

# Labor practices and Human rights Policy Statement

**Rentschler Biopharma SE**

<b>Contact:</b> Maximilian Ludwig	<b>Version :</b> 1.2 (21.11.2025)	<b>Last review date:</b> 21.11.2025
<b>Function:</b> Manager Sustainability Management and Commissioner for Human Rights	<b>Publication date:</b> 21.11.2025	<b>Next review date:</b> 30.11.2026

## Introduction

With our passion for what we do and our culture of connectedness and mutual respect, we aim to create sustainable value - for the benefit of our clients and their patients. Our employees are at the heart of our success, and we firmly believe that mutual respect is indispensable in everyday business, which is why we have made respect one of our core corporate values. As Rentschler Biopharma, we are therefore committed to providing a respectful and collaborative workplace for all our employees.

At the same time, we are committed to doing everything within our means to prevent human rights violations in our company and along our supply chain. This commitment is reflected in this policy, the content of which is based on the UN Guiding Principles (UNGPs) on Business and Human Rights, the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises and the ten internationally recognized principles of the UN Global Compact.

We are convinced that our commitment to upholding social standards and human rights is a fundamental cornerstone of our business activities and crucial to our success as one of the leading contract development and production companies. This is the only way we can be successful in the long term and sustainably create value.

Laupheim, November 2025

### **Benedikt von Braunmühl**

Chairman of the Executive Board, CEO

### **Christiane Bardroff**

Executive Board, COO

### **Gunnar Voss von Dahlen**

Executive Board, CFO

### **Tobias Glück**

SVP, Human Relations

### **Andreas Löwe**

VP, Finance

### **Tom Roberts**

President RB Inc. & GM US

### **Dr. Patrick Meyer**

Global Head of Business Development

## **I. Scope and responsibilities**

This policy on labor practices and human rights applies to all sites of Rentschler Biopharma SE, including Rentschler Biopharma Inc. in Milford, US. The review of this policy as well as any necessary adjustments and updates are conducted by the Commissioner for Human Rights in close cooperation with the HR department. However, the responsibility for observing and complying with the standards outlined in this policy lies with all employees, regardless of their role and function within the company. Our managers have a special responsibility in this regard. At Rentschler Biopharma, we take our responsibility very serious - for our employees, our value chains including our clients and our society.

## **II. Working hours, remuneration and benefits**

For us at Rentschler Biopharma it goes without saying that we comply with all relevant local laws and regulations regarding wages, working hours, break times and overtime. We intend to compensate our employees fairly based on competitive, performance-based compensation supplemented by additional benefits from the company. Clear job descriptions, clear requirements and targets, and regular feedback and development meetings form the basis for our employees' remuneration. Where legal regulations exist, Rentschler Biopharma pays at least the legal minimum wage applicable in the respective country. We offer our employees flexible working models and ensure that all employees have the right to continued payment of wages in the event of illness and parental leave within the framework of local legislation, without any disadvantage to them.

## **III. Employee health and occupational safety**

This topic is covered in our EHS policy.

## **IV. Recruiting practices**

We are committed to a fair and transparent hiring process, which means that all employment-related decisions, from hiring to termination and retirement, are based on lawful, capability-based, and non-discriminatory criteria.

We ensure that all employees are employed by us in accordance with local legislation and receive a written, understandable, and legally binding employment document (e.g., employment contract or offer letter). We do not charge our prospective employees any recruitment fees.

## **V. Training, skills, and knowledge**

Our employees are at the heart of our success - and their training, skills and knowledge are fundamental to the development and manufacturing of highly effective biopharmaceuticals.

Specialized training and education formats or various training and continuing education programs ensure that our employees feel well prepared and confident with the tasks given to them, especially when introducing new processes and technologies. In addition, we offer various personal development courses and mentoring programs to accompany our employees individually on their career path.

Access to training and development opportunities is based on the principle of equal opportunity for all employees.

## **VI. Freedom of association**

Within the framework of the respective local laws and regulations our employees may engage themselves in representative bodies without having to fear discrimination for their activities. In line with our corporate values, we strive for respectful, cooperative, reliable, and responsible collaboration. Through various formats such as our digital town halls or regular "face-to-face" meetings between management and employees of Rentschler Biopharma SE, we foster direct exchange between employees, managers, and the company's top management.

## **VII. Non-Discrimination, non-harassment, and fair treatment**

At Rentschler Biopharma, we firmly reject any form of discrimination against our employees based on national or social origin, skin color, gender, language, religion, sexual orientation, age, disability, or other characteristics. In line with our philosophy "Many hands, many minds - one team", we actively support diversity and promote an open and inclusive corporate culture.

## **VIII. No child labor**

We do not tolerate any form of child labor. We strictly comply with the relevant laws and regulations, such as the Youth Employment Protection Act (JArbSchG) and the Ordinance on Child Labor Protection (KindArbSchV) in Germany and adhere to the respective local minimum employment age to ensure that the child's health, safety, and development are not only respected but also protected. To meet this requirement, we intend to verify the age of new employees using officially issued documents as part of the onboarding process. In the unlikely event that child labor is discovered in our company, we will ensure that the child is returned to a protective environment. In this case, the employment contract would be invalid and terminated immediately by unilateral

declaration. The fact that child labor has been discovered would not be a reason for us to refuse future employment if the child has reached the minimum employment age.

#### **IX. No forced labor and human trafficking**

We do not tolerate any kind of forced or involuntary labor in our business activities.

#### **X. Data privacy**

In order to protect the personal rights of our employees at all our production sites in the best possible way, Rentschler Biopharma maintains a comprehensive data protection system that is essentially based on German and European data protection standards. Our Digital Governance and Compliance team uses a wide range of measures to ensure that personal data is only used in accordance with the relevant legal requirements.

#### **XI. Our supply chain**

We are committed to addressing the previously listed issues within our supply chain as well. Through sustainable sourcing practices, such as our Supplier Code of Conduct or sustainability criteria as part of our supplier selection process, we require our suppliers not only to comply with applicable labor and human rights standards and laws, but also to continuously improve their performance.

Using a comprehensive AI-based risk management tool, we continuously monitor our supply chain and act wherever needed to ensure that relevant labor and human rights requirements are met.

We also strive to avoid purchasing conflict minerals (e.g., tin, tantalum, tungsten, and gold) that directly or indirectly fund or benefit armed groups or individuals who commit serious human rights abuses.

#### **XII. Speak-up line and sanctions**

The human rights standards outlined in this policy are an important pillar for the business success of Rentschler Biopharma SE. Our speak-up line is an important instrument for the detection of suspected cases and violations 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 relationship with Rentschler Biopharma SE - the opportunity to report information or complaints about potential human rights violations confidentially and, if desired, completely anonymously.

We encourage all our managers and employees to report (potential) violations to our complaints and whistleblower system.

We guarantee that employees who report incidents via the whistleblower system will not face negative consequences, such as the threat of dismissal.

If the investigation reveals that Rentschler Biopharma SE has directly or indirectly contributed to negative impacts in relation to labor practices and human rights, appropriate corrective action will be taken immediately. Employees who are found guilty to have violated the standards set forth in this policy will be subject to sanctions in accordance with national labor laws.