

OUR ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY (EHS) POLICY

Angelini Pharma Top Management, in line with the Vision, the Mission of the Company and the Organization, Management and Company Control Model and its Code of Ethics, establishes its own Environmental and Occupational Health and Safety Policy, referring to research and development, industrialization, production and acquisition of products manufactured by third parties, marketing, logistics and distribution, typical of its business and concerning all products placed on the market, and It is committed to implementing and keeping it updated, so that it is always appropriate to the nature, size and impacts of its activities, with a view to the continuous improvement of environmental and occupational health and safety performance, as well as undertakes to disseminate it at all levels of the Organization and make it available to Interested Parties.

With it, Angelini Pharma outlines the guidelines, enunciates its own principles defined as commitments and sets its own objectives to achieve the results expected by the management system.

The concrete implementation of this Policy is supported by the whole Company Organization.

OUR EHS PRINCIPLES

- We want health, safety and well-being to be guaranteed at all times, in a sustainable way, to all people in the Organization and to the Interested Parties.
- We want to pursue the protection of the environment and health and safety in the workplace with initiatives aimed at eliminating dangers, reducing risks and containing any consequences for people, environment and stakeholders.
- We want to operate in full compliance with regulatory requirements regarding quality, environment and health and safety in the workplace, always maintaining a relationship of maximum collaboration and transparency with workers, with Public Authorities, with the external community and with anyone who may have influence on management systems.
- We are committed, through the Organization, to putting in place adequate resources with clear and well-defined roles and responsibilities and we are committed to providing everyone with the appropriate skills to be able to achieve our goals.
- We are committed to ensuring that the culture of health and safety in the workplace and environmental protection is the result of the work of each of us, encouraging processes of communication, participation and consultation at all levels of Organization.
- We work for the excellence of our processes, products and services, always taking into the utmost consideration the health and safety of workers, pursuing the sustainability of production models and products placed on the market.
- We are committed to achieving continuous improvement objectives, in order to ensure sustainable development, through the analysis of the impact of our activities on people and the environment.

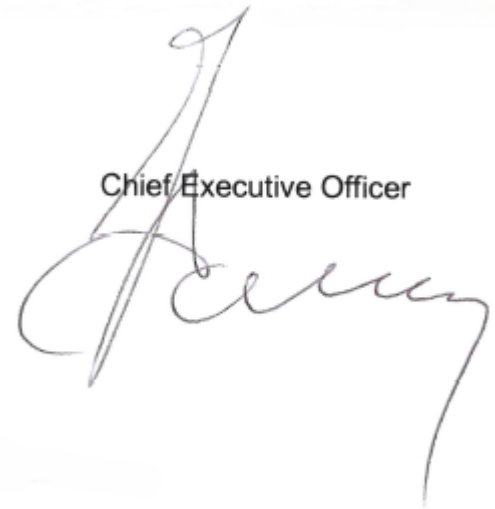
OUR EHS GOALS

Top Management establishes the following macro environmental and worker health and safety objectives, which will be reviewed periodically, together with the results achieved, in order to continuously improve the performance of the management systems:

- Prevent accidents and improve accident rates through the implementation of prevention and protection measures, promoting safe behaviour and reporting unsafe acts and conditions;
- Promote actions and activities aimed at permeating the culture of health, safety and environmental protection at all organizational levels.
- Reduce direct and indirect environmental impacts, looking at the technological developments introduced by systems related to the ecological transition, adopting the best available technologies and virtuous behaviors with particular attention to:
 - ✓ The circularity of processes and products;
 - ✓ The sustainable use of resources;
 - ✓ The climate change reduction and mitigation.
- Define a Sustainability Strategy that aims to integrate environmental, social and governance (ESG) factors into corporate governance and management systems.
- Maintain an open and constructive dialogue with contractors and suppliers to engage them in implementing or maintaining conduct consistent with this Policy.

April 2024

Chief Executive Officer



Angelini Pharma S.p.A

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Sicurezza delle informazioni, cybersecurity e protezione della privacy - Sistemi di gestione per la sicurezza delle informazioni UNI CEI EN ISO/IEC 27001:2024

Certificazione Uni/PdR 125:2022

