



ARCERA
LIFE SCIENCES

Sustainability Policy

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PURPOSE

Arcera's purpose is to **enable longer and healthier lives** by developing, manufacturing, and marketing innovative and well-proven pharmaceuticals.

We operate in many high-growth and emerging markets, delivering medicines to patients in need, where healthcare options are often limited. Our work is driven by our values of trust, collaboration, agility and innovation. We are committed to helping people, by giving them access to healthcare and improving their lives.

Our values run through everything we do: the way we build trusting relationships with our end customers, our suppliers and partners, and the communities we work and operate in, and importantly, with our own employees.

We are compassionate about the planet. **Operating sustainably and reducing our impact** is a very important part of our mission as we continue to grow our presence across the world.

We are compassionate about governance and put a lot of effort into creating the right policies and giving people the necessary training to ensure our **business practices comply with the highest ethical standards.**

As a responsible corporate citizen, we ensure that Arcera's operations are always guided by our commitment to take actions to help build a more sustainable world.

Our commitment to sustainable development is embedded in our corporate strategy, guiding us to **operate responsibly and ethically while delivering value to our stakeholders.**

SUSTAINABLE DEVELOPMENT GOALS

In alignment with the United Nations Sustainable Development Goals (SDGs), we aim to contribute to a more sustainable future by addressing critical global challenges such as climate change, health inequalities, and social injustice.

The SDGs serve as a guiding framework for our efforts, enabling us to focus on the goals which are most relevant to our business and geographical footprint and where we can make a meaningful difference and create positive impacts in the communities we serve.



COMMITMENT TO ESG IN OUR DAILY BUSINESS

This Sustainability Policy outlines our commitment to **integrating environmental stewardship, social responsibility and governance excellence into our business practices.**

We aim to reduce our carbon footprint, promote sustainable resource management, ensure fair labor practices, and foster a culture of transparency and accountability. By embracing these principles, we strive to **fulfill our responsibilities to our shareholders while also contributing to the well-being of society and the planet.**

Arcera is aware of the need to assess the sustainability-related impacts, risks and opportunities at all stages of the business cycle. To this end, we will conduct and regularly review a double materiality assessment to **understand our impact on the environment and society, as well as the impact of ESG issues on our operations.**

Arcera is committed to achieving a world class position in sustainability. Our key ESG commitments are considered across all our internal and external operations, including our supply chain.

We aim to identify, monitor, manage, report and mitigate risks related to:

- The management of our **direct and indirect environmental impact**
- The promotion of **human rights**, ensuring diversity, equity and inclusion and a healthy speak-up culture
- The **wellbeing of our employees**, through their development and a robust health and safety system
- The **way we do business**, conducting ourselves ethically, fighting against corruption, and being committed to patients and our customers.





ENVIRONMENT

Protecting the planet and its resources is a priority for us. We focus on a variety of topics that contribute to the development and preservation of our environment with the ultimate goal of passing on a healthier world to future generations.

We are upgrading our processes to reduce energy use, carbon emissions and waste while ensuring safety and regulatory compliance.

In alignment with the Paris Agreements, we are committed to net zero greenhouse gas emissions by 2050 or earlier.



Reducing Energy Use & Our Carbon Footprint

We are continuing the work of assessing the energy performance of our production sites, to identify and implement the most relevant actions to significantly reduce our Scope 1 and 2 emissions by 2030 or earlier.

In parallel, we have started to assess our Scope 3 emissions and to engage our main suppliers into decarbonizing by 2035 or earlier.

We are committed to increasing the use of renewable energy at our production sites.

We continuously implement measures to increase our energy efficiency, resulting in targeted reductions in energy consumption and cost savings across Arcera.

We are working towards a commitment to science-based targets to facilitate our journey to net zero by 2050 or earlier.

Better Waste Management

We are committed to reducing the volume of waste we generate through efficient and focused waste management practices.

We are working to assess our non-hazardous waste production, classifying them by types and finding alternative solutions to increase recycling.

Better Use of Water

We view water as a shared resource and are committed to reducing water consumption at our production sites.

We avoid water pollution and adhere to all applicable regulations regarding wastewater treatment.





SOCIAL

With a large footprint reaching patients in over 120 countries, we aim to create a positive impact on the communities we operate in. We actively engage with the communities and adapt our operations and initiatives to local needs and cultural contexts.

We want to deliver positive impacts globally for all our stakeholders, and we are committed to the wellbeing of our employees, communities, partners, suppliers and customers.

Trust, collaboration, agility and innovation are the heart of how we operate internally and externally. These values are central to our business strategy and our business proposition. We firmly believe our approach is the future of doing business and it is the reason why many of our customers are making Arcera their partner of choice.





Access to Medicines

We are committed to improving access to high quality medicines to patients in need:

- Growing our presence in emerging markets and beyond, and continuing to develop our expertise as a pharmaceutical company in parts of the world without consistent access to safe and reliable medicines
- Upholding international standards in our interactions with healthcare professionals and supporting patients
- Being a reliable partner of choice for pharmaceutical and biotech companies seeking to expand into markets where we operate

Diversity, Equity and Inclusion

We support an inclusive workplace across all our operations, reflecting the needs and issues of our employees and the communities in which we operate to:

- Have a gender balance across Arcera and at all levels of the organization
- Continue to build an innovative and supportive place to work
- Support the development of our staff through an active learning and development program

Health and Safety

We provide a safe and healthy workplace, and continuously strive to improve workplace safety as well as employees' awareness and behaviour by:

- Safeguarding the health and safety of our employees, contractors and any others who may be affected by our activities
- Complying with all regulations regarding occupational safety, hygiene, environment and Corporate Social Responsibility

Community Engagement

We invest in sustainability projects in the communities in which we operate to progress social and environmental causes that improve people's quality of life.





GOVERNANCE

Our governance framework supports sustainable financial performance and long-term value creation. It also reflects our unwavering commitment to operating our business in line with the highest ethical standards.

We define and integrate our key ESG goals into the core of our business in alignment with our values and based on our business risk management.

Our performance is conscientiously monitored against ESG targets.



Ethical Business Practices

We commit to the highest standards of integrity and transparency by:

- Supporting transparent business operations and clear and reliable reporting
- Protecting personal data of our employees, customers and other stakeholders
- Enforcing strict compliance with anti-bribery and anti-corruption laws

Awareness Raising

We invest in the education of our employees and set high standards for external stakeholders.

- We have commenced the roll-out of sustainability awareness training and sustainability is on the agenda of many company-wide events and communications.
- Our key supply chain partners are required to comply with our Supplier Code of Conduct which sets out a commitment to ESG principles, including the fundamental standards for ethical business conduct, upholding human rights and sound environmental practices.

Sustainability Governance Framework

We manage Sustainability at Arcera through a robust framework with clearly defined roles and responsibilities:

- **Board of Directors or Designated Board Committee:** will oversee the company's approach to sustainability and provide its guiding principles.
- **Arcera Sustainability Council:** will regularly review and update Arcera's double materiality assessment, approve the standards of our Sustainability program, help to define targets, and monitor progress.
- **Chief Compliance and Sustainability Officer:** reporting directly to the CEO and a member of Arcera's Leadership Team, is responsible for the execution of Arcera's sustainability program in line with our strategy.

- **Sustainability Department:** possessing requisite subject matter expertise, the departments drive the day-to-day implementation of the sustainability program at our Business Units.
- **Sustainability Ambassador Network:** this network, open to all employees, will build cross-functional teams to drive progress in sustainability initiatives in our Business Units.

Continuous Assessment

We ensure our sustainability program meets our strategic goals, delivers on our ESG commitments, and reflects the evolution and growth of our business by regularly reviewing and updating our double materiality assessment, to ensure we address the most important sustainability-related impacts, risks and opportunities facing Arcera.





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Thank you

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