



PURCHASING POLICY

RESPONSIBLE PURCHASING

A long-lasting, fair relationship with our suppliers and subcontractors, built on quality, cost, lead time, innovation and social responsibility.



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01 Background

The Unither Group's Purchasing Policy is fully in line with the Group's **Corporate Social Responsibility (CSR)** policy. It expresses the Group's commitments in the deployment of its Responsible Purchasing strategy, as well as its expectations regarding its suppliers and subcontractors.

It demonstrates the Unither Group's long-term commitment to the relationship with its suppliers and subcontractors: a relationship profitable to both parties, based on five criteria — **social responsibility, quality, cost, lead time and innovation** — allowing a better control of risks and a regular, lasting optimization of its partners' performance.

02 Goal

OUR VISION

Provide affordable, innovative and easy-to-use health products to simplify the life of patients all around the world.

OUR MISSION

Bring innovative, competitive and sustainable solutions to our clients in the pharmaceutical industry.

To do so, we combine our extensive know-how in drug administration technologies and filling and finishing operations, with our growing understanding of patient needs and our experience in product development and process implementation.

Deep and long-lasting relationships with our suppliers and subcontractors, as well as their involvement, are essential to the success of our mission and to the deployment of our Responsible Sourcing strategy.

03 Our values

In our daily lives and work, we strive to embody our five core values:

Innovation

Respect

Responsibility

Courage

Trust

Adherence to our core values, including by our suppliers and subcontractors, ensures an ethic of collaboration. All Unither Group employees act in accordance with our **Code of Conduct**, which reflects these values. We ask our partners, as mentioned in our supply agreements, to respect it as well.

04 The Unither Group Responsible Purchasing Strategy

The goal of the Unither Group Purchasing department is to work with **Predictable, Competitive and Innovative** sources to support the Group's growth and contribute to value creation.

Predictable

Sustainable and reliable partners that the Group can and will continue to count on over time, transparent about:

- their corporate strategy, vision and structure
- their growth, costs and developments
- their willingness to deploy internationally

Supply agreements of up to 5 years or more, following a fair selection process that requires transparency, solid financial health and a measurable CSR commitment.

Competitive

The Group faces competition ethically and in compliance with regulations — a key to profitable growth. Beyond cost, competitiveness also depends on:

- indisputable quality, compliant with requirements and standards
- timely deliveries, in correct quantities
- proximity to our plants and the ability to support international deployment

Innovative

Innovation aims to bring new drugs and administration methods that improve the lives of patients. We expect our partners to propose:

- products, processes and materials
- new production techniques
- a reduced environmental footprint (energy, waste, emissions)

Selected suppliers may be invited to present their innovations to the Group's Innovation & Development teams.

In summary — *Predictability, Competitiveness and Innovation are the criteria used by the Purchasing department to select and nominate partner and strategic suppliers and subcontractors. They are also the basis on which suppliers and subcontractors are evaluated, in terms of Quality, Competitiveness, Delivery and Service, according to the Group's evaluation system.*

05 Unither Group's commitments

The Unither Group undertakes to conduct all its activities in full compliance with applicable laws and legal and ethical standards, and to adopt a professional, fair and honest behavior in all its activities.

Respect of fundamental rights, fight against illegal work and child labor

The Unither Group is committed, and asks its suppliers and subcontractors to commit, to comply with applicable laws and regulations regarding respect for fundamental rights, illegal work and child labor. The term “child” here means any person below the legal minimum age for access to

employment, provided that the legal age complies with the provisions defined by the International Labour Organization (ILO).

The Unither Group shall not work with or use suppliers or subcontractors that do not respect these rights; any contractual relationship would cease immediately if an illegal work or child labor act were detected. We are also committed to providing our employees, and everyone required to perform an activity within Unither, with a safe working environment that respects fundamental human rights — fairness of treatment, non-discrimination and freedom of expression.

Good Faith and Fair Business Practices

The Unither Group is committed to acting in good faith, with integrity and diligence towards its suppliers and subcontractors. No employee, buyer or not, shall unduly profit from any other natural or legal person by manipulation, concealment, abuse of inside information, misrepresentation of material facts, or any other intentionally unfair practice.

Anti-Corruption Policy

In accordance with its Code of Conduct and Anti-Bribery Policy, the Unither Group prohibits any form of corruption or influence peddling, including the payment of bribes of any kind.

The Purchasing department selects its suppliers and subcontractors on the basis of objective criteria and takes decisions based on an impartial, objective assessment of the facts, without the influence of substantial gifts, entertainment or other favors. It expects the same impartiality from its suppliers and subcontractors, who must contact the Group if Unither employees' actions contravene these rules.

Respect of confidential and personal information

The Unither Group strives to protect confidential information related to commercial activities with its suppliers and subcontractors, including personal information. Confidentiality agreements, covering the use, modification, dissemination, destruction or return of this information, are signed with all suppliers and subcontractors.

Protection of the Environment

In accordance with its Code of Conduct, the Unither Group manages its business in an environmentally responsible way and in compliance with all regulations, with a continuous improvement approach in every country where it operates. This CSR commitment cannot be complete without the support of its suppliers and subcontractors.

Understand and comply with cGXP

The Unither Group promotes compliance with laws, rules and regulations such as Standard Operating Procedures (SOPs), current Good Manufacturing Practices (cGMPs) and Good Laboratory Practices (GLPs), and conducts periodic audits of its suppliers' and subcontractors' compliance.

06 The commitments of our suppliers and subcontractors

The involvement of our suppliers and subcontractors is key to the success of our mission and to the satisfaction of our customers. They are involved in the deployment of our Responsible Purchasing strategy and the implementation of the Unither Group's CSR policy, and agree to be evaluated on the principles set out above — including delivering products and/or services in accordance with the price, lead time and quality level defined in our contractual agreements, and adopting the most transparent approach possible, particularly when submitting price offers.

Respect of fundamental rights, fight against illegal work and child labor

Suppliers and subcontractors must comply with applicable laws and regulations regarding respect for fundamental rights, illegal work and child labor — any person below the legal minimum age for access to employment, as defined by the ILO. We expect them to ensure compliance and enforcement of these regulations throughout their own supply and subcontracting chain.

Good Faith and Fair Business Practices

Suppliers and subcontractors of the Unither Group act in a competitive manner. Any consultation or exchange between suppliers on prices or offers is prohibited, as well as any participation in a cartel.

Conflict of Interest

Suppliers and subcontractors guarantee the absence of any conflict of interest, real or potential. Where such a situation arises, they must notify all parties concerned; an action plan may be implemented by the Group after analysis.

Fight against corruption

Suppliers and subcontractors undertake to comply with all applicable anti-corruption laws, directives and regulations, as well as with this Purchasing Policy and the Unither Group Anti-Bribery Policy, and must pay particular attention to preventing and detecting corruption in any commercial agreement — including with their own partners, suppliers and subcontractors.

Respect of confidential and personal information

For all confidential information related to the commercial relationship, suppliers and subcontractors must comply with the non-disclosure agreement signed between the parties, as well as with all applicable laws, directives and regulations regarding the confidentiality of personal data.

CSR and Environment

Suppliers and subcontractors undertake to support the Unither Group in the application of its CSR policy, to comply with it, and to put in place the means to develop and deploy it with their own suppliers and subcontractors — producing in accordance with contractual requirements, in the most environmentally responsible way, and complying with the laws and regulations in force in the countries where they operate.