



# Pharmathen Group ESG Datasheet 2024

GRI 2-7: Employees

Pharmathen, excluding CBL

GREECE						
Employment/ Gender	Male 2024	Female 2024	Total 2024	Male 2023	Female 2023	Total 2023
Permanent	761	876	1.637	652	746	1.398
Temporary			0	0	0	0
Non-guaranteed hours			0	0	0	0
Full-time	761	876	1.637	652	746	1.398
Part-time	0	0	0	0	0	0
Total	761	876	1.637	652	746	1.398

ABROAD						
Employment/ Gender	Male 2024	Female 2024	Total 2024	Male 2023	Female 2023	Total 2023
Permanent	20	12	32	22	14	36
Temporary			0	0	0	0
Non-guaranteed hours			0	0	0	0
Full-time	19	11	30	22	14	36
Part-time	1	1	2	0	0	0
Total	20	12	32	22	14	36

GREECE & ABROAD						
Grand Total	Male 2024	Female 2024	Total 2024	Male 2023	Female 2023	Total 2023
	781	888	1.669	674	760	1.434

CBL

GREECE						
Employment/ Gender	Male 2024	Female 2024	Total 2024	Male 2023	Female 2023	Total 2023
Permanent	65	49	114	46	37	83
Temporary	10	7	17	4	5	9
Non-guaranteed hours	5	7	12	3	1	4
Full-time	75	49	124	51	42	93
Part-time	0	1	1	0	0	0
Total	75	57	132	51	42	93

Pharmathen & CBL

GREECE						
Employment/ Gender	Male 2024	Female 2024	Total 2024	Male 2023	Female 2023	Total 2023
Permanent	826	925	1.751	698	783	1.481
Temporary	10	7	17	4	5	9
Non-guaranteed hours	5	7	12	3	1	4
Full-time	836	925	1.761	703	788	1.491
Part-time	0	1	1	0	0	0
Total	836	933	1.769	703	788	1.491

ABROAD						
Employment/ Gender	Male 2024	Female 2024	Total 2024	Male 2023	Female 2023	Total 2023
Permanent	20	12	32	22	14	36
Temporary			0	0	0	0
Non-guaranteed hours			0	0	0	0
Full-time	19	11	30	22	14	36
Part-time	1	1	2	0	0	0
Total	20	12	32	22	14	36

GREECE & ABROAD						
Grand Total	Male 2024	Female 2024	Total 2024	Male 2023	Female 2023	Total 2023
	856	945	1.801	725	802	1.527

GRI 401-1: New employee hires and employee turnover

New Hires

Pharmathen, excluding CBL

Region/ Gender	2024								
	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	70	115	185	107	114	221	22	17	39
Abroad			0			0			0
Total	70	115	185	107	114	221	22	17	39
Rate	4,2%	6,9%	11,1%	6,4%	6,8%	13,2%	1,3%	1,0%	2,3%

Region/ Gender	2023								
	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	53	61	114	73	49	122	7	9	16
Abroad	0	1	1	2	1	3	0	0	0
Total	53	62	115	75	50	125	7	9	16
Rate	3,7%	4,3%	8,0%	5,2%	3,5%	8,7%	0,5%	0,6%	1,1%

CBL

Region/ Gender	2024								
	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	11	8	19	15	9	24	1	1	2
Abroad			0			0			0
Total	11	8	19	15	9	24	1	1	2
Rate	8,3%	6,1%	14,4%	11,4%	6,8%	18,2%	0,8%	0,8%	1,5%

Region/ Gender	2023								
	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece		4	4	4	1	5			0
Abroad			0			0			0
Total	0	4	4	4	1	5	0	0	0
Rate	0,0%	4,3%	4,3%	4,3%	1,1%	5,4%	0,0%	0,0%	0,0%

Pharmathen & CBL

Region/ Gender	2024								
	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	81	123	204	122	123	245	23	18	41
Abroad	0	0	0	0	0	0	0	0	0
Total	81	123	204	122	123	245	23	18	41
Rate	4,5%	6,8%	11,3%	6,8%	6,8%	13,6%	1,3%	1,0%	2,3%

Region/ Gender	2023								
	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	53	66	119	79	51	130	7	9	16
Abroad			0			0			0
Total	53	66	119	79	51	130	7	9	16
Rate	3,5%	4,3%	7,8%	5,2%	3,3%	8,5%	0,5%	0,6%	1,0%

Turnover

Pharmathen, excluding CBL

2024									
Region/ Gender & Age	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	39	53	92	48	65	113	9	6	15
Abroad			0	1		1			0
<b>Total</b>	<b>39</b>	<b>53</b>	<b>92</b>	<b>49</b>	<b>65</b>	<b>114</b>	<b>9</b>	<b>6</b>	<b>15</b>
<b>Rate</b>	<b>2,3%</b>	<b>3,2%</b>	<b>5,5%</b>	<b>2,9%</b>	<b>3,9%</b>	<b>6,8%</b>	<b>0,5%</b>	<b>0,4%</b>	<b>0,9%</b>

2023									
Region/ Gender & Age	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	16	21	37	41	44	85	5	5	10
Abroad			0		1	1			0
<b>Total</b>	<b>16</b>	<b>21</b>	<b>37</b>	<b>41</b>	<b>45</b>	<b>86</b>	<b>5</b>	<b>5</b>	<b>10</b>
<b>Rate</b>	<b>1,1%</b>	<b>1,5%</b>	<b>2,6%</b>	<b>2,9%</b>	<b>3,1%</b>	<b>6,0%</b>	<b>0,3%</b>	<b>0,3%</b>	<b>0,7%</b>

CBL

2024									
Region/ Gender & Age	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece		1	1	4	1	5	1		1
Abroad			0			0			0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Rate</b>	<b>0,0%</b>	<b>0,8%</b>	<b>0,8%</b>	<b>3,0%</b>	<b>0,8%</b>	<b>3,8%</b>	<b>0,8%</b>	<b>0,0%</b>	<b>0,8%</b>

2023									
Region/ Gender & Age	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	1	2	3	5	2	7			0
Abroad			0			0			0
<b>Total</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Rate</b>	<b>1,1%</b>	<b>2,2%</b>	<b>3,2%</b>	<b>5,4%</b>	<b>2,2%</b>	<b>7,5%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>

Pharmathen & CBL

2024									
Region/ Gender & Age	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	39	54	93	53	66	119	10	6	16
Abroad	0	0	0	1	0	1	0	0	0
<b>Total</b>	<b>39</b>	<b>54</b>	<b>93</b>	<b>54</b>	<b>66</b>	<b>120</b>	<b>10</b>	<b>6</b>	<b>16</b>
<b>Rate</b>	<b>2,2%</b>	<b>3,0%</b>	<b>5,2%</b>	<b>3,0%</b>	<b>3,7%</b>	<b>6,7%</b>	<b>0,6%</b>	<b>0,3%</b>	<b>0,9%</b>

2023									
Region/ Gender & Age	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Greece	17	23	40	46	46	92	5	5	10
Abroad	0	0	0	0	1	1	0	0	0
<b>Total</b>	<b>17</b>	<b>23</b>	<b>40</b>	<b>46</b>	<b>47</b>	<b>93</b>	<b>5</b>	<b>5</b>	<b>10</b>
<b>Rate</b>	<b>1,1%</b>	<b>1,5%</b>	<b>2,6%</b>	<b>3,0%</b>	<b>3,1%</b>	<b>6,1%</b>	<b>0,3%</b>	<b>0,3%</b>	<b>0,7%</b>

GRI 405-1: Diversity of governance bodies and employees

Pharmathen, excluding CBL

2024									
Level/ Gender & Age	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Directors	0%	0%	0%	1%	1%	2%	1%	0%	1%
Supervisors	0%	0%	0%	6%	6%	11%	1%	0%	2%
Employees	10%	4%	15%	14%	18%	31%	2%	2%	4%
Workers	3%	3%	6%	12%	9%	20%	3%	5%	8%
<b>Total</b>	<b>13%</b>	<b>7%</b>	<b>20%</b>	<b>32%</b>	<b>33%</b>	<b>65%</b>	<b>7%</b>	<b>7%</b>	<b>15%</b>

2023									
Level/ Gender & Age	Male <30	Female <30	Total <30	Male 30-50	Female 30-50	Total 30-50	Male >50	Female >50	Total >50
Directors	0%	0%	0%	1%	0%	2%	1%	0%	1%
Supervisors	0%	0%	0%	5%	5%	10%	1%	0%	2%
Employees	4%	11%	15%	14%	19%	33%	2%	2%	4%
Workers	3%	2%	5%	11%	8%	19%	4%	5%	9%
<b>Total</b>	<b>7%</b>	<b>13%</b>	<b>20%</b>	<b>32%</b>	<b>32%</b>	<b>64%</b>	<b>8%</b>	<b>8%</b>	<b>16%</b>

GRI 404-3: Percentage of employees receiving regular performance and career development reviews

Pharmathen, excluding CBL

Level/ Gender	Male 2024	Female 2024	Total 2024	Male 2023	Female 2023	Total 2023
Directors	2%	1%	3%	1%	0%	1%
Supervisors	7%	6%	12%	7%	5%	13%
Employees	18%	26%	43%	17%	27%	44%
Workers	17%	14%	31%	15%	12%	27%
<b>Total</b>	<b>43%</b>	<b>47%</b>	<b>90%</b>	<b>40%</b>	<b>45%</b>	<b>85%</b>

-Not all employees are eligible for performance reviews, employees who have completed 6 months with Pharmathen at the time of the performance review are eligible for the process  
-Percentages are calculated based on the total number of employees at the end of the respective year