

Egis Group's Human Rights Policy

Effective date: August 2025
Applicable to the Egis Group





1. INTRODUCTION

- 1.1. Egis Pharmaceuticals Plc. and its subsidiaries (the “Egis Group”), along with all its directors, executives and employees, are dedicated to upholding internationally recognized human rights. We believe that adhering to all relevant laws, regulations, and other requirements aimed at protecting human rights is essential to our corporate well-being. By striving for excellence in this area, we also safeguard, enhance, and create value for our organization.
- 1.2. Our human rights policy extend to all members of the Egis Group. We also inform our suppliers and partners of the contents of this directive in order to make them aware of our expectations and their responsibilities.
- 1.3. At the Egis Group, we recognize that respecting human rights is not only a legal obligation but also a moral imperative. We are committed to fostering a culture of dignity, respect, and equality within our organization and beyond. Our dedication to human rights is reflected in our daily operations, strategic decisions and interactions with stakeholders.
- 1.4. We believe that every individual has the right to be treated with fairness and respect, regardless of their background, age, gender, education, nationality or position. By integrating human rights principles into our business practices, we aim to contribute positively to the communities we serve and the global society at large.
- 1.5. At Egis Group, we are unwavering in our commitment to creating a safe and respectful workplace free from any form of harassment, including sexual harassment and bullying. We have zero tolerance for behaviors that undermine the dignity of our employees.
- 1.6. We are dedicated to fostering a diverse and inclusive environment where every individual feels valued and empowered to contribute their unique perspectives. Our commitment to diversity and inclusion is integral to our corporate culture and success.
- 1.7. Furthermore, we are resolute in our stance against modern slavery and human trafficking. It is important for us to ensure that our operations and supply chains are free from any form of forced labor or exploitation. By upholding these principles, we strive to make a positive impact on our employees, partners, and the broader community.



2. HUMAN RIGHTS

2.1. Principles

2.1.1. The Egis Group is committed to respecting human rights and we take into account the UN Universal Declaration of Human Rights in all our activities.

2.1.2. All our employees are treated equally, regardless of nationality, gender, religion, sexual orientation, age, disability or any other personal characteristic.

2.1.3. We comply with applicable regulations governing hours of work and rest in every country in which we operate.

2.2. Protection of human rights

2.2.1. We provide all our employees with a safe and healthy working environment that meets local and international standards.

2.2.2. We ensure that all employees are able to express their opinions freely without fear of reprisals.

3. EMPLOYMENT

3.1. Recruitment procedure

3.1.1. During the recruitment process, all applicants are treated with equal opportunities and we ensure that the selection process is transparent and fair.

3.1.2. Candidates are assessed on the basis of objective criteria, taking into account professional experience, qualifications, personal competences and statutory regulations.

3.1.3. We are committed to recruiting a diverse workforce.

3.1.4. In each case of establishing an employment relationship with us, we act in accordance with the criteria set out by law.

3.1.5. We maintain utmost confidentiality during the process and protect all applicants' personal data and information in accordance with applicable data privacy laws and regulations.



3.2. Working conditions

3.2.1. We are committed to ensuring safe and healthy working conditions supported by a strong HSE culture focusing on the prevention of personal injuries, occupational diseases and environmental pollution.

3.2.2. We provide fair and competitive salaries, as well as benefits that align with market conditions and take individual performance into account. We place special emphasis on addressing the needs of disadvantaged groups, ensuring equal opportunities and fair treatment in terms of compensation.

3.2.3. We support professional development and further training and provide employees with the necessary resources and opportunities to advance their careers.

3.2.4. We offer flexible working options.

3.2.5. Employee representations operate at Egis. We treat them as partners and cooperate with them.

4. ANTI-HARRASMENT AND ANTI-BULLYING

4.1. Sexual harassment

4.1.1. We have a zero-tolerance policy towards sexual harassment and we thoroughly investigate all cases and take appropriate measures.

4.1.2. We ensure that all employees are aware of the concept of sexual harassment and its consequences.

4.1.3. We support victims and ensure that all reports are treated confidentially.



4.2. Bullying and harassment

4.2.1. We do not tolerate bullying and harassment in the workplace and take all cases seriously.

4.2.2. We ensure that all employees feel safe at work and support the development of a positive workplace culture.

5. DIVERSITY AND INCLUSION

5.1. The diversity of our employees is an important source for the realization of the goals of the Egis Group.

5.2. Through our values and Ethics Charter, we promote a work environment that allows us to cooperate harmoniously and express our individual talents. We assert that each and every person is unique and has their right to respect, whatever their differences.

5.3. We consider diversity as a driver of progress, individual and collective performance and innovation, because the plurality of views enriches the company and every one of us.

5.4. We are determined to fight discrimination. We are committed to developing an inclusive work environment, in particular a climate of openness and trust which allows everyone to feel accepted as they are and to care for each other.

5.5. Diversity and inclusion are among the pillars of the Egis Group's development and are rooted in our values. We count on everyone of us to embody this commitment.

6. ANTI-SLAVERY

6.1. Commitment

6.1.1. We are committed to the abolition of all forms of modern slavery and actively promote adherence to these principles among our suppliers and partners.





6.1.2. We prepare and publish our yearly UK Modern Slavery Statement relating to section 54 of the Modern Slavery Act 2015.

6.2. Prevention and Detection

6.2.1. We conduct due diligence on suppliers and partners to assess risks related to modern slavery and to ensure that they adhere to our policies.

6.2.2. We support employees in reporting suspicions of modern slavery and ensure that all reports are thoroughly investigated.

7. REPORTING AN ALERT / ETHICS LINE / TRAINING

7.1. The Egis Group, as member of the Servier Group, encourages positive discussions within the company. As part of a constructive approach, employees are invited to raise any concerns they may have to their line manager or through any other usual channels of report.

7.2. Employees can also report their concerns through the Group's dedicated ethics line.

7.3. The above commitments are embedded in our company culture and supported by training, monitoring, and continuous improvement efforts.