



To: **The Romanian Financial Supervisory Authority**
Financial Instruments and Investments Sector

The Bucharest Stock Exchange
Regulated Spot Market, Category Standard (Shares)

From: **ZENTIVA S.A.**

CURRENT REPORT

pursuant to the provisions of Law no. 24/2017 on issuers of financial instruments and market operations, as amended, as well as pursuant to the provisions of Financial Supervisory Authority Regulation no. 5/2018 on issuers of financial instruments and market operations

Report date: 16 April 2020

Name of the issuing entity: **ZENTIVA S.A. (the “Company”)**

Registered office: 50 Theodor Pallady Blvd.
3rd District, Bucharest
Romania

Phone/Fax number: +4021.304.72.00/ +4021.345.40.04

Webpage: www.zentiva.ro

Registration number with the Bucharest Trade Register and sole registration code: J40/363/1991
336206

Share Capital: RON 69,701,704

Number of shares: 697,017,040 shares

Regulated market on which the issued securities are traded: Bucharest Stock Exchange, Main Segment, Category Standard (Shares)

Important events to be reported: Measures taken in the context of COVID-19

In the context of the establishment of the state of emergency on the territory of Romania by Decree no. 195/2020, published in the Official Gazette of Romania, Part I, no. 212 of March 16, 2020, and of the evolution of the international epidemiological situation caused by the spread of the SARS-CoV-2 virus ("Coronavirus") in over 200 countries, as well as the declaration of "Pandemic" by the World Health Organization on March 11, 2020,

The Company would like to inform its shareholders and investors that it has gradually implemented, starting with the first warning moments about limiting the spread of Coronavirus in Romania, a series



of prevention and protection measures so as to minimize the risk of contamination of personnel and to permanently ensure the essential operation and production activities.

Accordingly, taking into account the information and recommendations transmitted by the competent authorities, the Company gradually adopted measures both for the safety of the employees and for reducing the risks of discontinuation of the medicines delivery operations to the distributors and hospitals in Romania, as follows:

- the increase of production of Paracetamol and Algocalmin, as a result of the increased demand for these medicines, coming from our customers;
- the establishment, at the factory level, of a team that daily assesses the evolution of the Coronavirus situation;
- strict monitoring of staff travel to assess contamination risk and impact on factory teams;
- organizing work from home for over 300 employees who are not directly involved in the production activities;
- training of employees regarding the occupational risks for teleworking office activities;
- creation of a dedicated space on the Company's intranet where information is constantly published, through which employees learn how to act in order to prevent being infected with Covid-19;
- displaying in a visible place information on protection and prevention procedures;
- daily checks at the entrance of the unit for all employees by scanning with digital thermometers each employee or each person requesting access on the premises, in order to detect the persons who are at risk of being infected;
- supplementing medical services in the company to ensure triage medical assessments for both employees and potential contractors and visitors at risk;
- establishing access and equipment rules for visitors, contractors and drivers, including the allocation of protective equipment, as appropriate;
- suspension of all non-essential services performed by contractors in the company (for example: supplying the coffee machines);
- limiting the flow of packages received by employees at the Company's headquarters through online deliveries and organizing a flow and space intended for their storage in order to limit the contact of the employees with the persons who provide the deliveries;
- the use of protective masks and gloves by all employees directly involved in the production activities and the distribution of glove kits and masks for employees to travel between home / residence and workplace;
- the installation of dispensers with disinfectant and carpets with disinfectants at all the main entrances, and the security personnel supervises and ensures their mandatory use;
- increasing the frequency of periodic disinfection of common spaces (hallways, changing rooms, toilets) and of contact points (doors, door handles, taps, railings, etc.), including methods of nebulization disinfection;
- minimizing contact between employees who come to work and encouraging the use of the virtual working environment (telephone, email, video conferences) in order to maintain the recommended social distance (1.5 meters);
- implementation of procedures to avoid crowding by limiting the use of common spaces, shifting the work schedule and separating staff flows (dining rooms, changing rooms, etc.);
- organizing the transport of the employees to and from the workplace so that it can be carried out privately, with own means of transportation belonging to the Company or the employees;
- cancellation of business trips both in the country and abroad;

Zentiva SA - Bdul Theodor Pallady nr. 50 - 032266, sector 3 , Bucuresti - Romania

tel. (+40) 21.304.71.29 - fax (+40) 21.345.40.04,

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- limiting access to the maximum for people that are not employees, access being allowed after checking the state of health by the designated personnel and after completing a sworn declaration regarding contacting people or visiting territories affected by Coronavirus;
- constantly informing employees (email, social media, workplace posting) about improving hygiene, behavior and prevention measures to be implemented, as well as the measures taken and obtaining permanent feedback from them;
- implementation of measures for optimal management of purchases of raw materials, auxiliaries and inventory management;
- observance of the isolation measures by those living in the same household with people who came in contact with those infected with Covid-19 virus and by the people who returned from affected areas, since the first cases of Coronavirus were registered in the country;
- providing employees with psychological counseling services by a specialized psychotherapist, in order to be able to manage more easily the experiences caused by this context.

Potential risks identified are:

- delays in providing raw materials and other goods needed in the production process;
- high price for certain raw materials and other goods needed in the production process;
- delays in providing imported finished goods due to transport restrictions;
- difficulties in providing protection materials for employees (masks, gloves).

The Company's management constantly monitors the situation and will continue to adopt other measures for the protection and safety of the employees, as well as for the continuity of medicine delivery, according to the indications transmitted by the authorities and the evolution of the Coronavirus pandemic.

Simona Cocoş

General Manager