

ENVIRONMENT, HEALTH & SAFETY POLICY



BSP Pharmaceuticals S.p.A. ("BSP") is committed to respecting and protecting the Environment, Health, and Safety of people in the areas where it operates, considering these as fundamental values aligned with business principles and sustainable development. As a Contract Development and Manufacturing Organization (CDMO) specializing in the development and production of anticancer pharmaceutical products with cytotoxic properties and innovative formulations for immunotherapy and other therapeutic applications, BSP operates in full compliance with regulatory agency standards, all legal requirements, and in accordance with the Integrated Management System ("IMS") for Environment, Health, and Workplace Safety (UNI EN ISO 14001:2015, UNI EN ISO 45001:2023).

To fulfill its commitments, BSP pursues specific objectives in line with regulations and ethical principles:

- ▶ **Continuously** improve the performance of the IMS and behaviors related to the prevention and protection of the health and safety of people, the community, and the environment;
- ▶ **Prevent** injuries, accidents, or near misses in the workplace and maintain a constant commitment to eliminating hazards and reducing the level of risk to health and safety, in coordination with the competent Authorities;
- ▶ **Ensure** the protection of biodiversity and ecosystems for present and future generations, minimizing the environmental impacts generated by production activities and the related risks;
- ▶ **Ensure** the responsible use of chemicals by adopting industry best practices;
- ▶ **Implement** all safeguard measures to limit the discharge of active pharmaceutical ingredients (APIs) into the environment;
- ▶ **Promote** efficiency in the use of resources, primarily energy and water, as well as waste reduction throughout the entire value chain;
- ▶ **Pursue** excellence in the quality of products offered to customers, promoting technological innovation in R&D;
- ▶ **Maintain** the well-being of employees through dedicated initiatives, primarily by promoting a culture of risk and sustainability;
- ▶ **Ensure** compliance with principles for the prevention of environmental crimes and crimes against the safety of workers in the workplace;
- ▶ **Ensure** Supply Chain Security to guarantee the continuity of activities, and preserve customer trust.

To this purpose, BSP undertakes the following actions:

- ▶ **Evaluate** the effectiveness of the Environment, Health, and Safety Policy by establishing programs and objectives in line with BSP's business and mission;
- ▶ **Analyze** the results of monitoring and control activities on EHS performance, reviewing related objectives and programs;
- ▶ **Analyze** non-compliance findings through root cause analysis to identify critical points and implement corrective and preventive actions aiming for "zero injuries";
- ▶ **Limit** waste production and continuously monitor atmospheric emissions and water discharges, adopting feasible strategies for efficient resource use, reuse, and recycling;
- ▶ **Adopt** the Best Available Economically Sustainable Technology to contain and reduce risks to the environment, health, and safety at the workplace;
- ▶ **Improve** emergency management through specific training for the Emergency Team and, in general, for all company personnel;
- ▶ **Enhance** communication and dialogue with qualified suppliers to ensure alignment with the Environment, Health, and Safety Policy;
- ▶ **Implement** measures of the Security Protocol to reduce Supply Chain risk;
- ▶ **Encourage** participation among employees and all suppliers through educational programs, regular training, and information on safety protocols and safe behaviors.

The Environment, Health, and Safety Policy, issued in accordance with protocols, standard operating procedures, and BSP policies, the Business Continuity Plan, the Security Protocol, the Code of Ethics, the Supplier Code of Conduct, and the Model 231, has been distributed to all employees, customers, and suppliers and is available on the website www.bsppharmaceuticals.com. The Policy is periodically reviewed and updated during the Annual Review of the Management Committee for continuous improvement as foreseen by the IMS of the company.

Latina Scalo, May 2024

CHIEF EXECUTIVE OFFICER

ALDO BRACA

A handwritten signature in blue ink, appearing to read 'Aldo Braca', written over the printed name.