

Supplier Sustainability Guide

October 2025



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





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Welcome to UCB's Supplier Sustainability Guide

At UCB, we create value for people living with severe diseases.

Our strategy connects health, the environment, the economy, and society. We aim to improve patients' lives, support our employees, deliver value to shareholders, and care for our communities all while reducing our environmental impact.

Partnerships are key to achieving this.

We believe suppliers play a vital role and want to work with those who share our sustainability goals. Together, we can help build a fairer, healthier world.

This guide outlines what **we expect from our suppliers** in terms of sustainability.

Please find more information on our [web pages](#).

Today's society faces significant challenges, from the rise of social inequalities to the climate crisis. We believe that businesses have a responsibility to drive positive change. It is clear for us that collaboration with all our partners for the greater good is the only way forward.



Jean-Christophe Tellier
Chief Executive Officer, UCB



Why UCB Shares The Guide with Suppliers

- To communicate our commitment to sustainability clearly.
- To align supplier practices with UCB's values and goals.
- To support collaboration for a sustainable future.
- To outline expectations on environmental and social responsibility.
- To ensure transparency and mutual understanding.



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UCB Global Procurement 2025



Sustainability strategy & net-zero commitment



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We are committed to protecting the planet and achieving net-zero

We have set absolute targets* to minimize our environmental footprint

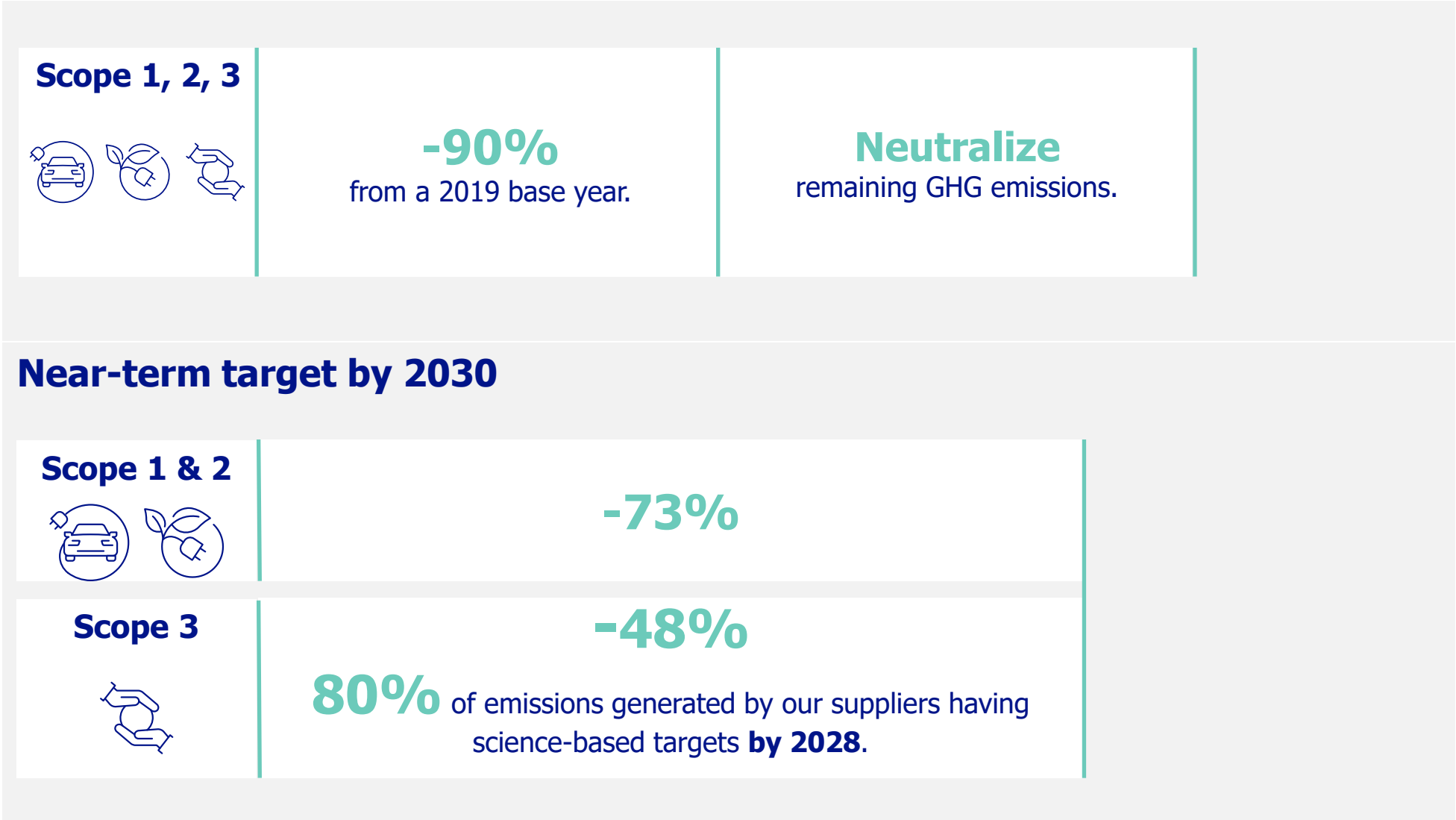
By 2030			
Scope 1 & 2 CO ₂ e reduction	Scope 3 CO ₂ e reduction	Water Withdrawal	Waste Generation
-73%	-48%	-15%	-18%

By 2045
Scope 1, 2 & 3 CO₂e reduction
-90%
And neutralize any remaining emissions

For more information:

- [Environmental Policy](#)
- [Net-zero](#)

We aim to reach net-zero by 2045



Our Social Commitment in the Supply Chain

We work with our suppliers to ensure respect for human rights and responsible business conduct across our value chain

Human Rights & Ethics	○ Strong commitment to labor & human rights and ethical business practices. ○ Integrity Line available for all workers in our value chain. Available through a third party operated call center 24/7 or through an anonymous website.
Responsible Sourcing Standards	○ Supplier Code of Conduct aligned with Pharmaceutical Supply Chain Initiative (PSCI) principles.
Supplier Assessments & Due Diligence Measures	○ Risk-based assessments. ○ Targeted measures for areas requiring further focus. ○ On-site sustainability audits. ○ Equal opportunity and non-discriminatory supplier decisions.
Collaboration & Capacity Building	○ Training programs for suppliers on sustainability, climate change, biodiversity, and human rights (EcoVadis Academy, PSCI, Learnster).

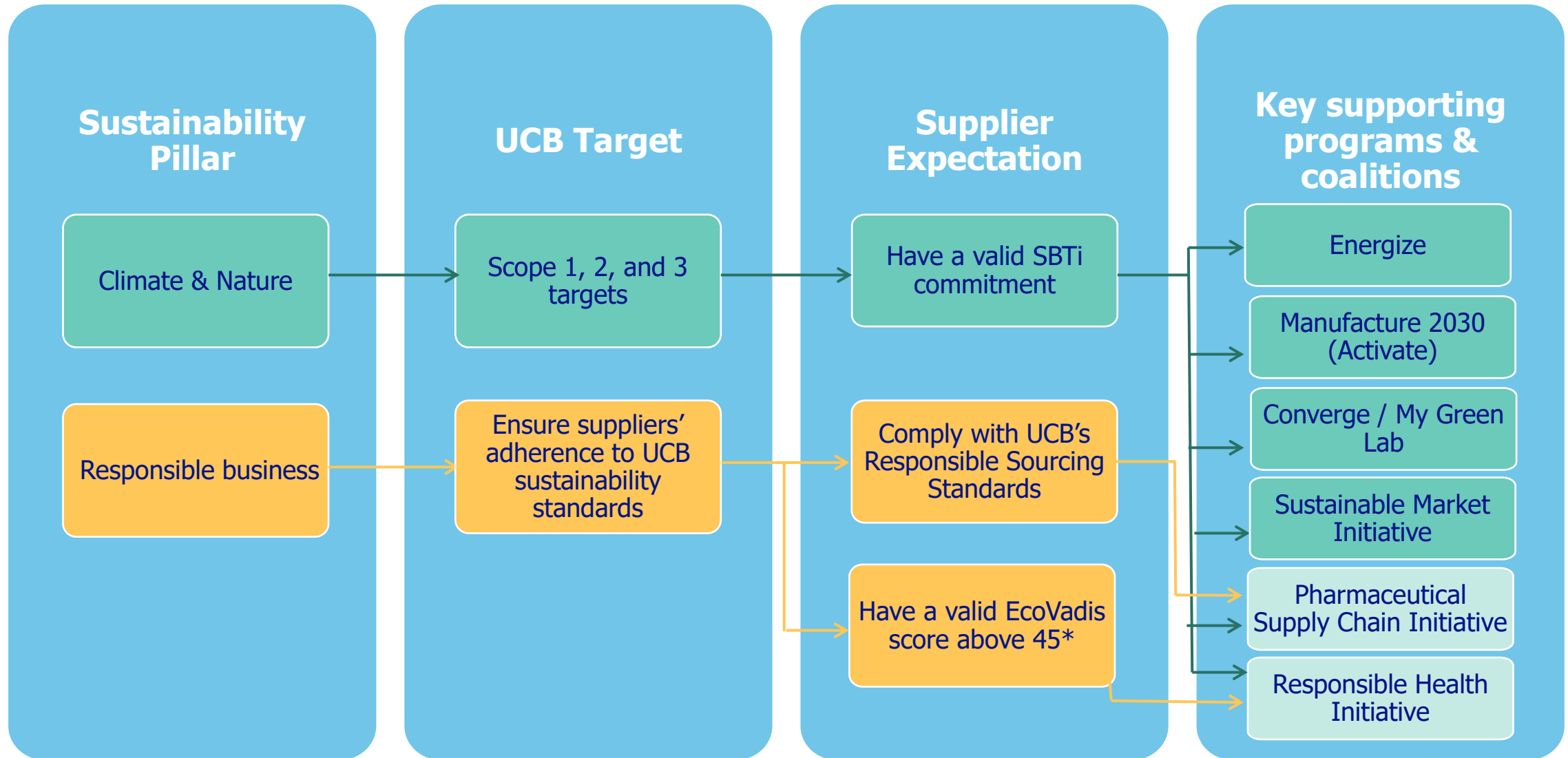


UCB's partners: Key programs and coalitions we're part of



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How do partners align with UCB's targets?



UCB's partners supporting suppliers on sustainability journey

Key programs and coalitions UCB is part of





PSCI Member companies with an SBTi commitment

If you see a customer logo on this slide, you will be expected to make a **Science Based Target Commitment**

Near-term Target

Catalent

ORION

teva



Roche A member of the Roche group



Leo Pharma
Pharmaceutical company

SANDOZ



Boehringer
Ingelheim

HALEON



Piramal
Pharma Limited



abbvie

charles river

GILEAD

AMGEN

VIATRIS

Johnson & Johnson

sobi
rare strength

Net-zero Target

2035

Chiesi

2040

NOVARTIS

Takeda

karo

Pfizer

2045

AstraZeneca

Biogen

Eisai

gsk

moderna

Roche

sanofi

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2050

aragen

Bristol Myers Squibb

BAYER

almirall

BD

ten
23

Committed

kenvue

ONO PHARMA

ORIFARM

MERCK

novo nordisk

Source: [PSCI website](https://www.psci.org/)



UCB Supplier Sustainability Ambitions

UCB Supplier Sustainability Ambitions

We want to partner with suppliers with a strong climate ambition and good sustainability performance



Have science-based targets to reduce their GHG emissions

UCB goal: by 2028, 80% of the GHG emissions created by UCB suppliers will be covered by science-based targets.

The only globally recognized science-based standard, ensuring our targets align with the Paris Agreement and climate science.



Have minimum EcoVadis score of 45/100 per theme*

UCB goal: by 2025, 70% of spend with suppliers EcoVadis assessed.

Our goal is that our suppliers achieve on all themes applicable a minimum ESG score of

45/100

ecovadis



Comply with UCB's Responsible Sourcing Standards for Business Partners

We are committed to ensuring that our suppliers' conduct reflects our values and is consistent with our own commitment to promote responsible business practices.

Our Standards are set in our Responsible Sourcing document, embedded in contracts.



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*When requested by UCB- UCB Global Procurement 2025

Sources: SBTi [Ambitious corporate climate action - Science Based Targets Initiative](#) EcoVadis [EcoVadis](#)



Where can you start? Step-by step



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Zooming-in on SBTi

What does this mean?

Choosing to work with **suppliers** that have an **SBTi target** to **reduce their GHG emissions** means partnering with suppliers that **share our climate vision and ambition**.

Having GHG emissions science-based reduction target means that a company has developed a plan in line with latest climate science to reduce their carbon emissions and taking action to address the climate crisis.



SCIENCE
BASED
TARGETS

What is SBTi?

The Science Based Targets initiative (SBTi) is a **global body** enabling business and financial institutions to set **ambitious emissions reductions** targets in line with the **latest climate science**.

We have created a methodology to assess the 'carbon maturity' of our suppliers (see ranking below).

We want our suppliers to be "Level A", i.e., commit and have GHG reduction targets validated by the Science Based Targets initiative (SBTi) or similar (SBTi-like) frameworks*.

SBTi FUNDING PARTNERS



United Nations
Global Compact



WORLD
RESOURCES
INSTITUTE

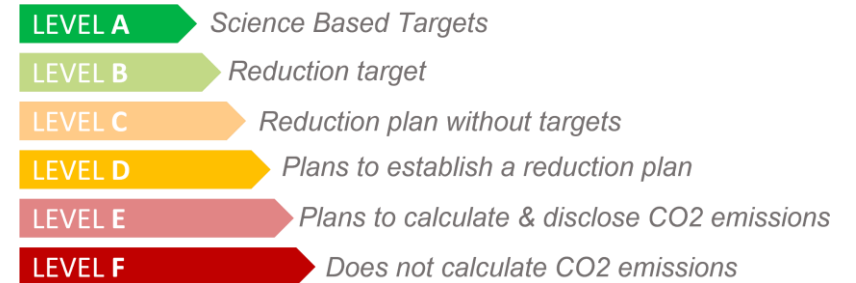


IN COLLABORATION WITH



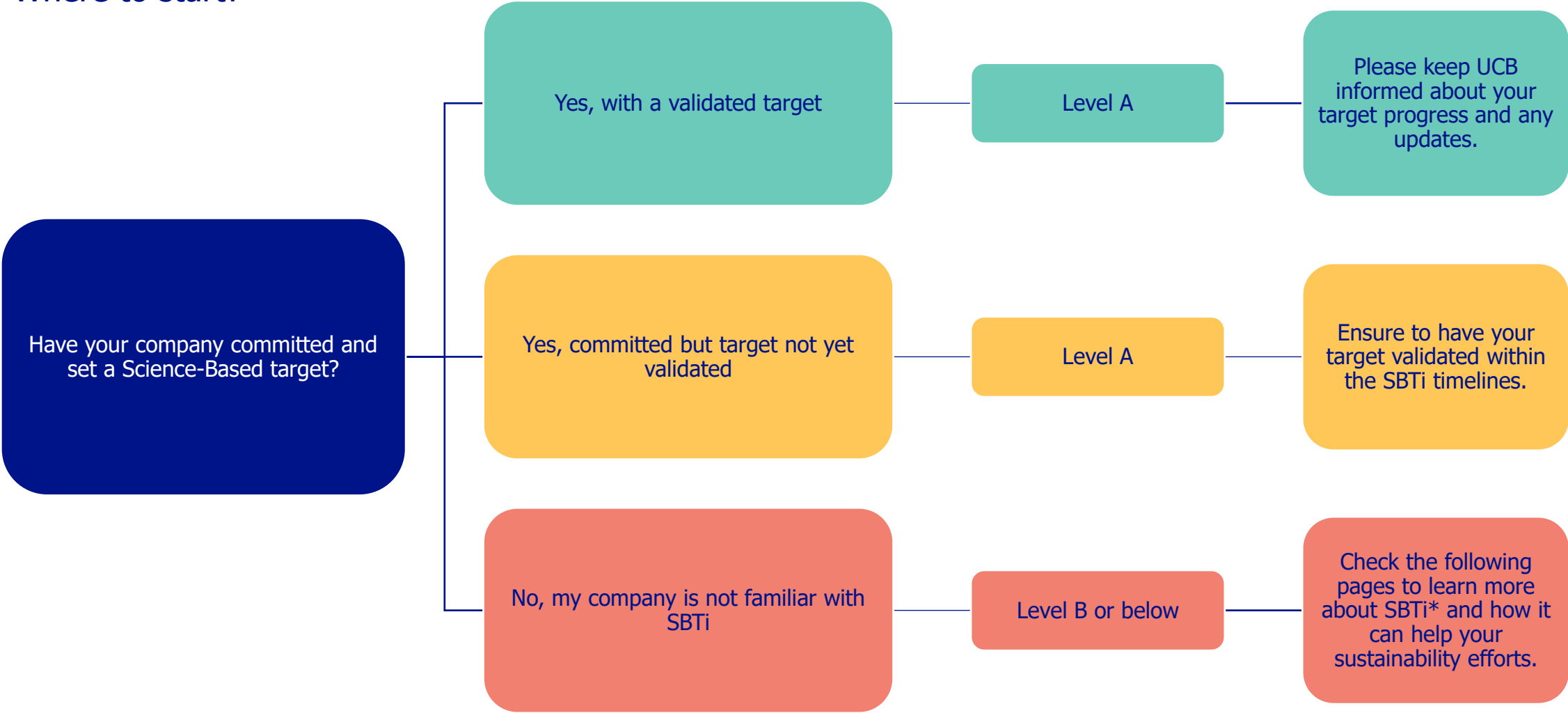
Why did we choose SBTi?

1. Most **reputable** global organization ('seal of approval').
2. Asked by **investors / capital providers**.
3. **Industry standard**, peers who also have SBTi targets (and must work with their suppliers to help them lower their carbon footprint)



Science-based targets

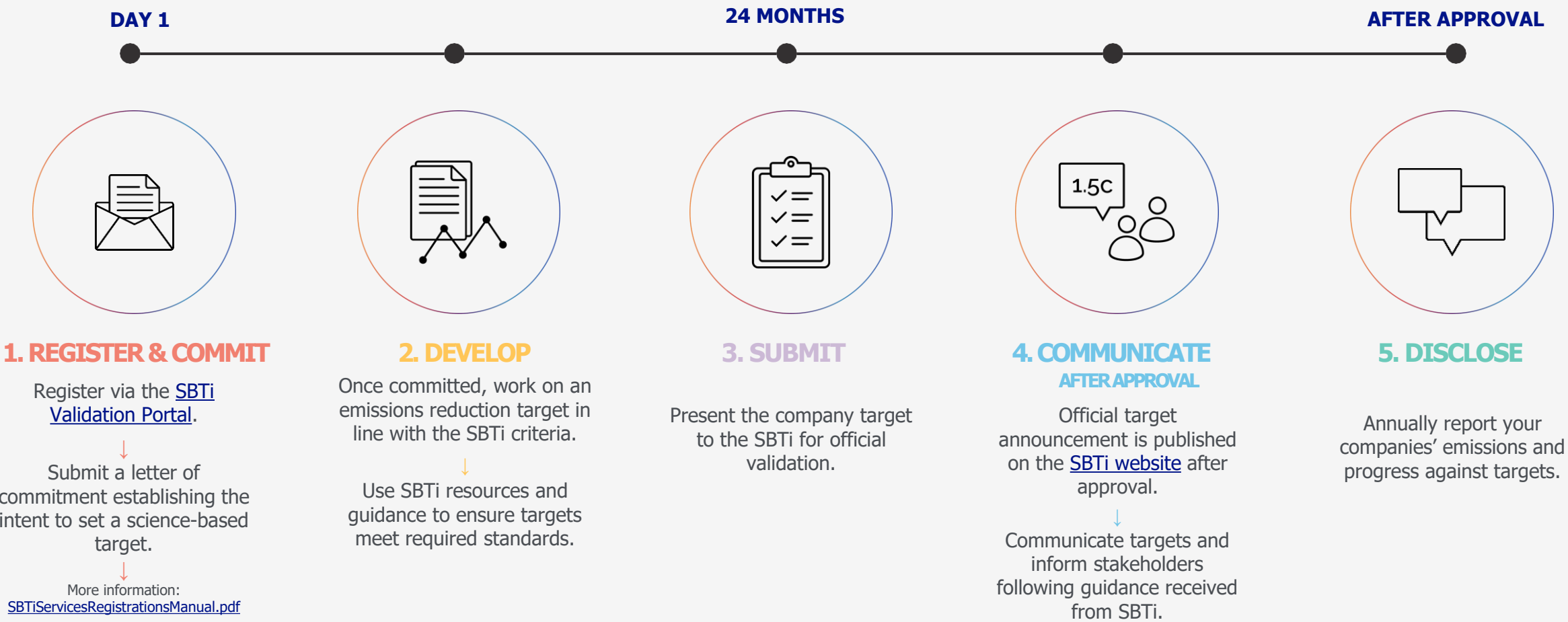
Where to start?



Setting a Science-Based Target (SBT): Standard Route



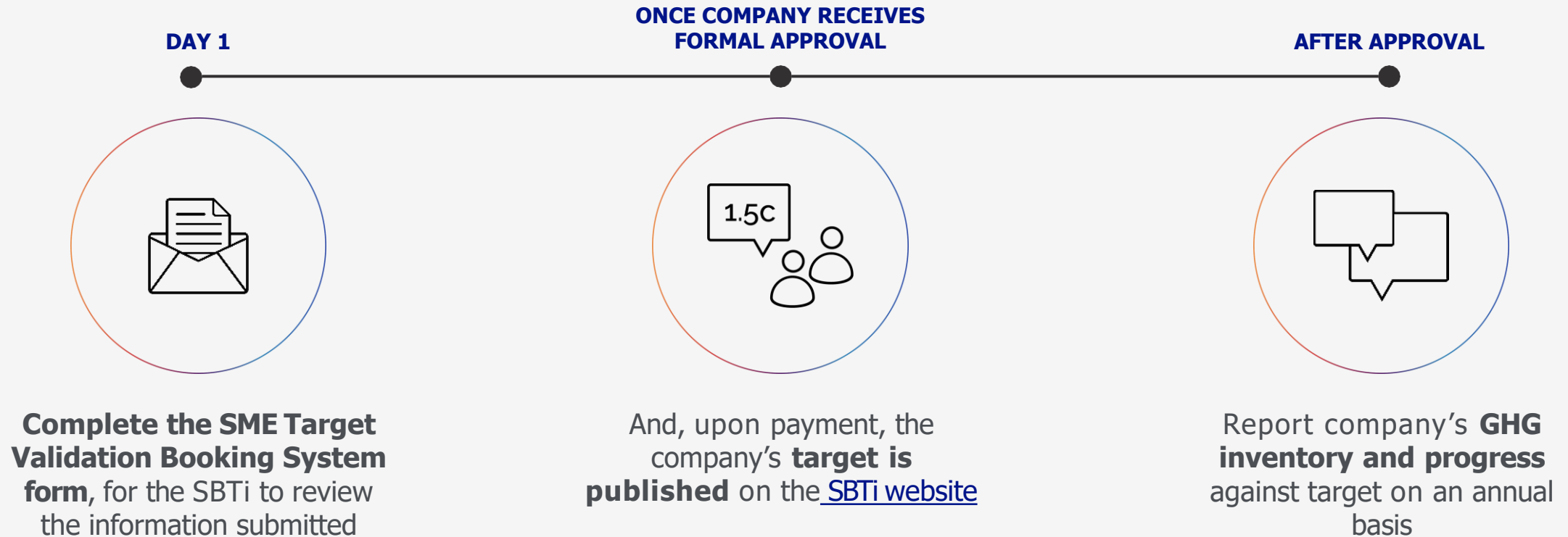
For Large Companies — Fee: \$11,000*



* Source: [Validation services - Science Based Targets Initiative](#) / Fees based on 2025 information from SBTi website [Carbon Maturity Assessment Tracker - 2025.xlsx](#)

How to set a Science-based target? SME Route

For SMEs, independent company with fewer than 500 employees — Fee: \$ 1,250*



Zooming-in on EcoVadis

What does this mean?

Partnering with suppliers assessed by EcoVadis means working with organizations that share our **commitment to sustainability, ethical business practices**, and respect for **human rights**.

By choosing EcoVadis, UCB ensures that our procurement decisions reflect our responsibility to protect both human and environmental health.

We expect our key suppliers to have EcoVadis or equivalent assessment, when requested by us.

ecovadis

What is EcoVadis?

EcoVadis is a global platform that assesses companies across four areas:

Why did we choose EcoVadis?

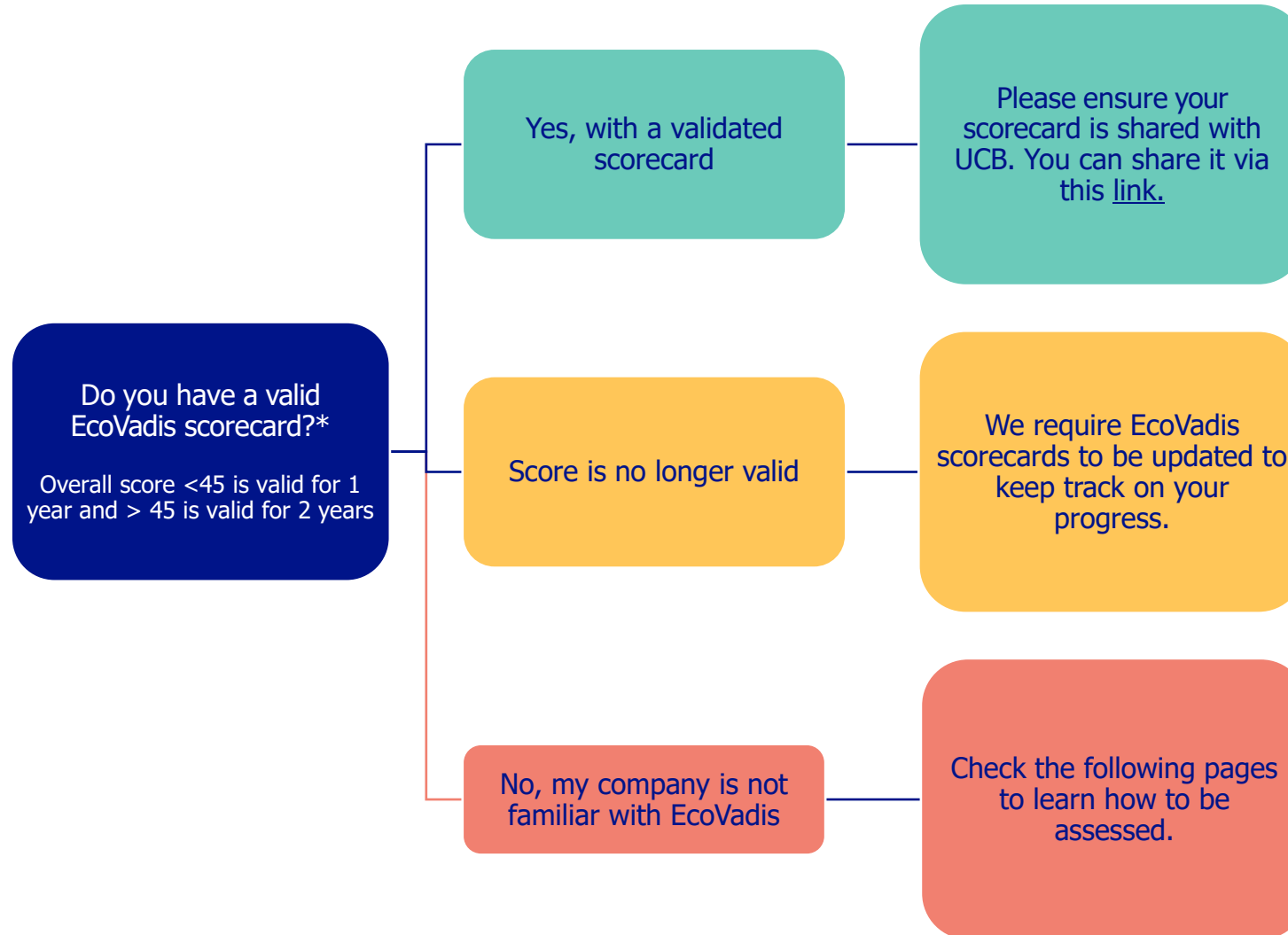
1. Tailored assessments by industry sector & company size
2. Clear scorecards with benchmarks and improvements
3. Easy sharing with customers and teams
4. Globally recognized methodology with credible ratings.

ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
Policies - Actions - Results			
• Energy Consumption & GHGs • Water • Biodiversity • Air Pollution • Materials, Chemicals, & Waste • Product Use • Product End-of-Life • Customer Health & Safety • Environmental Services & Advocacy	• Employee Health & Safety • Working Conditions • Social Dialogue • Career Management & Training • Child Labor, Forced Labor & Human Trafficking • Discrimination and Harassment Prevention • External Stakeholder Human Rights	• Corruption • Anticompetitive Practices • Responsible Information Management	• Supplier Environmental Practices • Supplier Social Practices

- Our goal is that our suppliers achieve on all themes applicable a minimum ESG **score of 45/100**
- Your company's results will be used by our procurement team to assess your ESG performance*
- Your company will also benefit from being able to communicate your EcoVadis results internally and externally. Your results are yours to share.
- There is a price linked to the assessment: [Business Sustainability Ratings Plans and Pricing | EcoVadis](#).

* The EcoVadis questionnaire includes questions on discrimination and harassment. We understand from EcoVadis that providing DEI-related metrics is not necessary to achieve a full score. We are committed to ensuring equal opportunity, and it is our policy to make all supplier decisions on a non-discriminatory basis in compliance with applicable law.

Where to start? If applicable to your company, when requested by UCB



How to start your EcoVadis assessment?



UCB's Responsible Sourcing Standards for Business Partners

Where to start?

We consider our suppliers as an extension of our business and of our commitment to drive sustainable business growth

We expect our suppliers to:

- Comply with applicable laws and regulations
- Adhere to the minimum requirements set in our **Responsible Sourcing Standards**.
- We also expect application of these, or equivalent standards, in Business Partners own upstream **value chain** (including any subcontractors).

The Standards are part of our contract template.

Our standards cover

Human Rights

Labor Practices

Health, Safety & Wellbeing

Environment

Product Quality

Ethical Business Practices

Innovation and R&D

Governance & Management Systems

Our Standards align with



Learn more:

- [Responsible Sourcing Standards for Business Partners](#)
- [Code of Conduct](#)
- [Human Rights Policy](#)
- [Anti-Bribery and Anti-Corruption Policy](#)

UCB's Responsible Sourcing Standards: Labor & Human Rights

Our approach & expectations to Business Partners

Commitment to International Standards

- Respect internationally proclaimed Human Rights
- Follow the UN Guiding Principles on Business and Human Rights (UNGPs)
- Adhere to the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

Due Diligence and Risk Mitigation

- Strong encouragement to conduct Human Rights due diligence
- Prevent and address any adverse human rights impacts
- Prohibit and not be complicit in forced labor, child labor, modern slavery, human trafficking, corruption and bribery
- Establish grievance mechanisms to report concerns

Transparency and Accountability

- Respond honestly, openly and transparently to assessments
- Continually improve performance and take corrective actions when needed
- Notify serious concerns via UCB Integrity Line

Labor & Human Rights Expectations

Our shared ethical way of operating

Wage and Benefits

Business Partners will pay workers according to applicable law or industry standard and are strongly encouraged to pay fair wages (living wage) to ensure a decent standard of living.

Working hours

Business Partners shall comply with applicable laws and agreements on working hours, and ensure overtime is voluntary and accordingly remunerated.

Child labor

Business Partners shall not use child labor, ensuring workers are at least 15 or the legal minimum age, whichever is higher. Young workers (under 18) shall only be employed for non-hazardous work.

Health, safety & wellbeing

Business Partners shall assess and mitigate workplace risks, provide safety training and equipment, maintain a safety culture, share emergency plans, ensure safety and protect workers from hazards.

Freely chosen employment

Business Partners shall not use forced labor, human trafficking or modern slavery, must respect workers' freedom of movement, recruit fairly without fees, not retain worker ID's and provide clear employment terms.

Freedom of association & collective bargaining

Business Partners shall respect freedom of association and right for collective bargaining, support open worker-management communication without retaliation, and promote social dialogue where legal rights are limited.

Diversity and Non-Discrimination

Business Partners shall ensure non-discriminatory hiring and employment practices and promote and maintain equal opportunity free from discrimination of any kind.

Fair treatment

Business Partners shall provide a work environment free of harassment, cruel and inhumane treatment, including any abuse, corporal punishment, and shall give no threat of any such treatment.



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Source: [UCB Responsible Sourcing Standards for Business Partners](#)
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Thank you!

Questions? Contact together4sustainability@ucb.com