

Environment, Health, and Safety (EHS) Policy Statement

Rentschler Biopharma SE

Contact: Maximilian Ludwig	Version: 1.2 (21.11.2025)	Last review date: 21.11.2025
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Introduction

As an internationally operating CDMO, we dedicate all our expertise and passion to the production of biopharmaceuticals, enabling our clients to help patients with rare and serious diseases.

We aim for sustainably creating value - with responsibility being one of our core corporate values. However, we know that producing high quality biopharmaceuticals has an impact on the environment and on our society.

With more than 150 years of history, we are committed to our holistic responsibility – for our company, our employees, our supply chain, our environment, and our society which goes beyond legal requirements. This holistic understanding of responsibility is the foundation of our sustainability efforts and subsequently translates into this policy statement.

We are convinced that our commitment to upholding environmental standards and occupational safety 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

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Executive Board, COO

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President RB Inc. & GM US

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I. Scope and responsibilities

This EHS policy statement applies to all Rentschler Biopharma SE production sites, including Rentschler Biopharma Inc. in Milford, USA.

The regular review of this guideline as well as any necessary adjustments and updates are conducted by the sustainability management team in close cooperation with the respective EHS officers of each site.

However, the responsibility for observing and complying with the EHS standards outlined in this policy statement lies with all employees, irrespective of their role and function in the company.

Our managers have a special responsibility in this regard. Together, we at Rentschler Biopharma want to create a healthy and safe workplace for all employees and take responsibility for our environment.

II. Occupational health and safety

We are committed to complying, at a minimum, with the applicable occupational safety and environmental protection laws and regulations in the countries in which we conduct business.

We strive to protect as well as to promote the physical and mental health of our employees and therefore conduct regular risk assessments in all areas. They serve to anticipate potential risks and proactively define measures to avoid potential hazards and protect our employees.

We provide our employees with the necessary occupational safety equipment and invest in the necessary infrastructure to enable our employees to work safely and as ergonomically as possible.

With our occupational health management, we pursue the goal of designing operational framework conditions and structures in such a way as to enable health-promoting work. As part of this, we offer all colleagues a wide range of opportunities, for example in the areas of exercise and prevention.

We operate and maintain our machinery and equipment in a way that potential hazards, risks, and operational disruptions are continuously minimized.

We take effective emergency measures and, through a specially trained emergency team, ensure that all our employees, service providers and visitors are adequately protected in the event of an emergency.

III. Health and safety of our clients

As an internationally operating CDMO, we dedicate all our expertise and passion to the production of biopharmaceuticals, enabling our clients to help patients with rare and serious diseases. Our pharmaceutical quality system, consisting of standardized processes, clear responsibilities, extensive training, internal audits, and periodic quality reviews, ensures the quality and product safety of the biopharmaceuticals manufactured by Rentschler Biopharma and thus the health and safety of our clients and their patients.

IV. Environmental protection

At Rentschler Biopharma, we are aware that the production of biopharmaceuticals has an impact on the environment. On the one hand, through the consumption of energy, water, and resources and, on the other hand, through emissions, wastewater, and waste. For this reason, we strive to minimize our environmental impact by implementing suitable processes and taking measures wherever possible and feasible.

We are committed to increasing the energy efficiency of our sites and continuously reducing our energy consumption. To support these goals, we implement an energy management system in Laupheim in accordance with the current 2018 version of DIN EN ISO 50001. We continuously collect our energy data, define energy targets and regularly review them. To achieve our goals, we intend to continuously develop and implement energy efficiency measures, as far as economically feasible, and provide the necessary resources and structural conditions.

Through conscious action, we aim for using water, and resources as sparingly as possible and reducing our environmental impacts, such as greenhouse gas emissions, waste, and wastewater, to an economically justifiable minimum. We raise our employees' awareness of potential environmental impacts and encourage them to develop their own ideas and take measures to reduce them.

We collect and separate our waste in a way that it can be sent for orderly recovery and, where possible and feasible, comprehensive recycling by specialized partners.

As a biopharmaceutical company, we ensure that wastewater containing active pharmaceutical ingredients or chemicals that could potentially have a negative impact on the environment or human health, is properly treated and disposed of.

We implement processes and procedures to prevent the uncontrolled release of hazardous biological or chemical substances into our facilities or the environment and have appropriate plans in place to respond appropriately to emergency situations.

We also ensure compliance with applicable laws and regulations through robust processes and clear responsibilities.

V. Purchasing

In our purchasing processes, we align our actions with our "Sustainable Procurement Policy" and strive for a regular exchange with our suppliers on EHS and sustainability topics. Through sustainable procurement practices, such as our Supplier Code of Conduct or various sustainability criteria as part of our supplier selection process, we not only require our suppliers to comply with applicable EHS requirements, but also encourage them to continuously improve their EHS performance.

Using a comprehensive AI-based risk management tool, we continuously monitor our supply chain and take action wherever needed to ensure that relevant EHS requirements are met.

VI. Speak-up line and sanctions

The standards listed above are a major pillar of Rentschler's business success. We encourage all our managers and employees to report any violations to our speak-up line. We ensure that employees that report incidents will not face any form of dismissal or threat of dismissal. In case the investigation shows that Rentschler Biopharma has caused or contributed directly or indirectly to any adverse impact, appropriate corrective measures will be taken. Employees found guilty of violating standards outlined in this policy will be sanctioned in accordance with national labor laws.

VII. Review and continuous improvement

We provide our employees with appropriate information and training on various environment, health, and safety (EHS) topics, for example as part of the onboarding week, and offer additional case-specific training. By doing this, we ensure that occupational safety, environmental protection, and resource conservation are anchored at all levels and in all operational processes within our company. We also encourage our colleagues to actively communicate potential for improvement and give feedback to their respective managers or the relevant EHS officers.

The regular review of our EHS performance against set targets and key performance indicators in the form of a periodic EHS review in our management bodies (Site Leadership Teams and Executive Committee), enables us to identify further potential for improvement.

By doing so, we strive for continuous improvement and thus creating long-term value for the benefit of our clients and patients, our employees, and the environment.