lower per-unit materials consumption			
solvent reuse	G4-EN2	50.; 62.; 66.	local community, natural environment
energy efficiency	G4- EN3	49.; 62.; 66.	local community, natural environment
packaging materials		33-34.	local community, natural environment
Less pollution			
water	G4- EN22	50.; 64-65.; 68-69.	local community, natural environment
CO <sub>2</sub>	G4-EN15	49.; 63.; 67.	local community, natural environment
less hazardous materials		35-36.	local community, natural environment

## ABOUT THE REPORT

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Our Group-level operation extends to all of the company's focus areas, and therefore we are disclosing the Group-level information with regard to the given focus area.

We plan to carry out a survey of the stakeholders and material aspects of our manufacturing subsidiaries (GR Romania, GR Polska, GR RUS, Richter Themis Medicare) in 2017. Publication of the integrated report containing the company's financial and corporate social responsibility results – which will also be available in English – will take place after this.

Our Polish, Russian and Romanian subsidiaries are engaged in the manufacturing of finished products. Our Indian company produces intermediates and active ingredients. We consider our intermediate and active ingredient manufacturing operations to have a material impact on the environment, while the environmental impact of finished product manufacturing is negligible. No manufacturing activity is conducted at our Swiss subsidiary (PregLem).

Our representative offices, commercial and wholesale companies, and many of our interests that support the Richter Group's activity through the provision of services, are not covered in this report.

The disclosed information is based on documented measurements, calculations, and the reports and records of authorities.

Our report is not audited.

The sustainability report corresponds to the "Core" application level defined in the GRI G4 Guidelines, and has been checked by an independent external party, Alternate Kft. The pdf version of our sustainability report – as in previous years – is downloadable from the website of Gedeon Richter Plc: [www.richter.hu](http://www.richter.hu).

If you have any questions or comments regarding the report, please send them to [posta@richter.hu](mailto:posta@richter.hu).





Headquartered in Hungary, Gedeon Richter Plc. is a global, specialised pharmaceutical company that builds on innovation. It is the only domestically-owned company in Hungary to operate without any foreign strategic investor. Our activities are vertically integrated: we are engaged in pharmaceutical manufacturing, research and development, sales and marketing. Our primary therapeutic areas are women's health and the central nervous system.

Among the manufacturers in Hungary, and in the Central and Eastern European region generally, Gedeon Richter Plc. spends the most on research and development, on average 10% of its sales revenue: in 2014, HUF 43.7bn and in 2015, HUF 34.8bn. Besides our original research (central nervous system, gynaecology), our research and development base, with a staff of almost 1,000, also develops generic and biosimilar products.

With regard to original research Richter, as the region's most significant pharmaceutical research centre, places the emphasis on the triumvirate of innovation, technological standards and speed. Our outstanding innovation activity has earned us accolades on numerous occasions.

The Richter Group's sales revenue in 2015 amounted to HUF 365,220 million (EUR 1,179 mil-

lion), which represents a 3.3% growth (a 2.9% increase in euro terms) in comparison to 2014.

Our company's activity is supported by numerous subsidiaries, jointly managed and affiliated companies. The Richter Group is made up of all these companies, together with the parent company. On 31 December 2015 the employee headcount in Hungary was 4,940 persons, with 11,431 persons employed across the group as a whole. The combined performance of the Richter Group amounts to more than just the sum of the individual performance ratios of the various companies. Our manufacturing subsidiaries operating in our traditional markets, as well as the establishment and continuous expansion of our own, specialised marketing network, are what laid the foundations for the Richter Group's multinational presence.

Richter conducts sales activity across five continents, and maintains a direct presence in more than forty countries. It has a total of 6 subsidiaries and joint ventures engaged in manufacturing and development, plus 29 representative offices and 38 trading and wholesale companies.

We have strengthened our presence in the rapidly growing Chinese market, where we currently operate a network of 225 medical representatives.

Also of particular importance in terms of our future is the Latin American market. For the purpose of selling our gynaecological products we have established joint ventures in the countries of the region.

In addition to the above, Richter has a number of interests that support the Richter Group's activity through the provision of services.

Richter has a widely recognised brand name and a well-established sales network in Hungary, Central and Eastern Europe and the CIS countries. The company has also built up its own marketing network in Western Europe for the marketing of Richter's women's health products. Richter supplies products to its partners in the United States in the framework of strategic partnership contracts and long-term agreements.

### Members of the Richter Group

#### Production and development subsidiaries and joint ventures

India, Vapi – Richter-Themis Medicare (India) Private Ltd.

Poland, Grodzisk – Gedeon Richter Polska Sp. z o.o.

Germany, Bovenau – Richter-Helm BioLogics GmbH & Co KG

Russia, Yegoryevsk – ZAO Gedeon Richter RUS CJSC

Romania, Târgu Mureş – Gedeon Richter Romania S.A.

#### Development subsidiaries

Switzerland, Geneva – PregLem SA

#### Representative offices

Azerbaijan, Baku

Belarus, Minsk

Bulgaria, Sofia

Estonia, Tallin

Georgia, Tbilisi

India, Mumbai

Kazakhstan, Almaty

Kyrgystan, Bishkek

Latvia, Mārupe

Lithuania, Vilnius

Moldova, Chişinău

Mongolia, Ulan Bator

Russia, Khabarovsk

Russia, Irkutsk

Russia, Yekaterinburg

Russia, Kazan

Russia, Krasnodar

Russia, Moscow

Russia, Novosibirsk

Russia, Saint Petersburg

Russia, Volgograd

Armenia, Yerevan

Serbia, Belgrade

Tajikistan, Dushanbe

Turkmenistan, Ashgabat

Ukraine, Kiev

Uzbekistan, Tashkent

Vietnam, Hanoi

Vietnam, Ho Chi Minh City

#### Sales and marketing companies

United States of America, Ridgewood – Gedeon Richter USA Inc.

Austria, Vienna – Gedeon Richter Austria GmbH

Belgium, Diegem – Gedeon Richter Benelux SPRL

Bolivia, Santa Cruz – Gedeon Richter Bolivia S.R.L.

Brazilia, Sao Paulo – Gedeon Richter Do Brasil Importadora, Exportadora E Distribuidora S. A.

Chile, Santiago – Gedeon Richter (Chile) SpA

Czech Republic, Prague – Gedeon Richter Marketing ČR s.r.o.

Curacao – Mediplus N.V.

Ecuador, Quito – Gedeon Richter Ecuador SA

United Kingdom, London – Gedeon Richter UK Ltd.

France, Paris – Gedeon Richter France S.A.R.L.

Croatia, Zagreb – Gedeon Richter Croatia d.o.o.

Jamaica, Kingston – Medimpex West Indies/Jamaica Ltd.

Kazakhstan, Almaty – Gedeon Richter KZ

China, Shanghai – GRmidas Pharmaceuticals Company Ltd.,



Gedeon Richter Pharmaceutical (China) Co. Ltd.  
 Columbia, Bogotá – Gedeon Richter Columbia S.A.S.  
 Poland, Warsaw – Gedeon Richter Polska Sp. z o.o.  
 Mexico, Tlalnepantla – Gedeon Richter Mexico, S.A.P.I. de C.V.  
 Moldova, Chişinău – Richpangalfarma S.R.L., Gedeon Richter Retea Farmaceutica S.R.L.  
 Germany, Cologne – Gedeon Richter Pharma GmbH  
 Germany, Hamburg – Richter-Helm Biotec GmbH & Co. KG  
 Italy, Milan – Gedeon Richter Italia s.r.l.  
 Russia, Moscow – OOO Farmarichter  
 Armenia, Yerevan – SP OOO Richter-Lambron, SP OOO Gedeon Richter AptyeKa

Peru, Lima – Gedeon Richter Peru S.A.C.  
 Portugal, Lisbon – Gedeon Richter Portugal, Unipessoal LDA  
 Romania, Corunca – Gedeon Richter Farmacia S.A., SC Pharmapharm Romania S.A.  
 Spain, Barcelona – Gedeon Richter Ibérica S.A.  
 Switzerland, Cham – Gedeon Richter (Schweiz) AG  
 Sweden, Stockholm – Gedeon Richter Nordics AB  
 Szlovákia, Bratislava – Gedeon Richter Slovakia, s.r.o.  
 Croatia, Ljubljana – Gedeon Richter d.o.o.  
 Ukraine, Kiev – PAT Gedeon Richter UA  
 Ukraine, Vyshneve – PAT Gedeon Richter UA





### The company's operation

**Our company, in keeping with the standards of ethical business conduct, and in compliance with the statutory and authority requirements, follows the Responsible Corporate Governance Guidelines of the Budapest Stock Exchange.**

The company's operations are defined by its Statutes and Organisational and Operational Regulations. In addition to these key documents, the company's day-to-day operations are further regulated by Board of Directors' and General Meeting resolutions and regulations (in respect of individual processes), CEO and deputy CEO directives, and by memorandums.

### General Meeting

The company's supreme decision-making body is the General Meeting, which comprises all shareholders. The Annual General Meeting decides on issues such as the approval of the annual financial statements, the use of the after-tax profit, the election and recall of the members of the Board of Directors, the Supervisory Board and the Audit Committee, appointment of the auditor, amendment of the Statutes, and all matters that have a material impact on the company's share capital, as well as all other issues delegated to the authority of the General Meeting by the Statutes.

In 2014 the company held its ordinary Annual General Meeting on 24 April 2014, and in 2015, it held it on 28 April 2015. Both in 2014 and 2015 the company's General Meeting was, subject to advance registration, open to representatives of the press.

### **Board of Directors**

The Board of Directors is the uppermost decision-making body with respect to all issues except those that come under the direct authority of the shareholders. The Board of Directors conducts its activities in accordance with the company's Statutes, the resolutions of the General Meeting and the latest applicable laws and regulations.

The duties of the Board of Directors include reviewing and approving the company's vision, its strategic principles and plans, and any transactions that exceed the scope of regular business operations. It monitors and regularly evaluates the company's performance, as well as the activities of the Executive Board. It is responsible for selecting and concluding a contract with the chief executive officer, as well as for assessing his/her performance and determining his/her remuneration. It ensures compliance and conformity with the norms enshrined in the Code of Ethics.

Members of the Board of Directors are elected by the General Meeting, for a maximum of five years at a time. The majority of the board's members are not in the company's employment. According to the company's position, the independent (non-executive) members of the Board of Directors may not be in any business or other relationship of a financial nature with the company, and their task at the board meetings is to state opinions that are independent from those of the Executive Board and to impartially assess the decisions thereof. The chairperson of the Board of Directors is elected by the members of the Board of Directors, from among the non-executive members.

#### **Members of the Board of Directors:**

- William de Gelsey, Chairman
- Erik Bogsch, Chief Executive Officer
- János Csák (from 24 April 2014)
- Dr. Gábor Gulácsi
- Gergely Horváth (until 24 April 2014)
- Dr. László Kovács
- Csaba Lantos
- Christopher William Long
- Dr. Tamás Mészáros (until 24 April 2014)
- Dr. Gábor Perjés
- Dr. Csaba Polacsek
- Prof. Dr. Szilveszter E. Vizi
- Dr. Kriszta Zolnay (from 24 April 2014)

The Board of Directors meets once a month, and reviews the company's business activity on the basis of an agreed work schedule. To ensure efficiency in its work the Board of Directors discusses the issues on the agenda after reading the preparatory briefings sent to them in advance, and having heard the testimony of the invited managers responsible for the departments concerned. The Board of Directors acts and passes resolutions as a committee. Minutes are taken of the meetings of the Board of Directors, and its resolutions are documented.

The Board of Directors met on ten (10) occasions in the 2014 business year, with an average attendance rate of 96.36%, and on ten (10) occasions in the 2015 business year, with an average attendance rate of 95.45%.

### Subcommittees

Two subcommittees operate within the Board of Directors, each with at least three members, who are chosen from among the external (non-executive) members of the Board of Directors. The **Corporate Governance and Nomination Subcommittee**, taking the prevailing needs into consideration, makes a recommendation to the Board of Directors regarding the ideal number of its members, and its tasks. The subcommittee also determines the requirements for becoming a member of the Board of Directors, assesses the suitability of possible candidates, researching the qualifications and professional credentials of the candidates, and monitors the corporate governance principles and makes recommendations for any necessary amendments. The **Remuneration Subcommittee** makes recommendations in respect of the annual and long-term targets of the elected officers. Additional tasks of the subcommittee include providing the Board of Directors with an opinion on corporate incentive systems that involve financial remuneration and share awards, as well as drawing up a proposal for the compensation of the chief executive officer.

The Corporate Governance and Nomination Subcommittee met on two (2) occasions in the 2014 business year, with an average attendance rate of 100%, and on three (3) occasions in the 2015 business year, with an average attendance rate of 88.88%.

The Corporate Remuneration Subcommittee met on two occasions in both the 2014 business year and the 2015 business year, in both cases with an average attendance rate of 100%.

### Supervisory Board

Supervision of the company's operation is performed by the Supervisory Board. The members of the Supervisory Board are elected by the General Meeting for a maximum of five years at a time. In accordance with the provisions of the Civil Code, 1/3 of the members of the Supervisory Board are delegated by the company's employees, while the remaining members are independent from the company.

In compliance with the statutory requirements the board convenes once a month, and on an ad-hoc basis whenever a meeting is necessitated by the company's operative activity. The board submits proposals to the Board of Directors, and debates the company's strategy, financial results, investment policy and internal audit and control systems. At its meetings the Supervisory Board receives regular and sufficiently detailed reports on the company's management, and its chairperson may attend meetings of the Board of Directors in an advisory capacity.

#### Members of the Supervisory Board:

- Dr. Atilla Chikán
- Dr. Jonathán Róbert Bedros
- Jenő Fodor – employee representative (until 28 April 2015)
- Mrs. Tamásné Méhész
- Gábor Tóth – employee representative (until 28 April 2015)
- Dr. Éva Kozsda Kovácsné – employee representative (from 28 April 2015)
- Klára Csikós Kovácsné – employee representative (from 28 April 2015)

The Supervisory Board met on seven (7) occasions in the 2014 business year, with an average attendance rate of 94.28%, and on seven (10) occasions in the 2015 business year, with an average attendance rate of 96%.



### **Audit Committee**

A three-member Audit Committee operates at the company, the members of which are elected by the General Meeting from among the non-executive members of the Supervisory Committee. The Audit Committee is responsible for auditing the company's internal accounting procedures.

#### **Members of the Audit Committee:**

- Dr. Atilla Chikán
- Dr. Jonathán Róbert Bedros
- Mrs. Tamásné Méhész

The Audit Committee met on two (2) occasions in the 2014 business year, with an average attendance rate of 100%, and on four (4) occasions in the 2015 business year, with an average attendance rate of 100%.

### **Executive Board**

The Executive Board is responsible for managing the company's business. The tasks of the board's chairman are performed by the company's chief executive officer. To allow the board to concentrate on fulfilment of the strategic objectives, only the members of the Executive Board participate in the work. The Executive Board is a decision-preparation forum, at which all members have a right and an obligation to express opinions. Based on the opinions expressed by the Executive Board, the final decision – depending on competence – is taken by the chief executive officer or the Board of Directors. Ensuring observance of the principles of sustainable development is principally the duty of the chief executive officer, but also of every senior and middle manager of the departments under his supervision.

#### **Members of the Executive Board**

- Erik Bogsch, Chief Executive Officer
- Dr. Gábor Gulácsi, Chief Financial Officer
- Lajos Kovács, Chief Technical Officer
- Sándor Kováts, Commercial Director (passed away in 2015)
- András Radó, Head of Production and Logistics, Deputy CEO
- Dr. Zsolt Szombathelyi, Research Director (until 1 August 2014)
- Dr. István Greiner, Research Director (from 1 August 2014)
- Dr. György Thaler, Chief Development Officer

### **Conflict of interest and independence**

With respect to the relationships of Board of Directors and Executive Board members with third parties – to avoid conflicts of interests – the employment contracts of management members preclude them from entering into an employment relationship, or any other legal relationship that is treated as such, with a business venture that has a similar profile; while with regard to members of the Board of Directors and Supervisory Board, the declaration made by them upon their election ensures that there is no conflict of interests between their elective post at the company and their other commitments. With respect to members of the Board of Directors and the Supervisory Board, the company applies the impartiality criteria set out in the Civil Code (Ptk.).

### **Relationship with the shareholders**

The official means of communicating with shareholders are the annual report and financial statements, as well as the quarterly reports and other announcements published via the Budapest Stock Exchange. In addition to these, the shareholders receive information about business operations, results and strategy at the annual general meeting. The company also holds regular roadshows in the United States, the United Kingdom and all parts of continental Europe in order to provide investors – shareholders and the holders of global deposit receipts (GDRs) – with information. Additionally, investors have the opportunity to address their enquiries to the company during the year, and at the general meeting they may put questions and make suggestions to the company.

The company's Investor Relations Department is responsible for coordinating these activities. The Shareholder Relations Department primarily maintains contact with the company's small investors. To ensure effective notification and information provision, the company's website ([www.richter.hu](http://www.richter.hu)) has a separate section for investors, dealing with issues that affect shareholders, investors and other participants in the financial markets.

### **The company's disclosure practice**

The company, in compliance with the Budapest Stock Exchange's Regulations on Listing and Continued Trading, publishes its announcements and its regular and extraordinary notices on the website of the Budapest Stock Exchange ([www.bet.hu](http://www.bet.hu)) and on the website of the National Bank of Hungary maintained for capital market disclosures ([www.kozzetetelek.hu](http://www.kozzetetelek.hu)), as well as on the company's own website ([www.richter.hu](http://www.richter.hu)) and in the Companies Gazette; invitations to its general meeting, in addition to the above, are also published in the Financial Times. Accordingly, the company publishes a report every quarter, and an annual report following the closure of each business year, and furthermore it gives notice if it learns of information relating to changes that have occurred, or are expected to occur in its business management, which could directly or indirectly influence the value or yield of the securities issued by it, or which is material to market players when making their investment decisions. In addition to this, the company's Investor Relations Department liaises with investors on a continuous basis.

### **Ethics, discrimination**

Our principles relating to ethics and discrimination are contained in our Code of Ethics in effect from 5 June 2013, which also reflects our commitment to equal opportunities. Our business results, corporate social responsibility and ethical business conduct exist in close correlation with one another. Therefore, both in our business relationships and in our dealings with customers, we follow the rules of good ethical conduct. At the same time, we expect our employees to comply with our moral and ethical principles, which are primarily guided by the Code of Ethics for Pharmaceutical Communication jointly elaborated by MAGYOSZ and the Association of Innovative Pharmaceutical Manufacturers, and by the decisions of the Ethics Committee set up on the basis of the Code of Ethics.

Based partly on these rules is our own Code of Ethics, which describes in detail our employees' obligations, the conduct they should display towards our company, the prohibition on discrimination, the prohibition on corruption, the ethics of economic competition, the prohibition on bribery and on the acceptance of gifts and hospitality, as well as the detailed rules on dealing with suppliers, contractors, customers and the media.

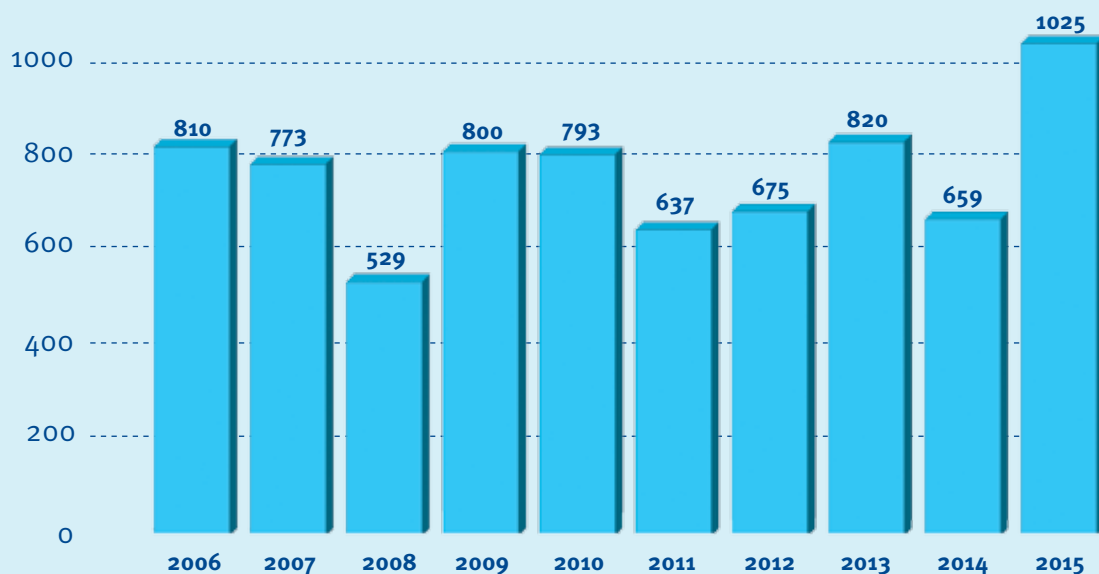
Besides the ethical standards, strict statutory regulations prohibit the advertising of our prescription-only products, and the company is also constrained by other restrictions on advertising and the exercising of influence.

We are committed to complying with the prohibition, set out in Hungary's Constitution, known as the Fundamental Law, on any form of discrimination, namely discrimination on the basis of race, colour, gender, language, religion, political or other views, ethnic or social origin, wealth, birth or other circumstance. Observing Article XVIII of the Hungarian Constitution our company condemns, and does not employ, child labour. We do not consider discrimination that clearly derives from the character or nature of the work to be negative discrimination (e.g. certain roles may only be fulfilled by women or men).

In every aspect of employment we judge our employees only in terms of whether or not they possess the capabilities necessary to meet the requirements of the job. This is reflected in the fact that 29% of our senior managers are women, and among our middle managers this proportion is over 43% (as of 31 December 2015).

In our employment policy we also comply with articles III and XII of the Fundamental Law, and categorically oppose all forms of forced labour.

#### The company's stock market value (HUF billion)



#### Stock market presence

Our company was transformed into a joint-stock company as the first step in the privatisation process, in 1990. Richter's registered shares were first listed on the Budapest Stock Exchange on 9 November 1994. In the same year, our company was the first in the Central and Eastern European region to list its shares on the London SEAQ.

The company's stock market value followed the trend in its share prices, and thus by the end of 2015 it stood at HUF 1,025 billion, having risen by nearly 57 percent in forint terms in comparison to the 31 December 2014 figure. Expressed in euro, its stock market value on 31 December 2015 was EUR 3.3 billion, having risen by some 56 percent relative to the EUR 2.1 billion year-end figure of 2014.



### Investor relations

The company publishes its stock exchange reports containing non-audited data for its shareholders once every quarter, as well as its Annual Report containing primarily audited figures by the date of the Annual General Meeting. The company holds its Annual General Meeting in Budapest, and notifies its shareholders of this in an announcement at least 30 days before the planned date of the meeting. At the Annual General Meeting the company's chief executive officer presents the business report, and all directors are present to answer any questions.

The company's management, primarily the chief executive officer and the employees responsible for investor relations, regularly update institutional investors with regard to the company's performance and objectives through the holding of specialist conferences, business meetings, conference calls and investor roadshows. Representatives of Richter's Investor Relations Department participated in 5 international conferences and 4 investor roadshows in 2014. In addition to this, Richter's management – at its Budapest headquarters – briefed some 59 fund managers and stock market analysts on its business activity at 22 business meetings. In the course of 2014 a conference call was held after the publication of every quarterly report. In 2015 the Investor Relations Department participated in 5 international conferences and 3 investor roadshows. In addition to this, Richter's management – at its Budapest headquarters – briefed some 37 fund managers and stock market analysts on its business activity at 14 business meetings. In the course of 2015 a conference call was held after the publication of every quarterly report.

### Conferences in 2014-2015

Concorde	One on One Conference	Budapest	9 April 2014
UniCredit	Annual Emerging Europe Investment Conference	Warsaw	15-16 Sept. 2014
BAML	Global Healthcare Conference	London	17-18 Sept. 2014
Erste	Investor Conference	Stegersbach	8 Oct. 2014
Wood	Emerging Europe Conference	Prague	3-4 Dec. 2014
Concorde	One on One Conference	Budapest	9 April 2015
Jefferies	Jefferies Specialty Pharma Leadership Summit	London	18 June 2015
Erste	Investor Conference	Stegersbach	6-7 Oct. 2015
Jefferies	Global Healthcare Conference	London	18-19 Nov. 2015
Wood	Emerging Europe Conference	Prague	3-4 Dec. 2015

### Investor roadshows in 2014-2015

London	10-11 February 2014
New York, Boston	19-20 June 2014
Stockholm, Copenhagen	2-3 September 2014
London	16 September 2014
London	11-12 February 2015
London	26 March 2015
London	29-30 September 2015



The company's website ([www.richter.hu](http://www.richter.hu)), which is available in both English and Hungarian, also includes separate pages communicating more detailed information for investors and analysts. Besides this, the Investor Relations Department is available for investors throughout the year at the company's Budapest headquarters. E-mail: [investor.relations@richter.hu](mailto:investor.relations@richter.hu), Telephone: +36 1 431 5764.

#### Analysts who regularly monitored the company's activity in 2014-2015

##### 2014

Bank of America Merrill Lynch	Jamie Clark
Barclays	Simon Mather
Concorde	Vágó Attila
Erste	Vladimíra Urbánková
Goldman Sachs	Yulia Gerasimova
Jefferies	James Vane-Tempest
Raiffeisen	Daniel Damaska
UBS Warburg	Guillaume van Renterghem
UniCredit	Przemyslaw Sawala-Uryasz
Wood	Bram Buring

##### 2015

Bank of America Merrill Lynch	Jamie Clark
Concorde	Vágó Attila
Erste	Vladimíra Urbánková / Miró József
Goldman Sachs	Yulia Gerasimova
Jefferies	James Vane-Tempest
Raiffeisen	Daniel Damaska
UBS Warburg	Guillaume van Renterghem*
UniCredit	Przemyslaw Sawala-Uryasz / Naffa Helena

\* Note: Discontinued analysis of Richter in 2015.

### Authorities

Since the laws place tight constraints on the operation of the pharmaceutical industry, our relationship with the authorities that enforce compliance with the regulations is a crucial factor in our success.

Our price-setting is overseen by the National Health Insurance Fund, and the circumstances of the marketing of our products by the National Institute of Pharmacy. The authority to monitor the compliance of our operation lies with the Ministry of Human Resources, while the owner's rights of the State of Hungary are exercised by Hungarian National Management Inc., and we also maintain contact with the Committee on European Affairs.

The sector-specific authorities that our company comes into contact with on a regular basis include: the National Tax and Customs Administration, the National Environmental and Nature Protection Authority, and the National Directorate General for Disaster Management at the Ministry of Internal Affairs.

In addition to the regular inspections, the authorities often ask us for professional opinions regarding draft statutory amendments affecting the industry.

### Communication in practice

We report on the economic, environmental and social impacts of our activity twice a year in our Sustainability Reports prepared on the basis of the GRI (Global Reporting Initiative) guidelines.

Medicines are trust-based commodities, which serve to cure disease. The main objective of our communication practice is to maintain this trust.

We measure the economic, environmental and social impact of our activity by monitoring the results and impacts of the individual campaigns and objectives, as well as with research studies. We communicate the results of these through all of the available communication channels, primarily to consumer, financial and investor target groups.

Since 25 November 2015 we have had in place a procedural directive relating to the promotion of medicines marketed by Gedeon Richter Plc in Hungary.

Our communication activity is regulated by the Act on the Economical Supply of Medicines, Ministry of Health (EüM) Decree 3/2009 (II.25.) ("Promotion Decree"), and Act XLVIII of 2008 ("Advertising Act").

We incurred no penalties during the reporting period in connection with our marketing communication activity.









Richter is a medium-sized, vertically integrated multinational group of companies headquartered in Hungary. The basis for its activity – which encompasses the full spectrum of pharmaceutical manufacturing, research and development, trade and marketing – is provided by a business policy that focuses on filling geographic and therapeutic gaps in the market. In addition to its domestic production units, Richter, which now has a history of 115 years, operates production and development subsidiaries in six countries, and distributes its products to almost a hundred countries around the world through its own market network. More than 90% of its sales revenue is derived from exports.

The Richter Group's sales revenue in 2015 amounted to HUF 365,220 million (EUR 1,179 million), which represents a growth of 3.3% (2.9% in euro terms) in comparison to 2014. Its five largest international markets are: Russia, Poland, Germany, the USA and China.

### Sales revenue by regions (HUF million)

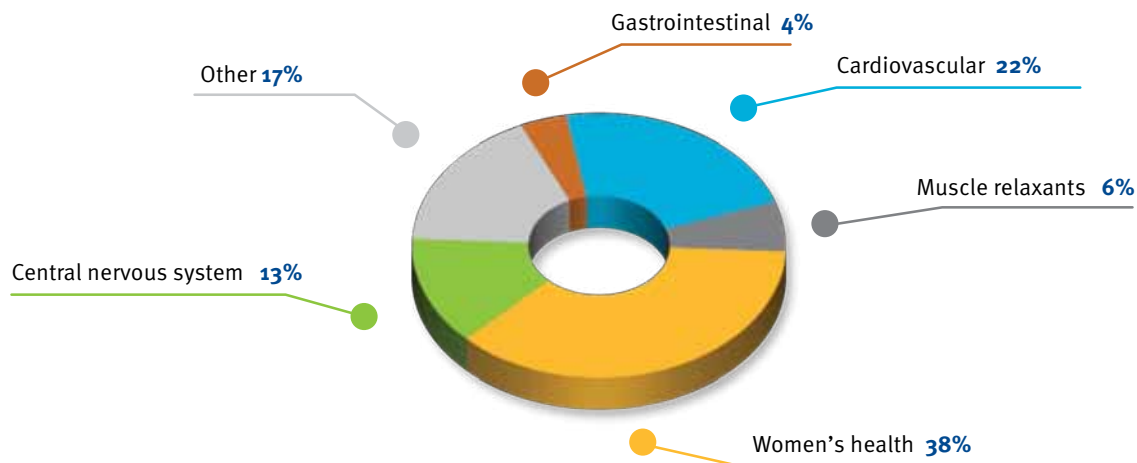
	2013*	2014	2015
Hungary	31 249	32 811	34 976
EU	127 569	134 747	149 596
Poland	22 000	19 805	21 577
Romania	44 199	44 440	51 096
EU10	23 756	24 616	24 150
EU15	37 614	45 886	52 773
CIS	151 071	135 328	122 058
Russia	99 794	84 533	79 786
Ukraine	21 351	17 073	8 293
Other CIS countries	29 926	33 722	33 979
USA	14 143	16 144	18 103
China	10 400	13 612	16 849
Latin-America	5 790	8 287	9 057
Other countries	11 664	12 780	14 581
<b>Total</b>	<b>351 886</b>	<b>353 709</b>	<b>365 220</b>

\* The data were amended due to IFRS 11

**Product range**

The company manufactures more than 200 different medicines in 400 formulations, which offer effective, modern and affordable medication in virtually all therapeutic areas. The bulk of the Richter Group’s trade is in generic products, including steroid-based compounds, which ensure an above-average profit for the company. This group of products has contributed substantially in the past decade to the growth in Richter’s turnover, and to the achievement of its gross and operating margins. A key strategic objective is to further strengthen the women’s health business.

Products by therapeutic area (2015)



The efforts to reduce the fragmentation of the product range and modernise the product structure have continued in recent years. In 2015, most of the ten products with the highest turnover were from Richter’s three most important therapeutic groups. The combined turnover of the women’s health, cardiovascular and central nervous system products accounted for 73 percent of sales.

Top products (2015)

PRODUCT	ACTIVE INGREDIENT	THERAPEUTIC AREA
Oral contraceptives	hormones	gynaecological, oral contraceptive
CAVINTON	vinpocetine	central nervous system, nootropic
MYDETON/MYDECALM	tolperisone	muscle relaxant
ESMYA	ulipristal acetate	women’s health, treatment of uterine fibroids
PANANGIN	asparaginases	cardiovascular, cardiology
VEROSPIRON	spironolactone	cardiovascular, diuretic
LISOPRESS	lisinopril	cardiovascular, anti-hypertensive
LISONORM	lisinopril + amlodipine	cardiovascular, anti-hypertensive
AFLAMIN*	aceclofenac	non-steroidal anti-inflammatory
QUAMATEL	famotidine	gastrointestinal, anti-ulcer

\* Manufactured under license

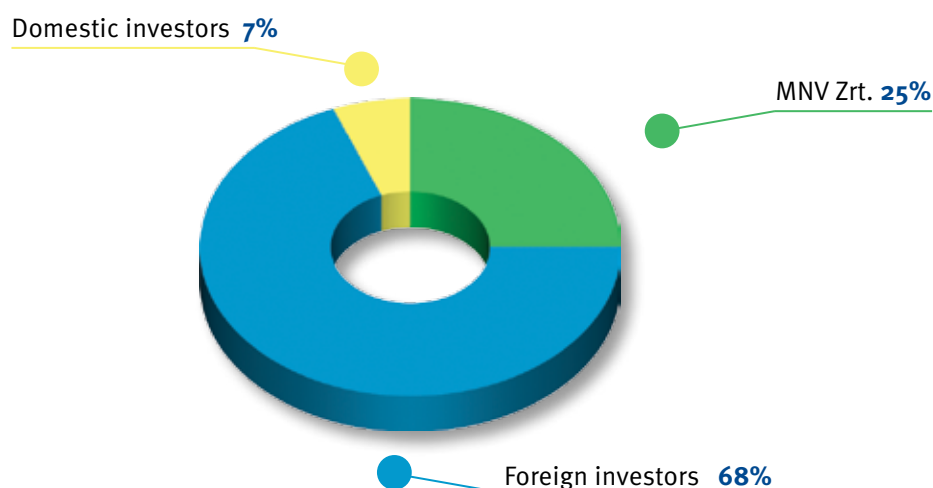
## OUR BUSINESS RESULTS

### Ownership structure

Some 25 percent of the shares continue to be owned by Hungarian National Asset Management Inc. (MNV Zrt.) The share of domestic investors dropped slightly to 7 percent, and the proportion of foreign investors came to 68 percent.

	31 December 2015	
	ordinary shares (number of shares)	subscribed capital (%)
Domestic shareholders	58 409 460	31.34
MNV Zrt.	47 051 668	25.25
Municipalities	149	0
Institutional investors	5 498 517	2.95
Private investors	5 859 126	3.14
Foreign shareholders	126 745 169	68.00
Institutional investors	124 293 699	66.68
of which: Aberdeen Asset Management Plc.	18 243 530	9.79
Private investors	2 451 470	1.32
Treasury shares	811 655	0.44
Unnamed owners	408 576	0.22
Subscribed capital	186 374 860	100

### Ownership structure



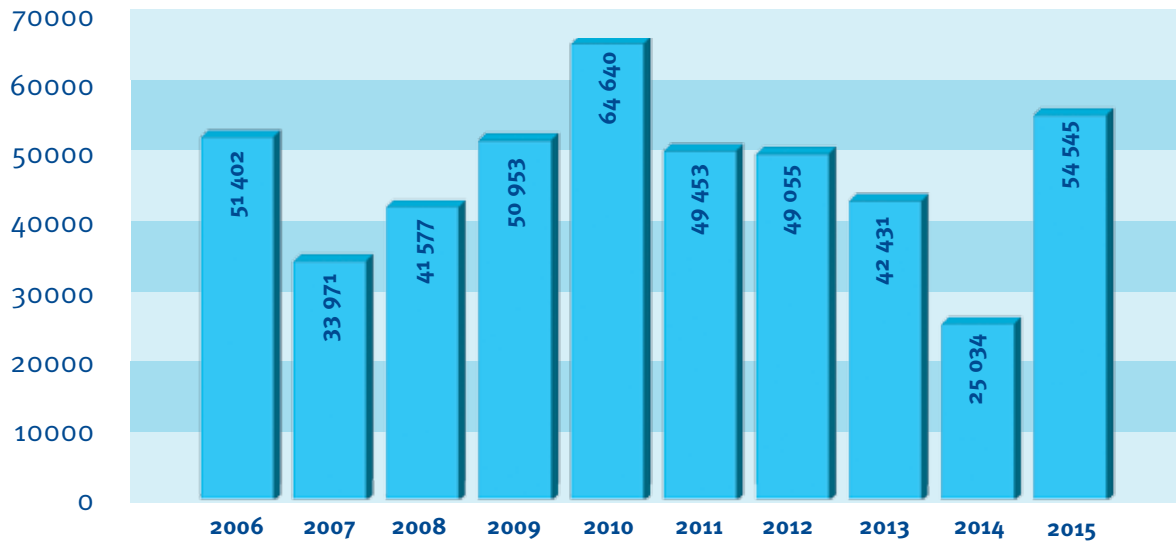
### Key financial data (consolidated)

	2013*	2014	2015
Total sales revenue (HUF million)	351 886	353 709	365 220
Profit from business operations (HUF million)	46 446	37 747	67 532
Profit after tax (HUF million)	42 431	25 034	54 545
Earnings per share (EPS, HUF)*	229	135	292

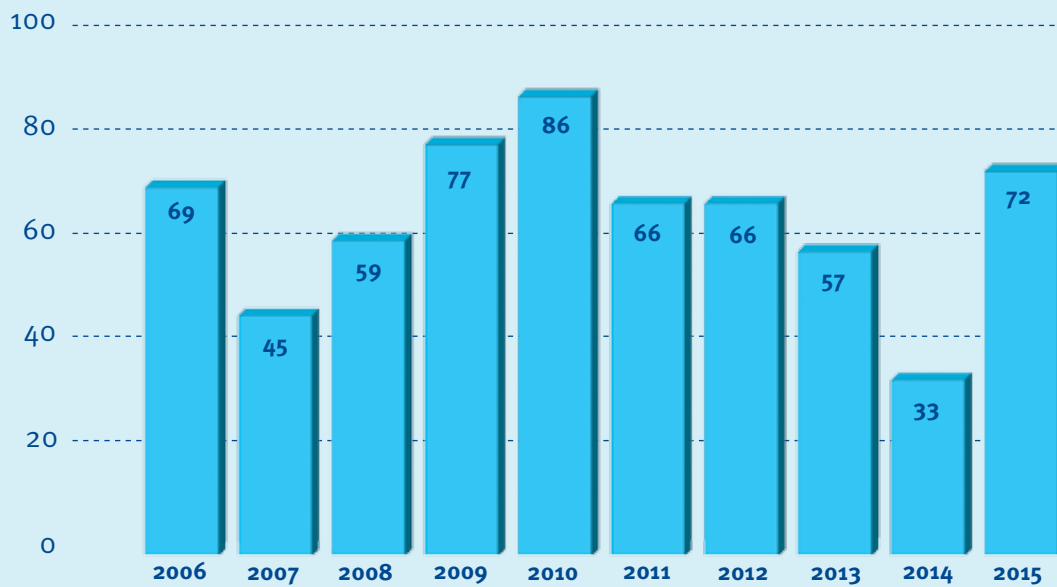
\* The data were amended due to IFRS 11

\*\* In line with the decimation of the face value of the shares on July 2013

Profit after tax (HUF million)



Dividend per share (HUF)



Note: In line with the decimation of the face value of the shares on July 2013



### Contribution to the national economy

Our company performs research and development activity in Hungary, and has the highest research and development expenditure among the domestic manufacturers. The company is a major payer of tax and social insurance contributions, and its high-volume investments also contribute to the growth of Hungary's national economy. Our company's contribution to the national economy is substantial, at HUF 89.8 billion in 2015.

#### Richter's contribution to the national economy (HUF billion)

	2011	2012	2013	2014	2015
Investment	24.8	24.1	24.4	34.8	28.3
R&D	24.5	32.7	40.0	42.2	34.6
Taxes, contributions	22.2	24.3	23.9	24.0	25.3
Dividend (MNV Zrt.)	4	3.4	3.1	2.7	1.6
Total	75.5	84.5	91.4	103.7	89.8





**Richter's aim is to continuously serve the population's health by offering the latest products and, through its activity, to contribute to improving people's quality of life.**

Every successful research project brings us closer to achieving our aims. We are committed to providing the best and most up-to-date products to our consumers through our high-level research and development activity.

In order to comply with the most stringent quality requirements, we perform our research and development activity in accordance with the Good Clinical Practice (GCP) and Good Laboratory Practice (GLP) guidelines.

Quality assurance is critical for maintaining the satisfactory market position of our products. Therefore, our operation in accordance with Good Manufacturing Practice (GMP) extends to the use of techniques that comply with the pharmacopoeia requirements, the processes and regulations relating to procurement, and to the documentation of these, the qualification of prospective and existing suppliers and subcontractors, the provision of information to the public and the handling of consumer complaints.

### **Research and development**

In the interest of maintaining the company's growth and high level of profitability, Gedeon Richter's strategic objective is to further increase the share of its operations that represent high added value. To this end, we are shifting the focus of market sales away from generic products

– the market which has developed unfavourably in recent years due to constant price cutting and increasingly fierce competition – in favour of innovative products. To achieve this objective we are focusing our research and development activity on three main areas: small molecule original drug research in connection with central nervous system disorders, the development of biosimilars using a biotechnology platform, and the clinical development of original products for the treatment of gynaecological disorders. The successful market launch of the innovative products has led to further expansion in the company's export activity, and the latest treatments are reaching a growing number of people even by global standards.

### **Cariprazine and associated products**

The approval of our marketing authorisation application for the cariprazine molecule in 2015, by the United States Food and Drug Administration (FDA), for the treatment of schizophrenia and bipolar disorder was an important milestone both for our small molecule original research and for the Hungarian pharmaceutical industry as a whole. For the authorisation of the drug for schizophrenia in Europe, one more trial was necessary, to investigate the effect of long-term administration on remission. With a view to expanding the medical



uses of cariprazine, in addition to this, phase III trials using the molecule have been conducted, and are still underway, relating to the treatment of schizophrenic patients displaying predominantly negative symptoms, and of depressive disorders. With respect to the latter sub-indications, positive results were achieved in early 2015, and thus cariprazine potentially meets a medical need that has not been satisfied until now. Besides cariprazine, we have 11 projects relating to new compounds underway, two of which are in the preclinical development stage immediately preceding human phase I trials, while the remainder are still in the early stages of development.

In 2011, when drawing up its original small molecule R&D strategy to 2020, the company considerably refined its focus with regard to the targeted therapeutic indications. In the recent period we have further focused our resources, and we are now concentrating our pharmaceutical research efforts primarily in the fields of cognitive disorders, obesity and autism. Our objective is to satisfy the considerable demand from doctors and society in this therapeutic area, through the development of new small molecule drugs. In recent years we have established the scientific and the-

oretical background necessary for translating the results of animal experiments into effectiveness in human medicine, partly using our own funds and partly from funding grants. We endeavour to keep the number of animals used for experimental purposes at the minimum necessary level. Owing to the use of our modern tests, pioneering cell technologies and modern measuring instruments, the annual rate of animal use in 2014-2015 was 46% lower than in the 2010-2011 period. In 2014-2015 we made numerous scientific advances in the interest of upgrading our research equipment pool. We included in our research new potential drug targets that represent a major challenge, but at the same time also represent considerable innovative value. In the interest of sharing the high risks that are typical of pharmaceutical research projects while also increasing our pool of professional knowledge, with effect from 2013 we concluded a cooperation agreement with the Finnish pharmaceutical industry company Orion Pharma, in the context of which we are conducting joint research encompassing 3 projects. The agreement also extends to the launch of joint clinical trials.

### Drug development using biotechnology methods

Throughout Richter's more than 110-year history, biotechnology has always been afforded an important role. At the beginning, in the first half of the last century, biotechnology served medicine through the extraction of biologically active substances from living organisms. At Richter, as a part of this activity, organotherapeutic compounds were synthesised from hormone-containing organ extracts. The company also quickly introduced the ground-breaking insulin extraction technique to Hungary. Fermentation biotechnology has also been a feature in the company's life since the 1950s: the medicinal products produced in this way make use of the life processes of microbes, primarily at certain stages of the synthesis of vitamin B12 and certain steroid compounds (bioconversion or biosynthetic fermentation).

Recently the era of "recombinant biotechnology" marked a profound change in the field of biotechnology. The discovery of recombinant DNA and the related research has made it possible for us to make cell cultures capable of producing proteins that are totally foreign to them. With a knowledge of the sequence of the desired protein, by creating what is known as the genetic structure and then implanting it in the host cell, the modified host cell is created. In the fermentation stage these host cells produce the desired protein. The next stage comprises various cleaning steps, after which we arrive at a protein of the appropriate quality. Human insulin was the first recombinant protein, which in the '80s replaced swine insulin to modernise the treatment of diabetes and make it safer. Since then numerous recombinant, biologically manufactured therapeutic and other proteins have come onto the market. These are either used to treat some kind of deficiency disease – growth hormone for a low rate of growth, erythropoietin for anaemia, insulin for diabetes, filgrastim for a low neutrophil white blood cell count – or predominantly exert a favourable therapeutic

effect in oncological (e.g. breast cancer, intestinal cancer, lung cancer, etc.) and autoimmune diseases (joint inflammation, Crohn's disease with intestinal inflammation, psoriasis, etc.).

Producing precise copies of the therapeutic proteins, that is, generics, is virtually impossible due to the size and complex structure of the molecule. At the same time, when patents expire there is considerable demand for cheaper versions of safe medicinal products with the same effectiveness. This has led to the creation of what is known as the biosimilar product category, and the opportunity to register such products, which our company plans to make use of. Compared to the first therapeutic proteins to be introduced, which were the monoclonal antibodies (mAb) used in oncological and autoimmune treatments, the molecule sizes are exceptionally large even for proteins: on average 150 kDa, while for example insulin is 12 kDa, filgrastim 18.8 kDa, and growth hormone 20 kDa. This makes synthesising biosimilar monoclonal antibodies an even greater challenge.

In 2006 Richter took the decision to develop biosimilar drug molecules using recombinant technology. Thus in 2007 Richter's R&D portfolio came to include biosimilar proteins that can be manufactured using microbial and mammalian cells, including certain monoclonal antibodies. The Richter-Helm enterprise, a joint venture with the Helm company, is responsible for bacterial development and manufacturing in Germany, while mammalian cell development takes place in Budapest, and the synthesis and manufacturing of clinical samples for the market is carried out in the Biotechnology Plant in Debrecen. Mammalian cell development has been under way since 2007 at the Budapest site, where the fermentation process developed for small volumes is being scaled up to a maximum volume of 1000 litres. After this we will transfer the 1000-litre technology to Debrecen, where it will be increased to the final target volume of 5000 litres (if necessary the final



As a result of our company's intensive biotechnological development work commenced in 2007, we inaugurated Central Europe's most modern biotechnology plant in Debrecen in 2012. Here a facility serving the development and manufacturing of biotechnologically synthesised pharmaceutical products was constructed, with the creation of almost 120 new jobs. The company's objective is to create a complex and competitive product line that will help it to expand its domestic and international portfolios with products that represent high added value. In 2016 the company started to further expand the capacity of the already operational biotechnology unit, in order to meet prospective demand.



manufacturing scale could be as high as 10000 litres). It is planned that these facilities will start to manufacture the biosimilar proteins necessary for entering the market in 2018–2019.

The development work entails the extensive enhancement of analytical methods, as the methods for proving biosimilarity extend from electrophoresis, liquid chromatography and polymerase chain reactions, through 50 or so other tests all the way to cell-biological assays. A broad-spectrum panel of cellular data measured in vitro appears to be replacing animal experiments, and following the appropriate analytical characterisation of a biosimilar molecule it can progress to the human trials stage. In the course of the clinical trials effectiveness and safety have to be proven again, in contrast to small-molecule generics,

where apart from the analytical tests only bio-equivalence tests are necessary to certify similarity with the originator (the reference product). The guidelines for the development of biosimilar antibodies, however, have not yet reached their final form either in Europe or the United States; the authorities are reshaping the regulatory environment further in parallel with the developments. Richter is working on six biosimilar projects, primarily in the fields of malignant and immunological diseases, and currently the authorisation process for the marketing of two of our products is underway at the European Medicines Agency.

### **Expansion in the women's health market**

A key element of the company's growth strategy is the continuous expansion of the gynaecologi-

cal product portfolio, and growth in Western Europe and Latin America. In order to strengthen the gynaecological portfolio, the company's strategy has come to feature the development of innovative products on the one hand, while on the other we are stepping up our efforts to identify new gynaecological indications apart from the hitherto predominant line of contraceptive products.

A key step in implementing these elements of the strategy was the series of acquisitions made by the Richter Group in 2010, in the course of which the oral contraceptive portfolio of the German company Grünenthal was taken over, and the Switzerland-based PregLem was purchased. While the Grünenthal portfolio provided the foundation for building up the medical representative and marketing network in Western Europe, the acquisition of PregLem has given the company an innovative product suitable for the treatment of fibroids. By the end of 2015 we had launched the product in 45 countries.

**The human factor**

The pivotal role of innovation in the company's activity is clearly shown by the fact that Richter invested on average approximately 10-12% of its consolidated sales revenue, HUF 43.7 billion in 2014 and HUF 34.8 billion in 2015, in research and development. The company operates the largest R&D centre in Central and Eastern Europe; its R&D staff numbers 930 persons, and within this figure it employs 629 researchers,

24.5% of whom have a PhD. Not only does this sizeable and highly qualified pool of "grey matter" make a decisive and substantial contribution to the company's own development projects, our specialists are also recognised for their general academic research (see boxed item below). Our innovative discoveries in the past two years have led to 18 Hungarian and international patent applications, with the latter extending to more than eighty countries.

Richter does not rely exclusively on its in-house research team, having broadened its innovation base with the involvement of the Hungarian universities and academic community. We nurture educational, scientific and R&D partnerships with the University of Szeged, Budapest University of Technology and Economics, the University of Pécs and Debrecen University. We are currently participating in five ongoing consortium bids in R&D tenders, as a partner to universities and academic institutes; the total value of the tender projects exceeds HUF 16 billion. In addition, Richter itself announces tenders in which academic and university research sites can apply for support for research that could benefit pharmaceutical research and development. For this purpose we set aside HUF 966 million between 2007 and 2015, supporting the research and development activity of six universities, four academic institutions and seven small and medium-sized enterprises, relating to forty-seven topics of research.

Although publishing scientific papers is not the primary duty of industrial scientists, many of Richter's researchers choose to put in the extra work necessary to have their results printed in scientific journals. In the 2014-2015 period our research scientists published three books, contributed 32 chapters to books by other authors, and had 111 scientific papers published, the vast majority in English, in the most prestigious international journals of their respective fields. The publications represent all the important areas of pharmaceutical research (medical biology, pharmacology, synthetic and analytical chemistry, pharmaceutical technology). This is another indication that Richter's research team, in terms of its publication activity too, is one of Hungary's most important scientific workshops for medicinal research.



**Our primary objective during every phase of our pharmaceutical manufacturing and development activity, throughout the entire life cycle of our products, is to protect the health and safety of our consumers. Our senior managers have also published this commitment in the Quality Assurance Policy Statement.**

In the course of our drug development projects we place a great deal of emphasis on ensuring that our equipment, methods and the expertise of our staff meet the highest expectations. We are constantly updating our pool of instruments; we consider it important to keep pace with advances in technology. Our employees are regular participants at professional talks and conferences, by which means we aim to constantly raise the standard of our developments using the innovative knowledge acquired in this way, so as to keep pace with the world's leading pharmaceutical manufacturers.

During manufacturing, we devote particular attention to compliance with the valid technological and quality assurance regulations, and with the domestic, European and other international laws and requirements. Our manufacturing operations are regularly inspected by both Hungarian and international competent authorities. We are very proud of the fact that for many years these inspections have been concluded without any critical observations being made.

We operate a comprehensive quality management system, which is based on the latest GMP guidelines and that covers the risk management related to the planning, development and regulation of all products, tools and processes that could represent a source of danger for either the patient or the company. We regard improving the effectiveness of the quality assurance system and its harmonisation across the entire company group as a key objective, and for this reason we continuously monitor the operation of our subsidiaries and endeavour to establish the most consistent approach and procedures possible. We monitor the development of the quality of our products on a daily basis, and evaluate it every year. The daily monitoring provides an opportunity for immediate intervention even in the event of a very small discrepancy. As regards quality inspections, we aim to replace paper-based data recording with an IT solution as soon as possible, so as to ensure the security and better traceability of the data.

We are continuously developing our supplier evaluation system, and making efforts to build our existing experience into the evaluation as granularly as possible. During the selection process, in addition to the required quality of manufacturing, we ascribe importance to the history and track record of the

supplier concerned, and give absolute preference to those who have a well-functioning quality assurance system. Our evaluations are shared within the company group, thereby ensuring that our subsidiaries have a harmonised supplier base. Our aim is to identify the manufacturer of the purchased materials in consultation with the distributors, and where possible to buy directly from the manufacturer. To ensure compliance with the marketing authorisation requirements, we operate a strict change monitoring system. The purpose of this is to ensure that changes can only be introduced to our procedures if they have been considered from every possible angle by our experts prior to introduction, and found to have a neutral or positive effect on the quality of our products. These changes may affect the manufacturing technology, supplies, packaging materials etc.

We only distribute our products through sales partners who possess a valid manufacturing and/or wholesale trading licence. We cooperate with domestic manufacturers, wholesalers and other organisations in an effort to prevent counterfeit products from being introduced to the market – products that could even endanger patients' lives.

### **Packaging materials**

In pharmaceutical manufacturing, packaging materials are clearly differentiated in terms of whether or not they come into direct contact with the product.

Packaging material that comes into direct contact with the product has an effect on the product's stability; its primary purpose is to ensure preservation of the product's quality parameters throughout its shelf life, and protect it from physical, chemical (moisture, light, oxygen, temperature changes etc.) and biological impacts. It is also important that the packaging material and the product should not have any physical or chemical interaction with each other, contaminating the product or damaging the properties of the packaging material.

For these reasons, the quality assurance of primary packaging materials is prescribed by law. The suitability of a given packaging material must be substantiated with stability tests; this ensures protection of the product and the consumer. The officially approved packaging materials are specified in the product's marketing authorisation, and deviation from this is not permitted.

A substantial proportion of the secondary packaging materials is paper-based, and its purpose is partly to provide physical protection and partly to impart information relating to the product.

We choose the suppliers of primary and secondary container materials (packaging materials) by means of invitation-only tenders. In the course of our packaging material procurement, we comply with the provisions of Richter's procurement policy, especially with regard to cost-effective and ethical operation. The criteria for choosing suppliers are: stability (the stability of the supplier company), quality and a competitive price. Our company assumes, from the manufacturer, the burden of environmental product tax relating to packaging materials, and pays it on the basis of a self-assessment.

The manufacturing of biosimilars presents our company with a considerable challenge when it comes to selecting the packaging materials. For the purposes of distributing these drugs, which have a high value and are far more sensitive than our traditional products, we sought out the most prominent suppliers in this field, who work with the most advanced technology.

The primary packaging material generated in the manufacturing process is hazardous waste, which our company is obliged by law to neutralise. The waste generated during the use of the secondary packaging materials – where permitted by law – is collected by us selectively for the purposes of recycling.



In accordance with Directive 2011/62/EU of the European Parliament and of the Council, we are preparing for the introduction of packaging that incorporates safety features. The full system will be introduced from February 2019 in Europe. The essence of the system is that a unique identifier and anti-tampering seal must be used on the packaging of prescription drugs for human consumption, in order to ensure the authenticity and integrity of the drug.

### Quantitative indicators relating to the main packaging materials

Name of item	Unit of measurement	Amount / 2013	Amount / 2014	Amount / 2015
Aluminium foil	kg	115 410	106 424	100 578
Ampoules, with marked breaking point	th units	182 458	125 027	143 445
Folded box	th units	268 663	256 760	256 207
Metal tube	th units	7 132	6 469	6 168
Corrugated cardboard product	units	1 173 382	1 388 694	1 263 847
Infusion bottle	th units	804 515	904 384	494 208
Glass vial for injection	th units	21 996	22 454	24 200
PVC	kg	709 004	623 702	648 613
Instructions	th units	217 715	201 450	189 971

### Suppliers

Our company has three specialised procurement centres that together ensure the provision of all the material and non-material assets necessary for the core activity, operation and management of the company.

The three centres are the following:

- General Purchasing Department (indirect procurement activity)
- Strategic Sourcing & API Sales Department
- Packaging Materials Purchasing Department

These departments have the following characteristics:

- the base of suppliers (domestic/foreign) is primarily determined by whether they can deliver the given quality parameters, and whether the offered price is comparable with the price(s) received from other countries. If it is favourable, then we can give preference to the domestic supplier. For indirect procurement, the ratio of domestic and foreign suppliers is around 50%-50%; with regard to packaging materials, we monitor the ratio of domestic and import purchases, while in the case of strategic active ingredients our suppliers include approximately 25 companies from Europe, some 20 from India, and 10-15 from China. With regard to chemical substances, our suppliers are predominantly from countries with a long history of chemical-industry operation within Europe. Within Europe these number approx. 500 manufacturers, while outside Europe we work with some 260 companies.
- Group-level procurement is performed by the **General Purchasing Department** in cases where either production or quality-assurance measurements determine needs that can be standardised, and which can be presented to the market in a unified manner.

- In the **Strategic Sourcing & API Sales Department**, procurements are typically managed at group level. The department has an overview of the subsidiaries' procurement activity, and in the case of the more important active ingredients, coordinates the entire process of procurement (starting with market research at the launch of new products), or orders active ingredients that are also used by the subsidiaries to be delivered to Budapest, and sends them on from there to the subsidiaries.
- The **Packaging Materials Purchasing Department** procures, at group level, the packaging materials to be used both in Hungary and at the subsidiaries in identical fields of work.

We plan to publish our procurement policy in 2016.

### Pharmacovigilance

Medicines are indispensable tools of our modern world. They enable us to live longer, fall ill less frequently, and heal more quickly. With their help we can stave off infectious diseases and even successfully take up the fight against the lifestyle diseases that are so prevalent in today's society. Drug treatments can be used to maintain the balance of the mechanisms regulating our digestive system, our cardiovascular system and central nervous system for many decades, and medicines also have a decisive role in other important areas of life, such as family planning.

People – due to their biological nature – react differently to the various medicinal compounds, which may also have adverse effects. Science sees the path to eliminating these effects as lying in the increased use of targeted therapies, but today this is not yet a day-to-day reality. In the course of developing the medicinal products we subject them to very strict tests and analyses in order to ensure that products can only be distributed if their benefits are considerable at both the level of the individual and for society as a whole, while the risks of their use are considered to be acceptable. Pharmacovigilance (from *pharmakon*, Greek for drug, and *vigilare*, Latin for to keep watch) is the science of studying adverse effects. Performing it ensures that when using the product, it is possible to avoid situations in which the risk would significantly diminish the expected usefulness. This is possible because we monitor our products in the market environment all around the world. We ensure that the medicines are used in accordance with the latest summary of product characteristics, and register any unexpected outcomes that occur in the course of medicine use.

The entire Richter corporate group participates in this monitoring, and we also require a similar degree of care to be shown by our sales partners.

Our company is committed to treating pharmacovigilance as an area of key importance, with the purposes of continuously ensuring, for patients and doctors, the conditions necessary for safe medicine use. To this end, it operates a quality-assured pharmacovigilance system extending to every member and department of the group, which monitors every change in the benefit-risk ratio of the medicines throughout their life cycle.

To support the gathering, forwarding and analysis of information, in 2008 Richter introduced a world-class IT system throughout the region. Using this, pharmacovigilance specialists can analyse the incoming data on a continuous basis. This activity is performed in concert with the pharmaceutical authorities of the European Union, and the information is mutually shared in compliance with our statutory obligations. The purpose of collecting and analysing the data is to map the undesirable effects of the medicines as accurately as possible so as to ensure that the use of the products is targeted as precisely as possible in terms of both indication and target population, primarily through perfection of the summaries of

product characteristics and patient information leaflets. The system also has the task of alerting and intervening if it detects a change in the product's safety, or is able to give advance warning of any circumstance that may expose society to an unforeseen risk.

Because no medicine is free of side effects, we believe that our activities in this regard, aimed at gaining the most precise possible understanding of the effects of our medicines, protect both our patients and our products at the same time. Our company regards pharmacovigilance as a service, and this is also stated in its Pharmacovigilance Policy. We perform this activity subject to quality assurance standards, in accordance with internationally accepted principles of Good Pharmacovigilance Practice. The personal responsibility for pharmacovigilance is held, and the operation of the system supervised, by the Qualified Person for Pharmacovigilance.

By the end of 2013 our company had put in place the foundations of a well-functioning pharmacovigilance quality assurance system that complies with the European Union regulations on medicinal products.

With regard to the future, we have set ourselves the following main general aims in the interest of protecting public health and effectively supporting business objectives:

- Ensuring consistent, effective and rapid communication both within the company and with the authorities and with the users of the medicines, throughout the group, in the interest of achieving safe medicine use.
- Compliance:
  - full adoption of principles of the EU's Good Pharmacovigilance Practice;
  - extending risk management activity to the entire product portfolio.
- Inspection readiness:
  - Setting out of identical processes, on the basis of identical principles and methods at all subsidiaries and representative offices, which ensures that the quality assurance system is ready for inspection at any moment.
- Elaboration and use, as a matter of routine, of indicators for the measurement of effectiveness and compliance.

### Screening programmes

The Richter Health City Programme launched in 2009 places preventive health care in a broader context: it links individual motivation with a charitable community cause, as a part of which everybody can do something to develop their own health and the health of their town at the same time. An important message of the programme is prevention, and strengthening the responsibility of the individual for the development of his or her state of health. In the context of the programme, by 31 December 2015 Richter had donated HUF 209 million to domestic hospitals in 47 towns.

Our Romanian subsidiary has announced a health education programme under the name of "Capsula Sanatatii". As a part of the initiative, numerous informational leaflets have been made, containing important information about the prevention, diagnosis and treatment of various illnesses and states of health. The leaflets are available free of charge in pharmacies, doctors' surgeries and at events organised by Richter. The quarterly free magazine "Richter Vita", which is available in every pharmacy in the country, also serves to provide information for the layperson.

In conjunction with the Romanian Society of Obstetrics and Gynecology, they are continuing with the “Fibroids – learn about them, talk it over, decide!” campaign for women, which was launched last year.

At the large-scale “Vásárhely Cultural Festival (Váltoarea Mureșeană)” held every year in Marosvásárhely (Târgu Mureș), it runs a “Health Corner” offering consultations and screening tests.

### Richter for Women Programme

Gedeon Richter Plc. is in the privileged position of having an exceptional overview of the situation of Hungarian women, due to the fact that its activities also include the development and distribution of modern gynaecological products: it provides for women’s health from the teenage years right up until the menopause. This care, however, also brings responsibility. Gedeon Richter Plc. believes it has a duty to also do something for women’s psychological and social well-being, and for this reason it has launched the Richter for Women programme, the key pillars of which are:

#### Richter Golden Mum Awards

This is a unique initiative in Hungary. The awards, established in 2011 by the writer Zsuzsa Rácz and Gedeon Richter Plc, total almost HUF 2 million and are specifically presented to women in recognition of their achievements. The purpose of the awards is to boost the social standing and self-respect of women. The awards are presented to women who work in the classic caring professions in which women typically have a prominent role, and who perform essential work in exchange for little financial reward and recognition. Golden Mums can be nominated in four categories – teacher, doctor, health worker, social worker – by the general public, and the winners are chosen by a professional judging panel and audience vote.

#### Mom Teresa writing competition and club

The club provides a venue and occasion for the creation of a supportive community of women. With almost a thousand members already, the club welcomes all women who would like to be part of an accepting and dynamic community, and would also be happy to contribute to this community. The Mom Teresa writing competition serves similar aims: to give women a voice, and space to discuss and write about their problems free of taboos.

#### Great to be a woman

The “Great to be a woman” programme focuses on the fact that women can be happy at any age, and in any stage of their life – whether this is in response to a kind, token gesture, to being given the special attention that they deserve, or something that occurs when experiencing a defining moment of their life that is linked to their femininity.

#### Fibroid education campaign

Fibroids are benign tumours that occur the most commonly in gynaecological practice, and affect around 20-25 percent of women of child-bearing age. The aims of Richter’s “My choice” campaign are to inform the public about the symptoms of the disease on the one hand, thereby improving the health-awareness of women and encouraging them to seek the advice of a doctor, and also to spread awareness of the fact that there are now modern drug-based treatments for fibroids.





**Showing responsible and carefully considered business conduct, we are committed to taking on a role, commensurate with our economic weight, in the furthering of causes that affect society as a whole. Our human resource management plays a key role in these efforts.**

Our employees are our most important stakeholders. Our human resources are the foundation on which our continued business success, and the growth opportunities inherent in our scientific, commercial and financial strengths are built. To promote our employees' development the company has drawn up a human resources strategy aimed at securing our staff's long-term commitment through the creation of an attractive workplace and the imparting of a traditional set of values.

We have at our disposal a wide range of tools for finding and recruiting employees whose professional experience, professional skills and vision of the future will best facilitate Richter's success. Besides the attractive workplace that we offer and the traditional values that we uphold, the diverse range of professional and skills development training courses and career paths, the performance evaluation system, the fringe benefits and wide range of support schemes also help us to earn the long-term commitment of our employees. Our company devotes special attention to evaluating and rewarding employees who display outstanding performance, and offers stress management programmes and personal counselling to promote the mental health of its staff. All these factors contribute to the retention of key staff, the achievement of a high level of performance and fulfilment of the set objectives.

We place great emphasis on employing young people at the start of their career, just as we also take care to ensure a supportive intergenerational succession process. Retaining and developing human resources requires capital, investment and careful management, above all.

### **Our values**

The nurturing and preservation of written and unwritten values is a top priority for our company. We treat long-term thinking as an asset, which is not only characteristic of the company's professional/

strategic activity, but also of our interaction with employees. We also regard careful planning, well-considered decision-making and efforts to achieve stability to be desirable values.

We are proud of the security that Gedeon Richter Plc. offers its employees through its stability. To ensure a high level of professional expertise, a special role is ascribed to the provision of support for professional development (education, training). Where possible the company builds from within, recruiting and training successors from among its own staff.

One of the important tools for achieving shared objectives at the company is coordinated teamwork, which is based on good professional and interpersonal relationships. A positive consequence of this is the sense of community, the “Richter feeling”. This sensitivity to social factors is reflected both in the company’s commitment to social causes, and in the various forms of support provided to employees.

### Headcount data (Hungary)

	2014	2015
Ratio of women/men among the staff	50/50	49/51
Staff turnover in % (churn rate)	6.5%	6.5%
Average age of staff	44.1 year	44.5 year
Average time spent at Richter	13.9 year	14.1 year
Average employee headcount	5046	4948
full-time	4968	4878
retirees working full-time hours	21	11
part-time	49	53
retirees working part-time hours	8	6
Number of employees with an indefinite-term employment contract at end of year (active)	4664	4604
Number of employees with a fixed-term employment contract at end of year (active)	318	336

The Richter Group’s consolidated closing headcount at the end of 2015 was 11,431 persons; 85% of the white-collar employees have a degree. The closing headcount at the end of 2014 was 11,602 persons; 86% of the white-collar employees are graduates. The decrease is due to the headcount reductions carried out in the R&D and sales units.

### Our relations with our subsidiaries

At the annual meetings held with the HR managers of our manufacturing subsidiaries, we recommend the latest “Good practices and good solutions” to participants. Alongside the high level of performance and quality standards demanded of them, however, we also have to take into account the differing geographic and cultural environment. For the training of employees, we make use of the training and development capabilities available in the country concerned. Respect for Richter’s traditions and loyalty to the company, however, are instilled regardless of the country.

### Advocacy

The representation of our employees' interests is performed by the VDSZ Pharmaceutical Factory Workers' Trade Union, an independent civil-society advocacy group officially registered since April 1992. The trade union representation extends to the employees at all of the company's organisational units in Hungary. Some 1,320 of our Budapest workers and 440 of our Dorog employees are members (as of 31 December 2015). There is a long tradition of cooperation between the trade union and management: they conclude the Collective Bargaining Agreement and negotiate agreements regarding wages and other matters affecting employees.

A line of communication is maintained constantly with the Work Safety Committee in the interests of ensuring satisfactory working conditions.

The Pharmaceutical Industry Sub-sectoral Dialogue Committee, the forum at which the Pharmaceutical Industry Collective Bargaining Agreement was concluded, has been strengthened.

The activity of the elected Works Council brings a form of employee participation to the workplace that primarily aims to ensure the continuous representation of employees' interests in the Trade Union Committee and other forums. Its most important tasks include approving the allocation of the welfare budget. In terms of its function, it serves as an information conduit between employer and employee. It also participates in the drafting of the Collective Bargaining Agreement.

The scope of the Collective Bargaining Agreement extends to employees in an employment relationship with Gedeon Richter Plc, provided that they usually perform their work in Hungary. The scope of the Collective Bargaining Agreement does not extend to the chief executive officer or to the executive officers.

### Complaint management mechanisms

Comments regarding the company's ethical operation can be sent to the [etika@richter.hu](mailto:etika@richter.hu) email address. We treat the information received in confidence. We only take anonymous reports into consideration if the suspicion of a criminal offence or serious breach of obligations arises.

### Benefits

Our company ascribes particular importance to financial self-care, as well as to supporting the preventive health care of employees.

Our part-time employees are also entitled to the fringe benefits that we offer. We provide our staff with supplementary voluntary pension fund membership fee payments as well as support for payments into a health fund.

In Budapest we operate our own swimming pool, gym and sports ground for our employees and their families. In Dorog we established our own gym in 2015 for the use of workers at the facility, and their families. In Debrecen we provide access to swimming pool services through contracted partners, and our employees also receive a gym pass.

The screening initiatives announced for different illnesses every year serve the prevention of disease and the recognition of chronic conditions, and provide the opportunity to make recommendations regarding their treatment.

Our company helps its employees get the most out of their vacation time by maintaining its own holiday facilities. Our holiday facilities operate in accordance with today's requirements; their management,



the family atmosphere and high standard of services are assured by the staff of Humanco Kft., a wholly-owned subsidiary of Gedeon Richter Plc. Outside the holiday season we use the holiday facilities as a venue for basic and advanced training courses to support our employees' professional development, and for conferences serving to promote the company's business interests, in the process of which we also achieve substantial savings.

For the children of employees, we maintain nursery schools in Budapest and Dorog. Operating our own nursery schools enables us to ensure that during the day the children are looked after in peaceful surroundings, with trained nursery school teachers and nannies providing for their development and education. The nursery schools each have a salt room and gym; the appropriate surroundings are assured by the well-equipped classrooms. The nursery school's opening hours are synchronised with the company's working hours, and thus the supervision of children is also provided for during the summer. The life and accident insurance extended to all employees serves to enhance their personal security and provide for their care under less fortunate circumstances.

We also provide our staff with low-interest and interest-free company loans, travel contributions, and housing opportunities for young employees at the start of their careers. To retain talented young employees, we have elaborated long-term insurance facilities, and we make efforts to provide career opportunity, both in terms of professional development and movement within the organisation, to the best of our staff.

In Budapest, cultural and community events, as well as summer programmes for employees' children, can be held in Richter's Sándor Petőfi Cultural Centre in Kada utca.

### **Training**

It is compulsory for all of the company's employees to take part in safety, quality assurance, environmental protection and pharmacovigilance training courses. For new employees who join Gedeon Richter Plc. we hold an "orientation programme", during which they can gain an insight into Richter's



broad-ranging activities and its corporate culture, through a combination of presentations and factory and laboratory visits. We hold training programmes under the name of “Engineers’ Kindergarten” for recent graduates who are just starting out on their careers. The aim of this is both to ease the process of settling into work, and to assist in getting to know Richter’s activity and corporate culture.

We continued with the management training programme for middle and senior-level managers. For managers appointed in recent years, we have run a special programme that has helped us identify the most suitable colleagues for their respective roles, and to prepare them for the tasks ahead.

Qualifications		2013	2014	2015
University education + PhD (traditional)	persons	4	1	0
College education (traditional)	persons	13	6	0
(Accredited) higher-education vocational training	persons	2	1	3
Bologna-system higher education	persons	120	103	100
Secondary education	persons	14	14	14
State-accredited vocational qualification	persons	339	82	97
Other professional training	persons	26	26	16
Related to legal compliance	persons	645	1218	1073
Courses (professional, IT, other)	persons	1332	1148	1052
Language courses	persons	619	700	833
Management training	persons	168	125	312

We continue to provide assistance to those learning foreign languages, and support the continued scientific training of employees, and we also ascribe particular importance to the wide-ranging development of IT skills.

Important outsourced training courses in 2014	Persons
Pharmaceutical technology	19
Specialist biotechnology training course	28
Statistics (theory + software-based computer room practice)	33
“Empower” training courses (Waters)	20
Project management training courses	0
Pressure vessel technician (state-accredited), pressure vessel operator	11
Mandatory advanced training prescribed by law (small machine operator, crane rigger, forklift driver, lifting machine operator, ADR, isolating respiratory protection, ATEX, elevator operator, etc.)	1010
<b>Total:</b>	<b>1141</b>
Important outsourced training courses in 2015	Persons
Pharmaceutical technology	22
Endotoxins as pollutants	33
“Empower” training courses (Waters)	11
HPLC User Course DryLab®4	10
Chromatography professional advancement training. (LC and HS-GC)	14

Advanced training in capital projects and maintenance	8
Production management training courses (Modern Management of Intermittent Technologies; Process Development – LEAN)	10
Mandatory advanced training prescribed by law (small machine operator, crane rigger, forklift driver, lifting machine operator, ADR, isolating respiratory protection, ATEX, elevator operator, etc.)	722
<b>Total:</b>	<b>831</b>

### Support for educational institutions

Supporting educational institutions represents one of the pillars of our corporate social responsibility. A defining element of our strategy is the continuous maintenance of research and development activity, for which we believe it is indispensable to support the appropriate training of the experts of the future, the training of future professionals. Gedeon Richter Plc, however, not only takes chemists and pharmacists under its wing, but is also a patron of technical, medical and economics universities. Besides this, our company supports the scientific research, further training and health protection and disease prevention activities of scientists and doctors.

The basis for our innovative capacity is planning, so we support the educational institutions through the provision of work experience opportunities and other benefits. It is primarily through grants and foundations that our company assists with the advanced training of young researchers, chemical engineers and pharmacy students, as well as secondary school students who show outstanding talent in chemistry, and teachers who fulfil a prominent role in education.

Our ever-expanding presence in the domestic market is also demonstrated by our network of reference pharmacies, which has been growing since 1994, and which on the one hand assesses the needs of patients, and on the other provides our consumers with information leaflets, which offer more detailed information about the products that we manufacture. The pharmacists working in our flagship pharmacies receive professional training, as well as the opportunity to enrich their knowledge and share their experiences at other meetings and discussions.

Form of support	Description	Participation
Work experience	We offer placements for secondary school students, college and university undergraduates in our teaching facilities, manufacturing plants, research laboratories.	2013: 275 persons 2014: 227 persons 2015: 271 persons
Support for the writing of degree essays, dissertations and doctorate theses	Based on a case-by-case assessment, we provide the opportunity to conduct research on-site, or the assistance of an external consultant.	2013: 37 persons 2014: 37 persons 2015: 52 persons
Factory tours	We organise these for vocational schools, universities, colleges, Hungarian universities abroad, and for foreign students arriving from countries of the European Union, as required	2013: 756 persons 2014: 601 persons 2015: 649 persons

We provide other support through foundations:

Foundations	Form of support
Foundation for Student Researchers	Provides research opportunities for secondary school students.
University foundations	Awards for prizewinners at the TDK conferences and for excellent degree work. Support for young researchers and PhD students.
Foundation for Hungarian Chemistry Education	Awards for the teaching work of primary and secondary school chemistry teachers.
Richter Foundation for the Development of Fine-Chemistry Operations	Support for the research work and teachers of students at the Engineering Faculty of the University of Veszprém
Gedeon Richter Plc. Centenary Foundation	Support for the PhD studies and short and long-term research of young research scientists and university students.
Richter Gedeon Talentum Foundation	Support for the graduate and postgraduate studies of talented under-35s who, after completing their studies, could become the Hungarian pharmaceutical industry's next generation of successful specialists and researchers. Beyond this, support for the activities of universities and other educational institutions that train the young successful applicants.
Aesculap Foundation	Support for scientific activity, research, training, education, skills development and the dissemination of knowledge at the Faculty of Pharmacy of Semmelweis University, Budapest.
Foundation for Hungarian Education in the Natural Sciences	Awards for teachers who achieve outstanding results in the teaching of mathematics, physics, biology and chemistry
Bugát-Richter Natural Sciences Foundation	Support for the deepening of the natural science skills of secondary school students, the talent nurturing of exceptionally gifted students, and the holding of competitions and quizzes to high professional standards.
József Varga Foundation	Support for scientific activity, research, training, education, skills development, conferences at the Faculty of Chemical Technology and Biotechnology at Budapest University of Technology and Economics
ProScola Nostra Foundation	Support, within the school environment, for talented students at the Vilmos Zsigmondy Gymnasium and Vocational Secondary School, and providing for education at specialist summer camps in Hungary and abroad, general education and youth activities, and support for sports. Assistance with health preservation, skills development, and language learning; encouraging the taking of language exams.

### **Membership of organisations, industry representatives**

An especially important means of representing our interests is participation in the various Hungarian and international organisations. Of particular importance is our role in the National Association of Hungarian Pharmaceutical Manufacturers (MAGYOSZ), and in the Sectoral Dialogue Committee. This sectoral representation body, established in 1990, represents companies operating in the pharmaceutical sector, represents and coordinates our shared interests, serves as an intermediary between its members, and monitors the domestic and international research and development trends, and the economic situation. This makes it easier for us, too, to exert our influence in matters relating to regulation, and make our decisions when putting together our market strategy.

### **We are members of the following organisations:**

- AIPPI Hungary National Group
- Academy Club
- Budapest Chamber of Commerce and Industry
- EAN Magyarország Kht.
- EOQ European Organisation for Quality, Hungarian National Committee
- European Generic Medicines Association (EGA)
- Generáció Mecénás Klub Kht.
- Hajdú-Bihar Country Chamber of Commerce and Industry
- NIIF Hungarnet
- Industrial Liaison Program of the Massachusetts Institute of Technology
- KÖVET Association for Sustainable Economies
- Environmental Protection Information Club Non-profit Association
- Association of Environmental Enterprises
- Hungarian Biotechnology Association
- Hungarian Medical Association
- Hungarian Hydrological Association
- Hungarian Society of Hypertension
- Hungarian Association for Innovation
- Hungarian Association for the Protection of Industrial Property and Copyright
- Hungarian Chemical Society
- Hungarian Experimental and Clinical Pharmacology Society
- Hungarian Society of Clinical Oncology
- Hungarian Economics Society
- Hungarian Society for Quality
- Business Council for Sustainable Development in Hungary
- Hungarian Competition Law Association
- Hungarian Trademark Association
- MAGYOSZ
- Scientific Association for Measurement Technology, Information Technology and Automation (MATE)
- John von Neumann Computer Society
- National Human Resource Policy Association



- Pharmapolis Innovative Pharmaceutical Cluster
- SALDO Financial Consulting and Information Technology Zrt.
- TERC Kereskedelmi és Szolgáltató Kft. KING Construction Industry Enterprise Programme
- Transparency International Hungary
- National Association of Entrepreneurs and Employers

### **Donation and sponsorship policy and the foundations**

We feel an obligation to support the fulfilment of community goals through social programmes, as far as our circumstances permit. We provide these support grants primarily through foundations, which – reflecting our own activity – operate in two main areas: healthcare and education.

Particularly important among our foundations that support healthcare is the Gedeon Richter for Hungarian Healthcare Foundation.

The foundation grants are awarded on the basis of the following criteria:

- they should be spent on a specific, clearly defined purpose;
- they should serve to improve the situation and lifestyle of certain communities;
- they should promote the fulfilment of hospital infrastructure development goals;
- if the support is requested by the foundations associated with the given therapeutic areas, then the company gives preference to the cardiovascular, central nervous system and motor organ-related fields of healthcare, and takes the needs of patients' organisations operating in these therapeutic areas into consideration.

To alleviate any welfare problems experienced by our employees, we have established the Richter Employees' Well-being Foundation.

Our support for education is very wide-ranging; we provide assistance for students in secondary and higher education, as well as those studying on PhD programmes, and for the education institutions and their training programmes. We have established, and continue to operate, separate foundations for recognising the work of teachers who show outstanding performance in the field of education in chemistry and the natural sciences.

### **Our subsidiaries' activities in support of education**

The support strategy of our subsidiaries is the same as that of the parent company; that is, they offer assistance in the fields of education and health. The following is a – by no means exhaustive – selection of their activities in support of education:

#### **Gedeon Richter Romania**

Gedeon Richter Romania organised an exhibition that generated a great deal of public interest, in conjunction with the Maros County (Județul Mureș) Museum, under the title of "Healing medicines and soothing tablets. A few moments from the history of pharmaceutical manufacturing".

The museum was also the venue of the series of events entitled "Pharmaceutics – the chemical formula of life", at which participants had an opportunity to hear fascinating presentations and take part in

spectacular demonstrations of laboratory experiments. In what is intended to become a tradition, in 2015 they presented awards to the students and teachers from Marosvásárhely (Târgu Mureş) who had won medals at the National Chemistry Olympiad.

Gedeon Richter Romania is also a dedicated supporter of scientific research.

### **Gedeon Richter RUS**

The managers of Gedeon Richter RUS showcased the company in a presentation and exhibition held at the Academy of Pharmacy in Saint Petersburg. Together with the Academy's deacon and tutors, they selected three students to be given the opportunity, during their studies, to serve their compulsory internships at the factory. After passing their final examinations, the students received offers of work at the factory. Their supervisors were satisfied with their work, and they were hired on a permanent basis.

In another initiative, once a year factory tours are held for students at the Institute of Pharmacy. The purpose of both programmes was to demonstrate that Richter is a reliable company and an attractive potential employer.

A New Year's talent contest was held for the children of Yeganovskoye. The event was aimed at the town's children in the 5-15 age group, and their families. The results were announced at a New Year's party. The purpose of the programme was to highlight Richter's qualities as a considerate and responsible corporation.

### **Gedeon Richter Polska**

Gedeon Richter Polska held a National Pharmaceutical Science Competition at the pharmacy faculties of ten medical universities in Poland. The initiative was aimed at professionals with university MSc and doctoral degrees whose work is of outstanding quality and applicable in the given specialist field. The most important objective of the project was to position Richter as the instigator and sole organiser of the competition, to further the development of pharmaceuticals in Poland, to build bridges between science and the pharmaceutical industry, and encourage young pharmacists to participate in modern pharmaceutical research projects.

The "Prescriptions for Success in the Pharmaceutical Industry" workshop provides the Young Pharmacists' Section of the Polish Pharmaceutical Chamber with assistance in building up their individual careers. The project consists of three stages, which were implemented by all ten medical university faculties. The aim is to strengthen relationships with future graduates who are currently engaged in their pharmacy studies, while the programme also contributes to strengthening Richter's image as a responsible supporter of young scientists.

**Our company is committed to reducing the impact of its operation on the environment. To this end, environmental criteria are built into research and development, operating processes and investment decisions. In the interest of reducing environmental risks we operate an environmental management system, and to ensure our sustainable, safe energy supply we periodically review our energy supply concept. The fulfilment of environmental requirements is supported by the company's environmental policy, internal regulations, international standardised and certified management systems (KIR, ME-BIR), quality assurance systems, and internal audits.**

Our foreign manufacturing subsidiaries are located on several continents, and in different regions and countries within them, so we come across varying problems and regulations. Their histories, and their past and present activities also differ. However, in view of the fact that the environmental protection, safety at work and occupational health tasks ultimately serve the same purposes, including the promotion of sustainability, we have continued to collect the data of the individual companies on the basis of the GRI indicators.

### **Environmental control**

At our manufacturing sites in Budapest and Dörög we have operated a certified, ISO 14001-compliant Environmental Management System (EMS) since 2001. The compliance of the system is proven by the success of the re-certification audits held every three years, and the annual supervisory audits. In 2014-2015 we prepared our biotechnology plant in Debrecen for the system, and subsequently introduced it. In 2016 we aim to obtain the EMS certificate for all our manufacturing plants in Hungary.

### **Legal compliance**

The competent authorities check the implementation of the provisions of the Integrated Pollu-

tion Prevention and Control permit annually, combined with a site survey. During the audits only minor objections were recorded, and we provided the required responses in due time. Since 2011 only the Romanian subsidiary has been fined (RON 3,405 in 2014, RON 3,976 in 2015, wastewater), and prior to this penalties were only imposed occasionally, in relation to cases that had virtually no significance in terms of environmental impact.

### **Key environmental objectives**

To attain the goals set out in the Environmental Policy, we have determined objectives and targets, and elaborated programmes to achieve them, broken down into five-year periods. Our currently valid objectives span the 2011-2016 period, and by the end of 2016 we will articulate

new objectives for the next period, and review the fulfilment of those for the past period. As a consequence of the key objectives of the period that is soon coming to a close, we continued the modernisation of the technological equipment, the sewage network, and the wastewater treatment and materials storage facilities. At the manufacturing sites in Hungary, through the replacement of coolant and, where necessary, the refrigeration units themselves, we eliminated the use of freons that are no longer permitted by law, within the deadline for doing so. In Dorog we implemented our noise protection action plan, and achieved the appropriate reduction in the noise emissions threshold value. One of the most important aims derived from our Environmental Policy and the statutory requirements is that the applied technologies and the technical conditions should represent the highest available production standard (BAT). We continuously uphold the standards already achieved.

### Energy consumption

Of our company's various energy strategy objectives, a particularly important one is to enhance the operational safety of the supply systems, and to make them more efficient and economical. Paying particular attention to the statutory, technical and economic changes underway in the energy sector, the following major development and modernisation programmes were implemented in the reporting period:

- Increasing the upstream capacity of the hot water system, which can be operated far more efficiently than a system that uses steam as a heat medium.
- Cooling system conversions and upgrades: replacement of our refrigeration units running on coolant that creates a greenhouse effect and is highly damaging to the ozone layer, as well as those with low efficiency, and increasing the capacity of systems that

run with electrically powered refrigeration units in order to satisfy new cooling requirements.

- Optimizing the dimensions of the distribution systems and pipelines used for transporting quantities of energy, and the replacement of insulation in the interest of reducing losses.
- Development of a system for the measurement of energy quantities in the interest of monitoring energy processes.
- Improvement of our building energy ratings; thermal insulation, shading.
- We also use renewable energy to serve the heat requirements of the Dorog site, owing to the fact that our heat supplier generates a portion of the heat with biomass fuel.

In compliance with our statutory obligation, in 2015 we carried out an energy audit at our sites and are continuously incorporating the results and recommendations of this into our renovation and investment programmes.

### Quantity of CO<sub>2</sub> generated during production of the purchased heat quantity in Budapest

	Heat quantity: (GJ)	CO <sub>2</sub> transferred (tCO <sub>2</sub> )
2014	338 166	25 090
2015	333 619	24 958

### Quantity of CO<sub>2</sub> generated during production of the purchased heat quantity at the Dorog site

	Heat quantity (GJ)	Free quota CO <sub>2</sub> (tCO <sub>2</sub> )
2014	286 071	20 645
2015	296 204	20 280

Note: Richter does not transfer any of its quota to Dorog Power Plant. A part of the quota allocated free of charge to the Power Plant by the ministry is granted because of Richter's heat consumption.



The Biotechnology Plant in Debrecen is self-sufficient in terms of heat supply; there are no “indirect” CO<sub>2</sub> emissions from the generation of purchased heat energy.

### Water use

The quality of the waters used in the pharmaceutical industry varies depending on the particular tasks that are to be fulfilled; we use both drinkable water and “raw” industrial water. In compliance with pharmaceutical industry regulations, only potable water or water of higher purity produced (by desalinating, distillation, sterilisation, etc.) from drinking water may enter the technological production units. After pre-treatment (filtering), most of the industrial water is used for cooling purposes. At the sites in Dorog and Debrecen we operate our own wells for the purpose of irrigation and satisfying operational needs that are not closely related to drug manufacturing. We are constantly upgrading our internal plumbing network, replacing the old sections of pipe that are in a dubious technical condition. We continue to pursue the aim of reducing fresh water consumption for cooling purposes and increasing the ratio of recirculated water use.

### Raw materials use

The quality and quantity of our chemical and solvent consumption depends first and foremost on the laws of physics and chemistry that define the applied procedures. A significant portion of the materials used consists of solvents, known as volatile organic compounds (VOC); of these, we reuse almost half, that is, we channel them back, without treatment or after purification, into the reactive processes.

In accordance with the statutory provisions, we only use highly dangerous ozone-depleting materials as reaction partners, and only in cases where, for technical or economic reasons, they cannot be substituted with any other materials, or if their alternatives would

be even less acceptable in terms of environmental or health protection. In these cases, we ensure a safe manufacturing environment for the process.

### Air pollution

In the past few years, we have also introduced a number of technical solutions for reducing emissions of air-polluting materials, primarily volatile organic compounds (VOC). The technical standard of the production equipment meets BAT (Best Available Technology) requirements. For reducing other, non-solvent-type materials, we apply absorbers, appropriately effective filters, catalytic burners and other equipment. We comply with the statutory requirement relating to emissions, and indeed we are able to achieve a considerably lower loss level.

### Wastewater discharge

In Budapest, wastewater of technological origin – after local treatment if necessary – is discharged into the wastewater pre-treatment units. The pre-treated wastewaters are mixed with other waters before reaching the urban sewage network, and then, after having been highly diluted, they are discharged into the South-Pest multistage biological wastewater treatment plant, the final recipient of which is the Danube.

In Dorog, rainwater, communal wastewater and technological wastewater are collected and channelled away via separate drainage networks. All the technological wastewater generated on the site is discharged to a multistage biological treatment plant, the final recipient of which is, together with the water released by the urban water treatment plant, the Danube.

At the Debrecen site we have built a segregated drainage network. Communal and pre-treated technological wastewater flows into the industrial park’s drainage network, and ultimately the city’s wastewater purification plant.

Our water discharge has no substantial impact on the natural waters into which it flows.



### Waste

A significant portion of the waste generated during the production of medicines is deemed hazardous waste. This is transferred to waste disposal plants possessing the license stipulated by the legal regulations. Waste disposal is, for the most part, implemented by burning. Any hazardous waste that cannot be neutralised in any other way is taken to a permanent disposal facility. We neither export nor import any hazardous waste. In compliance with the requirements of modern waste management, we are striving to increase the quantity of reusable waste.

### Condition of our production sites (protection of surface and subsurface waters)

Chemical industry activity has been underway at our site for several decades, and more than 100 years in Budapest. We monitor the current condition of soil or groundwater pollution caused many years ago through a network of monitoring wells expanded several times since the 1990s. We have isolated the detected soil pollution, and are treating it in accordance with the official requirements. Such remediation activities are underway at the Budapest and Dorog sites, while the preparations for remediation are in progress at the Vecsés site.

We operate the equipment continuously, monitor its efficiency, and report at the necessary intervals to the environmental authority regarding the progress of the work.

No significant leaks have occurred in past years.

### Noise protection

At our sites we comply with the applicable requirements. For the new capital investment projects we have had acoustic expert opinions prepared in order to ensure that we can remain within the noise emission thresholds after commissioning of the project. We certify the compliance of the areas with noise emission requirements by taking measurements, and submit the results to the environmental authority.

### Costs and expenditures

The tables on the following pages show that every year we spend a considerable sum on direct and integrated environmental investments. In the past years, the most significant investments were related to soil water treatment, wastewater treatment, emergency storage, noise protection and warehousing.

Environmental protection investments (Hungary: HUF million; RTML: thousand rupees)

	2013				2014				2015			
	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
	<b>Total investment with an environmental protection component (direct + <math>\Sigma</math>-integrated)</b>	1 191.1	1 938	0	465 125	2 667.9	1 866.4	162.6	11 656.8	1 544.3	2 193.9	141.8
<b>Environmental protection component (direct + integrated e.p. component)</b>	214.6	492.8	0	465 125	283.7	400	162.6	7 369	247.4	541.8	133.2	1 401.8
Direct environmental investments	94.0	283.8	0	465 125	55.1	256.2	162.6	0	51.6	218.8	133.2	0
air pollution	33.9	0	0		10.4	68	0	0	0	11.5	0	0
water pollution	25.8	169.2	0	465 125	42.4	134.9	18	0	45.5	171.2	14.5	0
soil, ground water	15	38.2	0	0	1	21.7	1	0	2.9	0	0	0
hazardous waste	19.3	2	0	0	1.3	2	144	0	2.6	0	118.7	0
other	0	74.2	0	0	0	30	0	0	0.6	36.1	0	0
<b>Integrated environmental investments</b>	1 097.1	1 654.2	0	0	2 612.8	1 610.2	0	11 656.8	1 492.7	1 975.1	8.6	13 403.3
of which, environmental protection component	120.6	209	0	0	228.6	143.8	0	7 369	195.8	323	0	1 401.8

Environmental investments: subsidiaries

	GR Romania (RON)			GR RUS (RBL)			GR Polska (PLN)		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
	<b>Environmental investments</b>	35 895	822 300	1 644 900	111 218 438	41 339 000	22 744 700	1 436 576	271 800
<b>Total investment with an environmental protection component (direct + <math>\Sigma</math>-integrated)</b>	2 162	24 600	59 400	48 830 946	25 757 300	13 996 100	140 366	27 200	21 200
<b>Direct environmental investments</b>	0	10 000	0	3 544 949	24 092 100	13 127 600	0	0	21 200
air pollution	0	0	0	0	0	0	0	0	0
water pollution	0	10 000	0	3 544 949	24 092 100	13 127 600	0	0	21 200
soil, ground water	0	0	0	0	0	0	0	0	0
hazardous waste	0	0	0	0	0	0	0	0	0
other	0	0	0	0	0	0	0	0	0
<b>Integrated environmental investments</b>	35 895	812 300	1 644 900	107 673 489	17 246 900	9 617 100	1 436 576	271 800	0
of which, environmental protection component	2 162	14 600	59 400	45 285 997	1 665 200	868 500	140 366	27 200	0

Environmental-protection operation costs (Hungary: HUF million; RTML: rupees)

	2013				2014				2015			
	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
	<b>Sums paid to the company providing the environmental protection services</b>											
Service of external laboratories	0	0	0	0	0	0	0	2 636 999	0	0	0	2 825 627
Removal and disposal of solid, non-hazardous waste	94 567	3 000	589	0	90 355	2 198	710	0	82 543	3 077	684	0
Disposal of hazardous waste	332 887	423 079	2 592	3 008 819	286 307	425 364	2 754	0	269 634	487 627	4 049	0
Removal via wastewater network	450 077	5 232	27 995	971 360	429 537	7 713	19 257	0	489 064	7 943	21 108	0
<b>Environmental-protection expenditures with-in the organisation</b>												
protection of air purity	12 826	12 070	370	40 000	12 523	4 850	0	108 486	13 453	8 265	410	102 232
wastewater treatment	59 871	386 316	3 432	5 003 701	65 427	361 416	5 441	11 537 772	47 617	343 940	5 180	12 327 839
treatment of solid, non-hazardous waste	15 658	0	712	0	16 384	0	712	0	16 187	0	712	0
treatment of hazardous waste	88 200	0	6 250	0	83 083	0	9 375	5 041 799	83 965	0	9 375	5 366 308
protection of soil and subsurface waters	30 621	7 400	272	0	41 472	1 343	345	0	29 125	3 170	410	0
noise and vibration protection	0	1 176	0	0	1 421	276	0	0	0	549	0	0
environmental research and development	0	769	0	362 199	0	0	0	362 199	0	0	0	0
operation of laboratories	8 849	8 182	0	1 520 068	8 842	9 896	0	0	5 901	10 562	0	0
operation of an environmental control system	6 483	0	0	1 217 319	5 343	0	1 701	0	5 350	0	960	0
other	1 582	2 449	5 230	29 303	10 792	2 206	594	0	4 603	6 970	410	0
<b>Total</b>	<b>1 101 621</b>	<b>849 673</b>	<b>47 442</b>	<b>12 152 769</b>	<b>1 051 486</b>	<b>845 262</b>	<b>40 889</b>	<b>19 687 255</b>	<b>1 047 442</b>	<b>872 103</b>	<b>43 297</b>	<b>20 622 006</b>



## Environmental-protection operation costs: subsidiaries

	GR Romania (RON)			GR RUS (RBL)			GR Polska (PLN)		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
<b>Sums paid to the company providing the environmental protection services</b>									
Removal and disposal of solid, non-hazardous waste	153 798	232 313	308 276	2 372 973	3 349 564	4 007 353	455 090	336 371	336 445
Disposal of hazardous waste	26 976	25 500	36 602	275 374	270 000	400 000	88 980	98 563	101 337
Removal via wastewater network	122 373	106 745	155 534	2 097 599	3 079 564	3 607 353	5 640	6 973	6 497
	4 449	100 068	116 140	0	0	0	360 470	230 835	228 611
<b>Environmental-protection expenditures within the organisation</b>									
Protection of air purit	181 778	95 202	134 703	2 09 137	2 614 252	1 954 642	17 600	20 009	17 021
Wastewater treatment	93 822	23 106	23 125	88 613	0	0	14 000	13 581	11 561
Treatment of solid, non-hazardous waste	75 994	72 096	111 578	3 858	1 965 000	1 129 123	0	0	0
Treatment of hazardous waste	0	0	0	86 133	83 780	162 840	0	0	0
Protection of soil and subsurface waters	0	0	0	0	0	0	0	0	0
Noise and vibration protection	0	0	0	30 532	478 006	550 567	0	800	800
Environmental research and development	0	0	0	0	0	0	0	0	0
Operation of laboratories	0	0	0	0	0	0	3 600	6 428	5 460
Operation of an environmental control system	0	0	0	0	0	0	0	0	0
Other	11 962	0	0	0	87 466	112 112	0	0	0
<b>Total:</b>	<b>335 576</b>	<b>327 515</b>	<b>442 979</b>	<b>2 582 110</b>	<b>5 963 816</b>	<b>5 961 995</b>	<b>472 690</b>	<b>356 380</b>	<b>353 466</b>



### Rating of contractors

We evaluate our contractors using a comprehensive rating system, and one component of this is environmental compliance. According to our requirements, agreements may only be concluded with qualified contractors.

### Communication, complaint management

An essential component of the established management system is the handling of stakeholders' comments, suggestions and complaints. The elaborated procedures comprehensively ensure that every comment reaches the environmental protection unit, and is given a substantive assessment.

### Environmental activity of our foreign manufacturing subsidiaries

**GR RUS** (Russia), **GR Polska** (Poland) and **GR Romania** (Romania) are engaged exclusively in the production of medicinal products. This type of operation is very strictly regulated in terms of the applicable pharmaceutical industry quality assurance standards, which entail countless requirements that also mean these companies can be regarded as low-risk in terms of environmental protection, as well as from the perspective of safety at work and occupational health. Furthermore, a very large proportion of the materials used are incorporated into the products, with only a very small proportion of "wastage". The solvent usage of all three facilities is less than 50 tonnes a year, so none of them are subject to the VOC Directive. In the case of GR Polska, we have a site where active ingredient manufacturing was discontinued several decades ago, and the old infrastructure must be adapted to much smaller capacities that sometimes entail a different quality requirement. At GR Romania we also shut down an active ingredient manufacturing operation, but one that had a considerably smaller impact on the infrastructure, while GR RUS started out as a greenfield investment.

Some new developments related to environmental

protection are as follows: In 2014, to reduce the losses from steam energy supply, the Polish subsidiary's steam boiler, installed when the company still manufactured APIs but clearly oversized for today's needs, along with its large-diameter pipelines that caused considerable heat loss, was replaced with two optimally sized boilers located next to the places of use (office block, manufacturing plant).

In our Russian factory we decided to base our future heat energy supply on natural gas instead of the existing diesel-fired system, as this ensures a cleaner and more efficient supply. We began the changeover in 2015.

In our Indian facility (**RTML**) active ingredients are manufactured, which is a chemical industry activity, and as such its risks can be regarded as considerable. The factory – in terms of its operation – is comparable to that of a larger active-ingredient manufacturing plant of the Budapest site, with all the service functions that are together necessary for the operation of a complex facility (warehousing, logistical, energy supply, wastewater treatment facilities, etc.). Specialists from Hungary participated in the design of the plant's physical structure, the technical specification of the equipment (BAT), and the local implementation of the transferred manufacturing technologies. In the course of the project, adapting to the typically different climatic conditions, standards, and (work) culture represented a major challenge. Maintaining/improving water quality is a key priority for India, and for this reason the quality requirements for effluent wastewater are constantly being tightened.

In order to meet the requirements we separate the liquid flows from manufacturing to isolate those with high solvent and organic matter concentrations, so that these are not introduced into the process of biological wastewater treatment; we treat these flows separately. In addition, in 2015 we commenced installation of a continuously operating Agitated Thin Film Dryer (ATFD), in order to improve the quality and reduce the quantity of the wastewater sludge for disposal.



**A typical risk at our company's workplaces is the presence of hazardous chemical substances. The appropriate procedures and tools are available for reducing these to an acceptable level. The chemical safety requirements are addressed as early as in the research stage, and in the production planning process, with the use of closed conditions of the manufacturing processes and the appropriate human resource management (training, selection, work management, health protection programmes).**

Our company is continuously working on optimising occupational health and safety technology processes. This purpose is also served by the Occupational Health and Safety Management System that was first certified in 2006 (based on the OH-SAS 18001 standard). The system has considerable IT support for the management and publication of records, documents and risk management measures.

Our workplace safety strategy is based on prevention and keeping workplace hazards under strict control at an acceptable level. We are performing workplace hazard assessments, monitor the exposure hazards, and perform regular risk-based occupational health surveillance. We are introducing new technologies, equipment and of workplaces, on the basis of a coordinated set of safety criteria. For the occupational exposure monitoring we operate an accredited safety laboratory managed from Budapest. Determination of the safety parameters of chemical substances takes place at Dorog. The countermeasures and development requirements emerging on the basis of the results of the risk assessment, such as improving the closed condition of technologies, noise protection, etc.,

are incorporated into the management system as programmes, and their monitoring is also system-based.

We have performed process modelling and analysis in several areas, and elaborated a root cause analysis methodology with the target of improving the effectiveness of our activity.

In connection with the periodic occupational medical examinations – in parallel with the activity of the Richter Employee Well-being Foundation – we are continuing the programme of complex health protection screening. The effectiveness of the programme is relying amply on data from the past, almost ten-year period: early detection makes early interventions more possible, if necessary, and the number of days spent on sick leave is constantly decreasing.

We fully comply with the chemical safety requirements set out in the REACH and CLP EU Regulations: chemical hazard classification, reporting, registration, production of safety data sheets, monitoring of licensed substances, labelling. In 2015 we registered 13 substances – most of them intermediates – usually in the role of the lead registrant.

We pay particular attention to the fulfilment of explosion-protection requirements (ATEX directive) and requirements associated with the prevention of major industrial accidents. Our Budapest site is classified as a lower-tier, Dorog an upper-tier, and Vecsés at below-tier risk of plant operation. The Debrecen site is not classified as a hazardous plant under the rules of this regulation.

As part of our contingency planning for a terrorist attack, we have specified a bomb alert plan alongside the existing fire protection and other rescue plans. Our fire protection principles also place the emphasis on prevention. The expansion of the fire detection and alarming network is a continuous activity at all the sites, in line with changes resulting from investments, modernisation and the acquisition of new technological equipment. The number of fire

sensors and signal emitters installed in Budapest runs above ten thousands, and in Dorog around several thousands (smoke, flame, solvent, gas or heat velocity sensors, manual fire alarm buttons). The alarm signals are received and processed by the permanently supervised control centres. The high-risk equipment units are protected by active extinguishing devices, such as Hi-Fog high-pressure automated water-mist extinguishers, gaseous fire suppression installations. In Dorog in 2015, we commenced the installation of a fire-extinguishing water network independent from the technology, including a fire-water basin, which is scheduled to be put into operation in 2017.

We maintain contact with external and internal partners, authorities and local residents. None of the feedback or enquiries were of a complaint nature.

### Work safety objectives and programmes for 2016 (extract) Budapest

Objective	Programme
Ensuring compliance with ATEX requirements	Replacement of flame arresters, explosion arresters
	Installation of oxygen probe into centrifuge
IT development	Development of MEB-IT modules, process modelling
Improving work environment conditions	Reduction of noise exposure (office sound insulation)
	Purchase of non-return valve caps for HPLC eluent tanks

### Dorog

Objective	Programme
Enhancing the degree to which multi-stage active ingredient-production technologies are closed	Installation/integration of dust meters, dust extractors and samplers; replacement of old centrifugal machines with more modern ones
Improving emergency readiness	Replacement of nitrogen and air quick-disconnect couplings
	Refurbishment, and where necessary replacement, of fire doors
Improving work safety	Establishment of the conditions for safe maintenance (collective protection instead of individual protective gear when performing work on the roof)
	Modernisation of electrical switching areas
	Installation of extractor fans
Fire protection development	Continued expansion of automated alarm and fire extinguisher systems
	Establishment of a separate fire-extinguishing water network that is independent from the technology, incl. tank
Reducing the risk of exposure to dangerous chemical substances	Overflow-protection of containers, corrosion-protection of the container domes
	Installation of isolators for powder-containing technologies
Health protection	Evaluation and publication of the experiences and findings of the psycho-social risk assessment, elaboration of further risk management strategies



## HEALTH AND SAFETY

Safety at work and safety technology expenditure at the four sites in Hungary (Budapest, Dorog, Debrecen, Vecsés):

		2013			2014			2015		
		Budapest	Dorog	Debrecen	Budapest	Dorog	Debrecen	Budapest	Dorog	Debrecen
		th HUF			th HUF			th HUF		
health at work	occupational health care	185 732			186 555	8 243	4 403	155 484	8 276	6 644
	procurement of personal protective equipment	153 986	62 770	41 139	160 492	54 214	11 328	144 405	61 360	12 651
	<b>total</b>	<b>443 627</b>			<b>425 235</b>			<b>388 820</b>		
training	education	40 305			26 089			24 649		
	conferences	1 653	945	98	944	599	176	987	471	263
	<b>total</b>	<b>43 001</b>			<b>27 808</b>			<b>26 370</b>		
development	safety consultants' fees	78 757			66 670			80 172		
	<b>total</b>	<b>78 757</b>			<b>66 670</b>			<b>80 172</b>		
investment	fire protection (expansion of fire alarm system, Hi-fog, firefighting vehicle)	79 735	77 983	0	234 938	149 936	7 530	106 773	249 350	8 120
	procurement of new instruments	10 668	12 536	0	776	1 111	0	20 056	78	0
	other	78 470	346 500	0	52 707	134 800	0	3 600	298 700	0
	<b>total</b>	<b>605 892</b>			<b>581 798</b>			<b>686 677</b>		
maintenance	fire protection (fire alarm system, Hi-Fog, solvent detector, fire extinguisher)	53 902	15 599	0	45 900	15 971	7 060	53 045	17 161	6 571
	official inspection of hazardous machines and obtaining permits for their operation	16 070	5 785	0	13 330	14 019	1 707	33 773	11 850	1 040
	breathing apparatus	2 050	1 472	0	405	955	0	809	1 797	0
	safety technology laboratory instruments	7 157	2 849	0	6 378	1 822	0	5 549	1 517	0
	shelters	1 956	170	0	1 802	0	0	1 439	0	0
	other	0	0	0	11 554	0	0	0	0	0
	<b>total</b>	<b>107 010</b>			<b>120 903</b>			<b>134 551</b>		
renovation	headquarters	0	16 975	0	20 610	22 120	0	29 145	28 600	0
	factory	14 025	32 010	0	6 263	5 210	0	3 910	24 360	0
	<b>total</b>	<b>63 010</b>			<b>54 203</b>			<b>86 015</b>		
other	laboratory supplies, work accident cost implications (compensation, social insurance payment injunction, insurance excess)	12 494	302	0	12 488	837	0	15 848	186	0
	<b>total</b>	<b>12 796</b>			<b>13 325</b>			<b>16 034</b>		
<b>Grand total</b>		<b>1 354 092</b>			<b>1 289 942</b>			<b>1 418 639</b>		

In our report we present the accident statistics for the past three years (2013–2015). There were no fatal or serious work accidents at our company during the period. The number of work accidents fluctuated notably over the years concerned: 2013/2014/2015 Budapest: 41/51/30; Dorog: 13/4/7).

### Work accident indicators

	Budapest, Vecsés			Dorog			Debrecen			RTML		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
incapacity exceeding 3 days	41	51	30	13	4	7	0	0	3	2	1	0
sick leave days per accident (severity indicator)	24.8	32.1	52.6	27.85	54.75	25.57	0	0	43.67	30	35	0
work accidents per 1000 persons (frequency indicator)	10.7	12.6	7.6	13.2	4.04	7.02	0	0	14.63	7.9	0.001	0
sick leave days per 1000 persons	265	404.7	401.2	367.14	221.44	181.9	0	0	639.02	236.2	0.035	0

	GR Romania			GR RUS			GR Polska		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
incapacity exceeding 3 days	0	1	1	0	1	0	2	0	0
sick leave days per accident (severity indicator)	0	90	90	0	8	0	15	0	0
work accidents per 1000 persons (frequency indicator)	0	1.8	1.8	0	2.5	0	4.4	0	0
sick leave days per 1000 persons	0	162	162	0	20	0	65.5	0	0



## Work accidents by type

	Budapest			Dorog			Debrecen			RTML		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
Falls, slipping	6	15	6	3	1	1	1	0	1	6	0	0
Cuts or puncture wounds	3	2	3	2	1	1	1	0	0	0	0	0
Skin corrosion or poisoning	0	0	0	0	0	0	2	0	0	0	0	0
Burns or scalding	2	0	0	0	0	0	0	0	0	2	1	0
Eye injuries	1	0	1	0	0	0	0	0	0	0	0	0
Blunt trauma, crushing or trapping	19	16	13	2	1	2	0	0	0	0	0	0
Other (strained joints, sprains)	10	18	6	6	1	3	0	0	2	0	0	0
Mechanical, technological	0	0	1	0	0	0	0	0	0	0	0	0

	GR Romania			GR RUS			GR Polska		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
Falls, slipping	0	1	1	0	0	0	0	0	0
Cuts or puncture wounds	0	0	0	0	0	0	1	0	0
Skin corrosion or poisoning	0	0	0	0	0	0	0	0	0
Burns or scalding	0	0	0	0	1	0	0	0	0
Eye injuries	0	0	0	0	0	0	0	0	0
Blunt trauma, crushing or trapping	0	0	0	0	0	0	0	0	0
Other (strained joints, sprains)	0	0	0	0	0	0	0	0	0
Mechanical, technological	0	0	0	0	0	0	1	0	0

## Days of sick pay due to accident

	2013	2014	2015
Budapest	1018	1639	1577
Dorog	362	219	179
Debrecen	0	0	131
RTML	60	35	0
GR Romania	0	90	90
GR RUS	0	8	0
GR Polska	30	0	0







## Environmental data: Hungary and India Materials use

	2013				2014				2015			
	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
Chemical substances	4 862	6 544	82	2 715	4 472	6 460	98	376	4 966	6 308	121	160
Purchased solvents	2 184	4 676	0	1 167	2 214	4 338	0	1 764	2 003	4 107	1	1 378
Recycled solvents	3 741	5 030	0	890	3 207	7 302	0	1 082	3 427	8 547	0	999
Nitrogen	2 264	3 234	236	420	2 161	3 159	270	420	2 319	3 301	269	386

## Solvent usage

	2013				2014				2015			
	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
Total quantity of solvents used	5 925	9 706	0	2 057	5 421	11 640	0	2 846	5 430	12 654	1	2 378
Of this, quantity of reused solvents	3 741	5 030	0	890	3 207	7 302	0	1 082	3 427	8 547	0	999
Within the materials used, the ratio of recycled materials	56.11			43.26	61.60			38.02	66.21			42.03

## Energy consumption

	2013				2014				2015			
	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
Natural gas	498 530	8 328	107 709	478 502	9 490	102 449	511 455	8 356	112 141			
Steam	327 897	324 296		339 201	286 071		334 540	296 204				
Other	26 258	332	0	25 620	283	23 036	24 927	274	17 271			
Electric energy	75 796	29 866	8 696	74 428	29 931	8 691	72 049	30 757	9 321			

## Energy consumption – RTML

	UM	2013	2014	2015
Natural gas	GJ	0	0	0
Heating oil	GJ	2 209	450	946
Coal	GJ	39 606	41 748	37 320
Electric energy	MWh	7 957	8 624	8 636

## Total water consumption by source

	2013				2014				2015			
	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
From surface water sources	1 637	346	127	87	1 489	427	105	91 253	1 690	332	121	73 856
From subterranean water sources	0	108	0	0	0	12	6	0	0	139	6	0

## Water use

	UM	2013				2014				2015			
		Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
Total water quantity used	th m <sup>3</sup>	54 137	9 654	7 927	86 561	51 203	11 639	6 811	91 253	57 977	11 571	7 855	73 856
Of this, quantity of reused water	th m <sup>3</sup>	52 500	9 200	7 800	276	49 714	11 200	6 700	0	56 287	11 100	7 728	0
Of this, quantity of reused water	%	97	95	98	0	97	96	98	0	97	96	98	0

## CO2 emissions\*

	UM	2013				2014				2015			
		Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
CO2	t/yr	27 166	448	5 786	30	26 117	518	5 456	10 531	27 894	454	5 923	9 289

\* From 2012, estimated value based on actual gas consumption

## Ozone-damaging substances

	UM	2013				2014				2015			
		Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
Raw material	kg/year												
		Budapest	0	0	0	0	0	0	0	0	0	0	0
		Dorog	0	0	0	0	0	0	0	0	0	0	0
		Debrecen	0	0	0	0	0	0	0	0	0	0	0
Coolant		RTML											
		Budapest	392	213	266								
		Dorog	0	0	0								
		Vecsés	0	5	0								
		Debrecen	0	0	0								
	RTML	246	826	713									

## Emission of NOx, SOx and other significant air pollutants by emission type and quantity

	UM	2013				2014				2015			
		Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
VOC discharge in air	%	2.92	1.66	0	0.67	3.07	1.85	0	0.48	2.9	1.85	0	0.48
VOC discharge in air	t	189	220	0	13.7	186	230	0	13.7	177	221	0	11.54
NOx	kg/yr	1 016	4	279	946	1 067	11	225	2 110	1 067	12	253	2 824
CO	kg/yr	525	3	142	0	201	1	42	0	159	1	41	0
SO2	kg/yr	0	0	0	3 693	0	0	0	3 522	0	0	0	4 293
PM	kg/yr	0	0	0	10 019	0	0	0	7 903	0	0	0	10 937

## Total water emissions by type, in a breakdown by receivers

Budapest	UM	2013				2014				2015			
		total	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer
Technological wastewater	m <sup>3</sup>	364 071	0	364 071	184 800	0	184 800	210 500	0	210 500			
Other wastewaters	m <sup>3</sup>	985 080	0	985 080	1 102 800	0	1 102 800	1 255 600	0	1 255 600			
Total wastewater	m <sup>3</sup>	1 349 151	0	1 349 151	1 287 600	0	1 287 600	1 466 100	0	1 466 100			
Dorog	UM	2013				2014				2015			
		total	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer
Technological wastewater	m <sup>3</sup>	619 404	619 404	0	603 790	603 790	0	545 913	545 913	0			
Other wastewaters	m <sup>3</sup>	20 046	0	20 046	79 146	50 446	28 700	86 396	56 988	29 408			
Total wastewater	m <sup>3</sup>	639 450	619 404	20 046	682 936	654 236	28 700	632 309	602 901	29 408			
Debrecen	UM	2013				2014				2015			
		total	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer
Technological wastewater	m <sup>3</sup>	0	0	0	45 410	0	45 410	68 570	0	68 570			
Other wastewaters	m <sup>3</sup>	0	0	0	5 080	0	5 080	7 619	0	7 619			
Total wastewater	m <sup>3</sup>	52 111	0	52 111	50 490	0	50 490	76 189	0	76 189			

## Total water emissions by type, in a breakdown by quality parameters

	2013				2014				2015				
	UM	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
COD	mg/l	515	77	236	659	542	94	238	243	524	107	156.0	215
COD	t/yr	695	48	12.3	0.015	697.9	57	16	0.014	768.2	58.4	11.9	0.0
AOX	ug/l	247	473	0	n/a	397	575	0	n/a	293	422	0	n/a
Ammonium	mg/l	8.04	5.35	26.7	4.511	7.52	0.84	23	3.92	8.63	3.9	11.13	3.5
total phosphorus	mg/l	0.433	0.17	13.04	n/a	0.2	0.37	4.5	n/a	1.33	9.3	3.44	n/a
total nitrogen	mg/l	n/a	10.35	33.7	n/a	0	9.17	33.8	n/a	0	0.097	18.0	n/a
chromium (VI)	mg/l	0	<0.005	0	n/a	0	<0.005	0	n/a	0	<0.1	0	n/a
VOC	t/yr	62.5	5.86	0*	0.54	58.1	2.2	0	13.8	73.67	2.7	0	11.54
VOC	%	0.97	0.02	0	0.03	0.96	0.018	0	0.48	1.21	0.02	0	0.4

\* Debrecen does not fall within the scope of the VOC decree

## Generated waste

	2013				2014				2015				
	UM	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML	Budapest	Dorog	Debrecen	RTML
total	t	6 349	12 340	33	609	5 798	10 445	32	714	6 218	11 874	55	622
hazardous	t	4 254	3 891	33	86	3 975	3 651	32	256	3 627	3 932	46	256
other	t	2 095	8 449	0	523	1 823	6 794	0	458	2 591	7 942	9	366
non-hazardous industrial waste	t	568	0	0	0	546	0	0	n/a	342	0	0	n/a
municipal waste	m <sup>3</sup>	2 789	430	219	0	2 787	312	208	n/a	2 771	264	216	n/a



## Environmental Data: subsidiaries (Gedeon Richter Romania, Gedeon Richter RUS, Gedeon Richter Polska)

## Materials use

	UM	GR Romania			GR RUS			GR Polska		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
Purchased chemical substances	t	401	392	498	125	148	168	407	325	427
Purchased solvents	t	30	22	25	9	8	10	17	14	14
Recycled solvents	t	0	0	0	0	0	0	0	5	6
Nitrogen	m <sup>3</sup>	0	96	20	64	42	84	45	152	116

## Solvent usage

	UM	GR Romania			GR RUS			GR Polska*		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
Total quantity of solvents used	kg/yr	29 760	22 060	25 350	9 040	8 480	9 700	16 780	14 405	13 842
Of this, quantity of reused solvents	kg/yr	0	0	0	0	0	0	0	0	0
Within the materials used, the ratio of recycled solvents	%	0	0	0	0	0	0	0	0	0

\*GR Polska sends some of the used solvents to external partners for reuse. Ratio of this: 2013: 21.88% 2014: 36.31% 2015: 41.18%

## Energy consumption

	UM	GR Romania			GR RUS			GR Polska		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
Natural gas	GJ	34 575	32 586	37 930	0	0	32 974	33 043	33 788	28 654
Heating oil	GJ	0	0	0	30 196	54 960	37 308	0	0	0
Steam	GJ	0	0	0	0	0	0	0	0	0
Electric energy	MWh	5 288	5 372	5 755	5 100	6 713	8 428	5 779	5 530	5 504
Electric energy	GJ	19 037	19 339	20 718	18 360	24 166	30 340	20 804	19 908	19 814

## Total water consumption by source

	UM	GR Romania			GR RUS			GR Polska		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
From surface water sources	th m <sup>3</sup>	73 362	60 993	67 852	0	0	0	0	0	0
From subterranean water sources	th m <sup>3</sup>	0	0	0	15 614	21 966	23 092	39 031	31 216	36 471

## Water use

	UM	GR Romania			GR RUS			GR Polska		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
Total water quantity used	th m <sup>3</sup>	73 362	60 993	67 852	15 614	21 966	23 092	39 031	31 216	36 471
Of this, quantity of reused water	th m <sup>3</sup>	0	0	0	0	0	0	0	0	0
Of this, quantity of reused water	%	0	0	0	0	0	0	0	0	0

Emission of NO<sub>x</sub>, SO<sub>x</sub> and other significant air pollutants by emission type and quantity

	UM	GR Romania			GR RUS			GR Polska		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
VOC emissions										
VOC discharge in air	t/yr	29.76	20.36	24.84	9.04	8.04	9.04	9.95	9.23	7.8
VOC discharge in air	%	100	92.3	98	100	94.8	94.9	59	64.1	56.36
CO <sub>2</sub>	t/yr	1 942	1 835	2 085	2 263	3 797	4 668	1 803	1 679	1 421
Quantity of other indirectly emitted greenhouse gases										
NO <sub>x</sub>	kg/yr	920	1 134	1 288	2 827	5 635	5 645	1 762	1 648	1 390
CO	kg/yr	56	227	257	1 288	2 804	3 064	248	232	195
Dust	kg/yr	0	0	0	n.a.	n.a.	n.a.	13	16	11

CO<sub>2</sub> emissions

	UM	GR Romania			GR RUS			GR Polska		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
CO <sub>2</sub>	t/yr	1 942	1 835	2 085	2 263	3 797	4 668	1 803	1 679	1 421

## Quantity of ozone-depleting materials emitted into the air

Purpose of use	UM	GR Romania			GR RUS			GR Polska		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
manufacturing	kg	0	0	0	0	0	0	0	0	0
cooling	kg	107	234	96	96	14	13	0	0	0

Total water emissions by type, in a breakdown by receivers

GR Romania									
UM	2013			2014			2015		
	total	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer
Technological wastewater	15 840	0	15 840	12 808	0	12 808	21 712	0	21 712
Other wastewaters	57 522	0	57 522	48 185	0	48 185	46 140	0	46 140
Total wastewater	73 362	0	73 362	60 993	0	60 993	67 852	0	67 852

GR RUS									
UM	2013			2014			2015		
	összesen	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer
Technological wastewater	11 481	0	11 481	17 460	0	0	19 265	0	0
Other wastewaters	4 133	0	4 133	4 506	0	0	3 827	0	0
Total wastewater	15 614	0	15 614	21 966	21 966*	0	23 092	23 092*	0

\*from the water treatment system of GR RUS

GR Polska*									
UM	2013			2014			2015		
	total	natural waters	public sewer	total	natural waters	public sewer	total	natural waters	public sewer
Technological wastewater	0	0	0	0	0	0	0	0	0
Other wastewaters	0	0	0	0	0	0	0	0	0
Total wastewater	64 809	0	64 809	40 666	0	40 666	40 037	0	40 037

\* a unified channel is available for the drainage of the used technological and domestic water and rainwater.

## Total water emissions by type, in a breakdown by quality parameters

	UM	GR Romania			GR RUS			GR Polska		
		2013	2014	2015	2013	2014	2015	2013	2014	2015
VOC*	mg/l					0.02	0.02			
VOC*	t/yr	0	0	0	0	0.044	0	0.046	0	0
VOC total*	%	0	0	0	0	0.52	0	0.48	0	0
COD	mg/l	200	200	325	30.01	30	24.3	n/a	n/a	n/a
COD	t/yr	3.17	1.64	2.75	0.47	0.66	0.52	n/a	n/a	n/a
AOX	µg/l	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Ammonium	mg/l	n/a	n/a	n/a	0.37	0.37	0.33	n/a	n/a	n/a

\*estimated value

## Generated waste

	UM	GR Romania			GR RUS			GR Polska			
		2013	2014	2015	2013	2014	2015	2013	2014	2015	
hazardous	total	t	37	7	13	41	67	64	6	9	9
	incineration	t	37	7	13	28	46	54	0	0	0
	other	t	0	0	0	13	21	9	0	9	9
non-hazard industrial waste	t	57	3	2	0	24	23	151	424	187	
municipal waste	m <sup>3</sup>	453	387	394	408	448	632	862	795	856	



GRI content index

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