

Policy Statement

Declaration of principles on human rights and environmental standards

Rentschler Biopharma SE

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1 OUR COMMITMENT TO RESPECT HUMAN RIGHTS

As a leading contract development and manufacturing organization (CDMO), we are passionate about translating innovative ideas into vital biopharmaceuticals. By combining experts, experience, and expertise, we master complexity and achieve the best solutions for our clients. In doing so, we are guided by our four corporate values: respect, progress, reliability, and responsibility. These values are reflected in everything we do and guide our actions in all situations. As one of our core corporate values, responsibility is a key pillar of our business activities. Our understanding of responsibility is not limited to our company, but also includes our environment, our society, and our supply chain.

As Rentschler Biopharma, we expressly acknowledge our responsibility and are committed to fulfilling our legal duties of care regarding human rights and the environment in our company and within our supply chain.

Our commitment is based on national laws and regulations such as the German Supply Chain Due Diligence Act (LkSG) and the following international standards:

- the Universal Declaration of Human Rights of the United Nations (UN), the International Covenant on Economic, Social and Cultural Rights as well as the International Covenant on Civil and Political Rights
- the United Nations Guiding Principles on Business and Human Rights (UNGPs)
- the ILO Core Labour Standards
- the Principles of the United Nations Global Compact (UNGC) as well as
- the 17 Sustainable Development Goals.

We are convinced that this commitment to respecting human rights and environmental standards is a fundamental cornerstone of our business activities and crucial to our success as one of the leading contract development and manufacturing organizations. For us, this is the only way we can be successful in the long term and thus sustainably create value.

Laupheim, April 2026

Prof. Dr. Uwe Bücheler

Chairman of the Executive Board, CEO

Dr. Veit Bergendahl
Executive Board, COO

Gunnar Voss von Dahlen
Executive Board, CFO

2 SCOPE

This policy statement applies to Rentschler Biopharma SE and its subsidiary Rentschler Biopharma Inc., USA, Rentschler Biotechnologie Beteiligungs GmbH and Dr. Rentschler Holding GmbH & Co. KG as superordinate holding companies also fall within the scope of this policy statement.

3 OUR EXPECTATIONS OF EMPLOYEES AND BUSINESS PARTNERS

We expect all employees and business partners to comply with and respect the applicable laws, regulations and internationally recognized human rights and environmental standards. Our internal Code of Conduct provides our employees with the necessary guidance in this regard. We expect our own employees to align their daily actions with this Code of Conduct. This expectation - explicitly set out in our Supplier Code of Conduct - is also directed at our suppliers and we expect them to commit to establishing appropriate due diligence processes and to pass this expectation on to their own business partners.

4 OUR APPROACH FOR THE IMPLEMENTATION OF HUMAN RIGHTS DUE DILIGENCE OBLIGATIONS

4.1 Risk Management, Organization and Responsibilities

To fulfill our corporate responsibility, we have clearly defined the responsibilities for implementation within our company. Responsibility for compliance with due diligence obligations regarding human rights and environmental issues lies with the managers of Rentschler Biopharma SE. As the highest management body, the Executive Board is of particular importance in this regard, which is why it receives information at least once a year on the status quo and on measures taken to implement and comply with the law. To support and monitor the fulfillment of due diligence obligations under the German Supply Chain Due Diligence Act, Rentschler Biopharma SE has established a Human Rights Committee, which is chaired by an officially appointed Human Rights Officer.

4.2 Risk Analysis in our own area of business and in our supply chain

A key element in fulfilling our due diligence obligations within our own business operations and across our supply chains is a comprehensive risk analysis. This is carried out once a year and, if necessary, on an ad-hoc basis, for example, in the event of significant changes to our business activities.

Risks within our own business operations

The process of identifying risks within our own business operations consists of two main steps. First, an abstract risk analysis is conducted to determine and assess country-specific and industry-specific risks.

Based on this, a concrete risk assessment follows, in which the previously identified risks are evaluated regarding their severity and likelihood of occurrence. The resulting final risk score then serves as the basis for defining remedial and preventive measures.

Risks in the direct supply chain

Risk analysis in our direct supply chain is system-supported and follows a multi-stage process. First, potential risks within the supply chain are determined in an abstract risk assessment based on country risks - derived from supplier locations - and typical industry risks. In the concrete risk assessment, these results are supplemented by supplier-specific screening, which is based partly on media data and media reports gathered and analyzed by the system, and partly on publicly available information on supplier certifications or audits carried out. All information is then aggregated into a risk score. By comparing the risk score with the impact of a supplier, a priority score is calculated. This score is summarized in a risk matrix and forms the basis for defining measures.

Results of the risk analysis

The risk analysis for FY 25/26 for our own business operations and our direct supply chain concluded that neither high nor critical risks related to human rights or environmental topics relevant under the LkSG existed neither within our own operations nor among our direct suppliers. We continue to identify a minor potential risk around discrimination, which relates to the fact that awareness of this issue is still not sufficiently established in all areas of everyday work. Through targeted measures, such as training for employees and managers, we aim to continuously strengthen this awareness.

4.3 Preventive Measures

One of the key preventative measures to ensure compliance with our due diligence obligations in our own business area is our Code of Conduct and the development and implementation of supporting Labor and Human Rights and EHS policies. From 2024 onwards, we will also be conducting trainings for our employees on important human rights and environmental issues. We also intend to address these topics at various internal events, such as the Sustainability Days, to raise further awareness within our company.

When collaborating with our direct suppliers, we require compliance with standards in accordance with our Supplier Code of Conduct, which describes our expectations about compliance with human rights and environmental issues. Through our supporting internal "Sustainable Procurement Policy", we not only strengthen our internal capacity to act, but also promote awareness of human rights and important environmental issues in our supply chain.

4.4 Remedial Measures

If, because of our risk analysis or otherwise, we determine that we as Rentschler Biopharma or one of our direct suppliers have violated human or environmental rights and therefore due diligence obligations have not been met or a violation is imminent, we will immediately initiate appropriate countermeasures to end or at least minimize or prevent the violation.

If there is suspicion that the (potential) violation of human rights originates from one of our direct suppliers, we will first conduct in-depth analyses. If the suspicion is confirmed, we will immediately seek contact with the supplier concerned and jointly develop appropriate remedial measures. Our suppliers are obliged to cooperate appropriately as outlined in our Supplier Code of Conduct and our General Terms and Conditions of Purchasing. Depending on the severity of the legal violation, we reserve the right to conduct risk-based audits and, as a last resort, to terminate the business relationship.

4.5 Grievance Mechanism

Our whistleblower system is a central instrument for the early detection of suspected cases and violations of our due diligence obligations and is explicitly aimed at both our internal employees and our external stakeholders. It gives everyone - regardless of the existence and nature of their business or other contractual relationships with Rentschler Biopharma - the opportunity to report information or complaints about potential human rights and environmental violations confidentially and, if desired, completely anonymously.

We follow up on incoming reports - while maintaining the principle of confidentiality - in accordance with the reporting and investigation processes described in the accompanying procedural rules.

4.6 Effectiveness Monitoring and Reporting

To ensure that we meet our due diligence obligations and that the measures we have implemented to mitigate or avoid human rights and environmental risks function effectively, we conduct a review once a year and, where necessary, on an ad-hoc basis. We assess the effectiveness of the measures based on risk-specific objectives. In addition, we use standardized checklists to verify the effectiveness of the defined processes for complying with our due diligence obligations.

The results of the risk and effectiveness analyses are reported to the Executive Board once a year. This reporting is based on continuous internal documentation of how we fulfill our due diligence obligations.

5 ABOUT THIS POLICY STATEMENT

This policy statement was approved by the Executive Board of Rentschler Biopharma SE. We have prepared this policy statement in close cooperation with the responsible internal departments. We will review this policy statement annually (and if necessary, on an ad hoc basis) and continuously develop it, considering relevant changes.

No rights of individuals or third parties can be derived from this policy statement.

This policy statement has no retroactive effect and came into force on 1st January 2024.

6 CONTACTS

If you have any questions or suggestions regarding the content of this policy statement, please send an e-mail to humanrights@rentschler-biopharma.com.

Please use our whistleblower system at <https://rentschler-biopharma-se.integrityline.app/> for complaints and information on possible violations of this policy statement.

7 CHANGE HISTORY

| Version | Date | Changes | Chapter |
|---------|--------------|----------------------------------|--------------------|
| 1.0 | January 2024 | None | |
| 1.1 | April 2025 | Adjustment Board of Management | 1 |
| | | Adjustment scope | 2 |
| | | Adjustment results risk analysis | 4.2 |
| 1.2 | April 2026 | Adjustment Board of Management | 1 |
| | | Editorial changes | 4.2, 4.4, 4.5, 4.6 |
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