

SUSTAINABILITY REPORT 2025

ABOUT THIS REPORT

As a global pharmaceutical company, we recognise the responsibility we have towards society and the environment. Our objective is to operate our business in a sustainable manner while maintaining transparency with stakeholders regarding our ESG performance and progress.

Headquartered in the United Kingdom, ADVANZ PHARMA operates globally across multiple markets with a strategic focus on Europe, the United Kingdom, Australia, New Zealand, and Canada. To support the consistency and comparability of sustainability-related information, this report is aligned with the current approved draft of the Voluntary Sustainability Standard (VS Standard) of the EU, which was developed to provide a proportionate and practical reporting framework for companies that are not currently subject to mandatory sustainability reporting requirements. The VS Standard serves as the guiding framework for the preparation of this report and supports transparent communication of our environmental, social, and governance (ESG) performance. A detailed VS Standard Index, available on page 28, provides a comprehensive mapping of the relevant disclosure requirements and corresponding performance indicators presented in this report.

In addition to the VS framework, consideration has been given to the International Financial Reporting Standards IFRS S1 and IFRS S2, as well as the industry-specific sustainability disclosure requirements for the Biotechnology and Pharmaceuticals sector issued by the Sustainability Accounting Standards Board (SASB). This report also references sustainability-related disclosures required under applicable UK regulations, including our Climate-Related Financial Disclosure (CFD), which forms part of the Annual Report, and our Carbon Reduction Plan (CRP). Further ESG-related policies, commitments, and statements are publicly available in the [Ethics & Transparency section of our website](#).

The report begins with an overview of our governance framework and decision-making processes (Chapter 1). It then focuses on the three core pillars of our ESG strategy and the measures through which they are managed: meeting patients' needs (Chapter 2), reducing the environmental footprint of our operations (Chapter 3), and promoting a positive and supportive workplace culture (Chapter 4). Unless otherwise stated, the reporting period covers the timeframe from 1 January 2025 to 31 December 2025.

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1 INTRODUCTION TO ADVANZ PHARMA



A MESSAGE FROM OUR CEO

At ADVANZ PHARMA, our purpose is clear: to improve patients' lives by expanding access to specialty, hospital, and rare disease medicines. Every decision we make is guided by the positive impact we can have on patients, our people, and the communities we serve.

Sustainability is integral to how we deliver on that purpose. It shapes how we operate responsibly, strengthen our business, and create long-term value. This report highlights the progress we have made across our three ESG pillars: improving patient access to medicines, reducing the environmental impact of our operations, and developing an inclusive, supportive workplace where our people can thrive.

Over the past year, we have continued to strengthen our sustainability foundations. We have enhanced the transparency of our greenhouse gas reporting by expanding our Scope 3 emissions disclosure and deepening engagement with suppliers to support emissions reduction across our value chain. At the same time, initiatives such as our global TreeKly Challenge demonstrated how collective action can improve employee wellbeing while contributing to environmental restoration.

Our people remain central to our success. Throughout the year, we invested in programmes that foster inclusion, learning, and wellbeing. From launching global menopause awareness initiatives and strengthening support for employees and managers, to creating a new multigenerational employee working group shaped

directly by employee feedback, we continue to build a culture where everyone feels valued, respected, and empowered to contribute.

We have also continued to strengthen our partnerships with healthcare providers, patient organisations, and industry collaborators to improve access to medicines and address unmet patient needs. As our business continues to grow, we remain committed to all applicable legal, regulatory and ethical standards, while continuing to strengthen transparency and responsible governance across our operations.

While we are proud of the progress outlined in this report, we recognise that sustainability is an ongoing journey. We remain focused on embedding ESG into our strategy and decision-making, ensuring we continue to deliver meaningful outcomes for patients, our employees, our partners, and the environment.

I would like to thank our employees, partners, and stakeholders for their continued dedication and collaboration. Together, we are building a stronger, more sustainable ADVANZ PHARMA and creating lasting value for future generations.



Steffen Wagner
Chief Executive Officer of ADVANZ PHARMA



ABOUT ADVANZ PHARMA

ADVANZ PHARMA is a specialty pharmaceutical company focused on improving patient outcomes by expanding access to the medicines patients depend on, particularly in the areas of specialty care, hospital treatments, and rare diseases.

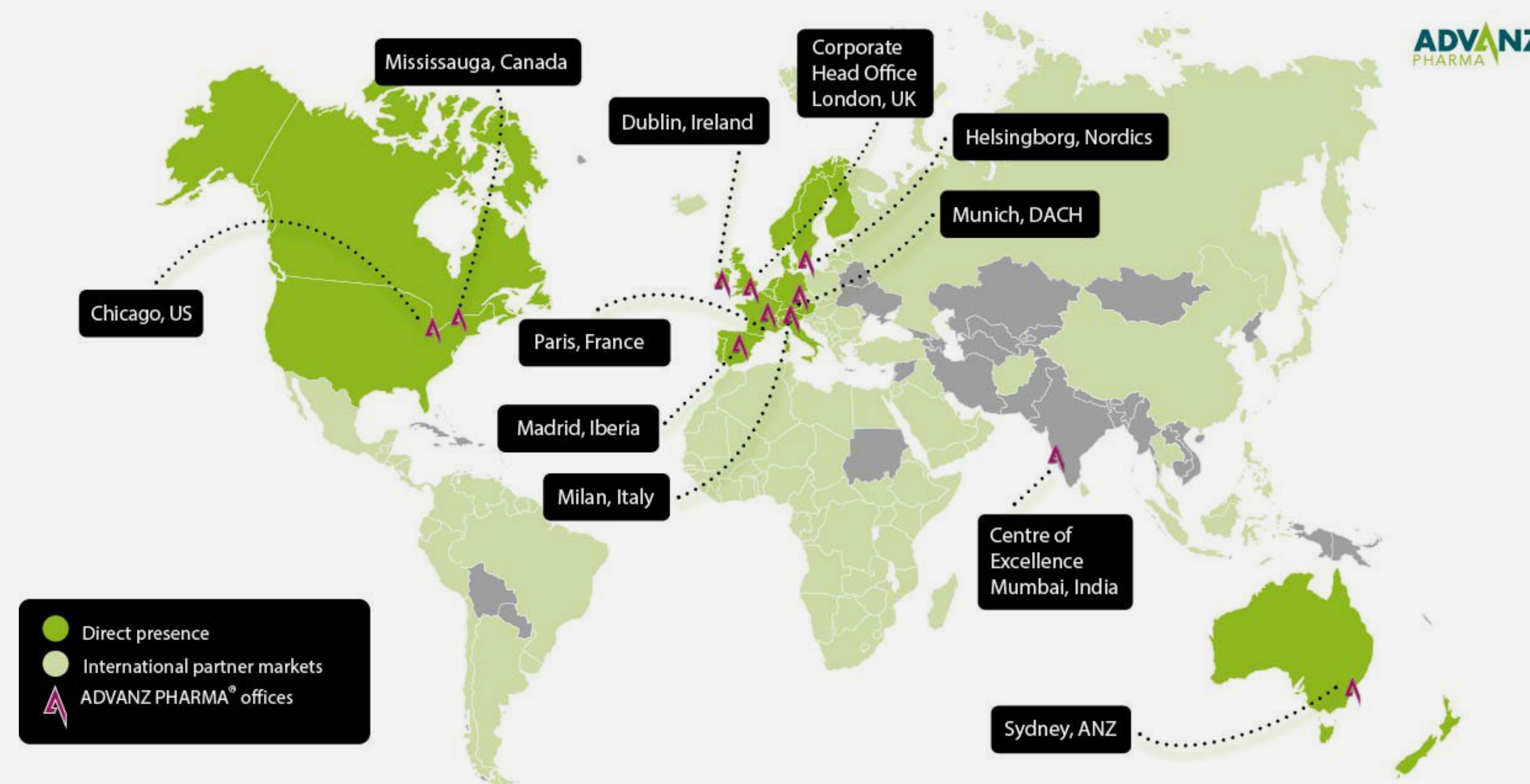
Our business model is centred on increasing patient access to high-value medicines through strategic licensing, distribution, and commercialization activities in our target markets. ADVANZ PHARMA strives to be the preferred partner for specialty, hospital, and rare disease therapies, with a portfolio spanning biosimilar, generic and innovative medicines. To realise this vision, we collaborate closely with cutting-edge biopharma and pharmaceutical development partners, ensuring that life-changing treatments reach the patients who need them most.

Today, we generate commercial revenues in more than 90 countries and maintain a direct presence in over 20 markets worldwide. Supported by a workforce of more than 700 employees, our operations include offices in eleven countries and dedicated local teams in over fifteen markets. This local presence enables us to build strong relationships with healthcare professionals and patient communities while responding effectively to the specific needs of each market. Our activities are further strengthened by an extensive global distribution and partner network that supports our international reach.

Our portfolio comprises a broad range of products, including innovative medicines, biosimilars, specialty generics, and established originator brands. These products address a variety of therapeutic areas, including hepatology, gastroenterology, anti-infectives, critical care, endocrinology, central nervous system (CNS) disorders, and rare diseases.

Improving patient outcomes remains at the core of our strategy. We therefore place particular emphasis on specialty, hospital, and rare disease medicines that address unmet medical needs. At the same time, we continue to expand our biosimilar and specialty generic offerings to enhance patient access to treatment, while maintaining continuity of care through trusted originator brands that remain important for many patients.

ADVANZ PHARMA at a glance, as of today



OUR ESG GOVERNANCE

Our values

The successful execution of our strategy depends on the commitment, expertise, and engagement of our employees. Their dedication is underpinned by the core values that define our organisation: entrepreneurship, speed, and integrity.

Together with our purpose – improving patients' lives by expanding access to specialty, hospital, and rare disease medicines – these values provide the foundation for how we operate. They guide our strategic priorities, shape decision-making across the organisation, and influence the way we work every day.

At ADVANZ PHARMA, our values are integrated into employees' individual objectives, reflecting the importance we place on embedding them throughout the organisation. To encourage and celebrate behaviours that exemplify these principles, we have established the ADVANZ PHARMA Values Champion Award. In 2025, more than 380 employees were recognised across all reward categories for demonstrating our values through exceptional commitment and by going above and beyond in their roles.

By acknowledging both individual and team contributions, we aim to foster a culture that supports high performance, accountability, and continuous improvement while maintaining the standards that define our organisation.

ENTREPRENEURSHIP



Own the solution and take accountability for results.

Focus on what drives impact for patients, customers, and the enterprise.

SPEED



Bias for action and fast decision making.

Focus on high-priority tasks and rapid implementation.

INTEGRITY



Come together - open, collaborative, honest, and respectful cooperation.

Act with social responsibility and in-line with legal, regulatory, and industry standards.

OUR THREE CORE VALUES

ADVANZing Together

Steering ESG responsibly

Strong ESG governance is embedded in both our business operations and corporate culture.

Our sustainability activities are overseen through a structured governance framework that includes regular engagement with the ADVANZ PHARMA Executive Leadership Team and Board. The Board reviews key ESG priorities and monitors progress against established sustainability objectives, targets, and milestones.

Accountability for ESG performance is reinforced through a formal reporting process that ensures the Executive Leadership Team and the Board receive regular updates on ESG-related developments at least three times per year. This process promotes transparency, supports strategic decision-making, and ensures that sustainability considerations remain integrated into governance discussions at the highest organisational level.

The ongoing development of our governance framework and the integration of sustainability into our business activities are complemented by external assessments and benchmarking. In our most recent EcoVadis assessment, ADVANZ PHARMA achieved a rating that placed the company within the top quartile of all rated companies, resulting in an EcoVadis Bronze Medal.

Integrity, transparency, and ethical conduct are fundamental to the way we operate. Our Ethics and Compliance Charter (ECC) serves as the cornerstone of our Compliance

Program and is designed to promote and strengthen a culture of ethical behaviour throughout the organisation. Through the ECC, ADVANZ PHARMA and its affiliated entities commit to maintaining high standards of ethics and compliance in all interactions with employees, suppliers, contractors, business partners, and other stakeholders involved in our operations.

To support effective oversight, a dedicated Ethics and Compliance Committee convenes on a quarterly basis to review key topics, including developments in healthcare compliance, emerging cybersecurity risks, and updates to ESG-related policies and procedures.

Our commitment to ethical business practices is further supported by an ISO 37001-certified anti-bribery management system. To reinforce awareness and compliance across the organisation, annual anti-bribery and corruption training is provided to employees. In 2025, 99% of all employees successfully completed this training.

Responsible Business Practices

ADVANZ PHARMA is committed to maintaining high ethical standards in the promotion and communication of its medicines.

Our approach is governed by clear policies and procedures designed to ensure that all promotional activities are conducted responsibly and in accordance with applicable regulations.

Under our Global Healthcare Engagement Policy, sales and marketing activities may only relate to the approved, on-label use of our licensed products. All promotional communications must be consistent with the authorised product information and marketing approvals applicable within the respective territories in which we operate.

Responsible promotion of medicines is a key element of our commitment to patients and healthcare professionals. As a signatory to the Prescription Medicines Code of Practice Authority (PMCPA), we apply the relevant standards and requirements across our business activities. In addition, we provide comprehensive scientific and medical information services to support patients, healthcare professionals, and healthcare organisations in making informed decisions.

Our field medical teams engage with healthcare professionals exclusively in a non-promotional capacity, providing objective scientific and medical information about our medicines. To ensure compliance with internal policies, legal requirements, recognised ethical principles, and industry standards, all interactions are carefully documented and monitored by our medical teams.

These engagements are conducted without any intention to encourage or incentivise the prescribing, supplying, administering, recommending, purchasing, or selling of a medicine. Furthermore, any discussion or promotion of off-label use is strictly prohibited for employees involved in sales and marketing activities.

OUR ESG STRATEGY

Double Materiality Assessment

Although ADVANZ PHARMA is no longer subject to the Corporate Sustainability Reporting Directive (CSRD) following the 2025 Omnibus Directive, we undertook a comprehensive materiality assessment in 2024 to prepare for potential future sustainability reporting obligations.

The assessment followed the double materiality principle, which considers both the impacts an organisation has on people and the environment and the sustainability-related risks and opportunities that may affect its financial performance.

The outcome of the CSRD-aligned double materiality assessment identified five material topics within the scope of the European Sustainability Reporting Standards (ESRS). Four of these topics have been directly linked to our strategic priorities and form the basis for the structure of this report. The fifth topic, Business Conduct (ESRS G1), is a cross-cutting governance topic whose principles and related disclosures are reflected throughout the report.

ESRS Standard	ESRS Topic	Strategic Pillar ADVANZ PHARMA
S4	Consumers and End-Users	Focusing on patients' Needs
E1	Climate Change	Ensuring sustainable & responsible operations and growth
S2	Workers in the Supply Chain	
S1	Own Workforce	Developing our people



The three pillars of our ESG strategy

The findings of our double materiality assessment reaffirm the relevance of our long-term ESG strategy. This strategy is structured around three core pillars, each of which is closely linked to the United Nations Sustainable Development Goals (SDGs).

Together, these pillars provide the framework for our sustainability approach and guide how we contribute to the transition towards a more sustainable and resilient economy. They shape our priorities, inform our decision-making, and support the integration of ESG considerations across our business activities.

Building on the progress we have made to date, and guided by our purpose and core values, our ESG strategy enables us to pursue sustainable growth while maintaining a strong focus on patient needs, responsible business practices, and the wellbeing and development of our people.

Focus areas	Related SDGs		Main goals and objectives
Focusing on patients needs	3 GOOD HEALTH AND WELL-BEING 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	– Contributing to global access to specialty medicines by expanding treatment options to patients across multiple therapy areas – Provide a holistic support to healthcare providers (HCPs) and patients – Contributing to combating anti-microbial resistance
Ensuring sustainable and responsible operations and growth	8 DECENT WORK AND ECONOMIC GROWTH 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	– Reducing our Scopes 1 & 2 (market-based) emissions by 50% between 2022* and 2030 – Engage with core suppliers (representing 80% of our volume in 2024, and 90% in 2026) on ESG topics, including carbon footprint reduction (Scope 3) and energy management, packaging, water and waste management, and human rights – Further building our climate-related risk management system – Maintaining our ISO 37001 and 27001 certifications
Developing our people	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	– 40 to 60% female representation in the C-suite, leadership, and management in our company, and at least 40% of women on the advisory committee – Further advancing our culture and maintaining high employee engagement (>80%)

* Baseline to be adjusted upon transformative M&A

2 *FOCUSING ON* **PATIENTS' NEEDS**

KEY HIGHLIGHTS 2025:

- 293 million patients reached
- Distribution in over 90 countries
- 30% of portfolio classified as essential medicines by the WHO
- Collaboration with 28 patient organisations
- More than 80% of patient inquiries resolved within three days
- Nearly 90% satisfaction rate for resolved patient inquiries



ENSURING ACCESS TO MEDICINES

In our stated mission to serve patients worldwide we continue our efforts to enhance global access to medicines by leveraging both our extensive product portfolio and our established network of international partners.

The numbers are proof of our ongoing commitment: In 2025, we reached over 290 million patients worldwide in over 90 countries with a growing portfolio of 188 different medicines.

In 2025, 29.8% of our stock-keeping units (SKUs) were classified as essential medicines according to the categorization of the World Health Organization (WHO) Model List of Essential Medicines (2024: 27.1%), demonstrating the company's role in maintaining access to established, high-impact therapies across infectious disease, mental health, cardiovascular disease, and other priority therapeutic areas.

Examples of such essential medicines in ADVANZ PHARMA's portfolio include *Nitrofurantoin* and *Paliperidone 1-monthly injection*. *Nitrofurantoin* is an antimicrobial agent considered a first-line treatment option for urinary tract infections offering a narrow-spectrum alternative to broader-spectrum antibiotics. *Paliperidone* is a treatment option for psychotic disorders, particularly schizophrenia, and is available as long-acting injection and thus providing an important alternative for patients where daily oral medications may not be appropriate.

As a key component of our overall strategy, we are currently working on the development and registration of new biosimilars such as *Golimumab* (for chronic inflammatory diseases) and *Aflibercept* (for severe eye disorders), to offer affordable alternatives to existing reference biologic medicines.

Beyond that, we support patient access to treatments in low- and middle-income countries through our partnerships with NGOs such as UNICEF, Doctors Without Borders (Médecins Sans Frontières, MSF), and the Pan American Health Organization (PAHO). We support these and other NGOs both directly, by providing affordable pricing on medicines through qualified tenders, and indirectly by supplying via access companies and foundations such as International Medical Resources (IMRES) and the International Dispensary Association (IDA) Foundation.

Product innovation for enhanced patient experience and outcomes

As part of our product and portfolio strategy, we focus on bringing a range of innovative medicines, high-quality biosimilars and specialty generics and originator brands to market, enhancing patient outcomes across multiple therapeutic areas and enabling flexibility, autonomy and ease of use.



Effective treatment often does not depend only on the medicine itself but also on how it is administered to and experienced by patients. For instance, *Tostran/Tostrex*, a testosterone gel for men with hypogonadism, has been equipped with a pump that enables personalised dosing and reduces waste. In addition, *Mytolac/Myrelez* (lanreotide), a medicine used in growth hormone disorders and types of cancer, was developed with syringe design features in mind to facilitate self-injection by patients.

Cooperation with partners and patient organisations

In addition, ADVANZ PHARMA has developed strategic collaborations that contribute to our goals of greater access, improved sustainability, and better patient outcomes.

Collaboration with patient organisations is key to meeting existing medical needs, especially when it comes to rare diseases. In 2025, we count 28 partnerships with patient organizations across Europe and Canada to improve education, awareness and patient support in rare diseases and specialty care. Our collaborations include educational grants, sponsorship of patient meetings and conferences, development of patient information materials, support for awareness campaigns, and opportunities for patient representatives to share lived experience with our employees. These partnerships help ensure the patient voice informs our understanding of disease burden and contributes to more patient centred healthcare.



CASE STUDY: OUR CAPABILITIES IN BIOSIMILAR MEDICINES

ADVANZ PHARMA has rapidly established a strong and credible biosimilars platform, built on deep expertise, strategic partnerships, and a clear long-term commitment to this space.

We have moved beyond ambition into execution – with two biosimilar medicines approved in 2025 and more to come, demonstrating our ability to successfully navigate complex development, regulatory, and launch pathways.

At the heart of this effort is patient impact. Biosimilars play a critical role in improving access to biologic therapies, enabling more patients to benefit from life-changing treatments that were previously limited by cost or availability. Our capability build reflects this ambition – spanning the full value chain from asset selection to close collaboration with partners in the development phase, through to regulatory excellence, supply reliability, and market access. The goal: ensuring patients can access high-quality, affordable biologic medicines.

We are focused on high-impact biologics where we can make a meaningful difference by not only driving healthcare system sustainability but also supporting better patient outcomes and continuity of care. Importantly, this is not a one-off effort. With a broad and advancing pipeline, and a structured launch cadence, we are building repeatable experience and long-term momentum in biosimilars. Taken together, this positions ADVANZ PHARMA as an emerging leader in biosimilars - with the capabilities, credibility, and commitment to expand access and improve outcomes for patients across Europe, Canada and Australia.



ELEVATING PATIENT SUPPORT

We see patient centricity as a foundational element that informs our entire business model. Patient needs are being transformed into tangible actions and initiatives – starting with the design of treatments and different delivery methods to intensive engagements with patients and various patient groups.

Global patient support services: Empowerment through access and education

To support our international patients, ADVANZ PHARMA maintains a multilingual medical information service that handles nearly 900 patient queries per year from all over the world. In 2025, around 85% of those patient queries were resolved within 3 business days, with patients reporting an 89% satisfaction rate on our responses. With this service we aim to ensure timely access to reliable information, with comprehensive support being provided in multiple languages through dedicated channels via phone and email.

CASE STUDY: A NEW, TRUSTED PATIENT ENGAGEMENT PLATFORM

In 2025, we finished developing a patient-facing website, ADVANZ PHARMA for Patients. With this website we aim to provide clear, reliable, and accessible health information for patients and caregivers.

The platform currently includes information on 15 medical conditions across six therapy areas:

- Digestive System
- Eyes
- Skin
- Respiratory
- Joints, Muscles and Bones
- Hormonal and Rare Conditions

Our mission is straightforward: to give patients clear, reliable information so they can better understand their condition, make informed decisions, and take an active role in their care. The website is built on a medical-led, non-promotional platform, ensuring all content is evidence-based and easy to understand.

Since its launch, the website has seen encouraging engagement, with over 17,000 visits in Q1 2026 from patients worldwide, including the UK, the Americas, Europe, Asia, and Australia. Traffic has grown steadily across the quarter, with an average monthly increase of approximately 25–30%, reflecting strong early uptake and growing awareness.

Looking ahead, we are focused on expanding the platform by translating content to support patients across Europe and growing into additional therapy areas, creating a scalable resource that can reach more patients and support their healthcare journey.

3 ***ENSURING SUSTAINABLE & RESPONSIBLE OPERATIONS AND GROWTH***



GHG EMISSIONS FROM OUR OWN OPERATIONS

In 2025, direct greenhouse gas (GHG) emissions from our own operations (so-called Scope 1 emissions) totalled 654.4 tCO₂e, an increase of 182.7 tCO₂e compared to 2024 (471.7 tCO₂e). The increase was primarily driven by improved data completeness compared with previous reporting years. For example, the 2025 GHG footprint now includes emissions from the company vehicle fleet at our US locations, which were not captured in earlier reporting periods.

Looking to GHG emissions from purchased electricity (Scope 2 emissions) we managed to further improve our performance. In 2025, our total electricity energy consumption across all operations amounted to 580 MWh (2024: 566 MWh), with the increase mainly driven by increased business activities. Our electricity consumption consisted of 82% renewable energy (2024: 65%), evidence of our continuous efforts to procure electricity for an increasing number of our offices worldwide from certified green sources. This is reflected in a lowered market-based Scope 2 footprint of 17.6 tCO₂e (2024: 44.4 tCO₂e).

To better correspond with international GHG reporting practices we furthermore calculated our location-based Scope 2 emission footprint for the first time in 2025 (256.4 tCO₂e) as well as retroactively for 2024 (248.2 tCO₂e). The significant higher location-based GHG footprint compared to our market-based GHG emissions comes down to local electricity production patterns in the countries our offices are in. This value is hardly influenceable, which is why the market-based figure remains our strategic KPI for all GHG emission target purposes.

Location-based greenhouse gas emissions

reflect greenhouse gas emissions associated with electricity consumption based on the average emissions intensity of the local electricity grid where the energy is consumed.

Market-based greenhouse gas emissions reflect emissions from electricity that a company has contractually purchased, considering specific energy products, renewable electricity tariffs, guarantees of origin, or power purchase agreements (PPAs).

Category	2023 in metric tons	2024 ¹ in metric tons	2025 in metric tons
Scope 1 Total	637.1	471.7	654.4
Mobile Combustion	637.1	471.7	651.3
Stationary Combustion	0	0	3.1
Scope 2 Total	91.5	44.4	17.9
Purchased Heat & Steam	0	0	0.2
Purchased Electricity (market-based)	91.5	44.4	17.6
(location-based)	n/a	248.2	256.4

We have set a target to decrease our Scope 1 and 2 (market-based) GHG emissions by 50% until 2030 from a 2022 baseline year (630 tCO₂e Scope 1 + 2 combined). This target serves as the foundation of our GHG emissions reduction approach and is reported through several key disclosures, including our annual ESG Report, the Carbon Reduction Plan (CRP) required under UK government procurement guidelines, and the Climate-related Financial Disclosure (CFD) included in our annual financial reporting.

To ensure year-on-year comparability, Scope 3 emissions for the 2024 reporting period were recalculated using the updated methodology and software platform. As a result, the 2024 figures presented in this report may differ from those previously disclosed.

In parallel, we developed an internal GHG calculation guideline to document the methodology applied throughout the emissions accounting process. The guideline also provides transparency regarding key assumptions, data limitations, and remaining uncertainties associated with the underlying data and calculation methods.

As part of our ongoing efforts to lower emissions and enhance the sustainability of our operations, we continue to implement initiatives aimed at improving environmental performance and supporting long-term business transformation.

¹ From FY 2025 onwards, GHG emission data has been calculated via a new software provider using an improved methodology. FY 2024 numbers have been retroactively re-calculated, resulting in slight deviations compared with previously published data. FY 2023 numbers have not been retroactively re-calculated.

Key measures include:

- Improving energy efficiency: Expanding the use of energy management systems and optimisation measures to reduce overall energy consumption.
- Increasing renewable energy use: Enhancing the share of renewable energy across our sites and investing in low-carbon heating and electricity solutions, such as heat pump technologies.
- Modernising the vehicle fleet: Progressively replacing conventional vehicles with low-emission and electric alternatives while providing the infrastructure and incentives needed to support the transition.

Together, these initiatives play an important role in reducing emissions from our own operations and supporting broader efforts to address climate change.

While working on our overarching goal of reducing the GHG emissions of our operations, we’re also taking meaningful steps to assess our climate change resilience by addressing relevant climate change risks for ADVANZ PHARMA. We report on our climate change adaptation progress in a separate Climate-related Financial Disclosure (CFD) report as part of our annual report, where we describe the results of our climate risk assessment, including implemented and planned mitigation measures.

GHG emissions in our value chain

A significant proportion of our GHG emissions originates from activities occurring outside our owned and operated facilities. They arise across both the upstream and downstream value chain and include emissions from activities that are not directly owned or controlled by ADVANZ PHARMA.

Following the first disclosure of our Scope 3 emissions profile in 2024, this report marks the second year in which ADVANZ PHARMA provides a comprehensive overview of its Scope 3 emissions, further strengthening transparency regarding the broader climate impacts of our operations.

In line with the Greenhouse Gas Protocol, we assessed the relevance of all 15 Scope 3 categories. Several categories were found to be immaterial to our business and were therefore excluded from further analysis. Together, these categories are estimated to represent less than 5% of our total Scope 1, Scope 2, and Scope 3 emissions footprint.

Category	Rationale for Excluding the Category
3.2 Capital goods	Immaterial size.
3.3 Fuel- and energy-related activities	Immaterial size.
3.8 Upstream leased assets	Not applicable (emissions of leased objects accounted for under Scopes 1&2)
3.10 Processing of sold products	Immaterial size.
3.11 Use of sold products	Not applicable.
3.12 End-of-Life Treatment of Sold Products	Immaterial size.
3.13 Downstream leased assets	Not applicable.
3.14 Franchises	Not applicable.
3.15 Investments	Not applicable.

To quantify GHG emissions across the Scope 3 categories identified as material for ADVANZ PHARMA, we enhanced our emissions accounting approach in 2025 by transitioning to a more advanced GHG calculation software provider. The new platform supports more robust data management, consistent data collection, and more suitable emissions calculations based on updated databases across all relevant Scope 3 categories.

To ensure year-on-year comparability, Scope 3 emissions for the 2024 reporting period were recalculated using the updated methodology and software platform. As a result, the 2024 figures presented in this report may differ from those previously disclosed.

In parallel, we developed an internal GHG calculation guideline to document the methodology applied throughout the emissions accounting process. The guideline also provides transparency regarding key assumptions, data limitations, and remaining uncertainties associated with the underlying data and calculation methods.

Category	2023 in metric tons	2024 ² in metric tons	2025 in metric tons
Scope 3 Total	79,799	92,978.7	103,713.5
3.1 Purchased goods and services	66,609.1	85,364.0	95,388.3
3.4 Upstream transportation and distribution	3,911.4	701.6	2,491.3
3.5 Waste generated in operations	312.6	1,122.0	487.5
3.6 Business travel	2,862.7	1,814.5	2,033.6
3.7 Employee commuting	395.0	1,025.6	1,071.2
3.9 Downstream transportation and distribution	5,708.2	2,951.0	2,241.6
Scope 1-3 Total	80,527.6	93,495.0	104,385.8

² From FY 2025 onwards, GHG emission data has been calculated via a new software provider using an improved methodology. FY 2024 numbers have been retroactively re-calculated, resulting in slight deviations compared with previously published data. FY 2023 numbers have not been retroactively re-calculated.

Purchased goods and services remain the largest source of our GHG emissions. This category primarily reflects emissions associated with pharmaceutical manufacturing activities carried out by contract manufacturing organisations, as well as emissions generated throughout their upstream supply chains. Given our business model as a global pharmaceutical company without in-house manufacturing operations, this category represents the majority of our Scope 3 emissions and accounted for 92.1% of the total in 2025. As a result, it also represents the most significant opportunity for reducing our overall carbon footprint.

Additional material sources of Scope 3 emissions include upstream and downstream transportation and distribution, as well as business travel. In 2025, emissions associated with transportation and distribution increased by 30%, due to refining our methodology gradually away from spend-based estimates towards supplier provided CO₂ calculations.

Looking ahead, we remain focused on improving the quality and granularity of our Scope 3 emissions data while identifying effective reduction opportunities across the value chain. Collaboration with suppliers and other key supply chain partners will be central to these efforts, given their significant contribution to our overall emissions profile.

STRENGTHENING ESG OVERSIGHT ACROSS OUR SUPPLY CHAIN

In 2025, ADVANZ PHARMA significantly expanded its supplier engagement approach, now covering approximately 90% of the volume of purchased goods.

Our products are manufactured and distributed through third-party Contract Manufacturing Organisations (CMOs) and logistics partners, therefore managing environmental and social risks within our supply chain is critical to reducing our overall impact.

Thus, we have implemented a tailored ESG risk management framework for our supply chain partners, leveraging the assessment platform of EcoVadis, a leading sustainability rating provider and supplier risk monitoring specialist. This framework has now been rolled out across more than 200 CMOs and is repeated every three years. It assesses suppliers across four key areas: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement.

The framework enables a stepwise, risk-based approach, allowing ADVANZ PHARMA to focus on suppliers with higher potential risks, which are then further assessed in more depth. For the first time, this has provided us with a network-wide view of ESG risks, improving transparency and helping in prioritising our supplier engagement where it matters most.

The risk assessment considers multiple factors, including supplier location, publicly available disclosures, ESG policies, and our level of engagement (e.g. measured by spend per supplier). Based on this screening, the majority of suppliers has been assessed as low risk, while approximately 10% have been identified for further review. We are currently engaging with these suppliers to better understand their risk exposure and, where necessary, agree on improvement actions.

Whilst this foundational framework is holistic in its scope of ESG risks, we decided to enhance the depth of assessment in specific areas, notably on risks associated with the production of Active Pharmaceutical Ingredients (API) in our product portfolio. This is especially critical for anti-infectives, where the accidental release of API during manufacturing into the surrounding ecosystem can contribute to the development of antimicrobial resistance (AMR) and could directly harm organisms via its mechanism of action. We have therefore supplemented the EcoVadis-based framework with a more targeted risk assessment focused on the environmental risks associated with individual APIs. We also assess the risk management practices adopted by relevant suppliers and their API producers. This approach combines an external review of publicly available sources for initial risk screening with a targeted questionnaire for prioritised suppliers.

As part of our efforts to combat AMR, we are also supporting suppliers in adopting globally recognised best practices. We are, for example, currently working with a supplier in China to achieve a British Standards Institution (BSI) Kitemark certification for responsible antibiotic manufacturing.

Looking ahead, we aim to further enhance the risk assessment by considering human rights and modern slavery risks, and by expanding the assessment scope to include transport and logistics partners.



4 PEOPLE DEVELOPMENT

KEY HIGHLIGHTS 2025:

- 52% share of women in the workforce
- 42% share of women in management and above positions
- 85% employee engagement at ADVANZ PHARMA
- 0 work-related injuries in 2025



CHARACTERISTICS OF OUR WORKFORCE

Our success is primarily built on the collective effort of our employees, which is why we are committed to creating an environment where every employee can thrive.

As of Dec. 31, 2025, we employed 727 individuals, with our workforce consisting of an almost equal share of female (51.7%) and male (48.3%) employees (2024: 50.3% and 49.7%, respectively).

Gender Balance

(headcount as of Dec. 31)

	2023		2024		2025	
Female employees	338	50%	353	50%	376	52%
Male employees	337	50%	349	50%	351	48%
Total employees	675	100%	702	100%	727	100%

With more than half of our employees identifying as women, we are also aiming for an equitable gender balance in leadership positions. In the past year, we continued to make progress, raising the share of women in management and above positions (M-2 level and higher) to 42% in 2025 (2023: 38%; 2024: 40%).

With this share we fulfil our long-term ambition of 40-60% balanced representation in our leadership positions. In our Advisory Committee female representation remained unchanged at 13%, mainly due to fixed-term tenures on the committee that offer fewer opportunities for membership changes.

Females in Leadership Positions

(headcount as of Dec. 31)

	2023	2024	2025
Share of females on the Management Board	40%	40%	44%
Share of women in leadership (M4, M5, L1, L2)	33%	36%	42%
Share of women in management (M1, M2, M3)	41%	41%	43%
Share of females (all employees)	50%	50%	52%

Fair and equitable compensation practices are very important to us. All employees receive wages that meet or exceed the living wage level defined in their respective countries. To further ensure fair compensation,

ADVANZ PHARMA regularly monitors pay equity across all demographics. Also, the share of our workforce covered by collective bargaining agreements (CBAs) has increased from 16% in 2024 to 17% in 2025.

ADVANCING EQUITY, INCLUSION, AND BELONGING

At ADVANZ PHARMA, our approach focuses on creating an environment where all employees feel valued, respected, and empowered to contribute their perspectives and talents.

Our equity, inclusion, and belonging strategy aims to attract, develop, and retain a diverse workforce that reflects the communities and patients we serve. Key focus areas include fostering a culture of belonging, supporting employee wellbeing and mental health, and raising awareness of unconscious bias across the organisation.

The ADVANZ PHARMA Women's Network (AWN) continues to play an important role in supporting these objectives. Through partnerships with organisations such as the Healthcare Businesswomen's Association and access to professional development opportunities, including leadership and negotiation training, the network helps promote career development and inclusion across the business.

CASE STUDY: RAISING AWARENESS AND BUILDING SUPPORT FOR MENOPAUSE

To create a more inclusive workplace and better support employees through different life stages, ADVANZ PHARMA launched a global menopause awareness programme across 2025 and 2026. Marking World Menopause Day, the initiative combined leadership advocacy, expert-led education, and practical resources to increase understanding and reduce stigma around menopause in the workplace.

In partnership with a menopause coach, we delivered nine awareness and training sessions for employees and managers globally. The programme included leadership panel discussions, manager capability training, interactive Q&A sessions, and the launch of dedicated Menopause Guidance for employees and people managers. Training focused on building awareness, empathy, confidence in supporting colleagues, and creating psychologically safe environments where open conversations can take place.

By equipping both employees and leaders with greater knowledge and practical guidance, the programme has helped strengthen our inclusive culture, encouraging open dialogue and reinforcing our commitment to employee wellbeing across all stages of working life.



CASE STUDY: SHAPING INCLUSION THROUGH EMPLOYEE VOICE

At ADVANZ PHARMA, we believe that meaningful diversity, equity and inclusion (DE&I) initiatives begin by listening to our people. In early 2026, we launched a global DE&I survey to better understand employee perspectives and identify priorities for the future of our inclusion strategy.

The survey explored awareness of the ADVANZ Women's Network, interest in new Employee Resource Groups (ERGs), and opportunities for employees to contribute to and lead future DE&I initiatives. By inviting colleagues to share their views anonymously, we ensured our next steps were informed by the needs and interests of our global workforce.

The survey identified strong interest in creating a Multigenerational Employee Working Group, recognising the value that employees at different stages of their careers bring to the organisation. In response, we established the new working group to foster greater understanding across generations, encourage knowledge sharing, and create opportunities for collaboration and connection.

This employee-led initiative reflects our commitment to building an inclusive workplace where every generation feels valued, heard, and empowered to contribute. By embedding employee feedback into our DE&I strategy, we continue to strengthen an inclusive culture that supports diverse perspectives and drives innovation across the organisation.



ENSURING EMPLOYEE WELLBEING

ADVANZ PHARMA sees employee wellbeing as a strategic priority, with a healthy, supported workforce being essential to both individual and organisational success.

Monitoring wellbeing and ensuring a safe workplace

One of our main KPIs to measure long-term employee satisfaction and wellbeing is the total voluntary turnover rate, coming in at 15.3% in 2025 (2024: 9.3%).

In parallel, we continue to monitor and improve our performance across key wellbeing indicators. In Q1 2026, 81% of our employees responded to our yearly engagement survey (2025: 89%). 85% of the participants rated ADVANZ PHARMA highly in the survey's engagement score, indicating high satisfaction with the company's direction. This reflects our ongoing commitment to fostering a positive and supportive work environment, with 80% of colleagues feeling that their wellbeing is supported at ADVANZ PHARMA. In addition, 66% have affirmed that our global wellbeing initiatives and activities introduced over the past year have positively contributed to their overall experience at work.

About our Employee Engagement Score

The ADVANZ PHARMA employee engagement score is calculated by taking the average rating of the following three statements into account:

- I would recommend ADVANZ PHARMA as a great place to work
- I am proud to be a part of ADVANZ PHARMA
- I plan to stay with ADVANZ PHARMA for at least the next 12 months

The first two questions are rated on a 1-5 scale and the last one as a yes/no question. If the average rating across the first two categories' averages at least a rating of 4.0 and the last question is answered positively, the respondent is assessed as positively "engaged".

Furthermore, in 2025 we recorded no work-related injuries or accidents, and no reported cases of work-related ill health for the second year in a row, reflecting our ongoing efforts to maintain a safe and healthy working environment, supported by proactive risk management and the promotion of wellbeing.

CASE STUDY: WALKING TOGETHER FOR WELLBEING AND THE PLANET

In 2025, ADVANZ PHARMA launched a global 30-Day Treekly® Challenge, encouraging employees to improve their wellbeing while contributing to environmental sustainability. The initiative combined physical activity with positive environmental action, reinforcing the connection between healthy people and a healthy planet.

Employees were challenged to achieve 5,000 steps each day, with every successful day resulting in a mangrove “super tree” being planted in Kenya’s Mteza Creek reforestation project. The challenge promoted healthier daily habits while supporting ecosystem restoration, biodiversity, and local livelihoods.

The response from colleagues across the organisation was exceptional. Together, participants walked more than 24 million steps, resulting in the planting of 3,572 trees. The initiative is expected to capture 1,107 tonnes of CO₂ by 2050, while also providing 36 days of fair employment for local communities involved in the reforestation project.

By combining employee wellbeing with environmental action, the Treekly® Challenge demonstrated how small, everyday actions can collectively create meaningful impact. The initiative strengthened employee engagement, encouraged healthier lifestyles, and contributed to our broader ESG commitments, highlighting the power of collective action in building a healthier workforce and a more sustainable future.



SUPPORTING TALENT DEVELOPMENT

Over the past several years, ADVANZ PHARMA has continued to strengthen a workplace culture that promotes continuous learning, professional growth, and employee wellbeing. To this end, we invest in development initiatives designed to help employees build capabilities, advance their careers, and reach their full potential.

Following an internal assessment of organisational learning needs, a new talent development strategy was introduced in 2024. The strategy was designed to enhance both core professional skills and leadership capabilities across the organisation and provided a structured framework for employee development.

The learning portfolio includes professional development programmes for early-career employees, covering topics such as communication, influencing, and time management, as well as dedicated training for new and experienced managers. Leadership development initiatives focus on areas including coaching, feedback, and performance enablement. In addition, programmes were introduced for leaders better to support career development ambitions of our employees and empower them to take an active role in shaping their own career paths within ADVANZ PHARMA.

Our mentorship programme also continued to evolve and remains an important component of our talent development approach. The programme supports employees through personalised guidance, knowledge sharing, and exposure to experienced leaders across the organisation. Mentor participation is reviewed annually to ensure continued relevance and diversity of experience. As part of our talent review process, mentorship opportunities are regularly identified as a valuable development tool for high-potential employees.

The programme also supports the principles of the 70:20:10 learning model by encouraging experiential learning and development through relationships and practical insights. For mentees, it provides a trusted environment to discuss career aspirations, gain perspective on navigating a matrix organisation, and learn from leaders who have successfully progressed within the business.



5 APPENDIX 1: VS INDEX

VS Standard	Indicator (shortened)	Description and Reference ³
<i>General information</i> B1 – Basis for preparation		
B1.27a	Reporting options	VS Basic Module
B1.27b	Omitted disclosures	See “omitted” statement for entries in this index’s column
B1.27c	Individual or consolidated report	Consolidated report
B1.27d	Subsidiaries covered in this report	All subsidiaries of ADVANZ PHARMA HoldCo Limited
B1.27e		
-i.	Legal Form	Ltd.
-ii.	NACE Sector Classification	G51.46 (wholesale of pharmaceutical goods)
-iii.	Balance Sheet Total	£2,446,598 thousand
-iv.	Annual Turnover	£683,796 thousand
-v.	Number of Employees	727 (headcount)
-vi.	Location of primary operations and significant assets	cf. chapter 1, p. 5
-vii.	Geolocation of sites	Appendix 2, p. 32
B1.28	Sustainability-related certifications or labels	Not applicable
B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy [...]		
B1.29a	Sustainable practices	cf. chapter 1 p. 7-9. Furthermore, an Information Security Management System (ISO 27001) is in place.
B1.29b	Sustainability policies	cf. chapters 1, p. 6; 3, p. 19
B1.29c	Future sustainability initiatives	cf. chapters 1, p. 6-7; 2, p. 11-14; 3, p. 16-18; 4, p .22-26
B1.29d	Sustainability targets	cf. chapter 1, p. 8-9

3 All information as of Dec. 31, 2025, unless otherwise stated.

VS Standard	Indicator (shortened)	Description and Reference ³
B1.30	Possible sustainability impacts	cf. chapter 1 , p. 8-9
B1.31	Complementary information	Not applicable
<i>Environment metrics</i>		
B3 – Energy and greenhouse gas emissions		
B3.32	Total energy consumption	(1) Total Electricity used: 579.51 MWh (of which renewable: 474.6 MWh – 82%) (2) Total Fuels used: 2,800 MWh, (not renewable), cf. chapter 3, p.16
B3.33a	Scope 1 GHG emissions	654.4 tCo2eq, cf. chapter 3, p. 16
B3.33b	Scope 2 GHG emissions (location-based)	256.4 tCo2eq, cf. chapter 3, p. 16
B4 – Pollution of air, water and soil		
B4.34	Pollution of air, water and soil	Not applicable
B5 – Biodiversity		
B5.35	Biodiversity indicators	Not applicable
B6 – Water		
B6.36	Total water withdrawal	Omitted. Water has not been considered a material topic for the business activities of ADVANZ PHARMA.
B6.76	Total water consumption	Not applicable
B7 – Resource use, circular economy and waste management		
B7.38	Circular economy principles	No circular economy principles existent. ADVANZ PHARMA is not a producing company, therefore this topic is not material.

3 All information as of Dec. 31, 2025, unless otherwise stated.

VS Standard	Indicator (shortened)	Description and Reference ³
B7.39a	Total generation of waste	In 2025, the non-hazardous waste consisted of 11.5t biological waste, 2.6t paper waste, 573kg plastics waste, and 500kg electrical waste. No hazardous waste was generated. Other waste types were not measured by weight.
B7.39b	Total waste recycled or reused	Omitted
B7.39c	Mass-flow of relevant materials used	No significant material flows exist
<i>Social Metrics</i> B8 – Workforce – General characteristics		
B8.40a	Type of employment contract	Omitted
B8.40b	Gender distribution	cf. chapter 4, p. 21
B8.40c	Country of employment	Omitted
<i>Social Metrics</i>	Share of females on the second-highest level (M-1)	2025: 38%
	Share of females on the third-highest level of management (M-2)	2025: 37%
B9 – Workforce – Health and safety		
B9.41a	Recordable work-related incidents	0
B9.41b	Fatalities	0
B10 – Workforce – Remuneration, collective bargaining and training		
B10.42a	Employee pay	All employees at ADVANZ PHARMA are paid at least the applicable minimum wage cf. chapter 4, p. 21
B10.42b	Gender pay gap	Omitted
B10.42c	Collective bargaining agreements	16.1% of total workforce
B10.42d	Training hours	Omitted

3 All information as of Dec. 31, 2025, unless otherwise stated.

VS Standard	Indicator (shortened)	Description and Reference ³
<i>Governance metrics</i>		
B11 – Convictions and fines for corruption and bribery		
B11.43	Convictions and fines	Omitted

3 All information as of Dec. 31, 2025, unless otherwise stated.

5 APPENDIX 2: GEOLOCATION OF SITES

Sites	Address	Postal Code	City	Country	Coordinates (geolocation)
Corporate Head Office	Dashwood House, 2nd Floor, 69 Old Broad Street	EC2M 1QS	London	United Kingdom	51.51748, -0.07960
Registered Head Office	Aztec Group House, IFC6, The Esplanade, St. Helier	JE4 0QH	Jersey	United Kingdom	49.18420, -2.11317
Registered Office	11-15 Seaton Place, St. Helier	JE4 0QH	Jersey	United Kingdom	49.18575, -2.11197
Registered Office	17 Northwood House, Northwood, Santry, Dublin 9	D09 V504	Dublin	Ireland	53.40190, -6.25824
Registered Office	Advanz Pharma S.A.S, 75 Boulevard Haussmann	75008	Paris	France	48.87425, 2.32247
Registered Office	Paseo de la Castellana, 135 7º piso	28046	Madrid	Spain	40.45994, 3.68886
Registered Office	Via Gaetano de Castillia 23	20124	Milan	Italy	45.48695, 9.19227
Registered Office	Rosenheimer Str. 52	81669	Munich	Germany	48.12949, 11.59277
Registered Office	Bergaliden 11	252 23	Helsingborg	Sweden	56.04706, 12.70086
Registered Office	2801 Lakeside Drive, Suite 210	IL 60015	Chicago Bannockburn	USA	42.20363, -87.88360
Registered Office	ADVANZ PHARMA CANADA Inc. 4263 Sherwoodtowne Blvd., Suite 300	ON L4Z 1Y5	Mississauga	Canada	43.60159, -79.64035
Registered Office	Level 9, 76 Berry Street	North Sydney NSW 2060	Sydney	Australia	-33.83614, 151.20928
Capability Hub	Level 5, Tower-II, Phase-II Raias- karan Tech Park, Andheri Kurla Road, Andheri (East)	400 072	Mumbai	India	19.10415, 72.88455



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