



## Environmental sustainability policy



Inspired by patients.  
Driven by science.

## Why this policy?

At UCB, we recognize that the challenges facing our world – from the climate crisis to rising inequalities - are inextricably linked and that every business decision we make has a possible effect on the people we serve, our communities and the planet. We see sustainability as a fundamental requirement that lies at the heart of all we do, driving our ambition to make a positive impact on society while empowering us to ensure UCB long-term success. UCB's purpose is to create value for patients now and into the future, which means that we are committed to develop and deliver medicines for people with severe diseases, now and in the future, in the most environmentally sustainable way possible.

The UCB Code of Conduct is our governing policy that embodies UCB's culture and ethical principles of trust, integrity, care, transparency and accountability.

Our environmental policy reflects our dedication to creating long-term value for our stakeholders - including patients, employees, communities, shareholders, business partners and the planet - by aligning our operations and assets with environmental regulations and sustainable business practices to ensure a healthier future for all.

This policy sets the environmental principles and commitments, with targets that are publicly available on our website. It is implemented through local policies and standards that constitute the UCB environmental management system.

Not following this policy may result in severe consequences, such as environmental degradation, loss of stakeholder and shareholders trust, damage to UCB's reputation, decreased attractiveness as an employer and misalignment with healthcare's system requirements and our competitors.

## Scope

This policy applies to all UCB colleagues and partners worldwide. All UCB divisions, subsidiaries, majority-owned joint ventures, affiliates and other entities operationally controlled by UCB, regardless of location, must comply with this policy.



## General Principles

### Addressing climate change mitigation and resilience

UCB supports the goals of the Paris Agreement and aligns with a 1.5°C pathway, demonstrating our dedication to ambitious climate action. UCB's net-zero climate targets, validated by the Science-Based Targets initiative (SBTi) are:

**Near-Term Targets:** UCB commits to reduce absolute scope 1 and 2 GHG emissions by 73% by 2030 from a 2019 base year. UCB also commits to reduce absolute scope 3 GHG emissions by 48% within the same timeframe. Additionally, UCB commits that 80% of its suppliers by emissions covering purchased goods and services, will have science-based targets by 2028.

**Long-Term Targets:** UCB commits to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2045 from a 2019 base year, and neutralized remaining CO<sub>2</sub>e emissions.

Our **transition plan** includes, among other initiatives, delivering on our green-by-design approach for all our medicines and physical assets, enhancing energy efficiency, shifting to renewable sources, transitioning the transportation of goods from airplanes to boats, collaborating with suppliers who commit to science-based targets, and promoting sustainable practices across our value chain.

### Developing sustainable medicines

UCB set environmental targets for all medicines reaching the proof-of-concept stage, using a green product scorecard score embedded in our target patient value profile. We identify and implement opportunities for footprint reduction during the design, development, production, and end-of-life stages. This includes optimizing resource efficiency and the use of renewable materials and reducing waste through practices such as solvent recycling and packaging recyclability.

### Safeguarding natural resources

- Water stewardship

We acknowledge the water-intensive nature of biopharmaceutical manufacturing. Our commitment to sustainable water resource management is reflected in our goal to reduce water withdrawal by 20% by 2030, from a 2015 base year, through increased efficiency and recycling. We ensure effective wastewater treatment and extend these principles to our strategic suppliers to minimize impacts on aquatic ecosystems, with particular focus on high-water stress geographies.

- Pollution prevention and reduction

We are committed to minimizing environmental risks and impacts throughout our medicines' lifecycle – from our suppliers, through the manufacturing of our medicines, to patient excretion and the disposal of unused medicines. We proactively manage air emissions, soil and wastewater discharges, assess the environmental risk of our pharmaceuticals, and maintain preparedness plans to mitigate the impact of any operational incidents.

- Biodiversity conservation

We assess our dependency on and impact on biodiversity to ensure our business model is sustainable and does not harm nature.

UCB aims to consolidate the above initiatives into a nature ambition in the coming years.

## Implementation



### Strategizing

We perform a double materiality assessment to prioritize our **impacts, risks and opportunities** and to define ambitions with **targets and key performance indicators**.

We comply with environmental **legal requirements** associated with our operations and assets and we conduct audits and system reviews as defined by standards.

We provide **information, instructions and procedures including emergency preparedness response, training, and sufficient resources** to enable all UCB colleagues to protect the environment in which we work and live. We cascade the policy through a certified management system at all manufacturing sites and a set of essential standards to all the remaining sites.



### Impacting

We periodically **measure and review** our **performance** to strive for **continuous improvement**, and to ensure we meet our commitments.

We disclose publicly **objectives, targets, and performance** in our annual integrated report, with a recognized third-party auditor providing limited assurance on environmental data.



### Engaging

We mobilize **behavior change** and promote **open dialogue** among employees and business partners. We invite our external partners to join our approach and define ambitious science-based targets.

We establish clear **accountabilities and responsibilities** for environmental sustainability across all levels of the organization, from senior executives to all colleagues, through robust governance that is regularly reviewed to ensure its efficiency.



## Governance

UCB recognizes the **key accountability of senior and line management** to ensure that this policy is embedded in everything we do.

The UCB Board of Directors maintains oversight of the organization's strategy and sustainability matters, including environmental sustainability-related risks. They reflect on specific environmental material topics and approve environmentally sustainable performance reporting.

The UCB Executive committee proposes the strategy to the Board and oversees its implementation to deliver sustainable performance. The Head of Corporate Finance & Digital technology is the member of UCB Executive Committee sponsoring our environmental sustainability ambition and performance, supported by the Head of Sustainability & Corporate Affairs & Risk, both of whom reviewed and validated this policy.

The Head of Environmental Sustainability owns this policy and ensures its periodic review.

## References

UCB Code of Conduct gov-100106

ISO 14001 - Environmental management systems

ucb.com

## Need more information?

The related associated documents are managed in **UCB's electronic content management system of controlled documents**. Please refer to the system.

