

ESG REPORT 2024

 CHEMI-PHARM®

For a Healthier World



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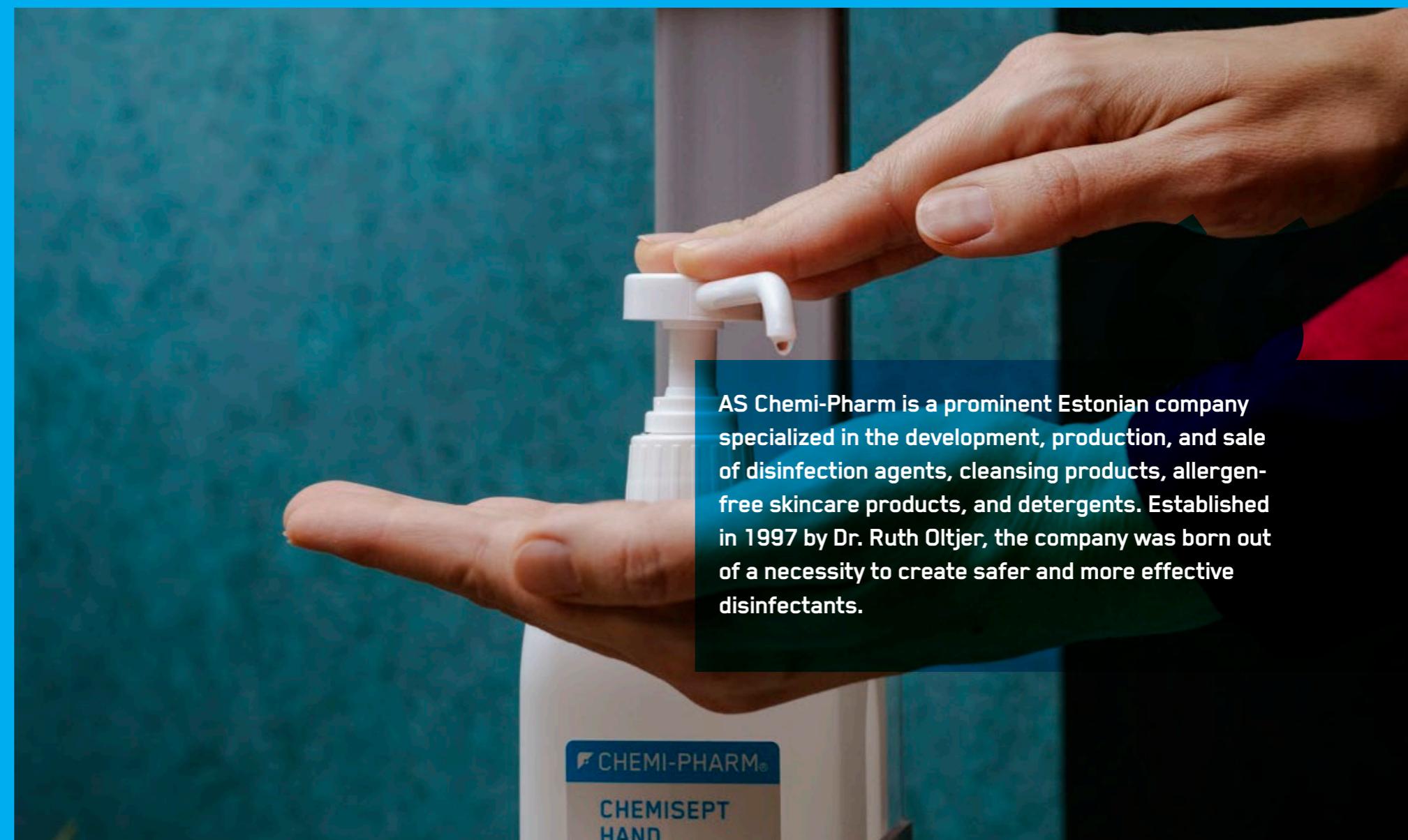
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AS Chemi-Pharm antiseptic product

MESSAGE FROM THE FOUNDER

DR. RUTH OLTJER FOUNDER AND CHAIRWOMAN OF THE BOARD

Many of our products are certified with the EU Ecolabel, which signifies that they meet high environmental standards throughout their life cycle, from raw material extraction to production, use, and disposal. We are exploring the integration of renewable energy sources into our production facilities to further reduce our carbon footprint. We plan to transition to more sustainable packaging solutions, including biodegradable and recyclable materials, to minimize waste.

Dear Valued Partners, Customers and Colleagues,

AS Chemi-Pharm was born out of a necessity to create safer and more effective disinfectants. As a medical doctor, I developed allergic reactions due to the irritating ingredients in conventional disinfectants used in hospitals. This personal experience drove me to establish AS Chemi-Pharm, with the goal of developing high-quality disinfection and skincare products. Over the years, we have grown from a small startup to a leading player in the disinfection and skincare industry. Our commitment to quality, innovation, and customer satisfaction has earned us a strong market position, both domestically and internationally. Today, we export our products to over 25 countries, with a significant presence in the European Union, the Baltic region, and the Nordic countries.

Innovation is at the heart of Chemi-Pharm's success. We continuously invest in research and development to create cutting-edge solutions that address the evolving needs of our customers. Our collaborations with esteemed institutions and research organizations have been instrumental in driving innovation.

At AS Chemi-Pharm, we foster a positive and inclusive working culture that values the well-being and professional growth of our employees. Our commitment to social responsibility extends beyond our workforce to the broader community. We actively engage in initiatives that promote environmental sustainability and social well-being.

At AS Chemi-Pharm, our vision is to create a safer, healthier world through innovative and effective disinfection and skincare products. Our mission is to prevent the spread of infectious diseases and save lives by providing high-quality products that protect both people and the environment.

Environmental sustainability is a fundamental aspect of our business. We understand the importance of minimizing our environmental

impact and are dedicated to implementing practices that contribute to a healthier planet. In this regard, we strive to use resources efficiently, reducing waste and conserving natural resources. We have implemented optimized waste management practices to minimize our environmental footprint. We also use chemicals purposefully, avoiding pollution of the environment, including groundwater, soil, and atmosphere, while committed to reducing our carbon footprint through energy-efficient practices and the use of renewable energy sources.

It's been a while that we have started our journey towards more sustainable and ecofriendly business. Starting by moving to our new, energy efficient and modern manufacturing facility in 2019 and continuing by rapid expansion of our EU Ecolabel certified range of products, which signifies that they meet high environmental standards throughout their life cycle.

Our product development team is continuously working on new formulations that are even more environmentally friendly, without compromising on quality and effectiveness. We aim to engage with our local communities and stakeholders to promote environmental awareness and sustainability practices.

At AS Chemi-Pharm, we believe that a sustainable business is not only beneficial for the environment but also essential for long-term success. We are committed to taking proactive steps to ensure that our operations and products contribute positively to the planet. We thank you for your continued support and partnership in our journey towards a more sustainable future.

Dr. Ruth Oltjer
Founder and Chairwoman of the Board



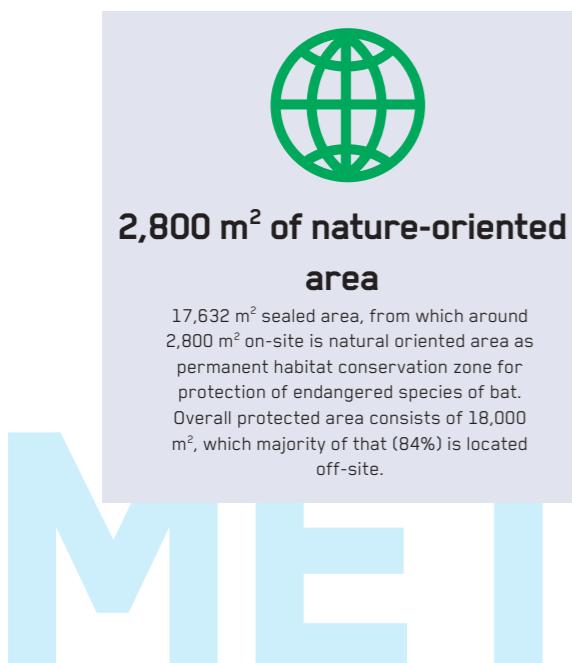
Production of disinfectant solutions is Chemi-Pharm's main line of business

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Our mission is to prevent the spread of infectious diseases and save lives by providing high-quality products that protect both the people and the environment.



SUSTAINABILITY HIGHLIGHTS

Financial year 2024 EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs.

AS Chemi-Pharm is a non-listed medium size company according to the classification as stated in the Voluntary standard for non-listed micro-, small- and medium-sized undertakings (VSME).

The company has chosen OPTION A: BASIC MODULE for its VSME reporting of the 2024 financial year. The sustainability report has been prepared on a consolidated basis. Due to absence of any financial activities in subsidiaries of the undertaking, majority of the presented information in this VSME report belongs to the AS Chemi-Pharm industrial plant located at Tänassilma road 11, 76406, Tänassilma, Estonia.

This document highlights the most important aspects of sustainability reporting for the company for the year 2024.



GHG emissions

Efforts to simultaneously reduce GHG emissions and pollution

Start of monitoring and measurement of GHG emissions and waste (hazardous and non-hazardous) for setting a baseline for further reduction of those, in the framework of VSME ESRS.

Expansion of EU EcoLabel and Nordic Swan Ecolabel product lines with development and launch of new products.



Trainings

Sustainability training for the undertaking's workforce

Annual training program for employees to improve their competence.

Strategy internship training course for the top management, including sustainability subject.

First aid training for all employees.



Equal treatment

Initiatives to improve working conditions and equal treatment in the workplace

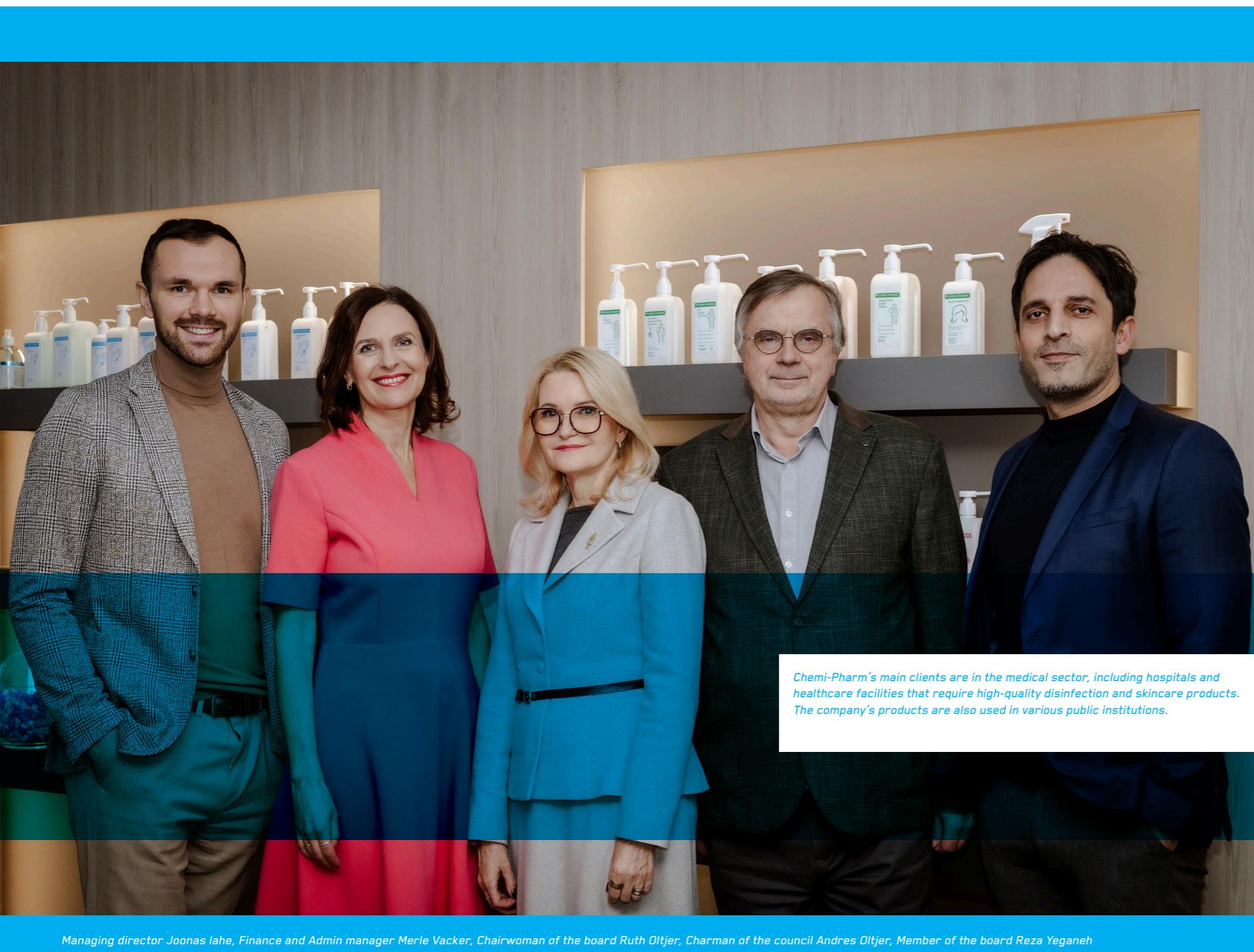
Execution of the employee satisfaction survey, followed with analysis of the results with focus on working condition improvement and equal treatment in the workplace.

Preparation of SOP for the Human resources, covering subjects such as on-boarding and off-boarding, employment agreements, etc.

Implementation of systematic employee development interview system in connection with goals of each employee.

INTRO

METRICS



COMPANY POLICIES

In Compliance with ISO 9001, ISO 14001, ISO 13485 and ESG Requirements

The company's commitment to quality is evident in its adherence to international standards such as ISO 9001, ISO 14001, and ISO 13485 for Medical Devices. Chemi-Pharm's mission is to prevent the spread of infectious diseases and save lives through effective infection control management systems.

AS Chemi-Pharm is committed to excellence in the development, production, and distribution of disinfectants, cleaning agents, and personal care products, including medical devices. Our integrated management system ensures compliance with international quality, environmental, and sustainability standards to deliver safe, effective, and responsible solutions for our customers and stakeholders.

AS Chemi-Pharm operates under three key brands: Chemi-Pharm, D'DIFFERENCE, and MediheX. Each brand is dedicated to delivering high-quality solutions in

its respective field – Chemi-Pharm specializes in disinfectants and cleaning agents, D'DIFFERENCE offers premium skincare products, and MediheX focuses on medical and healthcare hygiene solutions. Together, these brands embody our commitment to quality, safety, and innovation.

Mission

Our mission is to prevent the spread of infectious diseases and save lives – this is the core of what we stand for. We strive to be a globally recognized leader in sustainable and innovative solutions that protect human health while minimizing environmental impact.

Vision

Our vision is to lead through continuous innovation and improvement, setting new benchmarks in quality, safety, and sustainability within our industry.



Starting from year 2024 AS Chemi-Pharm is setting clear measurable goals for achieving new environmental, social and governance standards.

INTERNATIONAL PRESENCE

Exports to over 25 countries, with a significant presence in the medical sector

AS Chemi-Pharm exports its products to over 25 countries, with a significant presence in the medical sector. The company's dedication to innovation and safety has made it a trusted name in the field of disinfection and skincare. Chemi-Pharm's versatile business model serves both B2B and B2C markets, cementing a solid market presence across hospitals in Estonia, Latvia, and Lithuania and Scandinavians with growth extending beyond the Baltic

region. Approximately 70% of its revenue comes from export markets, with products now available in most EU Member States as well as outside the EU region. AS Chemi-Pharm has never received any convictions, fines or complaints for corruption and bribery.

AS Chemi-Pharm is active in the business sectors with the following NACE codes 20411, 21201, 74901 and 46901.

AS Chemi-Pharm has received several prestigious awards over the years, recognizing its innovation, quality, and business excellence. Chemi-Pharm was awarded the title of Enterprise of the Year 2021 at the "Best Estonian Companies 2021" award event. This award was a joint recognition from Enterprise Estonia, the Estonian Employers' Confederation, and the Estonian Chamber of Commerce and Industry. The company was praised for its ability to manage a fourfold increase in demand during the health crisis while continuing to invest heavily in research and development. In the same year, Chemi-Pharm also won the Innovator of the Year award. This accolade recognized the company's economic success through the development of innovative products and solutions. Chemi-Pharm has been nominated and recognized in various other categories and competitions, highlighting its commitment to quality, innovation, and market expansion.

ENTREPRENEURSHIP AWARD 2021

**ENTERPRISE
OF THE YEAR**
CHEMI-PHARM AS



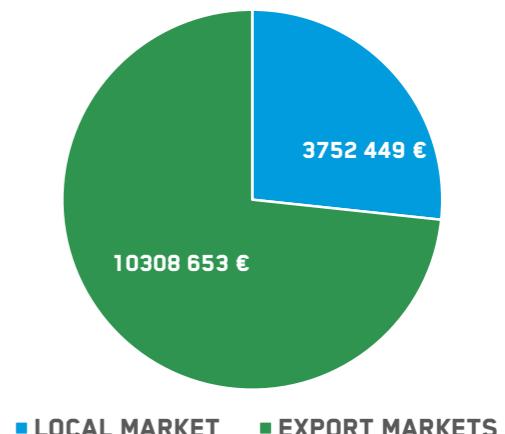
B1

Size of the balance sheet in the end of the reporting period (31.12.2024) was 15.28 million EUR with turnover of 14.01 million EUR for the same period and 61 full-time equivalents (FTE) personnel.

Below is a list of obtained sustainability related certifications during the reporting period:

- EU Ecolabel certificate licence number EE/030/003 for cosmetic products and animal care products.
- Nordic Swan Ecolabel Licence number 4090 0410 for Cosmetic Products.

Geographical market share



INITIATIVES TOWARDS SUSTAINABLE ECONOMY

Commitment to Quality, Environment, and Sustainability



Emission reduction

- Start of monitoring and measurement of GHG emissions and waste (hazardous and non-hazardous) for setting a baseline for further reduction of those, in the framework of VSME ESRS.
- Expansion of EU EcoLabel and NordicSwan Ecolabel product lines with development and launch of new products.



Water and electricity

- Launch of cleaning validation activities for cleaning of production mixing tanks, production lines and filling equipment to optimise cleaning efficacy and reduce use of the water.
- Planning for use of CIP system for washing of IBC tanks with purpose of reduction in water consumption for washing process and harmonization of washing efficacy.



Product safety

- Implementation of new risk assessment system for risk evaluation of medical device range of the products.
- In depth efficacy and safety testing of medical device range of the products for compliance assurance with Regulation (EU) 2017/745 of the European parliament and of the council (MDR).
- Mandatory use of disposable caps or hats for covering the hairs for personnel and visitors of production facility.
- Implementation of UFI (Unique Formulation Identifier for hazardous chemicals) and UDI (Unique Device Identifier for medical devices) coding principles on product labelling in compliance with related regulations.



Working conditions

- Execution of the employee satisfaction survey, followed with analysis of the results with focus on working condition improvement and equal treatment in the workplace.
- Preparation of instructions for the Human Resources, covering subjects such as on-boarding and off-boarding, employment agreements, etc.
- Implementation of systematic employee development interview system in connection with goals of each employee.



Recycling

In collaboration with Ragn-Sells AS, we collect used packaging material which are subjected for recycling. Excess cardboard is sent to Räpina Paberivabrik where they are turned into edge protectors which then in turn are used by AS Chemi-Pharm's warehouse.



Sustainability training

- Strategy internship training course for the top management, including sustainability subject.
- Ensuring all employees are notified of company's sustainability practices.
- First aid training for all employees.



Partnerships

Collaboration with leading suppliers of eco friendly and re-usable material for manufacturing of Ecolabel range of products. Cooperation with scientific organisations and universities for development of eco-friendly formulations and product design, such as EU Ecolabel and EU Nordic Swan range of products.



Biodiversity

- Enforcing rules to prevent employees or contractors from entering restricted areas, especially during breeding or nesting seasons.
- Implement low-impact landscaping practices (avoiding chemical pesticides, using native plants) in the company's designated conservation zone (2,798 m²).



Compliance

Launching more EU Ecolabel or Nordic Swan Ecolabel certified products that both meet and exceed environmental requirements.

We maintain a comprehensive management system to ensure continuous improvement, risk management, and compliance with regulatory and customer requirements. All products are developed with rigorous quality control and traceability measures, ensuring safety and effectiveness. Employee competence and training are prioritized to uphold the highest standards across all areas of operation. We foster a culture of continuous improvement through performance monitoring, internal audits, and corrective and preventive actions (CAPA).

Our operations focus on minimizing environmental impact by promoting resource efficiency, waste reduction, and pollution prevention. We actively assess and mitigate our carbon footprint by implementing energy-efficient technologies, sustainable logistics, and environmentally friendly raw materials. Sustainable packaging solutions and responsible sourcing are key aspects of our production processes. Compliance with environmental laws and regulations is a priority in all our activities.



ENERGY

B3



Total consumption of energy of AS Chemi-Pharm during reporting period has been over 793 MWh, including 295 MWh purchased Electricity, as well as 498 MWh purchased fuels.

Among 295 MWh consumed electricity, 6.16% of that were from renewable energy sources, while the rest, as well as most consumed fuels were fossil fuels.

The energy consumption per tonne of produced product is an important KPI to be monitored and targeted for decrease in the coming years. In this regard, AS Chemi-Pharm has targeted 5% annual reduction of this KPI which is planned to be achieved by further automatization and optimization of manufacturing processes.

Energy usage	Renewable Energy Consumption of total	Non-renewable energy consumption of total	Total Energy Consumption (MWh)
Electricity (purchased)	6.2%	93.8%	295
Fuels (purchased)	0%	100%	498.0
Total in MWh	18	775.3	793.4

ELECTRICITY MIX

Considering manufacturing output during the reporting period, for manufacturing of every tonne of the product during the reporting period, total consumption of the energy has been about 174 KWh.

As direct use of consumed fuels was in company owned cars, as well as heating of the building, direct consumption of energy for manufacturing of the products, used in various stages of manufacturing, quality control and warehousing was electricity.

This means, direct consumption of energy (electricity) for producing a tonne of product at Chemi-Pharm manufacturing plant was equal to 65 KWh.



B3

GOAL FOR 2025

5% reduction of energy consumption per tonne of product.



Consumption of energy in production, increases by increasing the manufacturing load and expansion of the business. This means increase in sales and production directly impacts the use of energy.

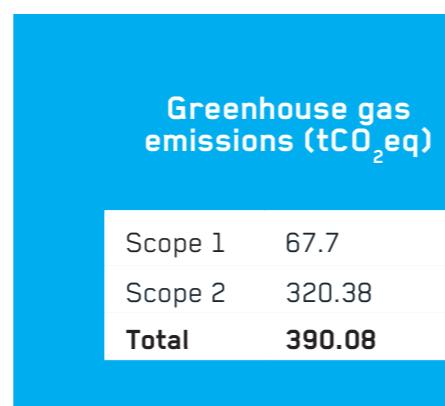
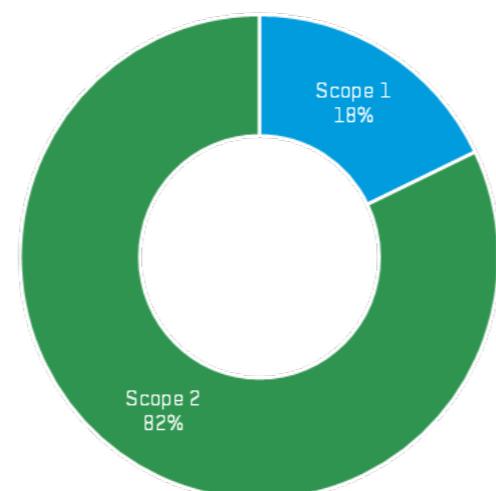
Considering amount of manufactured products during the reporting period (4,563 tonnes), for each tonne of produced product, the company has spent 65 kWh of Electricity and 109 kWh of fuel, which in total makes 174 kWh of energy for each tonne of produced product.

Electricity mix	MWh	Share (percent)
Total	295.4	100%
Hydropower	0.5	0.16%
Wind power	0.5	0.16%
Solar power	17.0	5.77%
Biomass	0.2	0.07%
Fossil fuel	257.4	87.13%
Biogas	0.0	0.00%
Nuclear power	19.8	6.71%
Other	0.0	0.00%

GREENHOUSE GAS EMISSIONS

AS Chemi-Pharm has measured the greenhouse gas emissions for the Scope 1 and 2 in the reporting period following the GHG Protocol. The Scope 3 emission which is indirectly related to the company operations will be considered for reporting the coming years. The Scope 3 measurement require implementation of reliable platform for collecting require data from partners and customers across the world.

During the reporting period, total of 390 tCO₂ eq was emitted because of economic activities of AS Chemi-Pharm, from which 70 tCO₂ eq (18%) was from Scope 1 which consisted of consumed car fuels, and the rest, 320 tCO₂ eq (82%) was related to Scope 2 and included CO₂ emission from purchased electricity and heating, 210 tCO₂ eq and 110 tCO₂ eq, respectively.



B3

EMISSION CONTROL KPI-S

Considering amount of total manufactured products during the reporting period, the undertaking has emitted 85 kgCO₂ eq per produced tonne of the product, from which 15 kgCO₂ eq was related to scope 1 and 70 kgCO₂ eq to scope 2 emissions.

This is another important KPI which will be monitored and targeted for decrease in the coming years. 5% annual decrease of this value will be targeted, and target could be achieved by increase in use

of renewable energy sources, such as purchasing green electricity, use of solar panels as well as exchange of internal combustion engine vehicles with electric or hybrid vehicles.

Automation and optimisation of manufacturing processes and office heating also support reduction of GHG emissions and achieving of the company targets in this regard.

B4

AS CHEMI-PHARM is not operator of an industrial installation or intensive livestock farm covered by the Industrial and Livestock Rearing Emissions Directive (IED 2.0), amending the Industrial Emissions Directive (IED; DIRECTIVE 2010/75/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 24 November 2010 on industrial emissions (integrated pollution prevention and control)). Therefore it is not legally required to disclose the pollutants it emits to air, water and soil in its own operations.

Scope	Emission source	tCO ₂ eq
Scope 1	Produced Energy	0
Scope 1	Car fuels	69.7
Scope 1	Diffused emissions	0
Scope 2	Purchased electricity	210.25
Scope 2	Purchased heating	110.13

LAND USE & BIODIVERSITY

B5

Land-use			
Land-use type	Area (hectares or m ²)		
	Previous year	Reporting year	% change
Total sealed area	17,632.0	17,632.0	0%
Total nature-oriented area on-site	2,797.8	2,797.8	0%
Total nature-oriented area off-site	15,285.8	15,285.8	0%
Total use of land	17,632.0	17,632.0	0%

2,800 m² of on site natural oriented area as permanent habitat conservation zone. There have been no changes in areas and/or biodiversity related restrictions during the reporting period, compared with its previous year.

AS Chimi-Pharm will continue its obligations in protecting the natural oriented area on-site and every changes in use of the land will be in accordance with state and municipal regulations and guidelines.

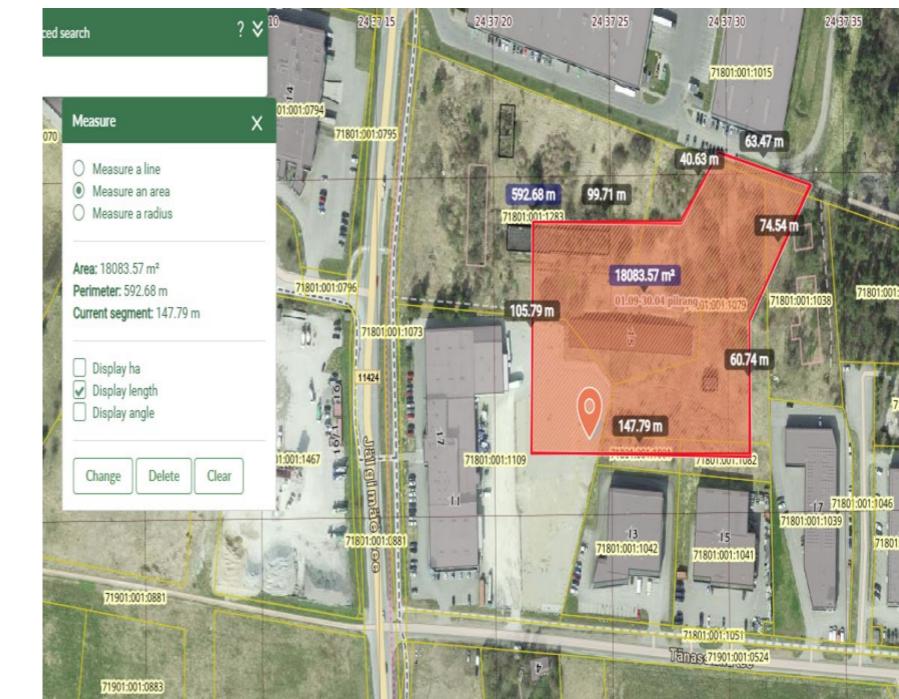
Identification of Biodiversity sensitive areas		
Location	Area (m ²)	Biodiversity sensitive Area (m ²)
ESTONIA - Aktsiaselts CHEMI-PHARM	17,632.0	2,797.8

AS Chimi-Pharm facility and offices are located at Tänassilma road 11, 76406 Tänassilma, Estonia and consists of 17,632 m² sealed area, from which around 2,800 m² on-site is natural oriented area as permanent habitat conservation zone for protection of endangered species of bat. Overall protected area consists of 18,000 m², which majority of that (84%) is located off-site.



Land & Spatial Development Board Map: Total area of Tänassilma 11 property is 17,632 m²

Overlap of biodiversity sensitive area and total area of Tänassilma 11 industrial plant.



B5

Land & Spatial Development Board Map: Area of Tänassilma 11 property in biodiversity sensitive zone is 2,797.8 m²

GOAL FOR 2025

Continued protection of biodiverse area.

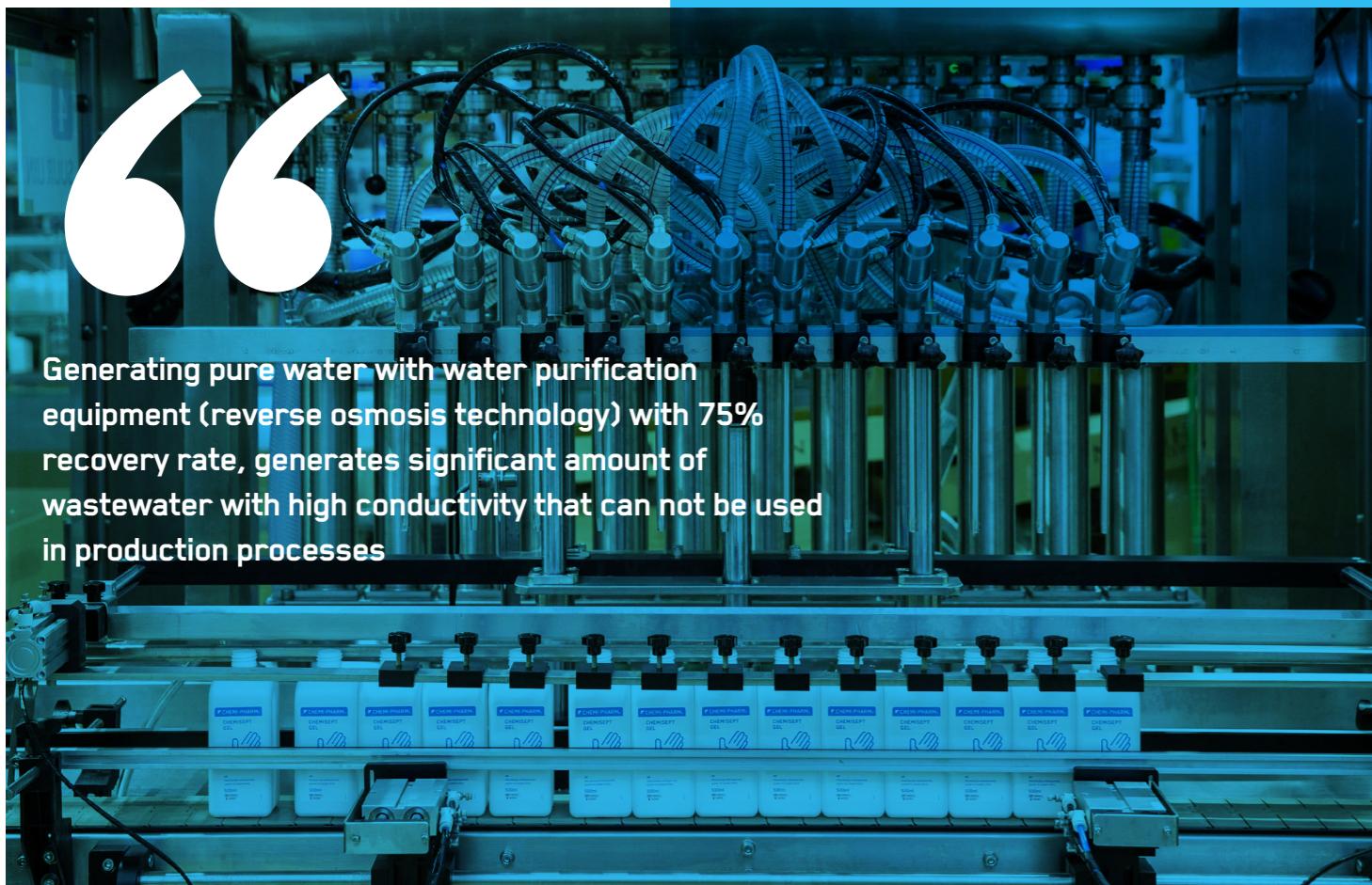


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WATER

AS Chemi-Pharm consumed over 4,000 m³ of water during the reporting period, from which about **50%** can be classified under water consumption, which was directly used inside the manufacturing products, as a component of product formulation.

The rest of received water was used in various stages of manufacturing, from water purification system, to washing and cleaning processes of process equipment, usage in offices, etc.



66
Generating pure water with water purification equipment (reverse osmosis technology) with 75% recovery rate, generates significant amount of wastewater with high conductivity that can not be used in production processes

Total water consumption (m³)

1967.5 m³

Water withdrawal per employee daily (L)

262.0 L

Total water withdrawal (m³)

4043.8 m³

It should be noted that generating pure water with water purification equipment (reverse osmosis technology) with 75% recovery rate, generates significant amount of wastewater with high conductivity that can not be used in production processes.

AS Chemi-Pharm used over 786 m³ purified water in its processes, which means for purifying of such amount, around 1050 m³ water was used and as result, 262 m³ water with high conductivity was discarded.

0.88L of water is consumed for production of each kg of the product, during the reporting period.

GOAL FOR 2025

2% reduction of water consumed for producing each kg of product.



An overall water withdrawal per employee daily rate of 262 L is recorded for the reporting period. Also, considering the withdrawn amount of water vs manufacturing capacity.

0.88L of water is consumed for production of each kg of the product, during the reporting period. This is also an important KPI to keep an eye on it and set goals for reduction of water withdrawal during next reporting periods. A goal for 2% reduction of this KPI could be achievable by improvement of cleaning and washing processes for the process equipment.

B6

RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

During the reporting period, Aktsiaselts Chimi-Pharm has consumed overall 600 tonnes of packaging material, including sales packaging and transport packaging materials, from which 429.6 tonne (72%) was of reusable/recyclable packaging material and the rest, 171 tonne (28%) of non-reusable packaging material.

This makes 132 kg of packaging material use, per ton of produced product during the reporting period. When ratio of re-usable and non-reusable materials are considered to remain the same, it could be concluded that for each ton of produced product, the undertaking has consumed 94 kg of reusable packaging material along with 37 kg of non-recyclable packaging material.

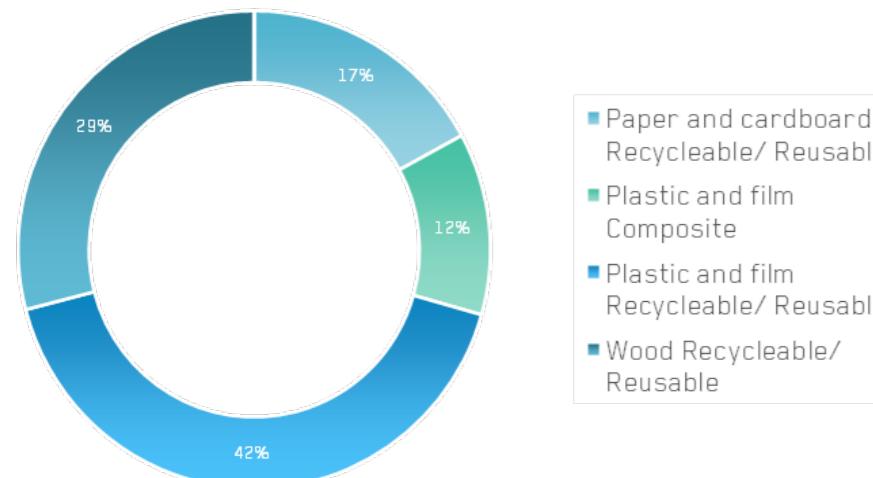
Beside packaging material used for products and transportation, for both domestic and export clients, economical activities of AS Chimi-Pharm also

resulted in generating of process wastes. Waste from various processes are classified as non-hazardous and hazardous waste groups, according to the classification of waste by European Parliament Directive 2000/532/EC.

Packaging materials	Tonnes	%
Recyclable/reusable	429.6	72%
Non-reusable	170.7	28%

72% of packaging material is recyclable.

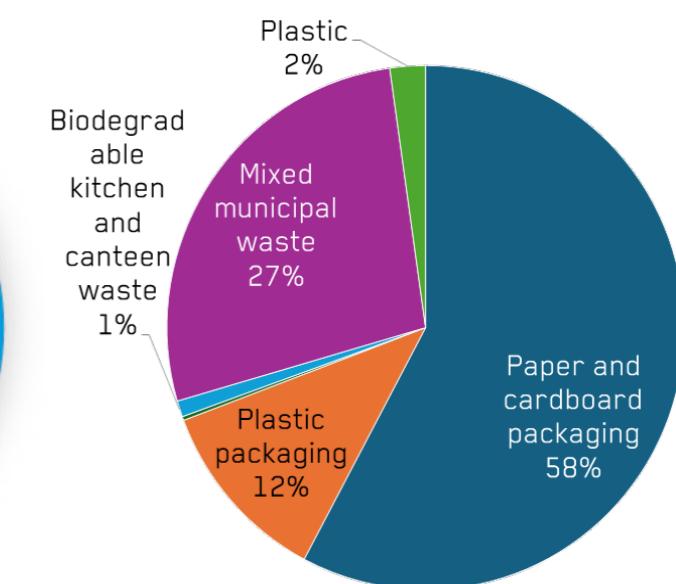
Packaging materials used in Chimi-Pharm



NON-HAZARDOUS WASTE RECYCLING



NON-HAZARDOUS WASTE BY TYPE



GOAL FOR 2025

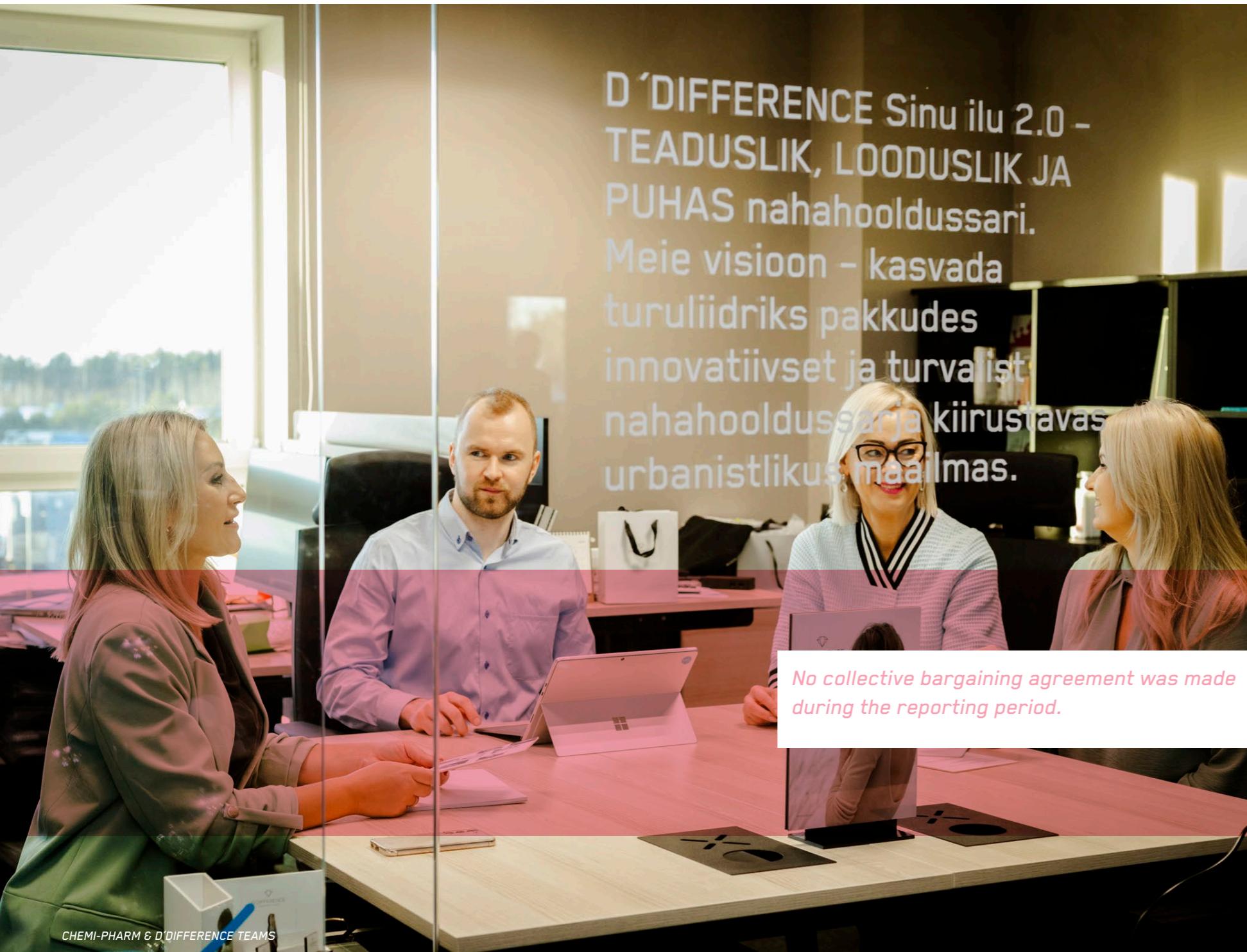
Increase share of recyclable material to 75%



B7

Table Purchased packaging material by type and market.

Packaging material	Type	Domestic	Export	Domestic (tonnes)	Export (tonnes)
Paper and cardboard	Composite	97.37%	2.63%	94.185	2.546
Paper and cardboard	Recyclable/ Reusable	7.16%	92.84%	0.408	5.292
Plastic and film	Composite	15.53%	84.47%	11.486	62.494
Plastic and film	Recyclable/ Reusable	17.07%	82.93%	42.616	206.976
Wood	Recyclable/ Reusable	7.73%	92.27%	13.453	160.686
Transparent and amber glass	Recyclable/ Reusable	94.18%	5.82%	0.132	0.008



B8

SOCIAL

WORKFORCE GENERAL CHARACTERISTICS

Social aspects of the business is one of the most important topics for the organisation and plays a significant role in policies of the company. AS Chemi-Pharm is eager to provide safe, equal and enjoyable working environment for the employees.

For this purpose, regular organisation meetings are held to connect management with employees and receive feedback about working environment from them, and share the management goals, perspectives and plans with the employees.

The undertaking also has involved employees in the process of business strategy design, to keep open doors for the fresh and different ideas for further development of the business.

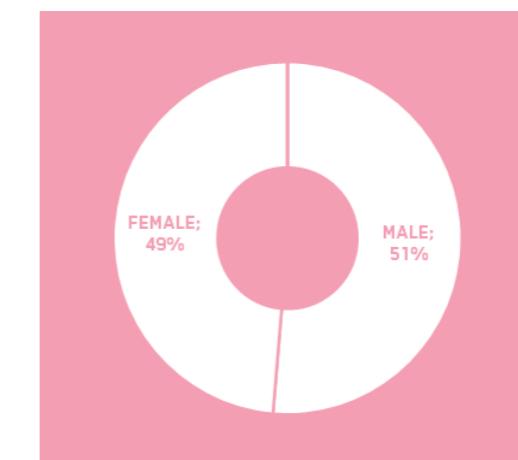
Out of office activities are an important part of the social plans of the AS Chemi-Pharm for increasing motivation of the employees, strengthen friendship and provide a warm working environment for all.

In addition to these, an annual satisfaction survey is performed to collect information from all employees about their opinion on working condition and environment, and their suggestions for improvements.

Performance and achievements of employees are appreciated with in-house bonus system. Each employee has his/her own goals to achieve, which is in connection with department goals and the organisational goals. Progress is monitored and achievements are recognized and acknowledged via development interviews between manager and the employee.

EMPLOYEE TURNOVER 11%

No. of employees who left during the reporting year	9
Average number of employees during reporting year	61.0



Graph: AS Chemi-Pharm employees are 51% male and 49% female.



Graph: AS Chemi-Pharm employees are 94% with permanent contracts and 6% on temporary contracts.



HEALTH, SAFETY AND TRAINING

Health and safety aspects of the working environment are the core focus area for the AS Chemi-Pharm. Regular trainings as part of the annual training program is performed to increase personnel awareness about health and safety at working environment. These trainings are including fire safety trainings, chemical handling trainings and etc.

There have been 2 recorded non-serious work-related incidents during the recording period, which results in 3.68 rate of recordable work-related accident.

This is an important KPI to be monitored with target of <2.

Number of recorded work-related accidents in the reporting year	2
Total number of working hours during reporting period (h)	108,740
Total number of employees (FTE)	61
Rate of recordable work-related accidents	3.68
Fatalities resulting from work-related ill health	0
Fatalities resulting from work-related injuries	0

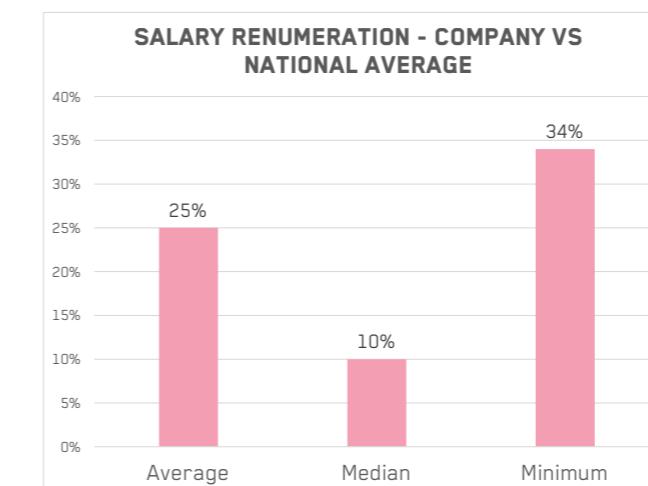


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RENUMERATION, COLLECTIVE BARGAINING

Total no. of employees (FTE)	No. of employees (Male-FTE)	No. of employees (Female-FTE)	Minimum wage difference (Company vs Country)	Percentage pay gap between male and female employees	Average number of annual training hours per male employee (h)	Average number of annual training hours per female employee (h)
60.93	31.28	29.65	34%	1%	9.34	13.83

AS Chemi-Pharm highly values well-being of its employees and believes that satisfied, motivated and valuable employees are foundation of a successful business. In terms of remuneration, the minimum wages paid by the company is 34% above minimum wage of the country for the same recording period. This also applies to average and median salaries, paid by the company to its employees. The average wages were 25% above the average wage of the country (2,062 EUR) and median wage 10% above the median wage of the country (1,699 EUR).



Graph: Salary renumeration - Average wage in AS Chemi-Pharm is 25% above average in Estonia, median wage is 10% above median wage in Estonia and minimum wage in the company is 34% above minimum wage of the Estonia.

GOAL FOR 2025

Reduce the rate of recordable work-related accidents to a value of 2 or lower.



The company has also followed the policy for equality between male and female employees. While the percentage gap during the reporting period in the country was 13.1% (higher payment for male employees, compared with female for the same position), AS Chemi-Pharm has succeeded to keep the gap way below the country average. During the reporting period, percentage gap between female and male employees in the company was 1.41% with men earning more.

AS Chemi-Pharm continues its policy for further reduction and elimination of such gap in the future. This is another important KPI which will be monitored with set target of 10% annual decrease.

B10



CHEMI-PHARM®
FOR A HEALTHIER WORLD



chemi-pharm@chemi-pharm.com



www.chemi-pharm.com



+372 677 8806