

Delpharm's mission is to ensure patient and customer satisfactions by guaranteeing the safety and the efficacy of its products and services through compliance with regulations, while maintaining the level of profitability necessary to ensure the Group's sustainability and growth.

In line with its approach to Corporate Social Responsibility, Delpharm is committed to Health, Safety and Environmental protection for the benefit of its employees, subcontractors, supplier partners, customers and any other stakeholder affected by its activities, in a spirit of transparency.

In order to constantly improve its performance in terms of Health, Safety and Environment, Delpharm has set the following objectives:

- Protect the health and safety of the Group employees and its subcontractors;
- Act on climate change by reducing its production-related greenhouse gas emissions, in particular by reducing its energy consumption and by using renewable energies;
- Optimise management of resources, particularly water;
- Ensure that its facilities comply with standards, regulations and other requirements in force throughout the world;
- Prevent and reduce any pollution generated by its activities.

These objectives are part of a continuous improvement approach to our Health, Safety and Environment management system according to ISO 14001 and ISO 45001 standards. Our Delpharm Excellence System (DES) approach and How to Progress Together (HPT) program support these objectives.

Delpharm's senior management and local leadership teams take responsibility for Health, Safety & Environment and lead by example. Together, we continually focus on identifying, eliminating and reducing the risks associated with our activities, including suppliers, logistics, mergers and acquisitions operations.

To foster the development of a Health, Safety & Environment culture, we involve and consult our stakeholders and in particular our employees and/or their representatives.

We are also committed to continuously improving the skills of our employees and subcontractors to make them more competent, better informed and more responsible in regards to Health, Safety & Environment.

Health, Safety & Environment are integrated into our daily lives and into the decisions we make every day in terms of capital investment or resource allocation, in order to improve and anchor the Health, Safety & Environment culture as a fundamental pillar of our organisation. We invite each and every employee and subcontractor to contribute to this dynamic, enabling us to ensure Delpharm's sustainable development.

*Delpharm Executive Committee*