



CSR Policy

Aenova Group

Corporate Social Responsibility Policy

The Aenova Group is one of the leading international contract developers and manufacturers of pharmaceuticals and nutritional supplements. As such, the Aenova Group plays a key role in providing patients with life-saving and health-improving medicines worldwide.

As a manufacturing company, Aenova Group is aware of and takes very seriously its social responsibility to customers and patients for global healthcare.

This also applies to responsibility towards the environment and people.

Thus, the three pillars of corporate social responsibility at the Aenova Group are defined: The Aenova Group performs its business tasks towards customers and partners in a way that creates value ("Profit" / Governance) and responsibility towards environment ("Planet" / Environment) and people ("People" / Social).

This Corporate Social Responsibility Policy outlines the cornerstones of the integration of Environment, Social and Governance (ESG) at Aenova Group.

Principles

The Aenova Group conducts its business activities in a responsible manner towards customers, patients, stakeholders, employees, the environment and society.

These are based on the common values of the Aenova Group, the Aenova Code of Conduct and the Aenova Supplier Code of Conduct.

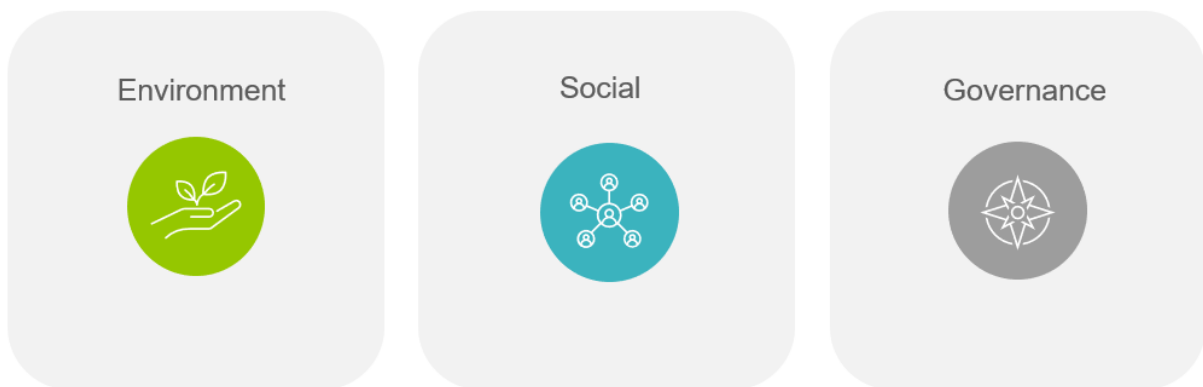
In the area of corporate social responsibility, this basis is supplemented by the present CSR Policy.

CSR at Aenova

Corporate Social Responsibility at Aenova Group is built on the three pillars of Environment, Social and Governance (ESG).

In doing so, the Aenova Group is guided by the

- **10 principles of the UN Global Compact** for human rights, labor standards, the environment and anti-corruption as well as to the
- **17 UN Sustainability Development Goals.**



The three pillars are each assigned specific **activities** that are reviewed annually and continuously expanded.

Environment

Aenova Group develops and produces pharmaceuticals and nutritional supplements for patient healthcare at 15 manufacturing sites worldwide.



As a manufacturing company, Aenova Group is aware of its responsibility towards the environment.

Activities

- The Aenova Group is continuously working to reduce emissions at its sites.
- The Aenova Group regularly conducts internal energy audits at its sites.
- The Aenova Group is constantly investing in intelligent energy systems at its sites, such as combined heat and power plants.
- The Aenova Group is continuously expanding the energy supply of its plants, e.g. through hydropower, photovoltaics, and wood pellets.

Social

The Aenova Group employs around 4,200 people from 53 nations at 16 locations worldwide (including headquarters).



As an international company and as an employer, the Aenova Group is aware of its responsibility towards its employees and society.

Activities

- For the Aenova Group, international human rights are the guiding principle of its actions.
- Aenova Group values the diversity of its employees and of candidates.
- Aenova Group respects the rights of employees, such as the right to freedom of association, fair wages, equal employment opportunities and a safe working environment.
- The Aenova Group is committed to local social issues at its sites.

Governance

Aenova Group develops and produces pharmaceuticals and nutritional supplements and is part of the international supply chain for patient healthcare worldwide.



As a supplier, employer, partner and portfolio company of the private equity firm BC Partners, Aenova Group is aware of its responsibility towards its stakeholders.

Activities

- The Aenova Group places particular emphasis on operating in accordance with international regulatory standards.
- The Aenova Group consistently works on the design of an effective and efficient compliance management system, e.g. regarding corruption and bribery prevention, whistleblowing, data protection, IT security.
- Aenova Group has rolled out the Aenova Values to all employees and conducts regular training on the Aenova Code of Conduct and other compliance topics.

Other activities

Aenova Group regularly provides its customers with its Ecodesk data and conducts an annual EcoVadis Assessment.

Aenova Group supports the following national and international initiatives:

- UN Global Compact
- Pharmaceutical Supply Chain Initiative (PSCI)
- Marine Stewardship Council (MSC)
- Diversity charter

This CSR Policy is updated annually.

Subject to change without notice.

A blue ink signature of Jan Kengelbach, consisting of a stylized 'J' and 'K' followed by a long horizontal stroke.

Jan Kengelbach
CEO Aenova Group

Starnberg, 15 February 2023



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February 15, 2023