

2024 SUSTAINABILITY REPORT



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CEO letter

Apotex’s 2024 Sustainability Report showcases our work as **A Force for Health**, advancing health with relentless determination, delivering access to medicines and health products with uncompromising quality, and unlocking new possibilities for patients, consumers, and communities through partnerships.

As the largest Canadian-based pharmaceutical company, a top-5 supplier of generic medications in the United States, and a partner of choice in the Americas for pharmaceutical licensing and product acquisitions, Apotex plays a vital role in supporting the health journeys for millions of people. Our work is driven by perseverance—a core value that reflects our dedication to never quit until success is achieved.

In 2024, we celebrated Apotex’s 50-year anniversary and the impact we have made. Highlights include:

- **Improving healthcare system sustainability around the world through access to generic medicines**, including in Canada, where Apotex products have provided more than \$18 billion in savings over the last five years, and more than \$50 billion over the last 50 years
- **Product donations totaling more than \$45 million**, reaching communities in nearly 80 countries over our 20-year partnership with Health Partners International Canada
- **Continuing to reduce our Scope 1 and Scope 2 emissions**, with renewable and low-carbon sources supplying more than 81 percent of our global consumption in 2024

Toward the end of the year, we welcomed a new Head of Sustainability to lead our environmental, social, and governance (ESG) efforts.

Key priorities for the coming year include continuing to focus on resource efficiency, green chemistry, and advanced manufacturing technologies, leveraging our newly enhanced Supplier Code of Conduct to deepen engagement with Tier 1 suppliers, and increasing visibility across our value chain. We are also committed to fostering a thriving, innovative, performance-oriented workplace, supported by training and peer-to-peer mentorship.

Through these initiatives, we are setting the stage for a sustainable future, continuing to meet critical health needs around the world. We are energized by the opportunities that lie ahead, and remain committed to building on our positive impact, sharing our progress with stakeholders along the way.

Allan Oberman
President & Chief Executive Officer, Apotex

INTRODUCTION



Introduction

Apotex is the largest Canadian-based pharmaceutical company and a trusted health partner across the Americas for pharmaceutical licensing and product acquisitions.

Our diversified global portfolio includes more than 550 generic and branded prescriptions, over-the-counter products, and biosimilar pharmaceutical products across all major therapeutic areas, and a complementary portfolio of more than 255 natural health products. Our team is driven to advance health for all through access to affordable, innovative medicines and health products. Delivering reliable products for more than 50 years, we have earned the trust of healthcare professionals and patients worldwide.

An extensive global presence in research, development, manufacturing, and commercialization upholds our longstanding commitments to innovation and sustainability to drive efficiency throughout our operations. We produce 25 billion finished doses annually across our manufacturing sites in Canada, Mexico, and India, with sales in more than 70 countries. Our efforts centre on therapeutic areas including dermatology, neuroscience, oncology, ophthalmology, osteoporosis, and women's health.

Founded in Toronto, we are proud of our Canadian roots, with our headquarters still located in the city where it began, now employing more than 6,000 people around the world.

Over the past decade, we have invested more than \$2 billion in research and development, resulting in the launch of more than 60 products annually, empowering patients on their health journeys. Our generic medicines have delivered more than \$18 billion in healthcare savings across Canada in the past five years, and more than \$50 billion over the last 50 years. We continue working towards expanding access to affordable, high-quality medicines to build a sustainable and healthy future.

Apotex by the numbers



6,000+ people
around the world

\$18 billion+
delivered in savings for the Canadian healthcare system over the past five years

25 billion
finished doses produced annually

\$2 billion+
invested in R&D in the past decade



60+
new products launched annually

\$1 billion+
invested within manufacturing and commercial operations over the last five years

About this report

This report outlines the ESG issues that impact our operations, as well as actions we are taking to shape a sustainable future for all our stakeholders. It encompasses all affiliates and divisions of Apotex Inc. All data represents calendar year 1 January 2024 through 31 December 2024, unless otherwise stated. All financial figures are Canadian Dollars, unless otherwise stated.

This report was informed by Sustainability Accounting Standards Board (SASB) standards for the Biotechnology & Pharmaceuticals sector.

For more information, or feedback please contact [Apotex media relations](#).



SUSTAINABILITY AT APOTEX



Sustainability at Apotex



Our ethos

Our values shape every aspect of what we do, from the innovation behind our research and development to the meticulous precision of our manufacturing, and to ultimately delivering high-quality pharmaceutical and health products to patients globally.



Winning Behaviours



Individual Accountability



Rigour & Discipline



Continuous Improvement

Rooted in our Winning Behaviours—Individual Accountability, Rigour and Discipline, and Continuous Improvement—we are committed to supporting patients at every stage of their health journeys. These behaviours drive our dedication to advancing healthcare solutions while fostering a positive impact on the environment and society.

We strive to strengthen communities and drive meaningful social impact. Patients remain at the centre of our efforts, inspiring our collaborations with the healthcare community to create tailored support programs and develop products that address unmet needs.

Stakeholder engagement

We are committed to maintaining open, transparent communication with all stakeholders across our value chain.

Collaboration and the exchange of insights with employees, suppliers, customers, investors, and other key stakeholders are vital to driving sustainable progress. As a portfolio company of SK Capital Partners (SK Capital), Apotex collaborates with SK Capital team members and other portfolio companies to share best practices and enhance ESG performance and human capital management. By leveraging SK Capital’s expertise and network, we strengthen our capabilities, implement innovative approaches, and align with a shared vision for sustainable growth.

To address stakeholder priorities effectively, we conducted a SASB-aligned preliminary materiality assessment in 2023. Through our assessment, we identified priority ESG topics, including greenhouse gas (GHG) emissions, water consumption, recyclable packaging, product quality and safety, and cybersecurity. Insights gained inform disclosure topics in this report and guide the ongoing evolution of our strategy, focusing efforts on areas that deliver the greatest impact for both stakeholders and the business.

As part of our broader commitment to transparency and environmental stewardship, we submitted our 2024 response to the CDP, formerly known as the Carbon Disclosure Project. This global framework supports companies in identifying and addressing environmental risks and opportunities while sharing progress and plans with stakeholders, including many of our largest customers. We also disclosed our sustainability efforts to EcoVadis, a leading sustainability ratings platform. Furthermore, as part of our 2025 ESG strategy, we are actively evaluating additional global disclosure standards and guidance for potential inclusion in the future. These disclosures provide transparency to customers and partners about our approach to managing environmental and social risks. They enable us to track progress, measure performance, and identify growth opportunities, which inform our strategic priorities as we strengthen our program in line with industry best practices.





PATIENT WELLBEING

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Patient wellbeing

Patient wellbeing drives our commitment to innovation, sustainability, and responsible business practices.

For more than 50 years, we have focused on improving healthcare outcomes through affordable medications and patient-focused programs that address evolving needs.

Our portfolio of medications improves access to essential treatments worldwide. More than 70% of our medicines sold in North America are produced in Canada, enhancing supply chain reliability, supporting healthcare infrastructure, and meeting growing demand for critical medications for the North American market—particularly Canada and the United States, which accounts for a material portion of our revenues.



We have contributed to the sustainability of the Canadian healthcare system by filling more than 2.5 billion prescriptions and saving the system more than

\$50 billion

over five decades.

These savings underscore the essential role our products play in lowering cost *without compromising on quality.*



HIGHLIGHT STORY

In October 2024, we announced the expansion of the Richmond Hill facility to meet growing demand for liquid and sterile products. The ~\$70 million investment will support the addition of two specialized production lines for finished dose medicines. The facility will help improve patient access to affordable medicines, and create more than 70 full-time jobs.



Product quality & safety

We prioritize product quality and safety. Our comprehensive quality management system ensures compliance with global regulations and maintains the trust of patients and business partners.

This system incorporates audits, regulatory inspections, and continuous monitoring to meet stringent standards, including those set by Health Canada and the U.S. Federal Drug Administration (FDA).

Senior leaders in our Global Quality and Compliance functions oversee regulatory alignment, risk management, and process improvement. They foster accountability and strive to stay ahead of evolving global requirements to ensure Apotex maintains our quality objectives. Through rigorous oversight at every stage, from raw material verification to monitoring manufacturing conditions and final product testing, our company not only meets regulatory requirements but also ensures high standards of safety, efficacy, and product stability.

We maintain controlled manufacturing environments that include cleanrooms, air filtration systems, and strict equipment maintenance protocols to minimize contamination risks. Employees receive comprehensive training to understand their role in product quality and safety.

We continually seek to enhance processes, reduce errors, and improve performance. If quality concerns arise, we respond swiftly and transparently, prioritizing patient safety and regulatory compliance. We believe these efforts build trust with regulators, teams, and business partners while reinforcing our commitment to excellence.

Access & patient support

As a North American leader in pharmaceuticals and consumer healthcare, Apotex plays a vital role in improving access to affordable healthcare. Through our global generics business, we offer cost-effective alternatives to branded medications, and provide patients with the same quality, safety, and efficacy at significantly lower costs.

For individuals facing financial challenges, generics can be a lifeline to accessing essential medications. Through efficient production processes and economies of scale, we manufacture generics that meet rigorous regulatory standards while delivering substantial cost savings to both patients and healthcare systems.

To address remaining financial barriers, we offer programs including ApoAssist and Apotex 360 that provide eligible patients with reimbursement support, financial aid, and coverage renewal assistance. Patient applications are considered by our Project Application Review Committee for alignment with company priorities, appropriateness and anticipated efficacy, and the number of individuals the program will reach.

Together as one Apotex, inclusive of our business divisions and affiliates, we provided more than

\$800,000

in grants for patients in need in 2024.



Responsible labeling

Responsible communication practices support our mission to inform and empower patients and providers.

Consistent with our regulatory requirements, we ensure all product labels, packaging, and marketing materials clearly communicate usage, benefits, risks, and potential side effects.



GOVERNANCE

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Governance

Corporate governance

Our governance structure is designed to ensure accountability for Apotex's performance and its future impacts.

Our recent acquisition by SK Capital has further enhanced our governing structure, leveraging its industry expertise to strengthen our market leadership and expand global access to affordable, innovative medicines. A new Executive Leadership Team (ELT) under SK Capital's ownership reinforces our focus on strong corporate governance and effective decision-making.

Our governance framework is led by the Board of Directors (the Board), which includes representatives from Apotex, SK Capital, and independent directors, working collaboratively to guide the company's strategic direction. The Board meets at least quarterly to review overall performance and priorities, ensuring alignment with key goals such as human capital, risk management, and operational growth. Dedicated committees of the Board, with independent Chairs, address emerging challenges and opportunities, driving timely and effective decision-making. This integrated approach ensures dynamic and responsive governance, closely aligned with our long-term objectives.

Hired in 2024, our Head of Sustainability is working to define and ensure consistent enterprise-wide execution of our ESG strategy. Established in 2023, our ESG Working Group plays a critical role in embedding sustainability in our operations and driving measurable progress toward our sustainability goals. This group meets to track progress on key initiatives, identify potential challenges, and ensure alignment with our long-term sustainability strategy. Operating under the oversight of an ELT sponsor, the group provides at least annual strategic progress updates to the Board. The Board or individual Board committees may receive additional updates that pertain to the resource needs of ongoing initiatives or emerging risks.

We enhanced our Enterprise Risk Management program and conducted a comprehensive risk assessment, the results of which were reported to the Board. The assessment covered 13 priority areas and helped the Compliance team develop corresponding action plans to manage each identified risk.



Business integrity

Conducting business with integrity is central to our ethos.



We expect employees, suppliers, and business partners to maintain transparent, ethical conduct to protect relationships and uphold our reputation. All Apotex operations must comply with applicable laws, company policies, and the Code of Conduct and Business Ethics, which outlines expectations on issues like conflicts of interest, data privacy, anti-corruption, and anti-bribery.

The Global Business Ethics and Compliance Committee (GBECC) is comprised of leaders from Legal, Quality, HR, Commercial, and Finance. This committee assists in the overall guidance of the Global Business Ethics and Compliance Program. Regional Business Ethics and Compliance Committees (BECC) conduct regional Ethics and Compliance Risk Assessments. The BECC assesses ethics and legal risk categories, prioritizes high-risk areas, and develops mitigation plans that tie into overall business objectives.

Consisting of nearly 40 global mid-management leaders, our Ethics Liaison Network is chaired by a senior Ethics and Compliance leader. Liaisons advocate for a positive ethical culture, distribute compliance program communications, and support training while working with management to identify and address risks.

As a part of our Speak Up culture program, Apotex is committed to creating a safe environment where employees can report suspected compliance issues without fear of retaliation. The Global Speaking Up Policy outlines the procedures for reporting concerns, how the company will respond, and its strict prohibition against retaliation for good-faith reporting. Our dedicated ethics helpline and centralized reporting system, APOspeaks, supports anonymous reporting 24 hours a day, every day.



Additional policies that guide our ethical conduct include:

- Global EHS Policy
- Supplier Code of Conduct
- Global Competition Law Policy
- Global Risk Compliance Policy
- Global Conflicts of Interest Policy
- Global Lobbying and Political Contributions Policy
- Global Speaking Up Policy
- Use of IT Assets

Cybersecurity & data privacy

Cybersecurity and data privacy are essential for protecting intellectual property and patient, employee, and vendor information.

Risk and vulnerability scores help us identify and manage priority risks. We conduct continuous threat monitoring, supplemented by penetration tests, to identify potential vulnerabilities and have implemented an internal cybersecurity program aligned with the National Institute of Standards and Technology Cybersecurity Framework, and healthcare industry best practices.

Our third-party managed incident response plan is designed to help personnel quickly contain, mitigate, and remediate security incidents with minimal disruption to operations. We aim to conduct monthly phishing simulations and training sessions for employees. For further details, please refer to our Annual Code of Conduct.

Beyond our operations, we seek to safeguard against threats that may arise from value chain partners, including suppliers. Our Supplier Code of Conduct establishes minimum standards with regards to data privacy and protection for patient, employee, and customer data, and Apotex intellectual property. Suppliers are expected to maintain appropriate safeguards to protect this data from improper use; unauthorized access, disclosure, or modification; theft; or fraud.



ENVIRONMENTAL IMPACT

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Environmental impact

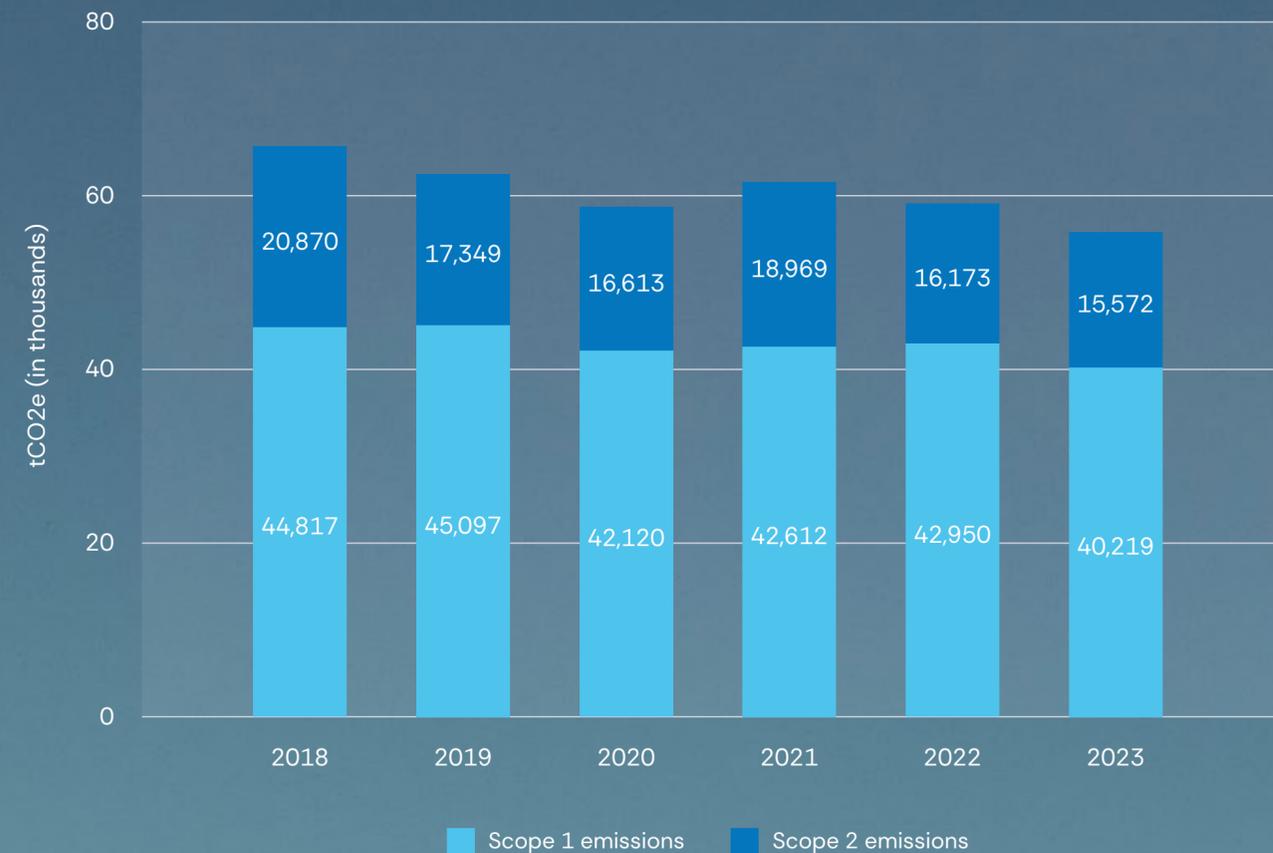
Our robust Environmental, Health, and Safety (EHS) management system ensures regulatory compliance and enhances efficient management of waste and water resources. Please refer to the Health & safety section for more information on our EHS program.

GHG emissions & climate change

As part of our commitment to health and resilience, we seek to enhance efficiency and reduce our environmental footprint. We calculate our Scope 1 and 2 emissions for Apotex’s global footprint in line with the GHG Protocol to maintain a clear view of our climate impact and track trends over time.

In 2024, 81% of our global electricity consumption came from renewable or low-carbon energy sources such as solar and wind. In India, we implemented a Power Purchase Agreement (PPA) to procure wind energy, reinforcing our commitment to reliable and sustainable energy solutions. Many of our sites have, or are in the process of installing, LED lighting and motion sensors to optimize energy use and reduce consumption.

Total Scope 1 and 2 emissions



FOOTNOTE

Calculation methodology is based on guidance from the GHG Protocol and is consistent throughout all years included in the assessment, as further described below:

- Scope 1 published emission factors for stationary combustion sources (propane, diesel, natural gas), mobile combustion, and refrigerants;
- Scope 2 based on published grid intensities for each specific operational year



2024 HIGHLIGHTS

Apotex is driving energy efficiency initiatives to advance our decarbonization journey across our global sites.

Canada

At three Greater Toronto sites, we upgraded energy-intensive lighting with LED systems

reduced emissions by more than 5 million kWh in electricity usage.

Variable Frequency Drives (VFDs) installed on chillers and HVAC units at multiple facilities have enabled system motors to operate at lower speeds, reducing overall power consumption.

India

At one India site, we replaced a steam-generated hot water system with a heat pump which

reduced natural gas consumption by 2,000 m³ per day and GHG emissions by 80%.

This site further reduced electricity use by reusing chilled water from the heat pump for their chiller.

Mexico

Our Mexico Protein site reduced GHG emissions by 139.7 tonnes by implementing an energy control system that reduced energy consumption in the HVAC system’s chillers and dehumidifiers. This change

reduced the site’s energy consumption 12%, or approximately 452,010 kWh.

In 2024, we conducted two comprehensive, multi-day, on-site audits of representative manufacturing facilities to collect detailed data on energy consumption and identify unrealized efficiencies.

The audits included a systematic analysis of historic data to understand operational variability; engagement with operators, maintenance, and engineering teams to learn about standard procedures; and an investigation of equipment, building systems, and energy-consuming equipment.

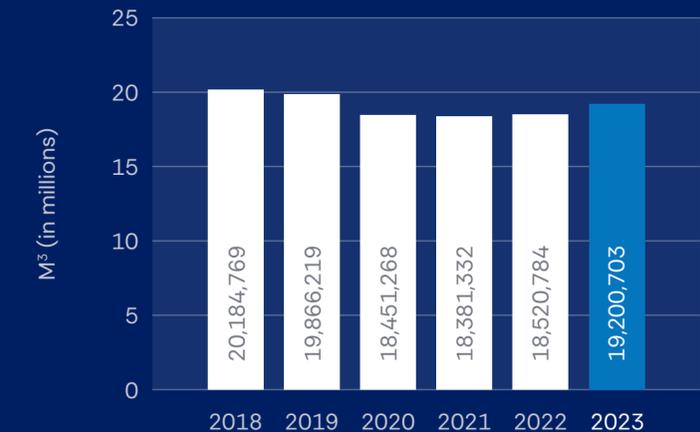
We will use audit insights to guide prioritization of future initiatives aimed at optimizing processes and influencing user behaviours to improve resource efficiency, saving operating costs, and reducing emissions. We are evaluating potential pathways to decarbonization, which will enable decision-making on the rigour and timeline of setting near-term emissions reduction targets.

Understanding the emissions associated with our value chain is crucial to measuring our holistic impact. We have conducted a high-level screening exercise to understand sources of indirect Scope 3 emissions and their relative magnitude. As we continue to mature our approach to supplier engagement across the company, we aim to obtain more granular data that will enable a fulsome Scope 3 emissions inventory in future reporting years.

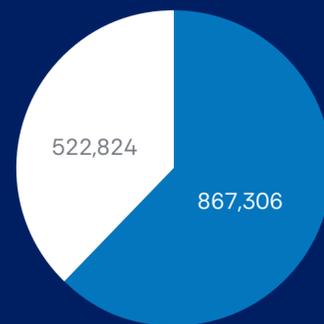
TOTAL ELECTRICITY CONSUMED



NATURAL GAS USE

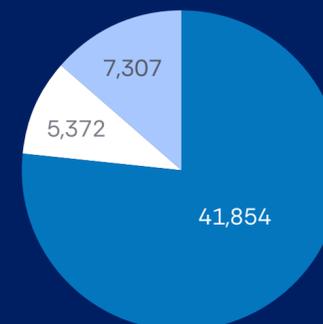


2023 GLOBAL ENERGY USE (GJ)



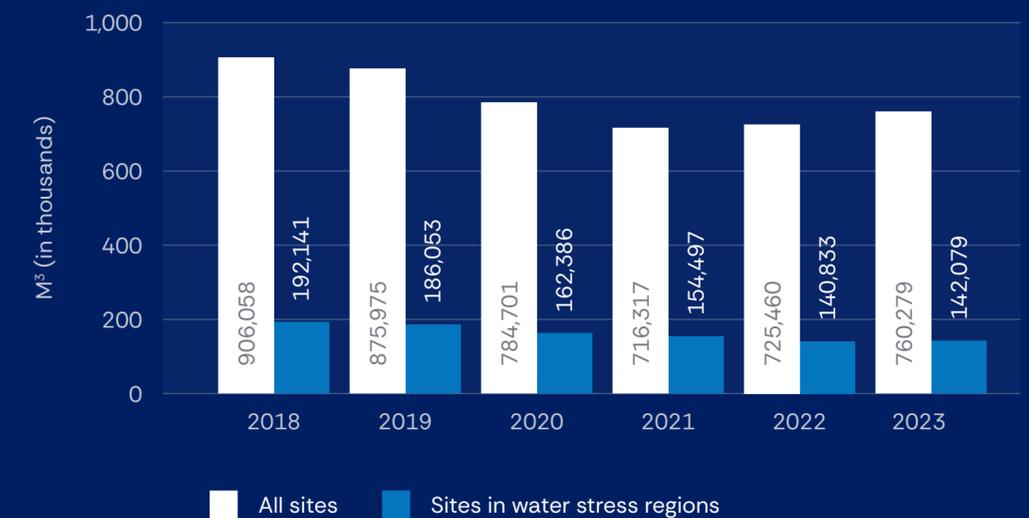
- Total energy from non-renewables
- Total energy from renewables/low carbon sources

2023 GLOBAL WASTE GENERATION (TONNES)



- Total hazardous waste
- Total non-hazardous waste
- Total recovered

WATER USE



Green chemistry

We employ green chemistry principles to increase resource efficiency.

These efforts are guided by the Sheldon E-Factor principle, which calculates a ratio of waste generation to product production with the end goal of designing manufacturing processes that minimize waste generation.

A core element of minimizing waste generation is eliminating or significantly reducing the use of chlorinated solvents within our commercial portfolio where possible. When a solvent is required, we often choose water in the manufacturing process, as it minimizes environmental impact, making it an ideal alternative to chlorinated solvents. Research and development facilities that do use chlorinated solvents use recovery systems to capture distilled solvents for reuse, keeping them out of municipal wastewater systems. Additionally, we aim to use enzyme-based catalysis and biotransformation in small molecule synthesis to yield increased efficiencies and reduce associated waste byproducts. We continue seeking innovative solutions to uphold our priority to provide high-quality, affordable medicines while reducing our environmental footprint.



Waste

In 2022 we began mapping the quantities and content of waste across global facilities. Gaining a comprehensive understanding of the materials we discard in our manufacturing systems opens the door to optimizing processes and improving disposal practices.

We recognize the impact of waste generated by packaging and are committed to evaluating strategies for potential waste reduction, along with exploring safe and sustainable alternatives. While much of our primary packaging requires the use of virgin materials to meet sterilization requirements and ensure product safety and efficacy, our secondary – how we bundle packs of products – and tertiary – how we ship those bundles – packaging offers more opportunities to reduce the amount of packaging and incorporate a greater proportion of recycled, recyclable and/or sustainable materials. All paper-based packaging used in the Canadian facilities are certified by the Forest Stewardship Council (FSC) and we plan to leverage our Supplier Code of Conduct to explore increased collaborations that prioritize innovative and sustainable packaging solutions.



Water

We recognize water as a shared resource and commit to responsible stewardship and promoting water circularity.

We use water for production sanitation and as an ingredient in some products. Some sites have implemented closed-loop cooling systems and most sites recycle water for repurposing in various applications, including utilities, toilets and gardening. We are exploring ways to increase recycling programs to decrease waste generation.

We collaborate with and empower local site leadership to develop programs that manage resource consumption and minimize waste. As local sites implement effective resource efficiency measures, leaders share best practices across Apotex to encourage broader adoption.

Air emissions

We comply with all applicable regulations to reduce fugitive emissions and have enacted a strategy to manage associated odor and noise to minimize impact on employees and surrounding communities.

Solvent abatement systems and recovery systems help prevent emissions into the atmosphere. Our solvent abatement processes have reduced emissions at our facilities. We continue to monitor and assess our operations to identify additional opportunities for reducing these emissions and mitigating their effects.



SOCIAL IMPACT

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Social impact

Health & safety

EHS principles shape our everyday decisions.

Each global manufacturing facility has a dedicated leader overseeing environment, health and safety responsibilities, reporting into site leaders and working collaboratively with our global EHS function, all of which sits under the purview of our Chief Operations Officer. Leaders at all levels help us continuously review and improve our EHS management system in response to evolving industry standards and emerging risks and opportunities identified through assessments, feedback mechanisms, and corrective actions. We are working to expand our EHS standards and redesign our global EHS framework to enhance site oversight and support. This includes revisiting training and education programs, in collaboration with leadership, to redefine key activities that support our long-term ESG strategy.

We have begun integrating incident tracking software across our enterprise. This platform helps consolidate data related to EHS events, including near misses and unsafe conditions, to more readily enable our leaders to track incidents and ensure resolution.

Regular EHS assessments help us proactively identify hazards, ensure compliance, and provide actionable insights that drive improvements and reinforce accountability. When incidents do occur, leaders investigate underlying causes and implement corrective actions to prevent recurrence. As part of our 2025 plans, we will conduct workshops to equip leaders with the skills to conduct meaningful investigations and expand our safety index to better identify EHS risks that may impact safety performance.

Established governance structures manage risks related to the health and safety of our employees. Our Medical Advisory Committee evaluates worker health risks associated with handling pharmaceutical materials. In-house toxicologists assess all new pharmaceutical molecules to mitigate potential employee and patient exposure. We minimize the use of toxic substances in our manufacturing processes and design chemical procedures to eliminate the need for harsh chemicals that would otherwise pose a potential risk to our employees. These safety structures minimize any exposure risks to our valued colleagues.

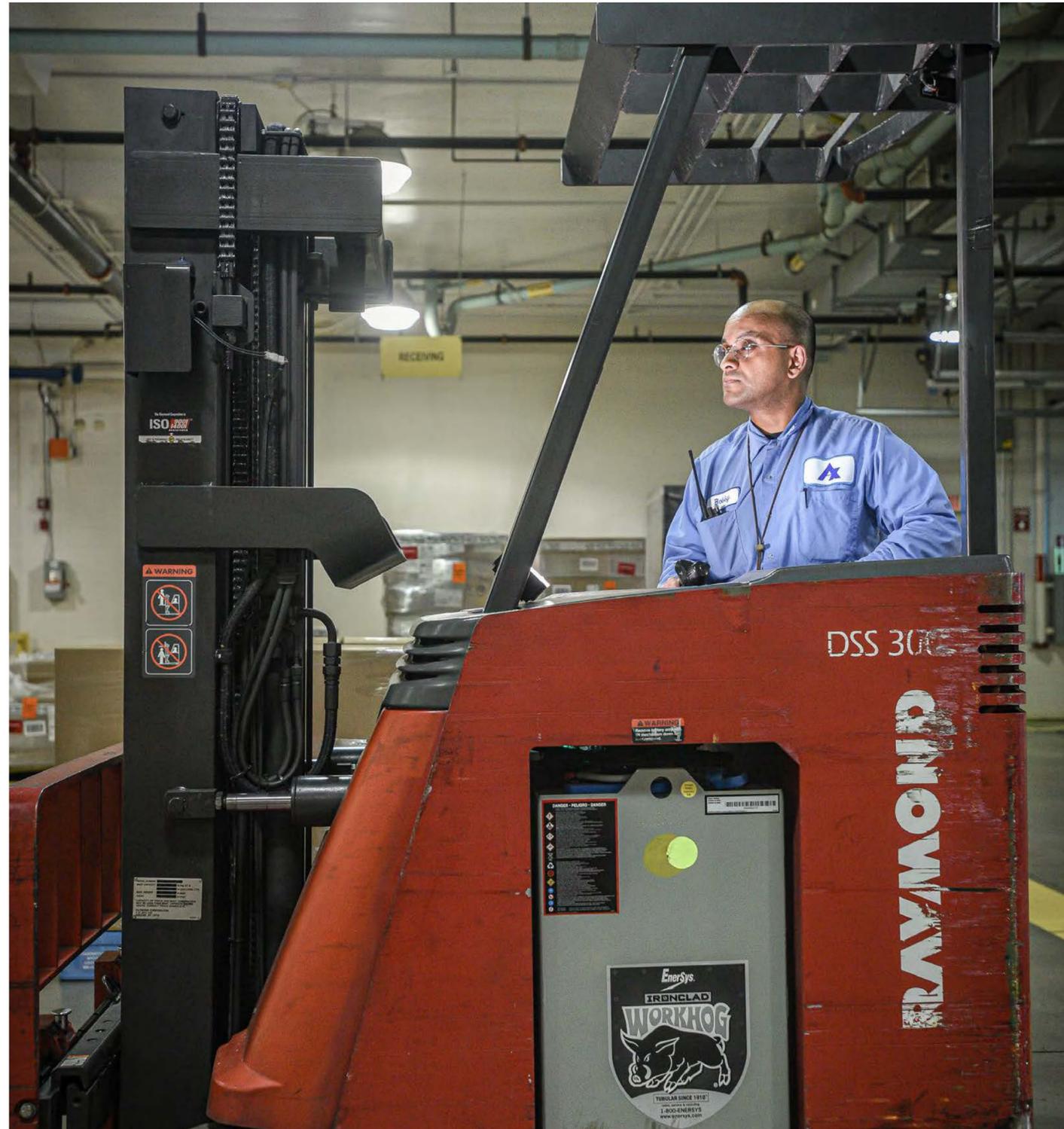


HIGHLIGHT STORY

In 2024, we conducted a comprehensive full-day Root Cause Analysis Workshop to ensure the global EHS community and people leaders have clear and consistent tools and expectations when it comes to EHS investigations. Ultimately, the workshop will facilitate improved EHS incident investigation outcomes by identifying true root causes, more effective corrective actions, reduction in reoccurrence likelihood, and improved performance.

Introducing the Safety Pyramid in 2024 has shown the importance of tracking leading indicator performance, such as unsafe condition and safety observations, in addition to existing lagging metrics. After being added to a number of senior level communications, the Pyramid has prompted discussions to address the need for increased reporting in areas where early action will further help prevent loss.

Adding to the leading indicator progress, 2024 saw the introduction of indicators allowing us to track monthly progress on our EHS plans and regulatory compliance. Adding these to our EHS metrics helped shift our focus from reactive to proactive measures. With the added benefit of harmonizing our objectives across all sites and regularly reporting through these tools, these indicators help ensure our EHS teams are working with synergistic accountabilities to achieve common goals, aligned with the success of our business.



0.19

Lost time injury rate (LTIR)

5.04

Lost time injury severity rate

0.76

Total recordable injury rate (TRIR)

0

Fatalities



Talent attraction, retention, & development

We work to empower all stakeholders to advance our shared journey of health.

A vital part of our mission is prioritizing the health, safety, and well-being of our colleagues. We are committed to continue building a high performing, highly engaged culture with high quality jobs and where collaboration thrives, driving greater patient care and improved access to medicines. At Apotex, it's important that our colleagues feel included and valued.

The growing demand for our products enables us to expand our operations and create new job opportunities within our local communities.

We are committed to retaining our talented employees and fostering long-term careers, with 17% of our workforce having dedicated 20+ years at Apotex, and over 30% of our employees with a tenure of 10+ years.



HIGHLIGHT STORY

Apotex is Great Place to Work-certified in Canada, the U.S., and India. Great Place to Work (GPTW)—a global authority on workplace culture, employee experience, and leadership behaviours—has recognized Apotex as an employer of choice for its growth potential, strong corporate culture, comprehensive benefits, management accessibility, and core values. Apotex's cultural strengths include a deep sense of pride among our employees, a strong reputation for serving our communities in need, and an inclusive environment where fairness is valued. Our 84% survey participation rate—well above the GPTW average of 50%—demonstrates a strong commitment to fostering a thriving and engaged workplace culture.

Talent attraction

We are committed to retaining talented colleagues and providing them with long-term job stability. We provide a comprehensive total benefits package, including competitive base pay, retirement and pension contributions, several insurance options, paid vacation, and additional leave programs. In alignment with our Winning Behaviours, particularly Continuous Improvement, we prioritize and act on the feedback we gather from our employees through surveys and engagement initiatives.

Apotex organizes global town halls, along with townhalls for various business units and sites, where we communicate the company’s vision and highlight our performance excellence. These forums encourage open dialogue between leadership and staff. With a conversational format, we promote a transparent environment where questions are welcome and employee feedback is actively encouraged.

Training and skills development are central to fostering a culture of Continuous Improvement, enabling employees to perform at their best.

We offer personalized development opportunities, global learning programs, and formal mentorship programs for high performing staff and training initiatives to enhance the skills and potential of every colleague.

Our inclusive culture drives our efforts to attract top-performing talent. Through our Early Talent Program we partner with select universities, aiming to recruit and nurture the next generation of emerging industry leaders.





Supplier engagement

We are committed to understanding our entire footprint and recognize the importance of comprehensively assessing our value chain and sourcing process.

Detailed in our 2024 Modern Slavery Act Report, we assess and aim to prevent our risk and exposure to modern slavery throughout our supply chain. Launched in FY23, our refreshed Global Supplier Code of Conduct establishes clear criteria for good business practices, including human rights, ethics, health and safety, vendor management, and environmental standards. Since 2023, we have distributed the Supplier Code of Conduct to both indirect and direct vendors globally. By leveraging our third-party ESG service provider, Assent, we have mapped our supply chain and deepened our understanding of suppliers' operations.

Through Assent, we distributed the Supplier Code of Conduct to 100% of our Tier 1 vendors in specific industries (refer to our Modern Slavery Act Report for more details) for attestation. We have engaged with 200 top tier suppliers by direct spend and industry, including raw materials sourcing, packaging component manufacturing, R&D, and finished good suppliers.

We assessed these suppliers for potential risks, provided ESG questionnaires addressing child and forced labour, and asked them to certify their compliance with the Apotex Global Supplier Code of Conduct.

Apotex is progressing toward achieving 100% Supplier Code of Conduct acknowledgement from Tier 1 suppliers. Additionally, we evaluate all submitted high-risk third-party business partners.

Looking ahead, we aim to increase transparency throughout our supply chain.



Corporate citizenship

Guided by our commitment to global healthcare access, we established the Apotex Global Health Access Fund in 2024. During its first several years, the fund will focus on maternal health, including prenatal and postnatal care for mothers and their children in communities in Canada and the US, along with India and Mexico, where in some cases access to healthcare is considerably restricted due to economic and social conditions.

The fund provides grants that aim to address barriers such as inequitable access, poor health literacy, and social determinants affecting health. In the first year, four grant recipients received approximately \$800,000.

In the future, funding may address other critical health challenges, including tuberculosis, water sanitation, hygiene, and preventable blindness.

The Apotex Global Health Access Fund builds on our long-standing medicine donation program, which in 2024 donated more than \$1.5M in essential Apotex products to vulnerable populations.¹

Within our local community of the greater Toronto area, we regularly donate to the Shelter Health Network, which serves high-risk populations without stable housing and with complex health issues. We also support Yonge Street Mission, a social service provider working directly with vulnerable individuals and families in Toronto to end the poverty cycle.

We participate in career fairs at Northeastern University (Toronto), and Nova Southeastern University. As a long-time donor to the Nova Southeastern University Barry and Judy Silverman College of Pharmacy, we provide funds for up to two students per term to support internship experiences.

Beyond corporate giving, we encourage our employees to contribute their time to give back to their local community. We partner with numerous local organizations, providing opportunities for Apotex employees to volunteer.

¹Retail value



For over two decades, we have proudly partnered with Apotex to expand access to essential medicines in vulnerable communities worldwide.

Through this enduring collaboration, Apotex has provided over \$45 million in medicine donations, reaching nearly 80 countries.

We appreciate Apotex’s unwavering commitment to meeting unmet needs and look forward to continuing our joint efforts to deliver critical medical aid.

Lois Brown
President of Health Partners
International of Canada (HPIC)



In partnership with Health Partners International of Canada, we have reached over 33 million people, providing life-saving medications and healthcare resources to those who need them most.



APPENDIX

Appendix

Links to company policies

- [☑ Code of Conduct](#)
- [☑ Global EHS Policy](#)
- [☑ Supplier Code of Conduct](#)
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- [☑ Global Conflicts of Interest Policy](#)
- [☑ Global Lobbying and Political Contributions Policy](#)
- [☑ Global Speaking Up Policy](#)
- [☑ Fighting Forced Labour & Child Labour in Supply Chains Act \(EN\)](#)

