



• Driving quality medicines worldwide

# SUSTAINABLE DEVELOPMENT REPORT for 2023



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The core principle of sustainable development is to ensure robust progress today without compromising the well-being of future generations.

When the UN Global Compact launched in 2000, uniting global businesses promoting sustainable development and social responsibility, the world was a different reality. Today, in 2024, amidst global challenges – not least the Russian totalitarian regime's war against Ukraine's nation – it's clear that sustainable development is not merely relevant, but a crucial measure of maturity in our pursuit of peaceful coexistence. It serves as a benchmark, distinguishing outdated despotic systems from a modern, progressive approach to economic development, which prioritizes sustainable practices for global stability, equitable opportunities, and access to resources.

Farmak joined the UN Global Compact in 2019, just as the modern world entered a period of unprecedented turbulence. The COVID-19 pandemic swept the globe, followed by the full-scale war in Ukraine, a challenge that profoundly impacted the global security landscape. This period has become extremely difficult for the whole world and especially for our country.

We prepared our 2023 Report under the constant threat of air raid sirens and missile attacks, often amidst power outages. Yet, we remained committed to acting decisively, ensuring that the values and developmental trajectory, for which our defenders are fighting, would not only be preserved, but strengthened.

Our two Ukrainian manufacturing sites continue to operate at full capacity, providing the nation with essential, high-quality, and affordable medicines.

Throughout this challenging period, we have not only maintained all jobs but also ensured stable wages and comprehensive social benefits for our employees. We are developing mental health support programs, arranging personal and professional development training, and are implementing a reintegration program for veteran employees.

In partnership with the Zhebrivsky Family Charitable Foundation, our Company is deeply committed to supporting the Armed Forces, aiding war victims, and delivering humanitarian assistance.

We recognize the devastating environmental impact of the war in Ukraine and are taking every possible step to minimize the environmental footprint of our operations. Recently, we've launched a social initiative with partners to collect and safely dispose of expired medicines from the public.

The heroism of our defenders proves that motivation, noble intentions, and a profound purpose can overcome even numerical disadvantages, driving global change for the better. The peaceful future of the globe is being written in Ukraine, and today, we are all part of a unified effort to protect the values of democracy and human life. Ultimately, our shared goal must be peace and justice, as only these foundations can support a harmonious and sustainable future for all.

**Volodymyr Kostiuk**  
General Director



# Principles of the UN Global Compact

Farmak's operations are guided by **10 principles of the UN Global Compact**, which underpin our environmental, social, and economic responsibility. We are committed to upholding these principles, even amidst the challenges of wartime.



## HUMAN RIGHTS

### PRINCIPLE 1

Business should support and respect the protection of international human rights

### PRINCIPLE 2

Business must not be complicit in abuses of human rights

## LABOUR

### PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

### PRINCIPLE 4

Businesses should uphold the elimination of all forms of forced and compulsory labour

### PRINCIPLE 5

Businesses should uphold the effective abolition of child labour

### PRINCIPLE 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation

## ENVIRONMENT

### PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges

### PRINCIPLE 8

Businesses should undertake initiatives to promote greater environmental responsibility

### PRINCIPLE 9

Businesses should encourage the development and diffusion of environmentally friendly technologies

## ANTI-CORRUPTION

### PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and briber





# Company Overview

## KEY INDICATORS AND FIGURES FOR 2023:



≈ 60

Number of export countries



2,588

Number of employees



110.8

UAH million of annual amount  
of charitable assistance



400

USD million of investment in  
sustainable development over  
last 20 years







## Human Rights

Farmak is dedicated to providing equal rights and opportunities for all employees, fostering a supportive and productive work environment.





# Trade Union and Collective Bargaining Agreement



The Company has a robust Collective Bargaining Agreement, defining the employer-employee relationship. The **key provisions of the Agreement** focus on:

- **Protecting employee rights and interests**, ensuring their well-being, provided that the Company is managed effectively and production tasks are carried out responsibly.
- **Regulating working conditions and payment.**
- **Supporting professional development and creativity.**
- **Enforcing sound labour practices.**
- **Providing comprehensive benefits and guarantees.**

This Agreement establishes a foundation for stable and mutually beneficial labour relations.

The parties to the Collective Bargaining Agreement are **the Company** and **Trade Union**, which represents the interests of the labour collective on economic, social and labour issues.

**90%**  
of employees  
are trade union  
members

In 2023 **the trade union organized** health services and recreation of employees and their family members, namely:



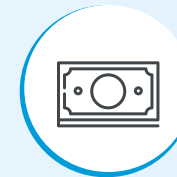
**38 persons**  
received trip  
vouchers



**1,816 persons**  
visited cultural  
events



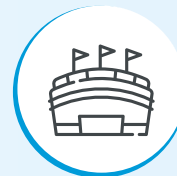
**80 children**  
received children  
facility vouchers



**138 persons**  
received union financial  
support



**53 persons**  
visited excursions



**98 persons**  
visited sporting  
events



# Corporate book



Corporate Book was adopted by the Company. It is a document that outlines interactions with colleagues, partners, and the community driven by the Company's key values. It applies to each and every employee. We should be guided by it regardless of position in our decisions and actions.

## OUR VALUES



**Quality**



**Growth**



**Professional excellence**



**Engagement**



**Innovativeness**





## Human Relations

Navigating the challenges of wartime is a key focus for the Company's proactive adaptation with employee safety paramount. **Safeguarding the lives and well-being of our people** is our top priority. We maintain safe working conditions, provide social protection, and adhere strictly to labor legislation, with a particular emphasis on supporting each employee through this challenging period.





# Occupational Health and Safety

Farmak operates and is constantly improving its Occupational Health and Safety Management System. UA.O.029-23 Certificate was obtained, which certifies compliance of the OHSMS with DSTU ISO 45001:2019 (ISO 45001:2018, IDT).

During the reporting year, the Company implemented a number of measures to ensure the established safety and health standards and prevent occupational injuries, occupational diseases and accidents.

## OCCUPATIONAL SAFETY MEASURES WERE AIMED TO IMPROVE THE LEVEL OF OCCUPATIONAL SAFETY, IN PARTICULAR:

- Mechanization of loading, unloading, and other tasks
- Ensuring safe work practices for operations at height
- Implementing automated control and warning systems to detect hazardous conditions harmful production factors in case of danger to employees
- Conducting workplace safety certifications and audits to ensure compliance with labour regulations
- Providing comprehensive occupational safety training and knowledge assessments for all officials and personnel, including lectures, seminars, and consultations
- Supplying employees with appropriate personal protective equipment, including garments and footwear
- Providing milk to employees working in environments with harmful conditions
- Performing pre-employment and ongoing medical examinations for employees
- Implementing other relevant safety measures



**31 093 849.63**

UAH was allocated to the implementation of the Comprehensive Occupational Health and Safety Action Plan in 2023



# Training on Occupational Health and Safety

## EXTERNAL TRAINING AND KNOWLEDGE TESTING:

Training and knowledge assessments on the following topics were organized and carried out:

- Occupational Safety Regulations for Forklift Operation;
- General Occupational Health and Safety Rules;
- Occupational Safety Regulations for Work Performance;
- Regulations for the Construction and Safe Operation of Elevators;
- Occupational Safety Regulations for the Operation of Pressure Equipment;
- Occupational Safety Regulations for the Operation of Cranes, Lifting Devices, and Related Equipment;
- Occupational Safety Regulations for Loading and Unloading Operations;
- Safety Guidelines for the Operation of Diesel Generator Sets;
- Minimum Safety and Health Requirements for Workers at Risk in Explosive Environments;
- Additionally, retraining and knowledge testing were conducted for battery and truck loaders, as well as electric and truck-mounted forklift operators.

At Farmak, all employees undergo briefings, training and knowledge assessments on occupational health and safety. The Company has established work environment that fosters a safety-conscious culture in production, as well as develops skills to prevent workplace accidents and incidents.



**Throughout 2023, the managers, engineers, technicians, and specialists participated in internal occupational safety training and knowledge assessments.**



# Decent Working Conditions

Programs to improve working conditions for employees, including in wartime.

**Every employee is covered by social protection**



## REMUNERATION

- Competitive, grade-based salaries
- KPI-based bonus system
- Regular salary reviews
- Medical, life, and accident insurance



## WORKING CONDITIONS

- Safe working conditions at all workplaces
- Company transportation
- Equipped bomb shelters
- On-site canteen



## CORPORATE LIFE

- Well-being (mental and respiratory exercises)
- Numerous cultural and recreational activities (corporate events, traditions, excursions, theater tickets)
- Sports training and competitions
- Subsidized trip vouchers with trade union's compensation up to 70%
- Children's summer camps for Company employees' children
- Corporate volunteering



## DEVELOPMENT OPPORTUNITIES

- Internal and external corporate training
- Conference and exhibition participation
- Talent development program and succession planning
- Farmak Learning Hub (e-learning platform with relevant materials for employees' development)
- Corporate library



# Employee Onboarding



The Company has developed and implemented a comprehensive onboarding process designed to help new employees quickly integrate into their roles and become valued members of the team.

**DURING THE ONBOARDING PERIOD, EACH EMPLOYEE IS ASSIGNED SPECIFIC GOALS, AND THEIR PROGRESS IS EVALUATED UPON COMPLETION OF ONBOARDING.**

From their first day at the new workplace, each employee is **paired with a mentor** who provides guidance and support throughout their onboarding and helps complete the training. A **'Welcome Pack'** helps new hires feel immediately connected to the team. It includes company-branded merchandise, a Newcomer's Guide with essential company information one needs to know and other relevant materials for the onboarding process.

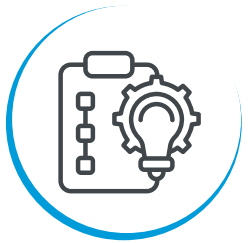
Each month, a **Welcome Presentation** is held for all new employees, where the HR manager introduces them to the Company's mission, values, history, and traditions. The presentation also covers Company products, development, key financial indicators, and organizational structure. Information about the compensation package, payroll system, motivation, and training and development opportunities is also provided. Finally, the presentation introduces the Company's corporate culture, internal communication systems, and social initiatives.

This meeting allows new employees to ask questions and clarify any uncertainties from their first weeks in the Company.





# Personnel Training and Development



The Company is committed to **continuous and systematic personnel training and development**. This fosters a culture where professional growth is an integral part of daily work.

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Annually, the Company **conducts corporate competency assessments**, which is a valuable tool for identifying each employee's strengths and areas for development. Based on these assessments, employees create personalized development plans, aligning with current and future projects and the Company's strategic goals and objectives.

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To facilitate effective personal development planning, **Development Guides** – methodological manuals with recommendations for competency development – were developed. These guides are tailored for managers, focusing on enhancing leadership skills, and for specialists, emphasizing the development of professional competencies.

# Personnel Training and Development



**2,812** employees completed mandatory **internal** training

**968** employees completed **external** training

To enhance both hard and soft skills, the Company organizes and conducts **a wide range of training sessions** (below are some topics, since there are more than 100 of them):

- GMP and Pharmaceutical Quality System
- Pharmacovigilance
- Clinical trials of medical devices
- Validation of analytical procedures
- LEAN manufacturing
- Project management
- Art of negotiation
- Working with ChatGPT
- Financial modeling
- Building customer loyalty



## FARMAK LEARNING HUB

To provide flexible and efficient training, corporate distance learning platform (LMS SAP SF) is used in addition to traditional training modalities. This platform features up-to-date and relevant content and offers diverse courses and materials, covering topics from Design Thinking to Wellbeing. It is accessible anytime and from anywhere.



## CORPORATE ENGLISH LANGUAGE PROGRAM

The Company has an English language learning program for employees who require English proficiency in their roles.

The Company holds Speaking Clubs at various levels, from A2 to B2, which are led by the Company's own employees.

# Personnel Training and Development



## MANAGER DEVELOPMENT PROGRAM

To foster a strong and cohesive management culture in the Company, a **corporate program of managerial development** was devised for managers at all levels.

This program utilizes a **modular learning system**, with each module focusing on key leadership and management competencies, such as building high-performing teams, developing strategic and systemic thinking, emotional intelligence, decision-making under uncertainty, providing effective feedback, and other essential skills. This program enhances managers' understanding of their roles, boosts their effectiveness, and equips them to navigate modern challenges, directly supporting the Company's strategic business strategy implementation.

We partner with **leading business trainers** from both Ukrainian and international markets, who bring extensive practical experience in business development to the training process. The programs are tailored to Farmak's specific needs and context, ensuring high relevance and practical application. This approach maximizes training effectiveness by focusing on real-world business scenarios and challenges that our managers encounter daily.



# Veterans and Defenders Support Program of Farmak



**Just as our military protects us on the front lines, we are committed to protecting them in the rear!**

The veteran's return to the Company begins the moment they are mobilized. Farmak maintains close contact with employees serving in the military, providing them with essential equipment and personalized legal counsel. Since July 2023, Farmak has implemented a program to support defenders and veterans, offering informational, organizational, legal, and health assistance at every stage of the veteran's journey:



## DURING MILITARY SERVICE



Job preservation throughout their service



Maintenance of wages and health insurance



Consistent communication with mobilized employees (via 'Farmak Soldiers Support' Telegram channel)



Equipment provision (arrangement of fund-raising activities)



Legal counselling



Team training (specialized training for managers and employees)



## POST-RETURN AT THE WORKPLACE



Flexible scheduling (six paid days off during the initial three-month adaptation period)



Trade union assistance (arrangement of sanatorium and resort treatment)



Legal counselling



Psychological services (within the health insurance program)

# Veterans and Defenders Support Program of Farmak



## VETERAN HUB

• We have signed a memorandum of cooperation with **Veteran Hub**. Through Veteran Hub, we participate in interviews, research, surveys, and knowledge sharing with other companies.

- Training sessions led by Veteran Hub were arranged for managers and employees: **'How to work with veterans and create mutually beneficial interactions with them'**, for HR specialists on hiring and the peculiarities of conducting interviews with veterans.
- Workshop training on our **Defenders and Veterans Support Program for managers** was conducted.
- We maintain consistent communication and support for the families of Farmak employees who have fallen in the war.

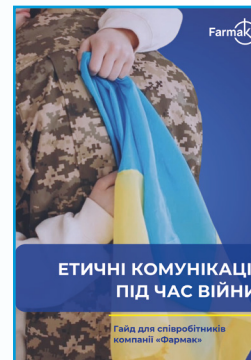
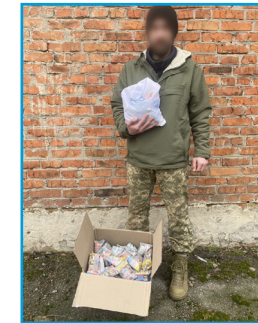
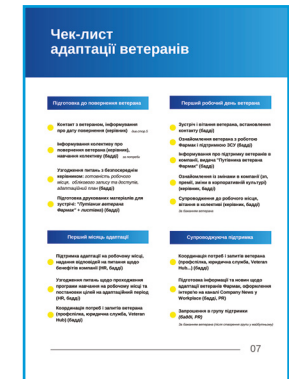
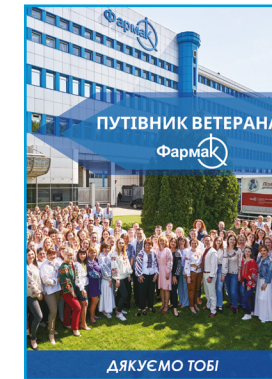
We have developed:

- A **Veteran Adaptation Checklist**
- A **Farmak Veteran Guide**

## Support for Active Defenders

We maintain constant communication and coordinate requests and needs, providing legal advice through specialists of the Legal Director's Office.

A fundraiser **'Let's Warm Up Defenders Together'** was organized, and heat boxes were donated to Farmak defenders.



We have developed:

- A **guide for all employees** on ethical communication within the team
- A **guide for managers** on effective communication with veterans





## Environment

Farmak manufactures high-quality medicines at its state-of-the-art facilities in Kyiv and its Active Pharmaceutical Ingredient manufacturing site in Shostka. The Company is actively committed to minimizing the environmental impact of its manufacturing processes, with a focus on protecting air quality, water resources, land, and implementing responsible waste management and energy conservation practices. The comprehensive approach to environmental management enables us to achieve continuous improvement in our environmental performance and reinforces Farmak's reputation as a responsible manufacturer.





# Environment

Farmak's environmental initiatives are built on the principles of continuous improvement and a systematic approach that integrates energy resource management and environmental stewardship across all aspects of the operations. This includes manufacturing processes, procedures and policies, personnel training, procurement of services and materials, and the implementation of cutting-edge technologies. The Company has implemented a lean manufacturing system that aligns with global best practices, as defined by ISO 18404 and ISO 13053 Standards.



Additionally, our ISO 14001 certified Environmental Management System provides a framework for effective environmental management.



The Company also operates an ISO 50001 certified Energy Management System, ensuring efficient energy utilization and adherence to advanced energy conservation practices. These measures allow us to effectively manage our environmental footprint, conserve natural resources, and promote sustainable development.



# Environmental Program

Each year, the Company develops a targeted environmental program with specific annual objectives. The activities of the 2023 environmental program focused on:



Enhancing the Company's environmental performance



Reducing energy consumption



Improving wastewater treatment processes



Improving waste management procedures  
Increasing the share of waste diverted for recycling



## REDUCING ENERGY CONSUMPTION IN PRODUCTION AND OFFICE SPACES

**Reduction** in energy consumption per hryvnia of output in 2023 compared to 2022\*:



**-14.82%**

Power



**-10.5%**

Natural gas



**-13.93%**

Water

\* Energy consumption per hryvnia of output compared to 2022



We installed  
**50 motion and light sensors**



# Improved Wastewater Treatment



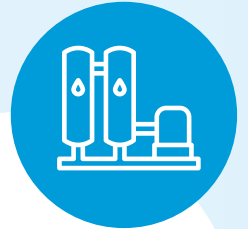
## WASTEWATER TREATMENT PLANTS AND THEIR ROLE IN ENVIRONMENTAL PROTECTION

Wastewater treatment plants are engineering systems that purify, neutralize, and disinfect wastewater, enabling its safe reuse or discharge into water bodies without harm to the environment. These plants ensure that water quality meets regulatory standards, ensuring their impact on environment.

**Farmak has its own wastewater treatment plants at its Kyiv manufacturing site, which were modernized between 2021 and 2023.**

Advanced equipment of Aquaflot spol. s.r.o. (Slovakia) was installed. Commissioning was completed, and the process was optimized in the first half of 2023. The required documents were developed, and personnel training was conducted for the responsible personnel.

These measures have improved water treatment efficiency and minimized our environmental impact.



**4,239,338.04**

**грн**

in total was paid for the modernization of treatment facilities





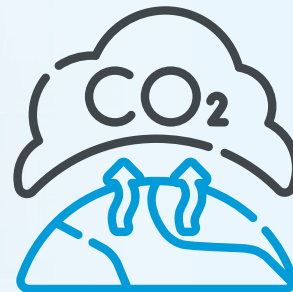
# Air Emissions and Environmental Protection



Farmak holds a permit for pollutant emissions and has established a post-project monitoring plan for its industrial wastewater treatment system.

## 2023 ATMOSPHERIC EMISSIONS:

Kyiv – **23.283** tons | Shostka – **1.550** tons



In 2023, atmospheric pollutant emissions increased by **14.4%** compared to 2022. This increase was primarily due to the use of diesel generators during emergency power outages caused by missile attacks on Ukraine's energy infrastructure.

Despite these challenges, Farmak remains committed to minimizing its environmental impact and adhering to environmental standards.



## Waste Reduction

In 2023, the total waste generated by the Company decreased by **21.3%** compared to 2022. This reduction was achieved through minimizing construction waste, polyethylene waste, and other material waste.

### 2023 WASTE METRICS, IN TONS:



Polymer waste,  
t/year



Waste paper,  
t/year



Scrap metal,  
t/year

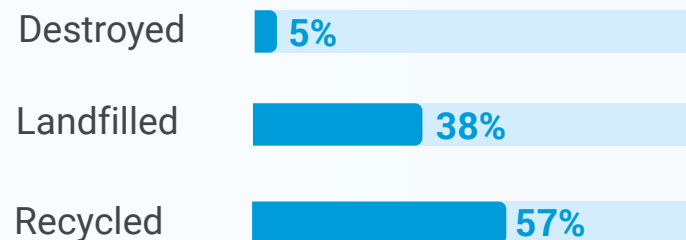


Total waste,  
t/year

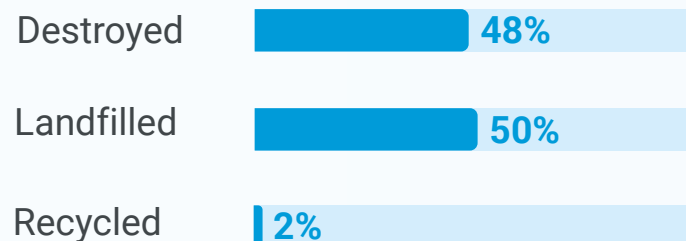
	Polymer waste, t/year	Waste paper, t/year	Scrap metal, t/year	Total waste, t/year
Kyiv	298.121	248.015 t	40.638	1955.308
Shostka	0.174	1.002 t	0.2	89.05

### WASTE MANAGEMENT 2023

#### Kyiv



#### Shostka







## Optimizing Waste Management Procedures



In 2023, Kyiv manufacturing site **increased the share of waste** diverted for recycling, contributing to reduction of the environmental impact.



Our employees who support Farmak's environmental vision make an important contribution to the Company's sustainable development by actively participating in environmental projects. For over a decade, the Company has been implementing the 'Green Office' initiative, which includes the collection of recyclable materials and used batteries in our offices.

Furthermore, our electronic document management system significantly reduces paper consumption, promoting environmental responsibility across all Company's activities.

**RECYCLED MATERIALS IN 2023:**



**2486.0** KG  
of office wastepaper



**KYIV:**  
**96** KG

used batteries and other power supplies

**SHOSTKA:**  
**10** KG

# Project 'Dispose of medicines - save the planet!'



In November 2023, Farmak, in partnership with the Good Day Pharmacy chain, launched the pilot project 'Dispose of medicines - save the planet!'. This project promotes the safe disposal of expired medicines to prevent their negative environmental impact.

As part of this initiative, dedicated collection containers were placed in 30 pharmacies across Kyiv, allowing residents to safely dispose of their expired medicines. Collected medicines were then disposed of by hightemperature incineration by a licensed contracting organization. This initiative aims to establish a comprehensive system for responsible disposal of medicines throughout Ukraine.

MORE ABOUT THE  
PROJECT







# Anti-Bribery Policy and Risk Management



Farmak has established:

- **Corporate Governance Code.**
- **Corporate Culture Code.**
- **Anti-Bribery Program**, which includes contractor due diligence and a trust line to report about illegal actions.

Compliance with labour rights and non-discrimination policies, as regulated by the Labour Code of Ukraine and the Company's Collective Bargaining Agreement, is ensured.

Anti-corruption controls, overseen by the Anti-Bribery Program Commissioner, were implemented. A Disciplinary Board was established to address reports. The trust line is available to both employees and external parties for reporting alleged violations.

All information regarding the trust line is publicly available on the Company's official website:  
<https://farmak.ua/forma-inczidentu/>.

# CSR Strategy of Farmak

Farmak is implementing a Corporate Social Responsibility (CSR) strategy extending to 2028, focusing on key areas of sustainable development to generate a positive impact on healthcare, environment, and society.

## KEY PILLARS OF THE CSR STRATEGY:

### Promoting good health:

- Ensuring access to high-quality, modern medicines
- Participating in government programs to the burden of healthcare costs
- Implementing social projects and public awareness campaigns to support health, encourage medical check-ups, and promote responsible use of medicines.

### Supporting education and science:

- Enhancing the quality of higher education and fostering strong ties with the scientific community.
- Creating platforms for knowledge exchange between scientists and students and supporting scientific research.
- Developing a pharmaceutical R&D cluster, promoting extracurricular education (e.g., Ecoschool), and providing internship and practical training opportunities.

### Environmental stewardship:

- Conserving water through enhanced wastewater treatment, reduced water consumption, and increased water reuse.
- Implementing responsible waste management practices, including industrial and office waste recycling, promoting Green Office principles, and facilitating collection of medicines from the public.
- Reducing carbon emissions through the use of renewable energy sources, energy efficiency measures, and the reduction of direct and indirect CO<sub>2</sub> emissions.



## Community Support

Farmak signed a memorandum of co-operation with Shostka Territorial Community in 2020, aimed at implementing social, economic, and cultural development projects.

**In 2023, the following initiatives were successfully implemented under this memorandum:**

- **The Light for Life project:** distribution of over 7,000 reflective bracelets to Shostka students to enhance pedestrian safety. An educational campaign, including displaying a road safety awareness video, was implemented. This project was recognized as a finalist in the UN Global Compact competition in Ukraine.
- **Donation of laptops to the Shostka library:** provision of computers to the city's co-working space, enabling work and study during power outages.



# Support for 'Safe Education' Initiative to Arrange Shelters in Schools

## FARMAK ALLOCATED UAH 400 THOUSAND FOR THE RENOVATION OF A SCHOOL SHELTER IN SUMY REGION

Farmak has supported the 'Safe Education' initiative, which equips shelters in Ukrainian educational institutions. **The Company allocated UAH 400,000 to establish a modern and comfortable shelter at Zavodskyi Lyceum in Sumy Region.** Thanks to the Company's contribution, over 350 students at the Lyceum will be able to resume safe, in-person education.

The ongoing bombardments in Ukraine have damaged 3,798 educational institutions, with 365 completely destroyed. Many remaining schools, especially those near active combat zones, remain under threat of shelling.

To ensure students can continue their education, the KSE Foundation, in collaboration with the Ministry of Education and Science of Ukraine, launched the 'Safe Education' project. This project aims to equip 300 modern shelters in Ukrainian schools.

While many schools have necessary protective structures, a simple shelter is not enough. These spaces should provide suitable conditions for students to safely stay and continue classes. Through donor funding, shelters are being repaired, communication systems are being installed, and essential equipment and furniture are being procured.

To date, the 'Safe Education' Project has successfully equipped shelters in 13 educational institutions, with work ongoing at 11 others. All Ukrainian schools can apply for shelter construction assistance, however, educational institutions in greatest need are prioritized. Applications and further information about the project are available [at the link](#).





# Farmak Social Initiatives in 2023



## Blood Donation

In 2023, Farmak continued its support of blood donation initiatives, contributing to saving lives and strengthening the healthcare system. **The Company's employees donated over 30 liters of blood and plasma** in collaboration with the DonorUA Project, O. O. Shalimov National Institute of Surgery and Transplantation, and Kyiv City Blood Center.



## 'Mobile Doctors' Project

For the third year in a row, Farmak supported the 'Mobile Doctors' Project, which provides crucial medical care to residents in affected regions. In the village of Pakul, Chernihiv region, near the Belarusian border, **doctors conducted over 1,000 examinations for 213 individuals in just two days.** These consultations included 90 ophthalmology patients, 70 endocrinology patients, and over 60 psychotherapy patients.



## Seeds for Ukraine



Farmak continued its support of the 'Seeds for Ukraine' initiative, which provides farmers with essential seed materials to restore agricultural production. In 2023, **the Company donated 1,000 seed sets** to families in Kherson Region and Shostka Community, assisting internally displaced persons and residents of liberated territories in growing their own crops and mitigating the food crisis.

## STUDENT SUPPORT

### Farmak ChemPRO Intensive Course for Students

Farmak launched a new educational project, **Farmak ChemPRO**, an **intensive practical training course for chemists**. Following a selection process, 12 finalists completed a fourmonth intensive course at our partner university, Kyiv National University of Technologies and Design.





## Farmak Scholarships

**Our scholarship program with the National University of Pharmacy was extended.** Out of 10 master's students in the major of Pharmacy, Industrial Pharmacy, 5 were awarded scholarships. In 2023, we expanded our scholarship program to include the Kyiv National University of Technologies and Design (1 scholarship recipient) and Taras Shevchenko National University of Kyiv (2 scholarship recipients).

## BioMed-ScienceHub Educational and Scientific Center in Cooperation with Taras Shevchenko National University of Kyiv

**Farmak participated in the creation of BioMed-Science Hub**, an educational and scientific center currently under development at the educational institution. This project will establish a high-tech, interdisciplinary platform for developing cutting-edge technologies in the treatment and diagnosis of prevalent diseases, as well as conducting advanced preclinical studies and clinical trials on new pharmaceuticals.

## XI Scientific and Practical Conference 'Farmak Schools of Young Scientists'

In 2023, XI Scientific and Practical Conference, 'Farmak Schools of Young Scientists', welcomed 32 students in their third and fourth years, as well as master's degree candidates majoring in chemistry, pharmacy, biotechnology, and bioengineering. These students represented 12 leading universities across Kyiv, Kharkiv, Lviv, Ternopil, and Khmelnytskyi.





## MedHub Medical Portal

Farmak has developed MedHub, a comprehensive medical portal, over the past six months.

MedHub — is a robust knowledge base for health professionals willing to stay informed about the latest healthcare system developments, industry innovations, and scientific breakthroughs.

MedHub's user-friendly filtering options streamline the search for essential information across numerous topics, including expert materials, treatment protocols, medicine data, and industry news.

Currently, users and healthcare professionals can access materials and medication recommendations for 13 disease areas, such

as allergology, infectious diseases, cardiology, neurology, and therapy. A dedicated search function allows users to find specific information about a particular disease or health problem by disease name.

The portal also offers downloadable materials, knowledge-testing quizzes, and relevant video contents. Professionals can enhance their expertise through educational courses available on the portal, including the original courses "Doctor's Brand" and "Comfortable Communication with Patients."

MedHub provides comprehensive descriptions and formulations of all Farmak medicines, offering a valuable resource for doctors seeking information about specific medicines. Simply selecting the Farmak Products category provides instant access to detailed data about the medicine.



# Charity

Farmak and the Zhebrivsky Family Charitable Foundation support projects benefiting children, educational institutions, hospitals, communities, and the military.



Благодійний фонд  
Родини Жебрівських



## 2023 Donations



**UAH 110.8 mio**

total amount of charitable assistance for the year



**UAH 71.2 mio**

Assistance to the Army



**UAH 1.9 mio**

Education



**UAH 10.3 mio**

Rehabilitation of heavily WIA servicemen



**UAH 2.2 mio**

Culture



**UAH 9 mio**

Health



**UAH 16.2 mio**

Assistance to other charitable foundations and public organizations







## Assistance to the Army

Supporting the Army is the Company's and Foundation's current priority. It is essential for us that the Defenders receive real and, most importantly, timely assistance. The Foundation purchases and donates drones of various modifications, thermal imagers, medicines, charging stations, anti-drone guns, vehicles for the front etc.

### IN 2023, THE ZHEBRIVSKY FAMILY CHARITABLE FOUNDATION PURCHASED AND TRANSFERED:



**3** unmanned aerial complexes



**268** drones



**11** anti-drone systems



**61** optical devices (thermal imagers, binoculars, video surveillance cameras, etc.)



**54** communication devices (Starlinks, walkie-talkies)



**11** vehicles



**25** power sources (charging stations, batteries, storage devices, inverters, generators, etc.)





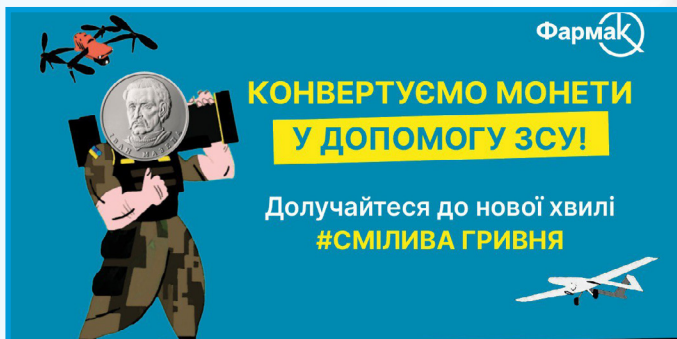


## Assistance to the Army

Farmak employees organized the “Warm Greetings to the Defenders” Project, raising UAH **75,500** to warmly greet the military personnel. With these funds, **2,000 chemical heating pads** and **1,500 hygiene kits** were purchased. These kits were handed over to mobilized colleagues and military units that Farmak regularly supports.

### “COURAGEOUS HRYVNIA” CHARITY EVENT

For the second time, Farmak partnered with the National Bank of Ukraine to organize a coin collection for the Armed Forces. Over three months, employees of Kyiv and Shostka manufacturing sites collectively gathered nearly 12,000 small denomination coins, totalling, **22 kilograms**! All collected funds were transferred to the NBU’s special account dedicated to supporting the Army.







# Rehabilitation of Heavily WIA Servicemen



Our servicemen risk their most valuable thing – their life and health – to protect our country. To assist wounded servicemen, the Zhebrivsky Family Charitable Foundation signed an agreement with the Medical Center to finance the “Rehabilitation of Patients with Severe Physical Challenges” Program. Farmak’s employees backed the initiative and have actively volunteered at the clinic, providing support to wounded-in-action defenders. They visit them, help them during walks, and communicate a lot.



## In 2023, volunteers organized:

- A charity concert;
- A picnic;
- “Barber” days;
- A theater outing;
- A quest room activity;
- A New Year’s celebration.





## Health



### PURCHASE OF MEDICINES, EQUIPMENT AND REPAIRS IN HEALTHCARE FACILITIES

Assistance was provided to:

- Kherson Regional Infectious Diseases Hospital
- Chernihiv City Hospital No. 2
- Military Medical Clinical Center of the Western Region
- M. M. Amosov National Institute of Cardiovascular Surgery and **over 200 other healthcare institutions**. Treatment was also financed, medicines were provided for patients with serious illnesses.

### FARMAK ALLOCATED UAH 4.5 MILLION FOR VITAMIN COMPLEXES FOR 20 THOUSAND CHILDREN

Farmak **donated vitamin complexes benefiting 20 thousand children** facing difficult living conditions, including orphans, children from internally displaced families and others in need.

The Company organized a **charity sweets fair for St. Nicholas Day**, prepared by employees' children. During the fair, the Company's employees participated in fundraiser for a children's hospital in Shostka.

The Zhebrivsky Family Charitable Foundation joined this initiative. Together, **we purchased essential equipment worth over UAH 39,000**, including white blood cell differential counter, daily blood pressure monitor and an infant weighing scale.





## Education

Our Foundation consistently supports schools and other educational facilities, since children's development is especially essential during these times.

### IN 2023, THE FOUNDATION FINANCED:

- Repair and furnishing of school shelters in Kyiv, Zhytomyr, and Sumy Regions;
- Installation and repair of playgrounds;
- Repairs and provision of furniture to educational institutions.



# Culture

In 2023, financial assistance was provided for the repair of ventilation and waterproofing at the Church of St. Nicholas in Kyiv.

## ASSISTANCE WAS PROVIDED TO:

- Saint Sophia Cathedral of the Roman Catholic Diocese of Kyiv-Zhytomyr, Zhytomyr
- Congregation of the Roman Catholic Diocese of Kyiv-Zhytomyr, Kyiv
- Orthodox Church of Ukraine, Kyiv Metropolis Administration, Kyiv
- Kyiv Orthodox Theological Academy, Kyiv
- Church in Nemyryntsi Village, Zhytomyr Region
- Religious Mission Caritas Spes Ukraine, Kyiv
- Charitable Brotherhood of The Capuchin Friars Minor of the Roman Catholic Church
- Roman Catholic Parish of the Most Holy Body and Blood of Christ, Ruzhyn, Zhytomyr Region



# THANK YOU FOR OUR ATTENTION!



• Driving quality medicines worldwide