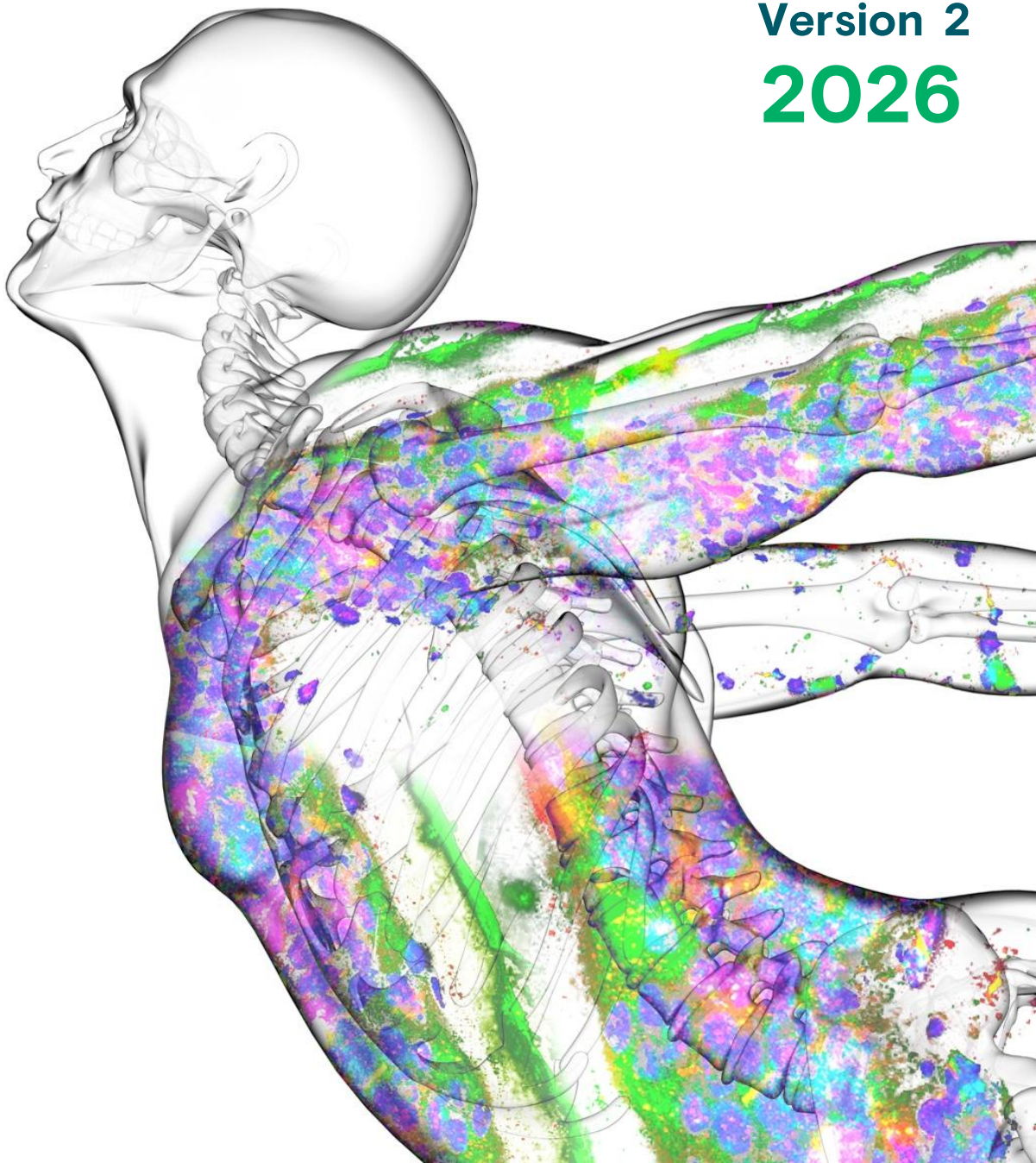
GRÜNENTHAL

Version 2

2026

Responsible Sourcing Toolkit for Business Partners



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Dear Business Partners,

At Grünenthal, we work towards our vision of a World Free of Pain. To achieve this, we depend on reliable supply, product quality, and patient safety – delivered together with you, our trusted business partners. Lasting success also means addressing sustainability challenges across our supply chains as part of how we work.

Responsible Sourcing is our shared commitment to integrating Environmental, Social and Governance (ESG) standards into daily business. By embracing this together, we can build more resilient supply chains, reduce environmental impact, and create positive outcomes for patients and communities.

Our approach to responsible sourcing reflects this commitment. Through it, we aim to:

- Work with you to advance performance across key ESG areas
- Support progress on ESG maturity at every stage of your sustainability journey
- Enhance transparency, collaboration, and continuous improvement
- Prepare all of us to meet – and exceed – emerging regulatory standards

This handbook is your toolkit. The first section walks you through Grünenthal's general ESG strategy and introduces our Responsible Sourcing Programme. The second section outlines what we expect from you as a business partner, providing clear standards, practical resources, and tools to support improvement and alignment with our ESG values.

We thank you for your commitment and partnership. By working side by side, we can ensure supply chains that are not only reliable but also responsible and ready for the future.

Warm regards,

Elke Geysen
Head of Global Procurement & External Supply Operations

At Grünenthal, we work towards our vision of a World Free of Pain. To achieve this, we depend on reliable supply, product quality, and patient safety – delivered together with you, our trusted business partners.

An introduction to responsible sourcing with Grünenthal

- In this section, we'll share how we approach responsible sourcing and the context behind our work.
- We'll outline what guides us, from our Corporate Responsibility Programme and environmental strategy to our responsible sourcing structure and standards.

Our Corporate Responsibility Programme

Grünenthal's Corporate Responsibility Programme integrates sustainability into the heart of our business operations, managing Environment, Social and Governance (ESG) topics on a global scale. Through our responsible sourcing, we extend this commitment across the supply chain, ensuring our values and accountability are upheld at every stage. Across all business areas, teams work together to address ESG risks and create a net positive impact through targeted initiatives in our three focus areas: Patient, People, and Planet.

Patient

- Patient safety and product quality
- Access to healthcare
- Responsible use of pain medication
- Improving quality of life through innovative medicine

+46%

more patient programmes for better pain management through increased disease awareness 2024 vs 2023

People

- Diversity, inclusion, equal opportunities
- Fair working conditions and remuneration
- Workplace safety and health protection
- Training and development

20

countries certified as a **Great Place to Work®** in 2024

Planet

- Commitment to minimising the negative environmental impacts of our global operations
- Reduction of emissions from production-related processes
- Minimising pollution across our operations and supply chain

-83%

reduction of emissions resulting from purchased energy* 2024 vs 2023

Governance

Learn more about our Corporate Responsibility Programme on our website

Planet strategy

Sustainable operations

- We are reducing the environmental footprint of our own operations through targeted climate action. This is connected to Scope 1 and 2 emissions, and includes switching to renewable energy, reducing greenhouse gas emissions, managing industrial waste, and improving wastewater treatment across all sites.

Our target:

55% reduction of Scope 1 & 2 greenhouse gas (GHG) emissions by 2030 (vs. 2020 baseline)

Planet strategy

We embed environmental goals into our operations and supplier activities to drive climate action and sustainability across our business and beyond.

Sustainable products

- Our product strategy focuses on circularity, designing packaging with reuse, recycling, and minimal waste in mind. We're also exploring after-use solutions that reduce environmental harm and support a circular economy approach.

Sustainable procurement

- We work closely with suppliers to improve sustainability across our supply chain. This means sourcing responsibly, engaging suppliers to have science-based targets, and assessing ESG performance related to climate-change actions. This is connected to the Scope 3 emissions.

Our target:

100% of suppliers in scope* have validated science-based targets by 2028

Our near-term climate targets have been validated by the Science Based Targets initiative (SBTi), guiding our decarbonisation and emission reduction efforts.

Suppliers in scope are those responsible for 74.1% of our Scope 3 emissions from purchased goods and services, as well as upstream transportation and distribution (logistical activities from suppliers prior to production).

2025 progress on Planet commitments

We are advancing on key climate and resource efficiency goals, from cutting emissions to switching to renewable energy sources.

Sustainable operations

-43%

reduction in Scope 1 and 2 greenhouse gas emissions since 2020

100%

renewable electricity achieved across all manufacturing sites

Largest solar power system in Aachen installed in 2024,

cutting 366 tonnes

of CO_2 annually

Earned

My Green Lab®

certification for our research labs

139,000

trees planted since 2021

Reached

Zero waste

to landfill from all manufacturing activities

Sustainable procurement

69%

of suppliers in scope* have validated science-based targets or an action plan to have validated science-based targets by 2028

Sustainable products

+80%

recycling rate for the solvent tetrahydrofuran at our site in Switzerland

*Suppliers in scope are those responsible for 74.1% of our Scope 3 emissions from purchased goods and services, as well as upstream transportation and distribution (logistical activities from suppliers prior to production).

Our responsible sourcing

Overview

Responsible sourcing is an extension of our Corporate Responsibility Programme and is built on principles that enhance our purchasing decision-making. We prioritise supplier transparency on ESG data, support supplier growth and collaboration, and drive change through industry best practices, reinforcing our commitment to ethical and sustainable sourcing.

We prioritise three key areas:

Environment

- Water usage
- Circularity
- Renewable energy

Social

- Human rights
- Health and safety
- Diversity, equity, and inclusion

Governance

- Ethics
- Public policy and regulations
- Anti-bribery and anti-corruption

Principles

- Value beyond savings
- Supplier's ESG data transparency
- Supplier development & collaboration mindset
- Leverage industry ecosystem to drive change

Our responsible sourcing standards

Click the boxes below to explore each document:

Code of Conduct for Business Partners

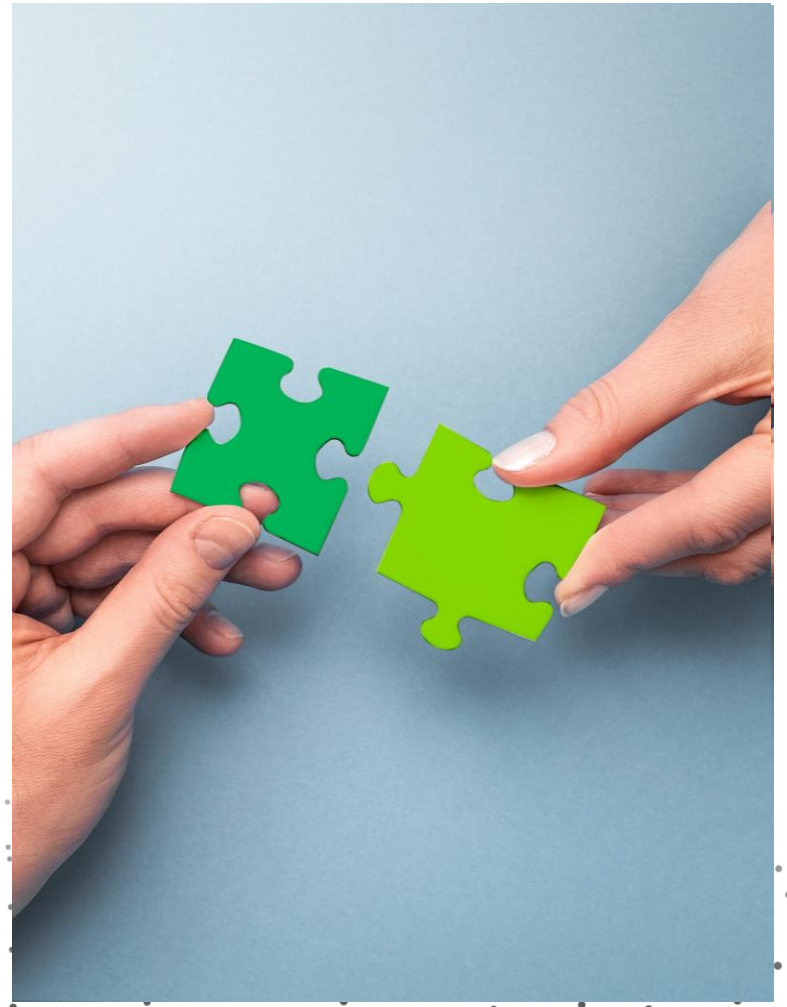
We are committed to ethical business practices and only work with business partners who uphold the same high standards.

Responsible Sourcing Standard for Business Partners

Our Responsible Sourcing Standard clearly states our requirements and expectations for suppliers. It forms the basis for all relationships within our supply chain and aims to boost transparency, collaboration, and progress for ESG topics.

Statement of Compliance with Human Rights and Environmental Standards

This statement outlines our commitment to creating a safe and respectful workplace for our people, while also minimising risks to the environment.



If you have any questions, doubts, or concerns, you can reach out to our Ethics Helpline. The confidential internet-based platform can be used 24/7.

How we structure our responsible sourcing

Our responsibility

What Grünenthal requires from suppliers to ensure compliance:

- Comply with local laws and global environmental and health and safety standards
- Promote human rights and fair labour practices
- Endorse our Code of Conduct for Business Partners
- Align with ESG regulations

Responsible sourcing is an important part of our collaboration, ensuring compliance with new regulations and exceeding our responsibility for sustainable excellence across our supply chains.

Our ambition

What we aim to achieve together:

- Validated Science Based Targets (SBT) to reduce greenhouse gases
  - Roadmap to Net Zero emissions
- Increase transparency and collaboration
- Promote a culture of Diversity, Equity, and Inclusion (DEI)

Partnerships with external initiatives

We have partnered with several initiatives that reflect our commitment to responsibility.
Below are some examples of ones you can also get involved with.

United Nations Global Compact

The UN Global Compact is the world's largest corporate sustainability initiative, promoting responsible business practices.

PSCI PHARMACEUTICAL SUPPLY CHAIN INITIATIVE
Building responsible supply chains

The Pharmaceutical Supply Chain Initiative (PSCI) sets up Principles for Responsible Supply Chain Management in the pharmaceutical industry concerning ethics, labour, health & safety, environment, and management systems.

SCIENCE BASED TARGETS

The Science Based Targets initiative (SBTi) is a global body which assess carbon emission targets in line with the 1.5 degrees pathway.

my green lab.

Widely regarded as the gold standard for lab sustainability worldwide, **My Green Lab®** is a non-profit organisation whose programme is recognised by the UN's Race to Zero campaign as a key benchmark for zero-carbon progress.

impact hero

ImpactHero enables businesses to seamlessly embed verified positive actions—like tree planting, plastic collection, coral reef restoration, and more—into their operations to advance the UN's Sustainable Development Goals.

ESG certifications and ratings

Our leadership in responsibility has been recognised through the following external certifications:

MSCI Provisional ESG RATINGS

(p) AA

(p) CCC	(p) B	(p) BB	(p) BBB	(p) A	(p) AA	(p) AAA

As of Oct 2024

CCC | B | BB | BBB | A | AA | AAA

Laggard
A company lagging its industry based on its high exposure and failure to manage significant sustainability risks

Average
A company with a mixed or an unexceptional record of managing the most significant sustainability risks and opportunities

Leader
A company leading its industry in managing the most significant sustainability risks and opportunities

GOLD | Top 5%
ecovadis
Sustainability Rating
SEP 2025

2025
SUSTAINALYTICS
INDUSTRY
ESG TOP RATED
MORNINGSTAR

"Top ratings affirm our ESG leadership position."

Sebastian Köhler
General Counsel
and Member of the
Executive Board Team

Responsible sourcing for business partners

- As a business partner of Grünenthal, you play an important role in strengthening our supply chains by upholding high ESG standards.
- This section will outline our expectations of you, how we assess your ESG performance, and how we will support you in improving if necessary.

What we expect from you as a business partner

Decarbonisation

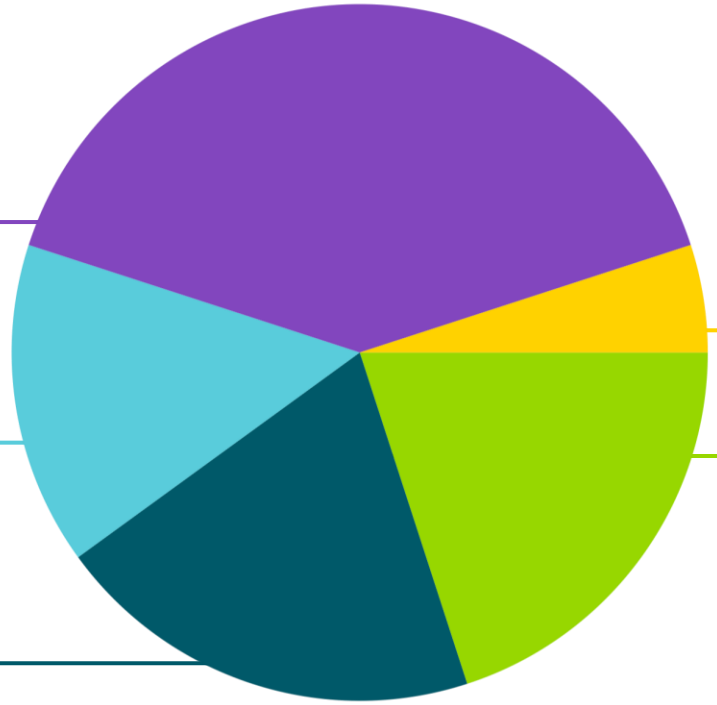
- Set climate/carbon reduction science-based targets and deliver against them
- Leverage renewable energy

Business Conduct

- Align with Grünenthal's Code of Conduct for Business Partners
- Have a structured compliance and management system

Human Rights

- Respect and promote human rights in all areas (e.g., prevent forced child labour, ensure fair working conditions, and uphold non-discrimination)



ESG performance

These are the key areas we use to assess our suppliers

Diversity, Equity & Inclusion (DEI)

- Integrate into your company's culture

Environmental, Health & Safety (EHS)

- Maintain a robust EHS management system. Comply with environmental laws (e.g., waste, water, hazardous materials)
- Hold accredited EHS certifications

ESG assessment process

Step 1: Implement

We start by developing governance and sourcing processes for new regulations and initiatives around ESG.

Step 2: Identify risk

We then conduct an ESG risk assessment or greenhouse gas (GHG) analysis. Based on the results, you may be invited to complete an ESG in-depth assessment.

Step 3: Verify compliance

The results from your in-depth assessment via IntegrityNext (INX) will be reviewed to provide your ESG risk/score and identify potential risks/development areas.

Step 4: Act

Through communication and close collaboration, we will work on an action/development plan with you.

Step 5: Monitor and reward

We will track your progress. Improvement can lead to a higher ESG score and new business opportunities.

Step 6: Report

We communicate and share best practices identified with our suppliers, while also creating visibility into our risk exposure, progress, and corrective actions.

No immediate action from you is required.

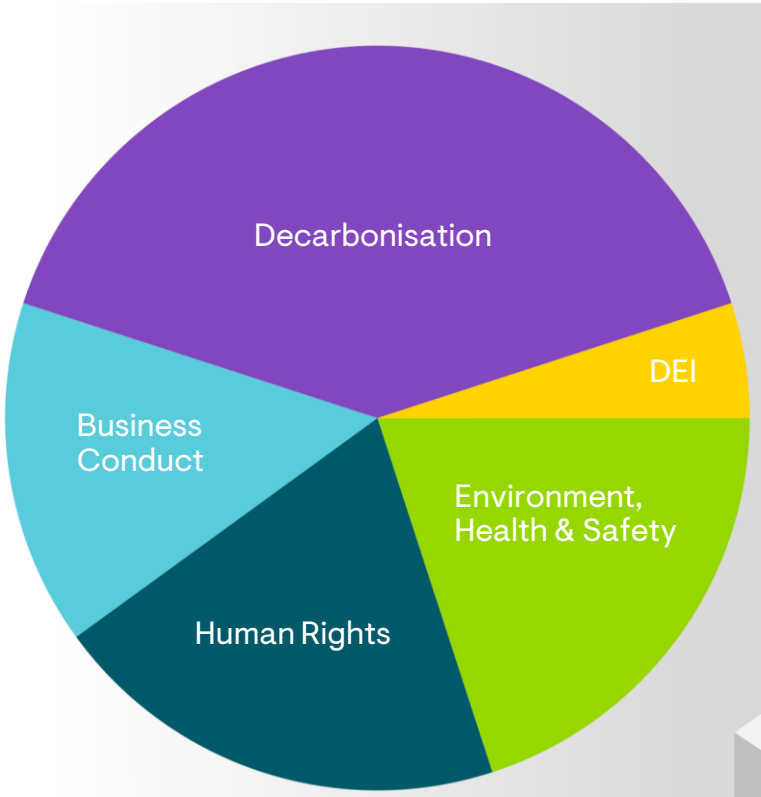
If relevant, you will be contacted to participate in this assessment as part of our procurement process.

IntegrityNext (INX) is our all-in-one platform that supports supply chain sustainability management. It helps us meet due diligence obligations and uphold human rights and environmental standards. **Click here to learn more**

INTEGRITY NEXT

How we measure your ESG performance

To determine your ESG score, we assess five categories, each weighted differently. Your score places you into one of five ESG performance levels, with the specific criteria outlined in our ESG supplier matrix. The steps for progressing to higher levels are also briefly described here.



ESG assessment categories

		Steps required to improve score
5	**World class: >90**	• Support joint collaboration on decarbonisation • High scoring can lead to new business opportunities
4	**Professional: 66-89**	• Support joint collaboration on decarbonisation
3	**Standard: 44-65** This is the minimal level our suppliers are expected to reach.	• Work on aligned development plan • Renewal in 3y
2	**Operational: 21-43**	• Work on an aligned mitigation or corrective action plan • Renewal in 2y • Expected to reach level 3 in max. 5 years
1	**Defective: 0-20**	• Top management approval required to stay on as business partner • Work on aligned mitigation or corrective action plan to reach level 2 in max 2 years • Renewal (of ESG in-depth assessment) in 1y

ESG performance levels

The ESG supplier performance matrix

This matrix outlines the standards you must meet for each of the five ESG performance levels.

Topic	Level 1 Defective (0-20)	Level 2 Operational (21-43)	Level 3 Standard (44-65)	Level 4 Professional (66-89)	Level 5 World Class >90
Decarbonisation	N/A	• Initial GHG inventory provided (Scope 1 & 2) • Plans to set Science Based Target (SBTs) in ~3 years	• Assess and disclose your emissions (GHG inventory Scope 1, 2, and 3) • Develop and submit your SBTs • Commitment to increase renewable electricity use	• Near-term SBTs approved • Build your Net Zero Roadmap • Public disclosure of decarbonisation progress verified by a third party	• Long-term SBTs approved • Drive decarbonisation of your supply chain • Life Cycle Assessment (LCA) available
Environment, Health & Safety	• Critical misconduct in past 36 months (unaddressed)	• Compliance with local laws and regulations	• EHS certifications	• Established energy, water, and waste management • Risk management system for suppliers	• Water and waste: >80 % recyclable
Human Rights	• Critical misconduct in past 36 months (unaddressed)	• Compliance with local laws and regulations	• Code of Conduct • HR policy and/or statement • Adherence to international standards	• Enforced HR policy • External verification • Signatory of the UNGC • Risk management system for suppliers	• HR certification • Monitor and report progress related to HR
Business Conduct	• Critical misconduct in past 36 months (unaddressed)	• Compliance with local laws and regulations • Code of Conduct	• Established compliance & management system • Adherence to international standards	• Code of Conduct for suppliers • Enforced policies • External verification • Risk management system for suppliers	• Grievance mechanisms are encouraged to suppliers • Progress is monitored and reported
Diversity, Equity & Inclusion	N/A	N/A	N/A	• DEI integrated into company culture	• DEI programme and KPIs implemented

Level 3 is the minimum expectation for all our suppliers.

These are PSCI Member companies with an SBTi commitment.

If you see a customer logo on this slide, you will be expected to make a **Science Based Target Commitment.**

Near-term Target

Catalent, Orion, teva, Chugai (A member of the Roche group), Leo Pharma (Pharmaceutical company), Grünenthal, Shionogi, Sandoz, Boehringer Ingelheim, Haleon, Centrient Pharmaceuticals, Piramal Pharma Limited, Orifarm, abbvie, charles river, Gilead, Amgen, Viatris, Johnson & Johnson, sobi (rare strength)

Net Zero Target

2035	2040	2045	2050	Committed
Chiesi	Novartis	AstraZeneca	aragen	Kenvue
	Takeda	Eisai	Bristol Myers Squibb	ONO PHARMA
	karo	Biogen	Bayer	
	Pfizer	Merck	almirall	
		gsk	BD	
		novo nordisk	ten 23	
		moderna		
		Roche		
		sanofi		
		ucb (Inspired by patients. Driven by science.)		

Guidance materials

What you need to know about ESG audits as a business partner

Who needs to do it

- Only business partners in scope will undergo an ESG audit. This is based on several factors, such as your industry and ESG performance.

Why do we do it

- An ESG audit helps you align with pharmaceutical industry standards on Ethics, Human Rights, Health & Safety, Environment, and Governance.

Benefits for you

- Builds trust and transparency across the supply chain
- Meets growing regulatory and customer expectations: One audit can satisfy multiple PSCI members
- Identifies and helps mitigate sustainability-related risks
- Strengthens long-term business resilience and reputation

What we ask of you

- Participate in our PSCI shared audits
- Provide documentation and access: policies and procedures, as well as provide site access for verification
- Collaborate on improvements: Work with us on corrective action and continuous improvement

As a member of the Pharmaceutical Supply Chain Initiative (PSCI), Grünenthal adopts the audit approach and tools published on the pscinitiative.org

SCIENCE BASED TARGETS

The Science Based Targets initiative (SBTi) is a **global body** which assess carbon emission targets in line with the 1.5 degrees pathway.

Why we use it

- To align Grünenthal's climate goals with the 1.5°C pathway
- To validate both near-term and long-term decarbonisation plans
- To support Scope 3 supplier engagement targets
- To build trust in our climate ambition

Benefits to suppliers

- Defines and promotes best practice in line with climate science
- Provides technical assistance and expert resources
- Provides companies with independent assessment and validation of climate targets
- Enhances risk management capabilities

Where can you learn more?

The SBTi website

A resource for SBTi

The SBTi library

INTEGRITY NEXT

IntegrityNext is a cloud-based platform for **supply chain sustainability and compliance monitoring.** It helps companies assess their suppliers against regulatory requirements, international standards, and voluntary goals, and gives them a clear view of ESG risks and performance.

Why we use it

- Supports ESG risk management in the supply chain to comply with upcoming regulations
- Enables collaboration through transparent outcome and actions documentation

Benefits to suppliers

- Benchmark ESG performance & identify areas for improvement
- Use results in customer and investor communications
- Reduce duplication by meeting multiple customer expectations at once
- Strengthen credibility & long-term partnerships

Where can you learn more?

The Integrity Next Website

Our responsible sourcing page

PSCI PHARMACEUTICAL SUPPLY CHAIN INITIATIVE

Building responsible supply chains

The **Pharmaceutical Supply Chain Initiative (PSCI)** is a collaboration of pharmaceutical companies that aim to build responsible supply chains and sustainability capability throughout the supply chain. It provides a shared platform for improving supplier performance in ethics, labour, health and safety, environment, and management systems.

Why we use it

- Align our operations with the PSCI Principles
- Share experiences and learn from other members
- Provide transparent information about our supply chain practices
- Pursue continuous improvement to enhance our supply chain practices

Benefits to suppliers

- Access **free training**, tools, and webinars from PSCI experts
- Join a **community of responsible suppliers** advancing industry standards
- Participate in a single ESG audit accepted across multiple pharma customers

Where can you learn more?

- Join the online supplier community:

Supplier Registration - PSCI

- Access best practice documents here:

Resources - PSCI

- Download the PSCI Maturity Model App to learn how to develop capabilities across sustainability/ESG topics:

Resources - PSCI

my green lab.

My Green Lab® is a non-profit organisation whose programme is recognised by the UN's Race to Zero campaign, as a key benchmark for zero-carbon progress. It is widely regarded as the gold standard for lab sustainability worldwide.

Why we use it

- Aligns our laboratories with global sustainability standards
- Recognized by the UN's Race to Zero campaign
- Provides actionable ways to make meaningful changes toward sustainability in day-to-day operations

Benefits to suppliers

- Demonstrates commitment to sustainability in laboratory practices
- Aligns with global sustainability standards, enhancing credibility
- Provides a framework for continuous improvement in environmental performance

Where can you learn more?

- Learn about our involvement:

Our certification

- Learn more about the initiative:

My Green Lab® Website

FAQs

1 What is the purpose of assessing suppliers against our ESG standards?

Our ESG assessment helps us understand ESG performance across our supplier base. It allows us to meet regulatory requirements, align with our science-based targets, and identify areas for collaboration and improvement.

2 Is participation in IntegrityNext mandatory?

It is highly encouraged. Suppliers above a defined risk or spend threshold are required to complete the IntegrityNext assessment. This ensures transparency across our supply chain and allows us to track sustainability progress consistently. For more information on this tool, check out the **IntegrityNext Help Center.**

3 How will my assessment data be used?

Assessment data will be used to evaluate ESG risks, support internal reporting (including Scope 3 emissions), and identify opportunities for joint improvement. Data is treated confidentially and only shared with relevant internal stakeholders for responsible sourcing purposes.

4 What support is available to help me complete the assessment?

We provide access to training materials, guidance documents, and internal support.

FAQs

5 What happens after I complete the assessment?

After submission, your responses will be reviewed. Based on your results, you may receive follow-up requests, suggested improvement actions, or be prioritised for further collaboration. High-performing suppliers may also be highlighted in internal evaluations.

6 What are Science-Based Targets (SBTs) and why are they relevant to me?

Science-Based Targets (SBTs) align emissions reductions with climate science and the Paris Agreement. As we pursue Net Zero goals, we encourage suppliers to set SBTs, especially for Scope 1 and 2. We also rely on your Scope 3 data to complete our own climate reporting.

7 How do you define Scope 3 emissions?

Scope 3 includes indirect emissions that occur in our value chain, particularly emissions from purchased goods and services. This data is essential for accurate reporting and achieving our climate goals.

8 Will sustainability performance affect sourcing decisions?

Yes. ESG performance is a factor in supplier selection, renewals, and risk management. Strong ESG credentials not only reduce risk but position suppliers as preferred partners for long-term collaboration.

9 What happens if I am not participating in IntegrityNext?

The goal of fulfilling the assessment via IntegrityNext is to gain a better understanding of the environmental, health, and safety standards situation in their supply chain. Your participation in the self-assessment is very important for our business relationship and will allow other customers using IntegrityNext to get immediate access to your sustainability profile.

In case you have an alternative report, such as an EcoVadis scorecard, we would appreciate if you could share with us your full report or details and provide the information if your ESG management system has been externally certified (e.g. ISO). If you neither complete the questionnaires nor provide the listed certificates, this will result in a low ESG rating.

FAQs

10 What happens if I am not setting SBTs?

Failing to set a science-based target could have several medium- and long-term implications for our relationship. For example, you will receive a lower ESG rating, which could result in reduced supplier attractiveness and missed opportunities in our collaboration. Setting science-based targets is not only an expectation from Grünenthal, but also from other pharmaceutical companies.

11 What is an ESG audit and when is it required?

An ESG audit is an independent evaluation of your company's practices related to environmental, social, and governance (ESG) factors. Audits may be required for higher-risk or strategic suppliers, or when an assessment highlights potential gaps. ESG audits help validate sustainability claims and identify targeted improvement areas.

12 What are the benefits of participating in an ESG audit?

An ESG audit provides credibility, transparency, and actionable feedback. It can strengthen your position in procurement decisions, prepare you for customer or investor scrutiny and uncover practical steps for improvement. Audit participation also enhances your standing in our supplier performance review.

13 What happens if my ESG performance is rated low?

If your ESG performance is below expectations, you may be asked to submit an improvement plan or participate in an audit. Procurement and ESG teams will offer support where needed. Continued underperformance, however, may impact future sourcing decisions. Please review the supplier performance matrix to understand our expectations.

14 Do I need to validate my science-based targets by SBTi?

You need to have your science-based targets validated by SBTi or SBTi equivalents if they meet the SBTi criteria and are validated by a 3rd party.

Glossary of terms and concepts

Greenhouse Gas (GHG) Emissions

Gases that trap heat in the atmosphere, contributing to global warming. The most common include carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O).

Scope 1, 2, and 3 Emissions

- Scope 1: Direct emissions from owned or controlled sources (e.g., company vehicles, facilities).
- Scope 2: Indirect emissions from purchased electricity, heating, or cooling.
- Scope 3: All other indirect emissions across the value chain, including supplier and customer activities.

Paris Agreement

A legally binding international treaty to limit global warming to well below 2°C, preferably 1.5°C, compared to pre-industrial levels.

Science-Based Targets (SBTs)

GHG emissions reduction goals aligned with climate science and the Paris Agreement, validated by the Science Based Targets initiative (SBTi).

Near-Term Targets

Emissions reduction goals to be achieved within the next 5–10 years. Often the first milestone toward long-term climate strategies.

Glossary of terms and concepts

Long-Term Targets

Ambitious reduction goals that extend beyond 2030, typically aiming for full decarbonisation by 2040 or 2050.

Net Zero

A state in which greenhouse gas emissions are balanced by removals (e.g., carbon capture) so that overall emissions equal zero.

Supplier Engagement Target

A goal to ensure that a defined portion of upstream suppliers set their own science-based emissions targets, driving decarbonisation across the supply chain.

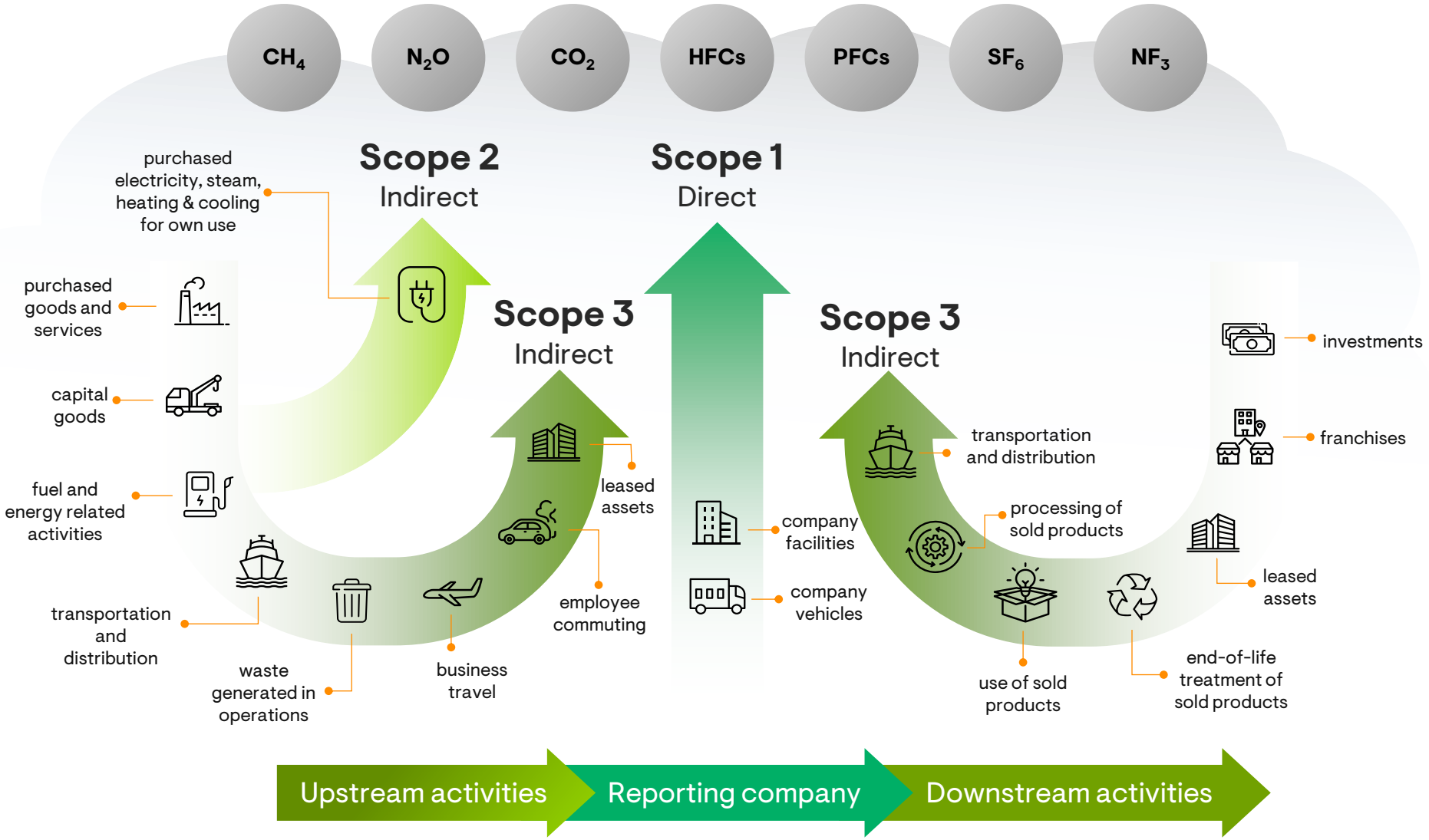
Corporate Sustainability Reporting Directive (CSRD)

An EU regulation requiring companies to report on ESG impacts and performance, including Scope 3 emissions, starting in 2025 for Public Interest Entities (PIEs).

GHG Calculation – Scope 3 Data from Suppliers

The process of collecting emissions data directly from suppliers to calculate and report Scope 3 emissions more accurately. This supports transparency, target-setting, and regulatory compliance.

Understanding greenhouse gas emissions



Scope 1

All direct GHG emissions resulting from the company's own business activities **(~ 15% of total CO_2e emissions)**

Scope 2

Indirect GHG emissions resulting from the production of energy procured by the company **(~ 5% of total CO_2e emissions)**

Scope 3

All other indirect GHG emissions from upstream and downstream activities **(~ 80% of total CO_2e emissions)**

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