

Human Rights

At UCB, we are committed to respecting the rights and dignity of all people. We strive to prevent adverse human rights impacts in all parts of our business, and we expect the same behavior from our business partners such as service providers, suppliers and other third parties acting on behalf of UCB.

We are committed to the following fundamental standards of good human rights management:

- Not violating human rights, including not being complicit in human rights abuses
- Mitigating negative impacts on all rights holders and addressing any potential adverse impacts
- Complying with applicable laws and upholding internationally recognized human rights principles and promoting them proactively.

UCB's Values

We know that the societal and environmental challenges our world is facing are inextricably linked and that every business decision we make has an effect on the people we serve. The 'rights holders' are the patients we serve, their families and caregivers, people working on our behalf, shareholders, workers in our supply chain, and people living in the communities we operate in.

We see sustainability as a core requirement at the heart of all we do, and this is strongly linked with UCB's commitment to respect human rights. Being guided by sustainability and human rights principles helps us to accomplish our ambition of making a positive impact on society and the environment, while delivering solutions for patients and supporting us to ensure UCB's long-term success.

UCB's Approach

Our Human Rights Policy defines our basic human rights commitment, roles and responsibilities, and the key principles that guide our decisions and activities to safeguard how we achieve our commitment to respect and uphold human rights. This policy serves as the basis for selecting the issues of highest priority for guiding the associated due diligence processes, for our engagement with rights holders, and for providing remedy if an adverse human rights impact was caused. All UCB employees, including those working on our behalf, must adhere to the binding obligations set out in this policy.

We are deeply committed to operating with high ethical standards, respecting the rights and dignity of all people. We apply the "do no harm" principle is the foundation for our corporate responsibility. We apply fundamental standards of good human rights management in our own operations, we ensure we are not complicit, we comply with and go beyond applicable laws to

uphold international human rights where necessary. We support the protection of human rights as outlined in the International Bill of Human Rights and endorse the core labor rights conventions of the International Labor Organization. We are a signatory of the UN Global Compact and are committed to the UN Guiding Principles on Business and Human Rights.

Our Commitments to UCB Employees and Our Stakeholders

At UCB, we treat all employees with fairness, dignity and respect and we are committed to creating a diverse, equitable and inclusive work environment. As an employer, we ensure that our employees experience fair practices and safe conditions in the workplace. We support the rights of our employees to join a union, to receive a living wage, to have reasonable working hours and conditions. We respect each employee's entitlement to freedom of opinion, expression, and speech, consistent with standards of respectful behavior, as long as the exercise of this freedom does not violate the rights of other people or public order. We commit to protecting the safety, wellbeing and health of our employees throughout our operations.

We respect the privacy rights of our employees, the patients we serve, their caregivers, physicians, and other stakeholders that entrust us to carefully manage and protect personal information. We expect that the service providers we work with adhere to similar high privacy standards.

We commit to minimize the impact that UCB, our operations and our products, have on the environment and to use a pragmatic approach to reduce our footprint. We apply precautionary measures to avoid these negative impacts and focus on areas of the business where our activities have the biggest impact. We do so primarily because such impact could harm the livelihoods of the people and communities we serve. We require our third parties to follow similar standards with regards to environmental protection to avoid harming any rights holders.

Ethical Business Conduct

Our ambition is that by 2030, all people who need our medicines in countries where we operate have access to them in a manner that is viable for patients, society, and UCB. UCB is committed to employing ethical and responsible practices, in a responsible and sustainable way. We do not improperly influence the decisions or actions of others. We protect and enforce intellectual property rights in a focused, responsible, and sustainable way, that addresses unmet need and contributes to the promotion and dissemination of scientific and technological innovation, now and in the future. We respect internationally recognized human and labor rights in our own operations, and we expect our business partners, suppliers, and service providers to do the same.

Our Suppliers Code of Conduct forms a key part of procurement's efforts to drive environmental sustainability and respect for human rights. We specifically expect our business partners to minimize the environmental impact of their operations, secure the safety and health of their workers, execute the fair and timely remuneration of their workforce, ensure the welfare of

experimental animals used for research, and more broadly act with integrity while doing business. UCB also expects business partners to apply these, or equivalent standards, in their own supply chain.

UCB's Commitment to Health of our Stakeholders

We respect the right to the highest attainable standard of physical and mental health. We believe that the right to health can only be fulfilled if all relevant actors in the healthcare sector, such as government, medical professionals, and the private sector jointly work together to guarantee this right. At UCB, respecting the right to health means that we work to make our medicines and innovative new medical therapies as widely available as possible to patients with unmet need. We commit to manufacture medicines in line with the highest quality standards and we commit to working with patients and caregivers and make sure that they are fully informed and empowered, giving them the tools to seek and provide the best possible care.

We commit to always use our research & development activities for the advancement of medical care and to conduct clinical research with respect for the rights, safety and dignity of individuals and communities, as well as to protect scientific integrity. We offer the highest possible protection of clinical trial participants through our values of respecting the right to life, health, privacy, and autonomy, in accordance with international human rights standards, including the **Declaration of Helsinki**, the **Council for International Organizations of Medical Sciences**, and the **International Council for Harmonization for Good Clinical Practice Guideline**.

Rights to Remedy

We commit to offer all employees, as well as external rights holders outside of our organization, a channel to report complaints. This will trigger an investigation to assess the merits of a complaint and appropriate corrective and disciplinary actions will be taken at the conclusion of the investigative process. We are committed to prompt and confidential handling of all reports and UCB has a strict non-retaliation policy to protect all employees that raise concerns or report misconduct. We will provide a grievance mechanism (in line with the UNGP) to the rights holders that are negatively affected and escalate any substantiated cases of misconduct to management for appropriate action and for providing access to remedy. Reports can be submitted to the **UCB Integrity Line**, which provides access to phone or web reporting in multiple languages and including the option for anonymous reporting.