



SUMMIT PHARMACEUTICALS EUROPE S.R.L.
(S.P.E.)

SUSTAINABILITY REPORT
2023

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Letter to stakeholders

Dear Stakeholders,

I am pleased to present the Summit Pharmaceuticals Europe S.r.l. Sustainability Report for the fiscal year 2023. With this document, we strive to respond to the growing attention that all our stakeholders pay to environmental, social, ethical governance and economic issues. We recognize and take into consideration the growing awareness of green topics in the communities in which we act on.

In particular, in view of the field in which we operate, we feel a duty to commit ourselves to contributing to equitable access to care, providing quality and reliable services our clients, and supporting technological progress.

There are so many challenges that medicine, and health care are facing in recent years, from the recovery of the COVID -19 pandemic to developing new medicines to address new diseases. Summit Pharmaceuticals Europe S.r.l. strives every day to create value by marketing products and services that can significantly improve people's lives. Our goal is to continue to collaborate with our suppliers and customers to create a sustainable environment conducive to the development of new medical technologies.

In this year of reporting, we have analyzed our current situation that will lead us to implement activities and initiatives to improve our sustainability journey in the coming months. Therefore, we drafted our own corporate code of ethics, approved by the Company's Board of Directors in 2023, which is supplementary to Sumitomo Corporation's code of ethics.

Furthermore, Summit Pharmaceuticals Europe S.r.l. recognizes that environmental issues are global in scale and that they affect future generations. Consequently, aware of the responsibilities arising from its activities and the importance of creating positive impacts on society, SPE approved its Environmental Policy in 2023 aiming to formalize its commitment, in line with the regulatory environment in which it operates.

This report represents a useful information tool to present to all our stakeholders our values, commitments and performance in economic, social and environmental areas, marking an important milestone for us in our sustainability path.

Milano, 25/09/2024



Mr. Yoshiaki Miyamoto

C.E.O.

Methodological Note

This document represents the Sustainability Report (hereafter also “the Report”) of Summit Pharmaceuticals Europe S.r.l. (hereafter also “SPE” or “the Company”) that aims to present the initiatives and key results obtained in the sustainability areas during financial year 2023 (from April 1st, 2023, to March 31st, 2024). The report covers - to the extent necessary to ensure an understanding of the Company’s activities, performance, results, and impact - the environmental, social, supply chain, human rights and product-related topics.

In particular, the contents are based on the material sustainability topics for the Company and its stakeholders, identified from the materiality analysis, described in the chapter ‘Materiality Analysis’ and the information of the document are presented with reference to the ‘Global Reporting Initiative Sustainability Reporting Standards’ defined by the Global Reporting Initiative (GRI) and updated in 2021. The list of GRIs reported is presented within the ‘GRI Content Index,’ which provides evidence of the coverage of the GRI indicators associated with each sustainability topic reported in this document.

The data and information in the report refer to all SPE offices (Milan, Italy and Madrid, Spain) as of March 31, 2024, fully consolidated. Any exceptions are expressly stated in the text. To allow the comparability of data and information over time and the evaluation of the Company’s business performance over a period, a comparison with the financial year 2022 is given wherever possible.

The periodicity of the publication of the Sustainability Report is set to be annual.

For information regarding the SPE Sustainability Report, please contact the following email address: spe-esg@sumitomocorp.com

1. About the Company

1.1 Overview

Summit Pharmaceuticals Europe S.r.l. (SPE) is part of Sumitomo Corporation, one of the leading Japanese trading companies. The latter was founded in 1919 with a rich history that dates back over 400 years when the original mission and principles of business were established.

The history of SPE begins in 1997 when Summit Pharma Italia S.r.l. was founded in Milan, spinning off the pharmaceutical business from Sumitomo Corporation Italy. Four years later, in 2001, Summit Pharmaceuticals Europe Ltd. was founded in London as a separate entity. In 2002 the Company opened a branch in Barcelona, which in 2009 was then relocated to Madrid. It was in 2005 that Summit Pharma Italia S.r.l. merged with Summit Pharmaceuticals Europe Limited (UK), creating a unified entity that could leverage the strengths and resources of both companies to better serve customers in the pharmaceutical industry across Europe.

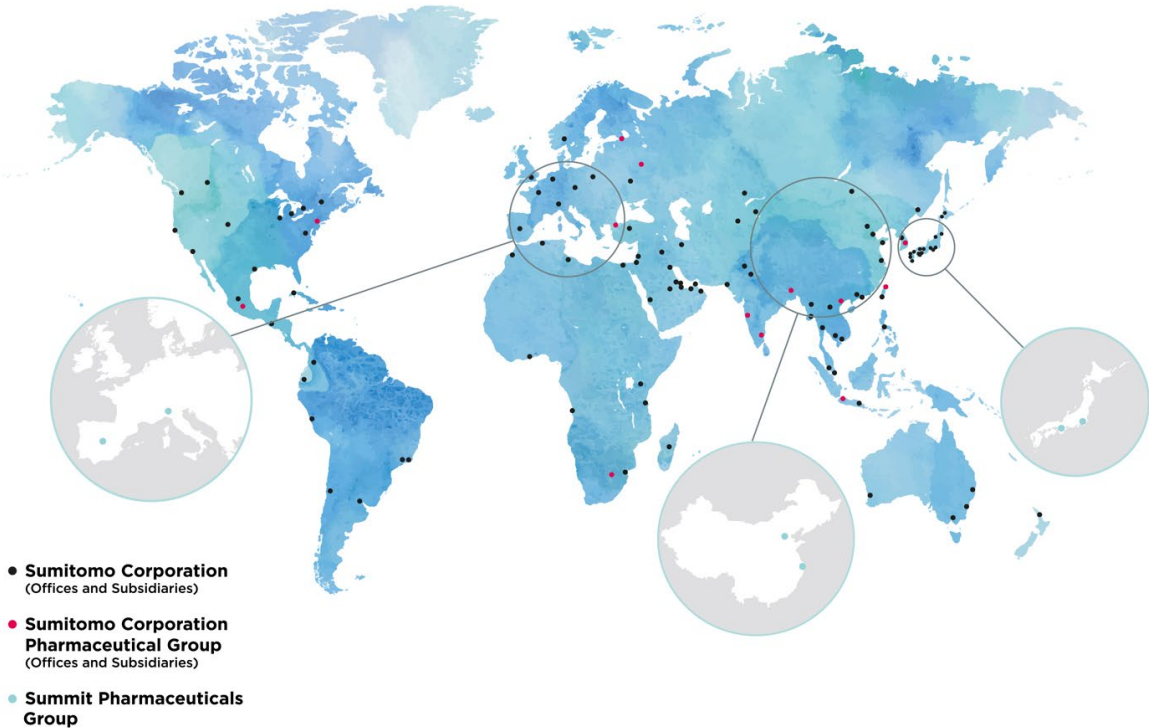
Over the years, the Company experienced significant changes in its shareholding, although always being under the ultimate control of Sumitomo Corporation Japan.

In December 2020, Summit Pharmaceuticals Europe Limited merged with Summit Pharmaceuticals Europe S.r.l. in Italy moving the head quarter to Milano, therefore shaping the current business identity of the Company. With over 20 years of experience in Europe, Summit Pharmaceuticals Europe S.r.l. has established itself as a key player in the region. Operating from strategically located offices in Milan and Madrid, SPE have fostered strong collaborations with Group Companies worldwide. This synergy enables us to leverage the extensive expertise, experience, and global network of the corporation, ultimately enhancing its ability to meet the healthcare needs of patients and healthcare providers across Europe. The dedicated SPE team is committed to delivering exceptional solutions and services that make a positive impact on the healthcare landscape.

Summit Pharmaceuticals Europe S.r.l. operates as a versatile and progressive company, involved in a broad spectrum of business activities that undergo constant evolution and diversification. The Company places particular emphasis on sourcing and supplying pharmaceutical raw materials, key intermediates, and APIs. SPE's expertise lays in effectively bridging the gap between suppliers and customers, ensuring seamless and efficient transactions within the pharmaceutical industry. By specializing in this strategic role, SPE contributes to the smooth functioning of the supply chain and ultimately supports the timely delivery of

pharmaceutical products to meet market demands. Its expertise and partnerships enable the Company to respond effectively to the varied requirements of customers in the pharmaceutical sector. With an unwavering commitment to quality and tailored solutions, Summit Pharmaceuticals Europe S.r.l. contributes to the advancement of the industry, leveraging its extensive capabilities and knowledge.

As a subsidiary of Sumitomo Corporation, Summit Pharmaceuticals Europe S.r.l. benefits from the resources of its parent Company's facilities. With the strong support from Sumitomo Corporation, Summit Pharmaceuticals Europe S.r.l. is well-positioned to provide high-quality products and services to the healthcare industry and contributes to the advancement of medicine. Thanks to its global reach in key areas of the pharmaceutical market and the interconnectivity of its various offices, it can support companies in the development and research of innovative solutions, creating new opportunities for success in the pharmaceutical business sector. With a local presence built over many years and a highly professional team operating in a worldwide network, the Company is well-equipped to identify cost-effective and reliable suppliers, monitor its performance, and ensure timely delivery of products to customers. By leveraging these strengths, SPE can meet the needs of its customers and uphold its commitment to excellence in pharmaceutical services.



1.2 Corporate values

As part of the Sumitomo Corporation Group, the Company follows the corporate mission statement of the Group, consisting of the fundamental and ultimate value standards of the Company.

PURPOSE AND VISION

Summit Pharmaceuticals Europe's S.r.l. purpose is:

- To contribute to healthier lives around the world by providing high-quality services for its partners' innovation and development in the pharmaceutical field and a stable supply to society.
- To achieve sustainable growth for the future of society.

SPE's corporate *vision* looks at:

- Be an irreplaceable business developer who has a responsible and valuable role in Europe for diversifying benefit origins.
- Tackle new challenges to establish new projects through innovative ideas and utilize SPE's global network.
- Constantly strive for improvement to maintain a high level of internal control and become a role model within the Sumitomo Corporation group.

CORPORATE MISSION STATEMENT

Besides its purpose and vision, the *Management Principles* are the redefinition of Sumitomo's corporate philosophy, cultivated over 400 years of corporate history and shape the corporate mission, management style and culture.

- To achieve prosperity and realize dreams through social business activities.
- To place prime importance on integrity and sound management with utmost respect for the individual.
- To foster a corporate culture full of vitality and conducive to innovation.

ACTIVITY GUIDELINES

The *Activity Guidelines* set out the behavior required of the Company and its officers and employees and provide the means to carry out the Management Principles:

- To act with honesty and sincerity on the basis of Sumitomo's business.

- To comply with laws and regulations while maintaining the highest ethical standards.
- To set high value on transparency and openness.
- To attach great importance to protecting the global environment.
- To contribute to society as a good corporate citizen.
- To achieve teamwork and integrated corporate strength through active communication.
- To set clear objectives and achieve them with enthusiasm.

2. Sustainability path

SPE constantly looks for opportunities to improve the environment and to contribute to the well-being of the communities it works with. The Group Corporate Social Responsibility (CSR) policy sets out the principles SPE follows and the programs it has developed to focus on the areas where it has significant impact or influence.

Shared responsibility

Social and environmental responsibility involves everyone. In this regard, SPE shares its commitment to social and environmental policies with its stakeholders. It aims to develop and implement social and environmental policies that fit the daily activities and responsibilities of its Partners.

Honesty & accountability

SPE communicates its environmental policies, objectives and performance openly and honestly to its stakeholders and others with an interest in its activities. It encourages them to communicate with the company itself and to seek their opinions.

Sustainable progress

SPE is committed to improving its performance. It takes into account technical developments, evolving scientific evidence, costs and customer concerns and expectations in the development and implementation of all new social and environmental policies and procedures. It monitors its performance, sets targets for improvement and reports on its progress.

Summit Pharmaceuticals Europe S.r.l. supports the Ten Principles of the UN Global Compact.

SPE's suppliers and business partners are required to comply with UK Modern Slavery Act and The Ten Principles of the UN Global Compact.

Corporate sustainability starts with a Company's value system and a principles-based approach to business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labor, environment, and anti-corruption.

Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another.

By incorporating the Ten Principles of the UN Global Compact into strategies, policies, and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and the planet, but also setting the stage for long-term success.

SPE was assessed on its performance in ESG areas by EcoVadis, a world-renowned sustainability assessment Company, in November 2023, achieving a silver medal, thus improving the previous results since the Company was awarded the bronze medal in 2022. SPE is committed to further enhance its rating by improving its performance, network management and practices in ESG terms.

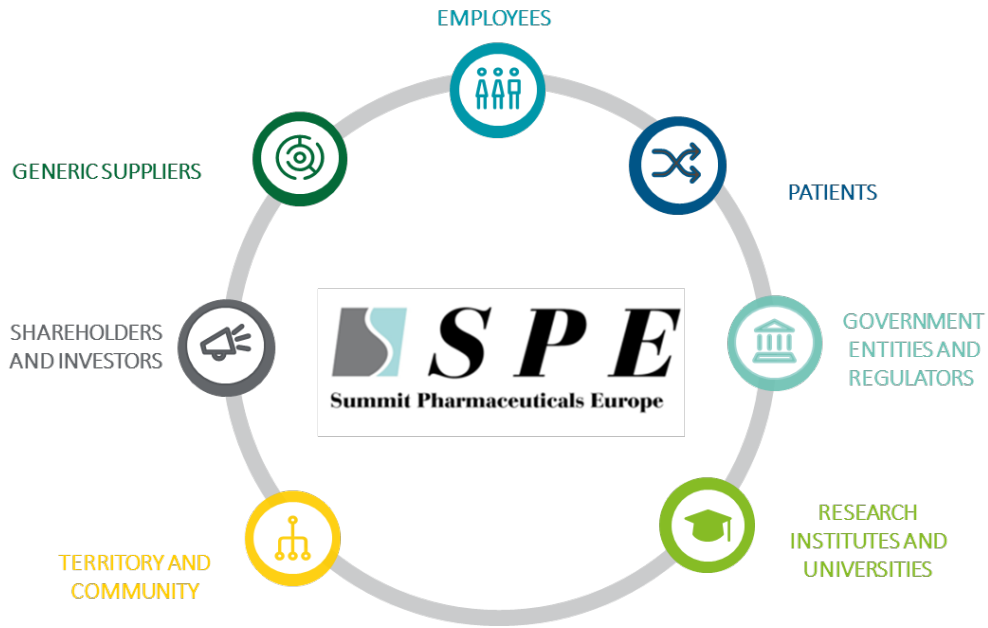
2.1 Materiality analysis

SPE understands the importance and need for sustainable growth of its business. The materiality analysis represents a fundamental step undertaken for the first time by the Company, with the aim of identifying relevant topics for the organization itself and its stakeholders and define the impacts of every topic on the economy, environment, and people, including impacts on human rights.

As required by the GRI Standard, a materiality analysis was conducted to define the sustainability content and data to be included in this Report and the process was divided into 2 steps:

Step 1 – The benchmark analysis is an extremely important first step through which SPE analyzed competitors acting in the pharmaceuticals sector. This analysis revealed the most relevant sustainability topics considered by the competitors in the sector and the key stakeholders. Furthermore, the analysis focused on understanding the reporting standards used in their reports: Global Reporting Initiative (GRI) and/or Sustainability Accounting Standards Board (SASB). This allowed SPE to conduct its own analysis to identify the most relevant sustainability topics for the sector in which it operates.

An accurate materiality analysis also requires the identification of the organization's most relevant stakeholders to understand categories of interested party the Company interacts with. Thus, the term stakeholder refers to all individuals, groups of individuals, organizations that directly and indirectly influence the organization's activities or on which the organization can reasonably be expected to influence through its activities. The benchmark analysis and the Working Group identified key stakeholders for the Company, represented in the following diagram.



Step 2 - Through the analysis that considers the organization’s reference context, a list of material topics was created related to their positive and negative impacts that the Company has towards (through an inside-out process) on the environment, the society, and the economy, including on the human rights.

Below is a table showcasing the material topics associated with environmental, social, and governance responsibility identified for SPE. On the right-hand side, you will find the corresponding acknowledged impacts.

| TOPIC | IMPACT |
|----------------------|--|
| Energy and Emissions | Contribution to climate change as a result of energy consumption and direct/indirect GHG emissions from production activities and Company’s value chain. |
| Material management | Reduction of the environmental impact associated with products bought and sold, given by the improvement of sustainable and eco-friendly procurement practices. |
| | Negative impact caused by unsustainable sourcing of products and raw materials, (e.g., use of virgin raw materials, products from conflict zones) that also leads to low resource availability). |
| Waste management | Recovery and/or reuse of waste, by improving waste management through a circular economy approach focused on reuse, recycling or other waste and packaging recovery practices |
| | Contribution to pollution caused by improper disposal of waste delivered to the environment |

| | |
|------------------------------------|--|
| People access to health | Contribution to people's health and well-being by sourcing and supplying raw materials and services for the pharmaceutical industry. |
| | Lack of access to medicines and thus healthier lives by a segment of the population, due to the cost of the products offered, with a consequent limitation to equitable access to healthcare and the increase of health disparities among disadvantaged populations. |
| Health and Safety | Promotion of employee welfare and safety, with no work-related injuries and illnesses within the organization (and/or along the value chain). |
| | Occurrence of occupational injuries and illnesses with negative consequences on the health of workers and contractors, partly due to the failure to monitor and enforce health and safety management systems. |
| Diversity, Equity, and Inclusion | Attractiveness and staff retention through an inclusive work environment that avoids any form of discrimination against its employees and promotes fair compensation and benefits and equal opportunity to all. |
| Human Rights | Violation of human and labor rights along the value chain affecting human dignity and community development. |
| Professional Growth | Employee skills development through the promotion of training programs focused on increasing skills within and outside the organization. |
| | High staff turnover, with loss of personnel and key knowledge. |
| Ethical Business | Compliance with laws and regulations by establishing a system of corporate rules and procedures, with positive impact on the society in which the organization operates. |
| | Creating a culture of business ethics through the increase of awareness and culture about ethics and human rights among managers, employees, business partners and others. |
| Product Quality and Safety | Negative impact on consumer health given by the sale of unsafe and not up to standard products. |
| Supply Chain Management | Negative impact on environment and people due to the lack of management of ESG issues generated along the supply chain, with indirect disadvantages for workers and related communities. |
| Cyber Security and Data Protection | Breach of customer data and low security management due to failed implementation of cyber security systems and resulting in vulnerability to cyber-attacks with loss of sensitive information of the organization. |

2.2 Ethical business

At SPE, a steadfast commitment to compliance with laws and regulations is upheld throughout all its activities. The Company firmly believes that transparency and fairness are foundational principles that drive its business operations. Additionally, SPE emphasizes the importance of legal compliance for its current and potential customers and suppliers, as it forms the bedrock for fostering trustworthy and ethical relationships. Notably, **in both 2022 and 2023, there were no significant instances of non-compliance with laws and regulations, nor were there any confirmed episodes of corruption.** These outcomes reflect the Company's unwavering dedication to upholding the highest standards of legal and ethical conduct.

Summit Pharmaceuticals Europe S.r.l. is 100% owned by Summit Pharmaceuticals International (SPI), which is 100% owned by Sumitomo Corporation (Japan). The Board of Directors (BoD) consists of five members who are appointed by Sumitomo Corporation and handles various management matters, including approving annual accounts, evaluating Company performance, appointing executives, modifying internal rules, addressing significant issues, and discussing other relevant topics. Moreover, the BoD holds the authority to ensure profitable and compliant corporate management, preserving capital integrity, and act as the Company's representative. Members must execute all actions necessary for the Company's purpose, adhering to Italian laws and the Articles of Association.

Only the CEO's remuneration is settled by the sole shareholder and decided by the shareholders' meeting.



The table below shows the composition of the Board of Directors by gender and age.

Table 1. GRI 405-1 Diversity of governance bodies and employees

| Composition of the Board of Directors by age group | | | | | | | | |
|--|-----------|-------------|-----------|----------|-----------|-------------|-----------|----------|
| Number of people | 2022 | | | | 2023 | | | |
| | <30 years | 30-50 years | >50 years | Total | <30 years | 30-50 years | >50 years | Total |
| Male | - | 1 | 4 | 5 | - | 1 | 4 | 5 |
| Female | - | - | - | - | - | - | - | - |
| Total | - | 1 | 4 | 5 | - | 1 | 4 | 5 |

SPE has established several initiatives to ensure its business operations are conducted with the utmost ethics and transparency. The key initiatives are outlined below:

- In September 2023, the Company approved its own Code of Ethic, outlining the steadfast ethical principles that guide the Company's decision-making process daily and approved its Environmental Policy stating its commitment towards a sustainable development.
- SPE employees can send anonymous reports of any problems or concerns then a third-party Company oversees this process. In 2022-2023, no accidents of any kind were recorded.
- SPE provides all its employees with anti-corruption training and informs them about the organization's anti-corruption policies and procedures. In addition, since 2021 SPE has adopted the anti-corruption standard, through which it intends to establish key principles for the prevention of corruption.
- All employees must always act with honesty and integrity. The Company will not allow any employee or intermediary to engage in corrupt activities to obtain or retain a financial or other advantage for themselves or the Company.
- SPE has approved a guideline, the receiving gifts and entertainment rule, which must be followed when receiving a gift, a gift certificate or being invited by a customer for entertainment. This rule applies to all SPE employees (employees), whether permanent or fixed-term, temporary or probationary, and includes employees assigned from any other SC office and internships.

2.3 Product quality and safety

Sumitomo Corporation is active in all key areas of the chemical and pharmaceutical industries. Therefore, SPE can supply a wide range of excipients, resins, reagents, and raw materials to produce APIs. The total

number of incidents of **non-compliance with regulations and/or voluntary codes related to health and safety impacts of products and services was zero in both 2022 and 2023 for both offices.**

SPE keeps abreast of the national and European legislations applicable both to the chemical sector, particularly those concerning the registration and marketing of intermediates in Europe (among which REACH and CLP), and the pharmaceutical industry, by following regulations relevant for the distribution of APIs. Moreover, Summit Pharmaceuticals International provides regulatory support enabling SPE's suppliers to apply for Japanese Drug Master File (JDMF) registration and GMP conformity assessment, which are required for the sale of APIs in Japan.

2.4 Supply chain management

SPE is committed to select responsible suppliers who comply with the laws of the pharmaceutical industry, believing that it is of primary importance to create relationships based on trust and compliance with applicable rights and regulations. In support of the above, the Company is committed to complying with the Sumitomo Corporation Group's guidelines that contain 11 principles, set out below:

- Respect human rights and not to be complicit in human rights abuses.
- Prevent forced labor, child labor and the payment of unfairly low wages.
- Not engage in discriminatory employment practices.
- Respect the rights of employees to associate freely in order to ensure open and fair negotiations between labor and management.
- Provide employees with safe and healthy work environments.
- Protect the global environment and give due consideration to biodiversity.
- Ensure the quality and safety of products and services.
- Ensure fair business transactions, to abide by all applicable laws, rules and regulations, and to prevent extortion, bribery and all other forms of corrupt business practices.
- Ensure appropriate information security.
- Cooperate with members of local host communities and contribute to sustainable regional development.
- Disclose information regarding the above in a manner both timely and appropriate.

However, the process of monitoring negative environmental and social impacts along the value chain was not put in place yet, but SPE is evaluating the implementation of a **supplier selection process using ESG criteria** for the future.

As part of its future strategy, SPE started to work on the preparation of a **Supplier Code of Conduct**. The latter will apply to all direct and indirect suppliers who supply goods, services or carry out manufacturing, subcontracting or distribution activities on behalf of SPE. The Supplier Code of Conduct will cover the following areas:

- Business Integrity and Ethics.
- Human and Labor Rights.
- Respect for the Environment.

Suppliers are not only required to be familiar with these principles but also to uphold and adhere to them in their own business activities.

In 2023, SPE mainly made use of local suppliers with a percentage of spending on **local suppliers**¹ equal to **68%**. For the Milan office, Italian suppliers were considered, while for the Madrid office, spending on Spanish suppliers was considered. These data have been consolidated calculating the percentage, leading to the results shown in the table below.

Table 2. GRI 204-1 Proportion of spending on local suppliers in %

| | 2023 |
|--------------|-------------|
| Local | 68% |
| Non-local | 32% |
| Total | 100% |

2.5 Cyber security and data protection

Ensuring the proper handling of personal data belonging to SPE's customers and suppliers is of utmost importance in safeguarding their privacy. SPE maintains a steadfast commitment to protecting the sensitive data of its customers from potential cyber-attacks.

All SPE employees participate in regular cybersecurity training. The goal is to gain the knowledge needed to recognize cyber-attacks that could cause data security problems. Security and data protection systems

¹ A local supplier is an organization or person that provides a product or service to the reporting organization, and that is based in the same geographic market where offices are located.

are managed in London, at one of the Sumitomo Group's locations. **In 2022-2023 the Company has not received any substantiated complaints about violations of customer privacy for both offices of Milan and Madrid.**

Over the years, SPE has signed up to a set of rules that it is committed to ensure data protection.

SPE is fully committed to upholding the privacy and confidentiality of personal data belonging to its employees, business contacts, and other individuals processed during its business operations. This unwavering dedication to data protection is outlined in the Data Protection rule, which serves as a framework for ensuring the secure handling of personal data.

The primary objective of this rule is to establish a unified and compliant approach for the processing of Personal Data in accordance with the General Data Protection Regulation (GDPR). It applies whenever a Company, including its affiliates, processes Personal Data governed by the GDPR or acts as a data processor on behalf of another entity subject to the GDPR. By adhering to this rule, the Company ensures consistent and lawful handling of Personal Data while maintaining compliance with GDPR requirements.

This rule establishes the general principles that underlie SPE's specific practices for the collection, use, storage, sharing, cross-border transfer, or otherwise processing of Personal Data.

The purpose of the **information management** standard is to establish the principles of information management for the protection of SPE's information assets. The rules laid down in the document can always be used and referred to.

All members of the Company must be aware that the information owned or held by SPE is an asset of SPE; therefore, all measures and precautions must be taken to protect the information assets. Each member of SPE must follow all applicable laws and regulations when dealing with information assets.

According to the **Compliance Manual**, which sets out internal procedures to be followed during its activities, if SPE obtains confidential information it is required not to disclose it to third parties.

3. Social responsibility

SPE acts as an intermediary between companies in the pharmaceutical sector. It is not involved in the production of raw materials for the chemical and pharmaceutical industries but hopes that its work will enable access to care for an ever-larger number of the population. The issue of people's health and safety, coupled with that of **people's access to care**, are of utmost importance to society.

3.1 Health and Safety

The Company cares about the health of its team and for this reason offers managers and employees, a comprehensive check-up at a contracted facility. Instead, it offers a discounted check-up to employees' family members. This service allows individuals to take care of their own well-being and undergo a series of clinical and control examinations preventing any possibility of illness.

SPE prioritizes the health and safety of its employees by conducting annual mandatory training programs: these courses are designed to enhance awareness and knowledge regarding health and safety matters. Leveraging also online platforms, the training sessions are easily accessible to all employees, offering the flexibility to participate at their convenience without being restricted by geographical or time constraints. This approach ensures that employees can effectively balance their work commitments while actively engaging in essential health and safety training. For example, a refresher course on safety in the workplace was held in 2023. Additionally, a team building initiative is organized once a year to explore the topic of mental health.

It is important to report that **during 2022 and 2023 there were no work-related injuries and cases of work-related ill** during the 27,802.0 hours worked in Milan and 3,012.5 hours worked in Madrid in 2023.

3.2 Diversity, equity, and inclusion

SPE has implemented a Smart Working policy that provides its employees with the opportunity to work remotely. This policy aims to promote flexibility and work-life balance. In line with its commitment to inclusivity, SPE grants an additional day of Smart Working to employees belonging to protected categories, to employees who have children under the age of 14 and to those who have vulnerable relatives. This initiative ensures equal opportunities and supports a diverse and inclusive work environment. There were **no discrimination cases reported during 2022-2023 in SPE**.

Summit Pharmaceutical Europe S.r.l. has a total of **23 employees in 2023**, 19 of whom work in the Italian office and 4 in the Spanish office. In 2023, two employees were hired in the Milan office while there was

one employee leaving the office. However, there were no changes in the composition of the Spanish working team. As a Company operating within the pharmaceutical sector, SPE focuses on facilitating the connection between demand and supply of raw materials for the chemical and pharmaceutical industries. As such, its core business does not involve a production area, which is why blue-collar positions are not present on the work board.

Males make up 100% of top management and 56% of middle management. Women make up 91% of the white collars.

The 87% of Summit Pharmaceuticals Europe S.r.l. employees have a full-time contract and 100% have a permanent employment contract. Furthermore, 61% of SPE employees are women, compared to 39% men. SPE does not have any employees in protected categories but commits to hiring a person in FY 2024.

The number of external workforces recorded by SPE in 2023 is one male belonging to category "external staff".

Table 3. GRI 2-7 Employees

| Total number of employees by type of contract, gender | | | | | | | |
|---|------------------|----------|-----------|-----------|----------|-----------|-----------|
| Sites | Type of contract | 2022 | | | 2023 | | |
| | | Male | Female | Total | Male | Female | Total |
| Italy | Permanent | 7 | 9 | 16 | 7 | 12 | 19 |
| | Temporary | - | 1 | 1 | - | - | - |
| Spain | Permanent | 2 | 2 | 4 | 2 | 2 | 4 |
| | Temporary | - | - | - | - | - | - |
| Total | | 9 | 12 | 21 | 9 | 14 | 23 |

| Total number of employees broken down by full-time/part-time, gender | | | | | | | |
|--|------------------|----------|-----------|-----------|----------|-----------|-----------|
| Sites | Type of contract | 2022 | | | 2023 | | |
| | | Male | Female | Total | Male | Female | Total |
| Italy | Full-time | 7 | 8 | 15 | 7 | 10 | 17 |
| | Part-time | - | 2 | 2 | - | 2 | 2 |
| Spain | Full-time | 2 | 1 | 3 | 2 | 1 | 3 |
| | Part-time | - | 1 | 1 | - | 1 | 1 |
| Total | | 9 | 12 | 21 | 9 | 14 | 23 |

Table 4. GRI 405-1 Diversity in governance bodies and among employees

| Total number of employees by employment category, gender | | | | | | |
|--|----------|-----------|-----------|----------|-----------|-----------|
| Number of people | 2022 | | | 2023 | | |
| | Male | Female | Total | Male | Female | Total |
| Top management | 3 | 1 | 4 | 3 | - | 3 |
| Middle management | 5 | 2 | 7 | 5 | 4 | 9 |
| White collars | 1 | 9 | 10 | 1 | 10 | 11 |
| Blue collars | - | - | - | - | - | - |
| Total | 9 | 12 | 21 | 9 | 14 | 23 |

| Total number of employees by employment category, gender | | | | | | | | |
|--|-----------|-------------|-----------|-----------|-----------|-------------|-----------|-----------|
| Number of people | 2022 | | | | 2023 | | | |
| | <30 years | 30-50 years | >50 years | Total | <30 years | 30-50 years | >50 years | Total |
| Top management | - | - | 4 | 4 | - | - | 3 | 3 |
| Middle management | - | 3 | 4 | 7 | - | 4 | 5 | 9 |
| White collars | 1 | 7 | 2 | 10 | 2 | 7 | 2 | 11 |
| Blue collars | - | - | - | - | - | - | - | - |
| Total | 1 | 10 | 10 | 21 | 2 | 11 | 10 | 23 |

Table 5. GRI 401-1 New employee hires and employee turnover

| New Hire | | | | | | | | | | |
|------------------|----------|----------|----------|----------|------|------------|------------|----------|------------|------|
| Number of people | 2022 | | | | | 2023 | | | | |
| | <30 | 30-50 | >50 | Total | Rate | <30 | 30-50 | >50 | Total | Rate |
| Male | - | - | - | - | 0 | - | - | - | - | 0 |
| Female | - | - | - | - | 0 | 1 | 2 | - | 3 | 0,2 |
| Total | - | - | - | - | 0 | 1 | 2 | - | 3 | 0.1 |
| Rate | 0 | 0 | 0 | 0 | | 0.5 | 0.2 | 0 | 0.1 | |

| Turnover | | | | | | | | | | |
|------------------|------|-------|-----|-------|------|------|-------|-----|-------|------|
| Number of people | 2022 | | | | | 2023 | | | | |
| | <30 | 30-50 | >50 | Total | Rate | <30 | 30-50 | >50 | Total | Rate |
| Male | - | - | - | - | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | - | - | - | - | 0 | 0 | 0 | 1 | 1 | 0.1 |
| Total | - | - | - | - | 0 | 0 | 0 | 1 | 1 | 0 |
| Rate | 0 | 0 | 0 | 0 | | 0 | 0 | 0.1 | 0 | |

Remuneration of SPE employees takes into account the position held, avoiding any form of discrimination. To confirm this, in 2023 the man/woman ratio of the basic salary and the total remuneration by professional categories is almost equal and in line with the previous year.

Table 6. GRI 405-2 Ratio of basic salary and remuneration of women to men - Milan Office

| Ratio of female to male basic salary | | | | | | |
|--|------|--------|-----------------------|------|--------|-----------------------|
| Number of people | 2022 | | | 2023 | | |
| | Male | Female | Ratio of Women to Men | Male | Female | Ratio of Women to Men |
| Top managers | 67% | 33% | - | 76% | 24% | - |
| Middle managers | 51% | 49% | - | 42% | 58% | - |
| White collars | 31% | 69% | - | 30% | 70% | - |
| Blue collars | N/A | N/A | - | N/A | N/A | - |
| Ratio of female to male total remuneration | | | | | | |
| Number of people | 2022 | | | 2023 | | |
| | Male | Female | Ratio of Women to Men | Male | Female | Ratio of Women to Men |
| Top managers | 65% | 35% | - | 78% | 22% | - |
| Middle managers | 51% | 49% | - | 44% | 56% | - |
| White collars | 31% | 69% | - | 33% | 67% | - |
| Blue collars | N/A | N/A | - | N/A | N/A | - |

Table 7. GRI 405-2 Ratio of basic salary and remuneration of women to men - Madrid Office

| Ratio of female to male basic salary | | | | | | |
|--|------|--------|-----------------------|------|--------|-----------------------|
| Number of people | 2022 | | | 2023 | | |
| | Male | Female | Ratio of Women to Men | Male | Female | Ratio of Women to Men |
| Top managers | 47% | N/A | - | 47% | N/A | - |
| Middle managers | 25% | N/A | - | 25% | N/A | - |
| White collars | N/A | 28% | - | N/A | 28% | - |
| Blue collars | N/A | N/A | - | N/A | N/A | - |
| Ratio of female to male total remuneration | | | | | | |
| Number of people | 2022 | | | 2023 | | |
| | Male | Female | Ratio of Women to Men | Male | Female | Ratio of Women to Men |
| Top managers | 49% | N/A | - | 49% | N/A | - |
| Middle managers | 24% | N/A | - | 23% | N/A | - |
| White collars | N/A | 27% | - | N/A | 27% | - |
| Blue collars | N/A | N/A | - | N/A | N/A | - |

3.3 Human rights

Respect for human rights is an inalienable prerogative for SPE; for this reason, no act that would undermine this principle is tolerated.

The percentage of the total number of employees covered by **collective bargaining agreements is 100% in both office 2022 and 2023.**

On 10th July 2023, in order to improve its practices to fight modern slavery and human traffic, the Board of Directors of Summit Pharmaceuticals Europe S.r.l approved and updated the statement on modern slavery and human trafficking in accordance with the UK Modern Slavery Act 2015.

3.4 Professional Growth

SPE is deeply committed to fostering an environment where every employee can thrive and unleash their full potential.

The Company recognizes that by empowering individuals to achieve their personal targets, it not only strengthens their respective teams but also contributes to the overall success of the organization. SPE firmly believes in the importance of nurturing professional growth and supporting employees in attaining their personal aspirations. By providing wide opportunities for development and creating a supportive framework, the Company aims to inspire its workforce to continually excel and make significant contributions towards fulfilling both their individual goals and the collective objectives of SPE.

The success of the individual member contributes to the success of the entire work group and the Company.

During 2022-2023, all SPE employees received performance and career development evaluations. The appraisal process is a formal occasion where, once a year, an individual's performance against Company objectives is discussed. Conversely, performance management is a daily affair.

The core principles present in the performance management policy are as follows:

- The appraisal process aims to improve the effectiveness of the Company by developing and delivering a well-motivated and competent workforce.
- Performance management is an ongoing process with an annual formal appraisal meeting to review progress.
- The appraisal meeting is a two-way communication exercise to ensure that both the needs of the employee and the organization are being met and will continue to be met in the next year.
- The appraisal process will be used to identify the employee's and the employer's strengths, weaknesses, opportunities, and threats to support continuous improvement (Kaizen).
- The appraisal process will be a fair, consistent, and equitable process.

Furthermore, all SPE employees and non-employee workers have the right and duty to attend training courses in first aid and firefighting. In 2023, SPE provided an **average of 45.5 hours of training**, a 17% increase compared to 2022. The courses SPE provides include environmental issues, work and human rights, ethics and professional growth.

Table 8. GRI 404-1 Average hours of training per year per employee

| Average hours of training by professional category | | |
|--|-------------|-------------|
| Average hours | 2022 | 2023 |
| Top management | 26.4 | 49.7 |
| Middle management | 36.9 | 31.7 |
| White collars | 42.9 | 55.7 |
| Blue collars | - | - |
| Total | 37.7 | 45.5 |

| Average hours of training by gender | | |
|-------------------------------------|-------------|-------------|
| Average hours | 2022 | 2023 |
| Male | 35.7 | 47.4 |
| Female | 39.3 | 44.4 |
| Total | 37.7 | 45.5 |

| Type of training provided | | | | | | |
|---------------------------|--------------|-------------|---------------|--------------|--------------|---------------|
| Type of training | 2022 | | | 2023 | | |
| | N. of people | Total hours | Average hours | N. of people | Total hours | Average hours |
| Environment | - | - | - | 3 | 8 | 2.7 |
| Labour and Human Rights | 3 | 2 | 0.7 | 25 | 14 | 0.6 |
| Ethics | 23 | 235 | 10.2 | 24 | 31 | 1.3 |
| Professional growth | 23 | 556 | 24.2 | 25 | 994 | 39.8 |
| Total | 49 | 793 | 16.2 | 77 | 1,047 | 13.6 |

4. Environmental Responsibility

Summit Pharmaceutical Europe S.r.l. recognizes that environmental issues are global in scale and that they affect future generations. As part of Sumitomo Corporation Group and through solid business activities, SPE will strive to achieve sustainable development aimed at both social and economic progress and environmental preservation. For this reason, SPE has adopted its **Environmental Policy** and aims to formalize its commitment, in line with the regulatory environment in which it operates.

In pursuing its diversified business activities within Europe and other territories, Summit Pharmaceuticals Europe S.r.l. shall comply with the following guidelines, and work to achieve the aims of its environmental Basic Policy.

- Basic stance with regard to the environment.
- Compliance with environmental legislation.
- Caring for the natural environment.
- Response to climate change.
- Efficient use of resources and energy.
- Contributing to the building of a recycling-oriented society.
- Promotion of businesses that contribute to environmental preservation.
- Establishment of environmental management.
- Disclosure of the environmental policy.

4.1 Energy and Emissions

The Company is aware of the importance of environmental issues and is adopting systems to monitor its emissions.

SPE has a company car rule for business purposes. This is an internal procedure to determine how employees are assigned a leased long term rental car with diesel engine.

Currently, the internal policy is to allocate hybrid cars, but reserves the possibility in the future to limit the choice to electric cars.

The total amount of diesel (for leased vehicles) consumed in 2023 is **353.9 GJ**, which decreased by 16% compared to 2022 despite the number of cars in the company fleet increased from 7 to 8 cars. This was

possible thanks to the **update of the rule ‘Company Car for Business Purposes’** in which the emissions parameter was inserted as a constraint for the order of the car itself.

The electricity purchased from the national grid amounts to **31 GJ** in 2022 and **34.5 GJ** in 2023, showing an increase of 11%. This is due to an increase of new employees hired, resulting in a higher number of people in the office. Overall, total energy consumed in 2023 was **388.4 GJ**, decrease by 15% compared to the previous year. In 2023 **Scope 1** was equal to **0.9 tCO₂eq** released, 18% less than in 2022. As regards the **Scope 2 Market-Based (MB)**, SPE produced emissions equal to **4.5 tCO₂**, while according to the **Scope 2 Location-Based (LB)** approach emissions equal to **3.2 tCO₂** were produced.

Table 9. GRI 302-1 Energy consumption within the organization

| Energy consumption (GJ) ² | | |
|--|--------------|--------------|
| | 2022 | 2023 |
| Diesel (for company owned or leased/leased vehicles) | 423.3 | 353.9 |
| Electricity purchased from national grid | 31.1 | 34.5 |
| Total energy consumption | 454.4 | 388.4 |

Table 10. GRI 305-1 & GRI 305-2 Direct and Indirect GHG caused by the organization's activities

| GHG Emission – tCO ₂ eq | | |
|---|------------|------------|
| Direct GHG emissions – Scope 1 (tCO _{2e}) ³ | 2022 | 2023 |
| Diesel (for company owned or leased/leased vehicles) | 1.1 | 0.9 |
| Scope 1 emissions | 1.1 | 0.9 |
| Indirect GHG emissions from energy consumption - Scope 2 (tCO ₂) ⁴ | 2022 | 2023 |

² Energy consumption (conversions in GJ):

(i) for diesel for company vehicles, the conversion factors used are those published by DEFRA 2022, 2023.

(ii) for electricity, the conversion factor used is 0.0036 GJ/kWh (Source: UK Government - GHG Conversion Factors for Company Reporting-DEFRA).

³ Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles). To calculate Scope 1 emissions the factors used are those published by DEFRA 2022, 2023.

⁴ Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. To calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methods were used, i.e. Market Based (MB) and Location Based (LB).

| | | |
|---|------------|------------|
| Purchased Electricity (Location-Based) | 2.9 | 3.0 |
| Purchased Electricity (Market-Based) | 3.7 | 4.2 |
| Total Scope 2 emissions (Location-Based) | 2.9 | 3.0 |
| Total Scope 2 emissions (Market-Based) | 3.7 | 4.2 |
| Scope 1 and Scope 2 (Location-Based) | 4.0 | 3.9 |
| Scope 1 and Scope 2 (Market-Based) | 4.8 | 5.0 |

4.2 Waste and Material management

At SPE, a strong commitment to environmental sustainability is reflected in the daily practice of separate waste collection within its offices and the entire apartment building where it resides. Each day, paper, plastic, wet waste, aluminum, and glass are meticulously sorted to ensure proper disposal. To support this initiative, the Company pays a monthly fee for a comprehensive service that includes waste collection and office cleaning.

SPE has entrusted the responsibility of waste management to an external company, which complies with national regulations for waste disposal. Notably, printer toners are disposed of separately, recognizing the need for specialized handling. In 2023, SPE generated **10.0 tons** of non-hazardous waste ⁵.

While waste monitoring has not been implemented thus far, SPE is actively pursuing the adoption of such system. By doing so, the Company aims to enhance its ability to track and manage waste generation, further strengthening its commitment to environmental stewardship.

In terms of materials management, SPE does not have a manufacturing site but places significant emphasis on the responsible use of materials. The Company is dedicated to minimizing the use of materials that result in waste within its offices. This commitment is widely acknowledged throughout the organization, and there is a strong awareness of the importance of proper waste management.

The MB method is based on the CO₂ emissions emitted by energy suppliers from which the organization purchases electricity through a contract and can be calculated considering: certificates of origin guarantees and direct contracts with suppliers, supplier-specific emission factors, factor of emission relating to the "residual mix". The source used is AIB- Residual Mixes 2022, 2023.

The LB method is instead based on average emission factors related to power generation for well-defined geographical boundaries, including local, subnational or national boundaries. In this case the source used is AIB- Supplier Mixes 2022, 2023.

⁵ Waste data does not include the Madrid office.

Within SPE, the adoption of waste reuse and recycling practices is prevalent. The Company actively promotes and encourages these sustainable practices to minimize its environmental footprint and contribute to a circular economy. By prioritizing waste reduction, reuse, and recycling, SPE demonstrates its commitment to responsible resource management.

SPE is committed to using organic beverage cups, reusable ceramic cups, and returnable water glass bottles in its offices.

Some monitors instead of being sent for disposal are donated to employees for smart working when they are no longer used by the Company.

SPE does not have its own vehicles to carry out shipments but selects suitable shipment agents according to need. Furthermore, the Company has no warehouse, as it only purchases raw materials for the chemical and pharmaceutical industries that have been requested by the customer. The selected supplier will be responsible for packaging the product; SPE monitors the safety of transport of materials, especially if they are subject to the provisions of the hazardous materials regulation. In addition, for APIs, SPE is subject to the Good Distribution Practice (GDP) provisions.

As the previous year, the Company has not been able to monitor data on renewable and non-renewable materials in terms of volume and weight that it uses during the year; however, SPE is working on implementing a system to keep track of the materials used in the offices.

5. GRI Content Index

| GRI CONTENT INDEX | | |
|----------------------------|--|--|
| Statement of Use | Summit Pharmaceuticals Europe S.r.l. has reported the information cited in this report for the period April 1st, 2023 – March 31st 2024 “with reference” to the GRI Standards. | |
| GRI Sector Standard | N/A | |

| GRI Standard | Disclosure | Pages | Note |
|---|--|--|------|
| GRI 2: GENERAL DISCLOSURE (2021) | | | |
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| 2-3 | Reporting period, frequency and contact point | 2 | |
| 2-4 | Restatements of information | 2 | |
| 2-5 | External assurance | This Sustainability Report is not subject to Assurance | |
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| | business relationships | | |
| 2-7 | Employees | 16-20 | |
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| GRI 3: Material Topics (2021) | | | |
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| GRI 416: Customer health and safety (2016) | | | |
| 416-2 | Incidents of noncompliance regarding health and safety impacts of products and services | 13 | |
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| GRI 3: Material Topics (2021) | | | |
| 3-3 | Management of material topics | 8-10; 13-14 | |
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| Cyber security and data protection | | | |
| GRI 3: Material Topics (2021) | | | |
| 3-3 | Management of material topics | 8-10; 14-15 | |
| GRI 418: Customer privacy (2016) | | | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 15 | |
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| 403-6 | Promotion of worker health | 16 | |
| 403-9 | Work-related injuries | 16 | |
| 403-10 | Work-related ill health | 16 | |
| Diversity, equity and inclusion | | | |
| GRI 3: Material Topics (2021) | | | |
| 3-3 | Management of material topics | 8-10; 16-20 | |
| GRI 405: Diversity and equal opportunity (2016) | | | |
| 405-1 | Diversity of governance bodies and employees | 18 | |
| 405-2 | Ratio of basic salary and remuneration of women to men | 19-20 | |
| GRI 406: Non-discrimination (2016) | | | |
| 406-1 | Incidents of discrimination and corrective actions taken | 16 | |
| Human rights | | | |
| GRI 3: Material Topics (2021) | | | |
| 3-3 | Management of material topics | 8-10; 20 | |
| GRI 407: Freedom of Association and Collective Bargaining (2016) | | | |
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| | to freedom of association and collective bargaining may be at risk | | |
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| GRI 302: Energy (2016) | | | |

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| Material management | | | |
| GRI 3: Material Topics (2021) | | | |
| 3-3 | Management of material topics | 8-10; 25-26 | |