CORPORATE SOCIAL RESPONSIBILITY POLICY

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1. PURPOSE, OBJECTIVE AND SCOPE OF APPLICATION

Medincell's "Raison d'être" in the Company bylaws:

"Our mission is to contribute to the improvement and protection of the health of populations across the world. The fair sharing of the value created with all our employees is the foundation of our business model. The sustainability of Medincell is an essential condition for achieving our objectives."

This Corporate Social Responsibility Policy ("CSR Policy") provides a framework for integrating social, environmental and governance commitments into Medincell's activities and economic imperatives to achieve long-term sustainability and value creation. It defines the principles and objectives, consistent with our mission and values, that all Medincell employees must adhere to and contribute to in their professional practices.

This Policy applies to Medincell Group and its Employees globally (Directors, officers, managers, employees, and assimilated (contractors) of Medincell Group).

Medincell's CSR Policy is based on five strategic pillars:

- Better medicine for all
- Our strength is our people
- Being a committed player
- Low environmental impact technology
- Ethical and fair practices

❖ REFERENCE STANDARDS AND FRAMEWORK

This policy is aligned with:

- The UN Sustainable Development Goals
- United Nations Global Compact
- Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- Fundamental Conventions of the International Labour Organization
- Rio Declaration on Environment and Development
- Applicable international and national anti-corruption and data protection legislation

2. POLICY COMMITMENTS

❖ BETTER MEDICINE FOR ALL

We put innovation excellence at the service of patients by designing purposeful technologies enabling new products and accessible therapies. To pursue this goal, we:

- To develop treatments that meet unmet medical needs, taking into account the priorities defined notably by the World Health Organization,
- Aim to secure a **large accessibly & affordability of our products in both developing and developed countries** through development, production and distribution strategies that eliminate/reduce the price barrier and take into account the technical constraints of each zone.
- Foster Innovation to further meet patients' needs and strive for a sustainable and collaborative health system environment.
- Make drug efficient and aim to improve their therapeutic outcomes thanks to our enabling technologies.

❖ OUR STRENGTH IS OUR PEOPLE

Our multicultural and talented team makes all the difference. We provide a healthy and respectful work environment for all. We believe that sharing the success and value creation with all employees and internal stakeholders is the key to ensuring our sustainability. We will continue to:

- **Make every employee a shareholder** to ensure that Medincell's values and missions are pursued. We promote the involvement and conscientiousness of the whole team by sharing the value created and promoting active participation in Medincell's governance.
- Foster an open, efficient and professional working atmosphere, ensuring mutual respect. We look after employee's health and safety needs related to the work environment, via regular risk assessments and feedbacks.
- Promote employees' general health and wellbeing via awareness and support programs. We facilitate work-life balance for all of our employees regardless of their position.
- Ensure that our recruitment process provides equal opportunity for and equal treatment of all candidates. All Medincell employees are hired and promoted solely based on their skill set.
- Advocate and promote professional gender equality within our company.
- **Encourage directness, sincerity, trust and respect across the company**. We nurture dialogue throughout the company and with the Economic and Social Committee. Furthermore, we foster diversity and cultural exchange between employees.
- Support sustainable employment and maintain a fair review of professional performance and development at all times. We strive to empower all employees and aim to provide fulfilling and rewarding careers while leaving room for personal initiatives.
- Prohibit any act that can imply any type of violation of an individual's dignity including any form of harassment. Furthermore, we ensure that employees are informed about their rights and obligations and we promote a speak-up culture.

❖ BEING A COMMITTED PLAYER

We believe that sharing value with our employees and aligning the interests of all stakeholders is essential to our success and sustainability. We believe that all healthcare stakeholders, from patients to industry partners, must work together to enable the development of sustainable, mutually beneficial healthcare systems. We also believe in information that allows everyone to make an informed decision. We therefore:

- **Develop and promote a virtuous business model based on the fair sharing of the value created with employees, in particular through employee shareholding and a reasonable compensation policy.**
- **Ensure and promote the alignment of the interests of all stakeholders: patients and their families, healthcare professionals, healthcare systems, industry, NGOs, and Medincell employees and shareholders.**
- **Develop a network of long-term committed partners** who share our vision and ambition to have a real impact on global health,
- To improve the accessibility of treatments and the quality of life of patients and their families to **reduce the burden of health in our societies through the development of effective medicine**s,
- Raise patient awareness, advocate for compliance and a better understanding of the expected benefits of long-acting injectables (including improved compliance, lower toxicity and potentially higher efficacy),
- Participate to the scientific community education, hosting and training students from middle schools to PhD level in our facilities.
- Encourage our employees to support local community life and economy, and to get involved in solidarity initiatives.

❖ LOW ENVIRONMENTAL IMPACT TECHNOLOGY

With Global Health at the heart of our vision, we strive to minimize our impact on the environment. At our own level we:

- Develop products with a reduced environmental impact and strive to design new sustainable technologies.
- Strive to continuously reduce manufacturing/process waste and emissions at Medincell and aim to have a lean process starting with Quality by Design for technology transfer to our partners.
- Commit to minimize our global footprint by reducing and sorting waste, rationalizing energy use and reducing emissions.

❖ ETHICAL AND FAIR PRACTICES

We value trust, respect and integrity in all our interactions and activities. To achieve this pledge, we:

- Commit to creating high quality, performing, safe technologies and products through integrated continuous quality/risk management and continuous improvement.
- Require legal compliance and we promote Corporate Social Responsibility/an ethical culture within Medincell through internal training and process control.
- Include in our vendors, providers and sub-contractors selection criteria their product and service quality, their legal and regulatory compliance, respect for Human Rights, Vendor Code of Conduct, environmental/ecological approach, sustainability.
- Believe in values alignment and we strive to assess our potential Partners in regard to safety & quality practices, Human Rights, working conditions, sustainability, fair trade, anti-corruption, anti-bribery policies.

- **Maintain transparency, sincerity and closeness with our shareholders** so that they understand, adhere to and support our corporate project. We ensure/wish to align everyone around our raison d'être, your values and to consider/preserve everyone's interests.

3. GOVERNANCE, ROLES AND ACCOUNTABILITY

In order to give greater scope to our ambitions and guarantee the sustainability of our CSR approach, Medincell has formalized and consolidated its CSR governance by establishing a board level ESG Committee in 2022. This is a voluntary initiative that follows the inclusion of the Company's purpose in its Bylaws in 2019.

The Medincell Leadership Team (MLT) is accountable for defining and implementing Medincell's CSR strategy and objectives with the support of the CSR Steering Team. The ESG Committee provides oversight of the CSR approach and its strategic priorities and reports to the Board of Directors.

The CSR Steering Team, a cross-functional team, provides internal CSR expertise. It coordinates the CSR approach in line with the priorities defined with the MLT and under the oversight of the ESG Committee. It reports directly to the ESG Committee and refers matters to the Committee where appropriate.

All employees and relevant stakeholders contribute to CSR initiatives and are responsible for supporting their implementation within their respective roles and areas of activity.

The Chief Executive Officer is accountable for this policy, its implementation, and its periodic review.

4. IMPLEMENTATION AND OPERATIONAL MEASURES

❖ OBJECTIVES, TARGETS AND KPIS

Based on the Company's priority material sustainability matters, the MLT establishes long term CSR objectives and annual roadmap with the support of the CSR Steering Team as presented in the ESG annual reports. The ESG Committee measures progress against CSR objectives and recommends relevant changes.

The CSR Steering Team monitors the progress of CSR projects through relevant indicators and coordinates the network of CSR representatives.

Relevant functions implement this Policy through dedicated roadmaps, policies, processes, and action plans. Where appropriate, the QHSE Committee or another specific committee oversee implementation.

❖ MONITORING, REPORTING AND CONTINUOUS IMPROVEMENT

Progress in addressing ESG matters is measured and monitored using key performance indicators. Transparent annual communication through the annual ESG report informs stakeholders of policies, objectives, and progress made on material ESG matters.
Main CRS governance and reporting documents are publicly available on Medincell's website. Additionally, Medincell reports on progress to the UN Global Compact and completes several ESG notation questionnaires.

NEXT REVIEW DATE	This policy is reviewed at least *every* 5 *years,* and whenever significant changes in regulation, activity or organization require it. Any revision is approved by *CEO and ESG manager and communicated to all relevant stakeholders.*
VERSION HISTORY	*State when has been the last review and point out the differences across the previous version and the new one.* *Vn-1 2022* Format standardization, clarification of responsibilities
RELATED DOCUMENTS AND REFERENCES	*Cross-reference other policies and documents that completed the policy. Include reference and title.* ❖ *Code of Conduct* ❖ *ESG annual report* ❖ *Vendor Code of Conduct*