

Appendix: PROCESS DESCRIPTION

[Translation of the German original]

Social policy and ethical responsibility

Our company specializes in the manufacture and distribution of high-quality pharmaceuticals and medical devices.

The aim of our social policy is to meet the humanitarian, ethical/moral and social requirements and to continuously improve and expand them, as well as to include the supply chain in this regard.

We see our contribution as a company in the pharmaceutical industry in operating and acting in accordance with the following principles:

- Discrimination of any kind (e.g. age, gender) is unlawful and prohibited
- Harassment, threats, chicanery, abuse and forced labour in any form are illegal and unlawful.
- Child labour is illegal and prohibited.
- Abuse or maltreatment are punishable and unlawful.
- Corruption and bribery are illegal and unlawful also according to the PHARMIG Code of Conduct (PHARMIG = Association of the pharmaceutical industry in Austria).
- The social environment and our customers' expectations of our products represent a constant challenge and are reflected in the support of selected projects (sponsorship and product development)
- The health and safety of our employees is an essential part of quality assurance and EHS and is supported and developed with appropriate measures.
- Wages and salaries are agreed and fixed according to the respective position and are paid regularly and on time.
- Complaints can be made by employees personally or anonymously, in writing or orally at any time.
- The environment, the working environment and sustainability are an essential part in connection with our activities and our economies and are considered accordingly.
- Our partners (suppliers and subcontractors) are always selected in accordance with our socio-political principles.

We confirm compliance with all labour, financial and commercial law requirements, and laws, which are given due to our activities in the pharmaceutical industry at the location in Austria.

The implementation of individual measures for social policy and ethical responsibility takes place within the framework of our integrated quality management, which is practiced on a daily basis, in the process-oriented processes (e.g. social management, personnel management, quality assurance and EHS), which in many areas go beyond the legally required framework conditions.

[Signed by Dr. Bernhard Wittmann, Managing Director]

[Translated by Martin Lenzenweger, QSL]