



Louisa, living with epilepsy

Making lives better  
every day. **This is UCB**



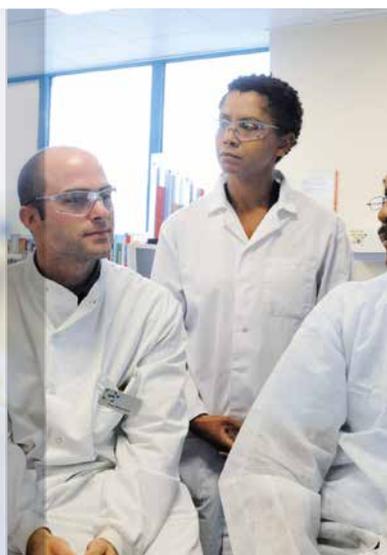
Inspired by **patients**.  
Driven by **science**.



**Kristof,**  
living with a rheumatologic condition



Remi UCB



Inspired  
by **patients.**

Driven  
by **science.**

# We have a **shared ambition**

to transform the lives of people  
living with severe diseases.

We focus on neurology and immunology  
disorders – putting patients at the center of  
our world.

Everything we do starts with one simple  
question: “how will this create value for  
people living with severe diseases?”

## UCB: **reaching** more and **more people** around the globe

In recent years we have extended our presence to more global regions and patients than ever before. **And we continue to grow.** Our high rate of investment in pioneering science, backed up by **strong alliances** with professional partners, allows us to bring our neurology and immunology drugs to hundreds of new patients every day and across the globe.

Our planned sustainable growth will come from ground-breaking science and from bringing added value to patients, as well as being the preferred partner to all our other stakeholders. It's summed up by UCB's **twin motivations**, *Inspired by patients. Driven by science.*

# Connecting with patients every step of the way

## Meeting patients' unmet needs

Just because our medicines treat thousands of people around the world doesn't mean our job is done. For us, it's vital that we listen to the constantly evolving needs of patients and their families. Working with physicians and healthcare professionals, we are engaging more with patients to better understand their clinical, economic, social and personal needs. What matters most is how they feel in their everyday life as they progress on their healthcare journey. Because we're not just treating a disease. We're caring for individual people.

Patients inspire us to bring them value through more cutting-edge science, more innovative drugs, and more practical solutions – so that they, and their carers, can get on with their lives.

## Today we help people living with...

### Immunological diseases

- Rheumatoid arthritis
- Psoriatic arthritis
- Axial spondyloarthritis\*
- Ankylosing spondylitis
- Crohn's disease\*\*
- Psoriasis

### Neurological diseases

- Epilepsy
- Parkinson's disease
- Restless legs syndrome

“ My first meeting with 'Mr. Parkinson' was 13 November 1987 at 8:37 am. I was literally removing my wristwatch to shower when my new life began. After a physical examination, the diagnosis was obvious: I had Parkinson's disease. I was oddly relieved. I knew that Mr. Parkinson and I could be friends. ”

Christer, living with Parkinson's disease



“ Offering innovative medicines and solutions that go beyond the drug. That's what drives us. ”

Asami, UCB



## Looking ahead...

We hope that new UCB medicines will help people living with diseases such as:

- Bone loss disorders
- Auto-immune disorders
- Neurodegenerative diseases
- ...

Hundreds of thousands of **new patients** benefiting from new UCB medicines in the coming years

# Pushing the boundaries of science

## Continuously advancing science

We're passionate about science. And this is what drives us to create a pipeline of breakthrough medicines that will make a real difference to people's lives.

How do we do it? We maximize our key asset: our pioneering expertise in both small and large molecules. We prioritize

clearly. We make robust decisions. All of which means we can rapidly advance promising molecules into innovative therapies.

With a strong late-stage pipeline, we are now entering an exciting new era at UCB, driven by scientific excellence.

## UCB's own breakthrough

For many years, following our founding by Emmanuel Janssen in 1928, UCB (originally Union Chimique Belge) was renowned for its diverse expertise across pharmaceuticals, chemicals and films.

By the 1960s, we had begun our visionary research into biotechnology. The 80s and 90s saw the birth of a number of our blockbuster drugs. And over the last decade we've made a series of visionary leaps and agile changes that have transformed UCB into a leading global biopharmaceutical company.

We are now building on our strong heritage in research and development. We have a rich and innovative pipeline that focuses on the needs of patients – both today and in the future.



“At UCB we pursue cutting-edge scientific research that is guided by patients' needs.”  
Sébastien, UCB

## Stronger together

We believe sharing knowledge and expertise is essential for the rapid growth of scientific understanding. And that bringing innovative therapies to patients requires intensive cooperation.

That's why we have teamed up with other leading companies across the pharmaceutical industry.

We have also developed a strong global network of internationally renowned scientists and academics, who collaborate with us in our drug discovery activities.

We, in turn, are happy to share our own skills and experience with peers and with the academic world.

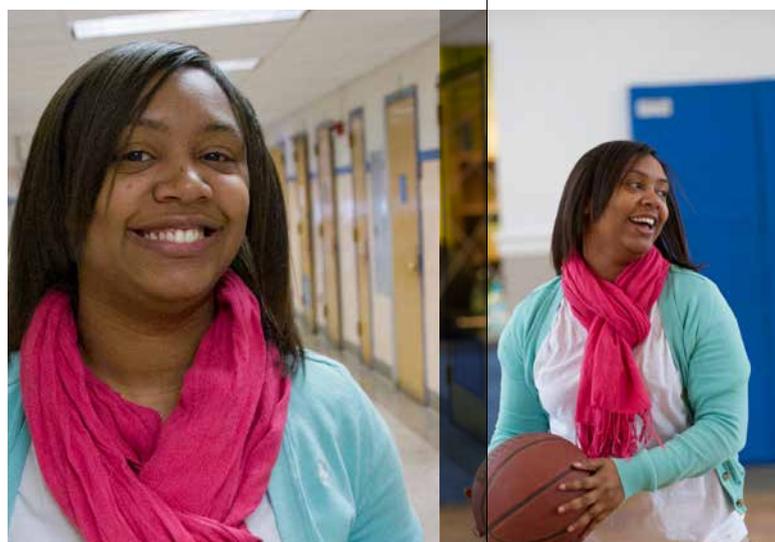
## 2 research centers

in the UK (immunology) and Belgium (neurology) and scientific research technology sites in the US

~25% of revenues is allocated to research and development

“I don't think I could imagine a life without intense pain, redundant doctor visits and sleepless nights. Being restricted doesn't always mean reaching my goals is impossible - just that I have to think of alternative routes!”

DeOnna, living with rheumatoid arthritis



## Compliance always

Our work has a direct impact on human lives and we ensure robust compliance in all we do. We run rigorous internal training programs. We follow the strictest regulatory stan-

dards for drug development and manufacturing. When it comes to compliance, we operate a zero-tolerance policy.

# A diverse culture focused on patient value



“ Working in teams we can really make use of everybody’s talent. We approach a challenge from unique angles by combining different expertise and skills each person brings. It’s the classic case where one plus one makes three. ”

Mark, UCB

## Developing and connecting talent

Scientific excellence... innovation... co-creation... agility... reinventing the way we do things... and of course a passion for bringing value to patients in all our areas of therapy and beyond: these are some of the key competencies we are constantly developing and looking for at UCB.

At the same time, we ensure every UCB colleague has the tools and environment to engage effectively in the work we do. Wherever in the world we are based, and no matter what role we play in the company, we believe every one of us can have an impact across our organization.

From early research right through to manufacturing and sales, we all pull together to achieve transformative solutions for patients and their families. In fact, in yearly surveys, a majority of colleagues have said UCB is a great place to work because patient centricity is at the heart of all we do.

more than  
**80%**

of colleagues say they are **proud** to work for UCB

## Making a difference

With more than 7,500 staff, UCB offers an exciting working environment where initiative can flourish and those with a ‘can-do’ attitude can thrive.

Every colleague is invited to make their mark, to contribute to our Patient Value journey, and to become a key part of the company’s evolution. And we continue to evolve fast. Hundreds of new colleagues from health care and business backgrounds have joined us in recent years. They bring with them a dynamic energy, fresh perspectives, and new ideas.

**~7,500**  
employees  
over 70 nationalities



Judith, living with epilepsy



# Caring as a company, and as **individuals**

Our Corporate Societal Responsibility program rests on two strategic pillars: **Planet**, aimed at reducing our ecological footprint across the globe and **Patients**, focused on helping people living with epilepsy in developing countries.

To support our CSR program, we have put in place our **UCB Societal Responsibility Fund**. The UCB Fund focuses on projects that support epilepsy patients and their families in underprivileged areas of the world.

Everywhere, our colleagues - from Europe to China and from the U.S. to Australia - proactively volunteer for good causes in their community. The funds raised in such community activities can then be donated towards the UCB Fund. Our colleagues have proven time and again that caring for patients goes beyond our day-to-day jobs.

To learn more about the UCB Societal Responsibility Fund, please visit [www.ucb.com/our-company/csr/csr-Fund](http://www.ucb.com/our-company/csr/csr-Fund)

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Driven by **science**.

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