

SERVIER GROUP

VIGILANCE PLAN

june 2026

SERVIER 
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A

OVERVIEW

OF SERVIER GROUP

A. A. OVERVIEW OF THE SERVIER GROUP

Servier is an independent international pharmaceutical group governed by a foundation. Drawing on this unique governance model, the Group is committed to advancing therapeutic progress for the benefit of patients and to integrating the patient voice throughout the medicine life cycle.

A major global player in cardiology and venous diseases, Servier aims to become a leading innovator in oncology and neurology. The Group invests nearly 20% of its brand-name medicine revenue in R&D to develop targeted therapeutic solutions, particularly in cancer and rare neurological diseases.

Servier medicines are made available to patients in more than 130 countries through the Group's partners and 20,000 employees.

To conduct its research, development, manufacturing, and distribution activities in an integrated and consistent manner, the Group relies on an international organization structured around several key sites and entities:

- The **Group's headquarters**, located in Suresnes, France

- **Egis**, a Group subsidiary based in Hungary
- **Thirteen industrial sites** worldwide, including ten dedicated to brand-name medicines (Poland, Ireland, France, Brazil, Egypt, Spain, Morocco, Russia, and China) and three dedicated to generics in Hungary.
- **Six research centers** located in France, the United States, Denmark, and Hungary, covering R&D, biotechnology, fine chemistry, and technological development activities.
- **International subsidiaries** responsible for the promotion, distribution, and availability of medicines.

The Group operates across a value chain typical of the pharmaceutical industry. This includes direct purchases, such as raw materials, excipients, packaging materials, outsourced manufacturing services, and transportation, as well as indirect purchases, such as laboratory equipment, production tools, IT equipment, and services. These suppliers and subcontractors are a key focus of the Vigilance Plan, in line with the requirements of the French Duty of Vigilance Law.



Learn more about the Servier Group:
www.servier.com

B.

DUTY OF **VIGILANCE**



1. French Law on the Duty of Vigilance of Parent Companies and Ordering Companies

In accordance with the provisions of the French Commercial Code, companies employing more than 5,000 employees in France or more than 10,000 employees worldwide are subject to Law No. 2017-399 of March 20, 2017, on the Duty of Vigilance. The scope of the law includes the activities of the parent company, subsidiaries and controlled companies within the meaning of Article L. 233-16 II of the French Commercial Code, as well as the activities of subcontractors or suppliers with which an established business relationship is maintained.

Pursuant to Article L. 225-102-4 of the French Commercial Code, companies subject to

the law must establish a Vigilance Plan that includes:

- a risk mapping covering human rights, health and safety, and the environment;
- procedures for regularly assessing the situation of subsidiaries, subcontractors, and suppliers;
- appropriate prevention and mitigation actions;
- an alert mechanism and reporting channel;
- a system for monitoring and assessing the effectiveness of the measures implemented.

2. Servier Group Sustainability Strategy

Preventing the negative impacts of our activities, as well as those of our suppliers and subcontractors, is an integral part of our sustainability roadmap.

We are committed to respecting and implementing the principles set out in international standards, such as the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. By adhering to these frameworks, we work to identify,

prevent, and mitigate risks related to human rights, people's health and safety, and the environment in our operations and those of our partners.

In line with our sustainability approach, social and environmental risks are also integrated into the Group's risk mapping as material risks that may affect our activities. This approach, aligned with the CSRD, complements the analysis conducted as part of the Duty of Vigilance.

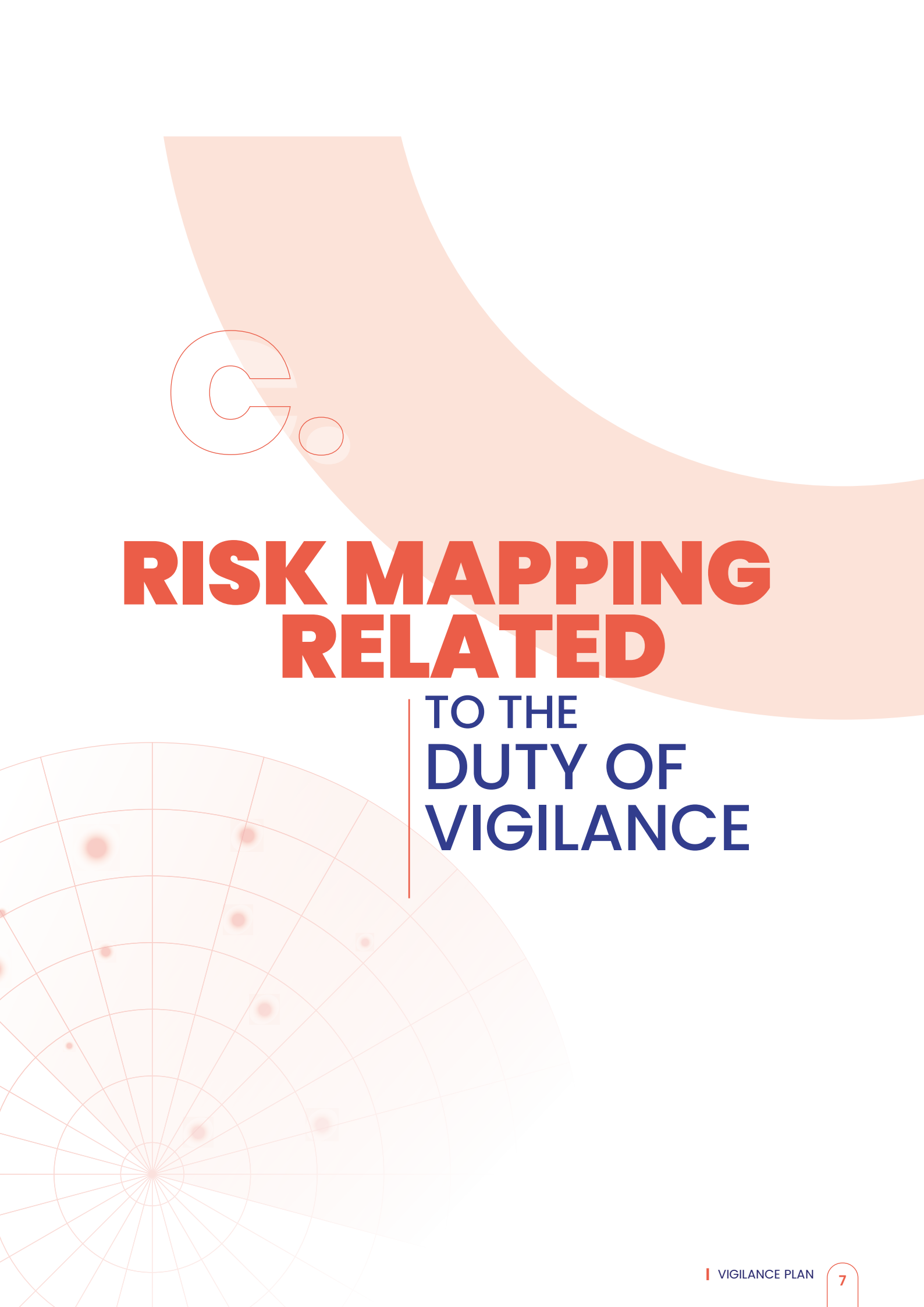
3. Governance and management of Servier's Vigilance Plan

Upon publication of the law on the Duty of Vigilance, the Servier Group established a cross-functional working group responsible for implementing the obligations arising from this law. It is composed of representatives from the CSR, Purchasing, and Risk departments.

In addition, the Risk Department is responsible for leading the Group's overall risk management system, which includes a regularly updated mapping of the Group's

major risks and the coordination of risk maps produced by the various business functions. These mappings may contribute to identifying and addressing certain risks related to the Duty of Vigilance.

Updated by the working group in collaboration with the various business functions, the Vigilance Plan is approved and overseen within the dedicated Sustainability Governance framework.



C.

RISK MAPPING RELATED

**TO THE
DUTY OF
VIGILANCE**

1. Scope

The Servier Group risk mapping is developed in accordance with the requirements of the law on the Duty of Vigilance. Servier established this mapping by prioritizing the analysis of activities likely to generate significant risks for third parties and the environment,

with the objective of progressively integrating all Group activities in accordance with the Duty of Vigilance law. This prioritization is based on a sector analysis and interviews with internal experts.

2017	First analysis of our impacts on people and the environment to define the Group's first CSR strategy.
2020	Risk mapping specific to the Duty of Vigilance covering priority activities, given the specific characteristics of our pharmaceutical model: • Research & Development, including subcontracting, for brand-name medicines and their supply chain. • Production, including subcontracting, for brand-name medicines and their supply chain.
2023	Addition of the supply and manufacturing chain for Biogaran medicines, the Group's generics subsidiary. Note: Biogaran was divested in January 2026.
2024	A double materiality assessment was conducted in accordance with the Corporate Sustainability Reporting Directive (CSRD).
2025	• Update of the risk mapping methodology, including the evolution of the risk universe, identification of control actions, and adjustment of scoring scales and risk assessment in accordance with the CSRD and CSDDD. • Update of the R&D and Production scope for brand-name medicines, including their supply and subcontracting chains, in light of changes in activities. • Addition of brand-name medicine distribution activities, including subcontracting.

2. Methodology

The Servier Group risk management approach draws on international standards such as COSO (Committee of Sponsoring Organizations of the Treadway Commission) and ISO 31000. This approach aims to ensure

the robustness of the proposed method, which consists of identifying, analyzing, evaluating, and addressing major risks, then monitoring and following them over time.

As a first step, the risk universe related to the Duty of Vigilance, in view of the pharmaceutical sector and the Group's activities, was defined in 2025 based on:

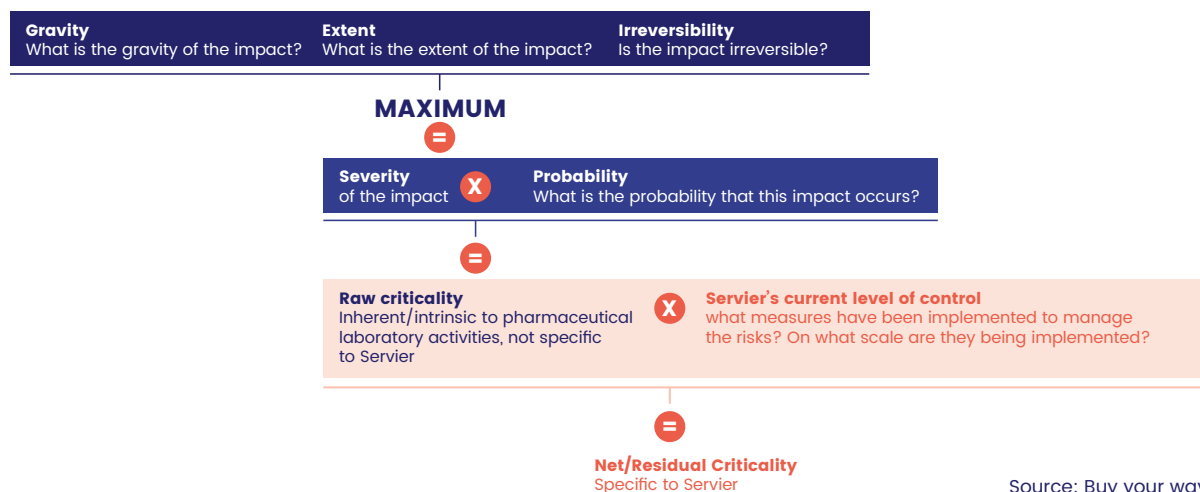
- the risk universe established in 2020
- the list of ESRS (*European Sustainability Reporting Standards*) referred to in the CSRD (*Corporate Sustainability Reporting Directive*)
- the annexes to the CSDDD (*Corporate Sustainability Due Diligence Directive*)

Risk analysis was then conducted through a series of interviews with business experts and a documentary review. It was structured into three phases:

1. Based on the risk universe, **identification of the main risks** inherent to activities and their subcontracting and supply chains (R&D, Production, Distribution).
2. **Analysis of the main risks** by specifying their causes, consequences, and control measures implemented by the Group.

3. **Risk assessment** in terms of impact, occurrence, except for the assessment of human rights risks, for which the severity of the impact takes precedence over occurrence, and current level of control

according to the methodology below. This final phase makes it possible to prioritize risks and determine those requiring treatment.



3. Risk Mapping Results

Based on the risk universe, the results presented below are derived from an analysis of gross risks, meaning risks considered before taking into account existing control measures.

Gross risks assessed as critical, which may be generated by at least one activity, whether internal or outsourced, justify the implementation of proportionate vigilance measures within the activities concerned (see here below).

DUTY OF VIGILANCE RISK UNIVERSE

HUMAN RIGHTS, FUNDAMENTAL FREEDOMS, AND PATIENT HEALTH AND SAFETY

IMPACT ON PATIENT HEALTH AND SAFETY OUTSIDE CLINICAL TRIALS

Relevant activities: Research, Production, Distribution, Supply & Subcontracting

IMPACT ON PATIENT SAFETY DURING CLINICAL TRIALS

Relevant activities: R&D (Clinical Development) & Subcontracting

DISPARITIES IN ACCESS TO MEDICINES

Relevant activities: R&D, Production, Distribution, Supply & Subcontracting

FAILURE TO PROTECT PATIENTS' PERSONAL DATA

Relevant activities: R&D (Clinical Development) & Subcontracting

COUNTERFEIT MEDICINES

Relevant activities: Production, Distribution & Subcontracting

VIOLATION OF PATIENTS' HUMAN RIGHTS DURING CLINICAL TRIALS

Relevant activities: R&D (Clinical Development) & Subcontracting

C. RISK MAPPING RELATED TO THE DUTY OF VIGILANCE

DUTY OF VIGILANCE RISK UNIVERSE

HUMAN RIGHTS, FUNDAMENTAL FREEDOMS, AND WORKERS HEALTH AND SAFETY

FORCED LABOR

Relevant activities: Raw material sourcing & distribution subcontracting

CHILD LABOR

Relevant activities: Raw material sourcing

FAILURE TO PROTECT WORKERS' PERSONAL DATA

Relevant activities: All activities

DISCRIMINATION

Relevant activities: All activities

ADVERSE IMPACT ON OCCUPATIONAL HEALTH AND SAFETY

Relevant activities: All activities

ADVERSE IMPACT ON WORKING CONDITIONS

Relevant activities: All activities

HUMAN RIGHTS, FUNDAMENTAL FREEDOMS, AND HEALTH AND SAFETY OF LOCAL COMMUNITIES

ADVERSE IMPACT ON THE HEALTH AND SAFETY OF LOCAL RESIDENTS

Relevant activities: Production & Subcontracting

ADVERSE IMPACTS ON THE RIGHTS OF LOCAL COMMUNITIES

Relevant activities: Production & Subcontracting

ENVIRONMENT

CONTRIBUTION TO CLIMATE CHANGE

Relevant activities: Production & Subcontracting

EXCESSIVE WATER CONSUMPTION

Relevant activities: Production & Subcontracting

EXCESSIVE CONSUMPTION OF NON-RENEWABLE RESOURCES

Relevant activities: Production & Subcontracting

AIR POLLUTION: RISK ASSESSED AS NON-CRITICAL

WATER POLLUTION

Relevant activities: Production & Subcontracting

SOIL POLLUTION

Relevant activities: Production, Subcontracting & Raw material sourcing

SOIL DEGRADATION AND LAND ARTIFICIALIZATION

Relevant activities: Raw material sourcing

SIGNIFICANT WASTE AND DISCHARGE GENERATION AND LACK OF WASTE TREATMENT

Relevant activities: Production & Subcontracting



D.

VIGILANCE MEASURES

AND
MONITORING
INDICATORS

This section presents:

- a description of the gross risk;
- the main assessment, prevention, and mitigation actions implemented by the Group for brand-name medicine R&D, Production, and Distribution activities before the development of the risk mapping;
- monitoring indicators covering the fiscal year from October 1, 2024 to September 30, 2025. These indicators therefore include data from Pharlab in Brazil and Biogaran, the generics subsidiaries divested in November 2025 and January 2026, respectively.

1. Human Rights, Fundamental Freedoms, and Patient Health and Safety

The pharmaceutical industry is a highly regulated sector subject to strict requirements for quality, safety, and compliance. Before a medicine can be placed on the market, it must obtain a marketing authorization from the competent health authorities following a rigorous assessment of its quality, efficacy, and safety.

Throughout the value chain—from research and development, manufacturing, quality control, distribution, and marketing to pharmacovigilance—our activities may be

inspected by national and international authorities. These inspections are intended to verify compliance with and application of pharmaceutical good practices, helping to ensure that every stage of the medicine life cycle complies with the highest quality and safety standards.

The [Group Code of Conduct](#) defines the ethical principles and rules of conduct that all employees must follow to safeguard the integrity of our activities and protect patients.

1.1 IMPACT ON PATIENT HEALTH AND SAFETY OUTSIDE CLINICAL TRIALS

RISK DESCRIPTION

Any deviation from applicable requirements in research, production, or distribution activities may affect the quality, safety, or efficacy of medicines and, consequently, patient safety.

VIGILANCE MEASURES

Quality organization and governance

The Quality Department brings together dedicated Quality structures covering the full product life cycle, including R&D, CMC, manufacturing, distribution, and pharmacovigilance. Their role is to help maintain product quality, data integrity, and patient safety at every stage, supported by rigorous systems and procedures such as risk management, training and awareness, incident monitoring, and internal and external audits for outsourced activities, in accordance with applicable laws and the strict standards of the pharmaceutical industry.

Assessments, audits, and controls

Servier Group entities are regularly inspected by competent authorities for activities related to manufacturing, distribution, clinical trials, pharmacovigilance, and more broadly all pharmaceutical activities under the responsibility of marketing authorization holders.

The framework includes regular inspections by competent authorities, internal audits based on a risk-based approach, and periodic assessments of external partners to verify the proper application of Quality requirements.

Standards and continuous improvement

Processes are supported by a documented framework that brings together the Group's Quality standards and the action plans resulting from inspections and audits. Teams deploy corrective and preventive actions to ensure continuous improvement of the system.

Pharmacovigilance

A dedicated organization ensures continuous monitoring of patient safety, risk management, and training for relevant employees. An alert mechanism also enables patients and stakeholders to report any event related to product quality or safety.

Training and skills development

Employees involved in pharmaceutical activities, including manufacturing, distribution, and pharmacovigilance, complete mandatory training tailored to their responsibilities.

1.2 IMPACT ON PATIENT SAFETY DURING CLINICAL TRIALS

RISK DESCRIPTION

Any deviation from ethical, regulatory, or methodological requirements in the conduct of clinical trials may affect participant safety.

VIGILANCE MEASURES

Organization and governance

Clinical trials are conducted by expert teams organized at both international and local levels, ensuring harmonized coordination across all countries where studies are carried out.

The Group relies on a presence in 18 countries for the operational and regulatory management of studies.

A Patient Committee helps integrate patient expectations into the design and evolution of practices, such as decentralized trials and consideration of impacts on daily life.

Assessments, audits, and controls

Internal audits and regulatory inspections are regularly conducted on clinical studies and the subcontractors involved, using a risk-based approach.

An annual audit plan covers activities related to the conduct of trials to verify compliance with quality requirements, good practices, and applicable regulations.

Standards and control actions

Clinical trials are conducted in accordance with Good Clinical Practice (GCP) and the principles of the Declaration of Helsinki.

The Group adheres to EFPIA principles on clinical trial transparency.

The Patient Engagement approach enables direct patient involvement at different stages of clinical development to support protocol relevance and participant experience.

Training and skills development

Employees responsible for clinical trials complete mandatory training tailored to their responsibilities.

Specific training is provided for the monitoring and oversight of subcontracted contract research organizations (CROs).

1.3 DISPARITIES IN ACCESS TO MEDICINES

RISK DESCRIPTION

Any disruption in clinical research, production, distribution, or inventory management activities for raw materials or finished products may affect the availability of treatments for patients.

VIGILANCE MEASURES

The Health Equity team works to reduce inequities in access to care by addressing disparities between medical progress and patient needs by addressing disparities. Its mission is to reduce these disparities and help improve global health within our therapeutic areas. To achieve this, the team embeds health equity considerations into key aspects of the Group's operations and strategies, in line with our sustainability objectives.

Distribution

Medicine distribution relies on an international network covering 130 countries. To strengthen treatment availability, safety stocks are maintained according to logistical requirements and in compliance with certain health authority expectations. Demand and inventory levels in the countries where we operate are monitored through planning tools and follow the Sales and Operations Planning (S&OP) process, as well as long-term industrial planning. These mechanisms help anticipate potential supply tensions and coordinate the operational response, regardless of country type.

Programs to reduce disparities in access to treatment

Certain populations may face longer access timelines or more frequent supply disruptions. These geographic disparities can increase health inequities. The Health Equity team helps identify contexts of high health vulnerability in order to incorporate these factors into the Group's risk analysis and adapt access strategies. For eligible patients and depending on available stock, these access strategies include early access programs before commercialization for innovative products addressing conditions that pose a major health risk, helping bridge the period between the end of a clinical trial and the start of commercialization. These early access programs may be complemented locally by financial support for certain populations, specific access programs in some low- and middle-income countries, or donations of medicines or equipment.

Securing the supply of critical raw materials

Using multiple supply sources, combined with safety stocks for critical raw materials, helps strengthen supply chain resilience. Supplier risk prevention and assessment actions are also deployed to reduce vulnerabilities and, as far as possible, ensure continuity in medicine production and distribution.

Enhanced vigilance measures for health equity

In line with the Group's position on health equity, several cross-functional actions

are implemented across functions and with partners:

- Integrating health equity from Phase 2 of clinical development onward
- Strengthening the representativeness of population groups in clinical studies by supporting decentralized trials and access for cross-border patients
- Exploring alternative access models where possible
- Strengthening health systems, supporting treatment adherence, and improving health literacy

1.4 FAILURE TO PROTECT PATIENTS' PERSONAL DATA

RISK DESCRIPTION

In research activities and treatment safety monitoring, patients' personal data may be collected and processed. Any deviation in the collection, use, or retention of such data may affect the confidentiality, integrity, or security of this information and compromise the privacy of the individuals concerned.

VIGILANCE MEASURES

Data protection policy and governance

Personal data protection is based on a dedicated policy covering all processing activities carried out within the Group, whether they involve patient, candidate, employee, or healthcare professional data.

This policy is supported by an organization that includes a Group Data Protection Officer (DPO), local representatives in subsidiaries, and compliance contacts responsible for coordinating these topics on a day-to-day basis.

To ensure a consistent level of protection, the Group has also adopted Binding Corporate Rules (BCRs), which govern international data transfers in particular.

Regulatory compliance and applicable requirements

Personal data processing is carried out in compliance with the GDPR and applicable sector-specific regulations. For health data, the hosting providers used are duly certified and access is strictly controlled.

These requirements are also integrated into service provider management through specific contractual clauses, assessment questionnaires during selection, and controls to verify compliance with international standards, including data integrity requirements in clinical trials.

Assessments and audits

The data protection framework is subject to periodic internal audits, particularly within subsidiaries, to verify the consistent application of procedures and best practices.

The information systems of certain subcontractors involved in personal data processing are also regularly assessed to ensure that the technical and organizational measures in place meet the expected level of requirements.

Training and awareness

Regular awareness initiatives are deployed for the employees and service providers concerned to ensure proper application of the rules across all activities involving personal data processing.

1.5 COUNTERFEIT MEDICINES

RISK DESCRIPTION

Insufficient product security, traceability, or vigilance over outsourced activities may lead to the falsification of Servier products by third parties. Any patient exposure to a falsified or non-authentic medicine may have serious health consequences. However, even with security and traceability systems and a high level of vigilance in place, the risk of falsification cannot be entirely excluded.

VIGILANCE MEASURES

Governance

The fight against falsification is led by the Brands and Anti-Falsification Department and supported by local contacts in subsidiaries, the Local Responsible Persons for Falsification (LRPFs). It also involves the Regulatory Affairs, Industrial, and Quality departments, including Quality Assurance and Quality Control.

Prevention of falsified medicines

Prevention is based on a combination of organizational, contractual, and technical measures designed to reduce the risk of introducing falsified products and to strengthen product integrity throughout the product life cycle. These measures include:

- awareness and training, internally and, where appropriate, externally, for the relevant teams and stakeholders;
- product and packaging security, developed jointly by the Brands and Anti-Falsification Department, the Industrial Department, and Quality teams, including serialization and tamper-evident features;
- the integration of appropriate contractual provisions with partners, including anti-counterfeiting requirements and clauses, to secure activities performed by third parties;
- coordination and sharing of best practices with external stakeholders, in private-private and public-private settings, including through networks and associations.

Detection of falsified products

Detection relies on active online and offline monitoring, supported by internal analytical capabilities, to identify counterfeiting cases quickly and qualify suspicions. It includes in particular:

- market studies and offline market surveillance activities, including sampling campaigns;
- online monitoring, including online test purchases;
- controls performed at manufacturing sites, which are equipped with visual detection tools to support inspections;
- the mobilization of internal analytical and expert capabilities: the TES R&D site located in Gidy, France, is a major control laboratory that plays a proactive role in identifying falsified medicines;
- support from local contacts in countries where the Group is not present, to strengthen geographic coverage and escalation of alerts.

Response to counterfeiting

When a counterfeiting case is identified or a substantiated suspicion arises, the Group implements appropriate handling and cooperation actions, including:

- internal coordination of actions, including case qualification, securing information and samples, and mobilizing the relevant functions, based on a strict and formalized process, a dedicated standard operating procedure (SOP), and a structured reporting system supported by a robust internal database;
- cooperation with external stakeholders and competent authorities, including participation in networks and working groups, such as the Pharmaceutical Security Institute, the World Customs Organization, Europol, and Interpol;
- where appropriate, legal or judicial actions brought against counterfeiters.

1.6 VIOLATION OF PATIENTS' HUMAN RIGHTS DURING CLINICAL TRIALS

RISK DESCRIPTION

Any deviation in obtaining or respecting informed consent, or any situation involving inequitable treatment, may affect participants' fundamental rights, autonomy, and safety.

VIGILANCE MEASURES

Ethical and regulatory framework

Clinical trials are conducted in accordance with international standards, including Good Clinical Practice and the principles of the Declaration of Helsinki. These requirements govern participant protection, study conduct, and the integrity of the data generated. Health authorities may conduct audits or inspections to verify compliance with applicable ethical and regulatory requirements.

Assessments and audits

Clinical trial activities are subject to regular controls performed by competent authorities or as part of internal audits. These assessments help verify compliance with procedures, proper application of informed consent, and the conformity of studies with applicable ethical and scientific standards.

Patient engagement

Patient involvement in the review of information documents and informed consent forms helps strengthen transparency and understanding of the issues associated with participation in clinical trials. This approach supports continuous improvement of practices and reflects the Group's commitment to taking patient experience and expertise into account in clinical development.

Key results	2024/2025	2023/2024
Number of patient association that work closely with Servier	316	140
% of informed consent of clinical trial participants that were examined by patients	100%	100%
% of clinical research programs that obtained patient feedback	68%	71%
% of lay summaries approved by patient representatives	100%	100%

2. Human Rights, Fundamental Freedoms, and Worker Health and Safety

Companies operating globally are confronted with human rights issues in the various contexts in which they operate. Protecting these rights within the company's sphere of influence—both for employees and for people otherwise affected by the Group's activities—is therefore an essential component of our duty of vigilance.

The Group applies local legal requirements

relating to labor law. Workers' human rights are reflected in the future redesign of our Code of Conduct and in our HR policy.

In addition, Servier adheres to the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

2.1 FORCED LABOR

RISK DESCRIPTION

In agricultural activities related to raw material sourcing, or in transportation and distribution activities, workers—particularly vulnerable workers—may be exposed to situations of coercion or dependency when working conditions are not sufficiently governed.

>> See *Vigilance Measures for Suppliers and Subcontractors*

2.2 CHILD LABOR

RISK DESCRIPTION

In certain agricultural supply chains for raw materials, minors may be involved in farming activities that are not appropriate for their age and may affect their fundamental rights and development.

>> See *Vigilance Measures for Suppliers and Subcontractors*

2.3 FAILURE TO PROTECT WORKERS' PERSONAL DATA

RISK DESCRIPTION

In the course of professional activities, certain personal information relating to workers may be collected to meet administrative, regulatory, or security requirements. Any deviation in the processing, protection, or retention of such data may affect the rights of the individuals concerned.

>> See *Failure to protect patients' personal data*

2.4 DISCRIMINATION

RISK DESCRIPTION

Situations of discrimination based, for example, on origin, sex, age, union involvement, or any other criterion may arise when processes related to decisions concerning workers or candidates do not fully ensure the absence of bias or equal treatment.

VIGILANCE MEASURES

Group commitment and internal policies

Non-discrimination principles are embedded in [Servier's Commitment to Inclusion](#), as well as in our HR policy and in all managerial processes throughout the employee journey, to help ensure a respectful work environment based solely on job-related criteria.

Inclusion programs

The Group has deployed a multi-year program designed to strengthen inclusion and prevent discrimination. It is structured around several levers:

- promoting cultural change through awareness initiatives, training, and the sharing of best practices;
- integrating inclusion principles into HR and managerial processes at every stage of the employee journey;
- locally defined targeted actions to address the specific realities and needs of each entity;
- monitoring dedicated indicators to assess progress and identify areas for improvement.

Harassment prevention and local support

In France, a specific mechanism is designed to strengthen the prevention of harassment. Each employee representative body appoints a "sexual harassment and sexist behavior" reference person, who receives mandatory training and is part of a network that also involves HR teams, occupational health professionals, and legal experts.

Training

In 2025, the Group deployed a mandatory one-day training course for France-based managers supervising at least two employees, designed to strengthen inclusive management skills.

2.5 ADVERSE IMPACT ON WORKING CONDITIONS

RISK DESCRIPTION

Working conditions may be affected by infringements of freedom of association and worker representation, by pay or working time practices that do not comply with applicable legal or collective bargaining requirements, or by the absence or insufficient structuring of social dialogue mechanisms.

VIGILANCE MEASURES

Policies and standards

The Group applies local legal requirements relating to compensation, working time and leave, freedom of association, and worker representation. Its HR policy reflects these principles.

Actions

Central coordination enables the Group to offer protection and benefit schemes to employees, as well as enhanced health coverage in many countries.

In France, a consultation body was created in 2020 to structure social dialogue and support actions aimed at continuously improving working conditions.

Key results	2024/2025	2023/2024
Number of accidents of discrimination, including harassment, reported in the year	25	N/A
Number of complains filed through channels for people in the undertaking's own workforce to raise concerns - excluding discrimination	39	N/A
Total amount of fines, penalties, and compensation for damages as a results of the incidents and complains disclosed above (€)	0	N/A
Number of severe human rights incidents connected to the undertaking's workforce	0	0
Total amount of fines, penalties, and compensation for damages for the incidents described above (€)	0	0

2.6 IMPACT ON OCCUPATIONAL HEALTH AND SAFETY

RISK DESCRIPTION

In pharmaceutical R&D and production activities, workers may be exposed to chemical, biological, physical, or mechanical risks related to the handling of substances, specialized equipment, or automated processes. Transportation and distribution operations may also generate additional risks, particularly in relation to manual handling and road safety.

VIGILANCE MEASURES

Vision and ambition

The Group places health, safety and well-being at the heart of its culture and aims to achieve zero accidents. This culture is supported by a formal HSE policy and by the SAFE³ safety culture program (*Safety Always for Everyone, Everywhere, Everytime*), which places every person working at Servier at the heart of shared vigilance.

HSE governance and framework

The Group Health, Safety and Environment (HSE) policy defines principles for anticipating, identifying, assessing, and preventing risks, in compliance with local laws and, where appropriate, higher internal requirements. It provides

for systematic health and safety impact assessments in new projects and the monitoring of performance indicators to support continuous improvement. HSE teams and specialists support sites to ensure consistent operational deployment.

HSE governance and framework

The Group Health, Safety and Environment (HSE) policy defines principles for anticipating, identifying, assessing, and preventing risks, in compliance with local laws and, where appropriate, higher internal requirements. It provides for systematic health and safety impact assessments in new projects and the monitoring of performance indicators to support continuous improvement. HSE teams and specialists support sites to ensure consistent operational deployment.

Risk identification and control

Risk control is based on HSE self-assessments deployed at sites, internal and cross-audits, workstation risk analyses, and field observations designed to strengthen safe behaviors and share best practices.

Prevention, training, and speak-up

Actions combine technical and organizational measures, including fundamental

D. VIGILANCE MEASURES AND MONITORING INDICATORS

safety rules, supervision of contractor interventions, and occupational health systems, with continuous investment in training, such as HSE e-learning, chemical risk, road safety, and frequent traveler training, supported by awareness campaigns. The safety culture encourages the reporting of hazardous situations and shared vigilance, as well as systematic incident analysis to implement corrective actions.

Indicator monitoring

The Group regularly monitors its health and safety indicators, including frequency rate, severity rate, and lost-time accidents, to manage progress and guide action plans.

Well-being

Beyond accident prevention, the Group promotes health and well-being programs, including prevention initiatives, healthy lifestyles, and local actions addressing psychosocial risks.

Key results	2024/2025	2023/2024
Number of fatalities as a result of work-related injuries and work-related ill health	0	1
Number of occupational accident	103	105
Lost time occupational accident frequency rate	2.73	2.77
Number of days lost	3,502	1,250

3. Human Rights, Fundamental Freedoms, and Health and Safety of Local Communities

Prevention audits are conducted across all our production sites and at certain third-party sites. These audits assess the maturity of these sites with respect to the preservation of buildings and equipment to protect people, the environment, and the Group's

activities. Where necessary, recommendations may be issued as part of a continuous improvement approach. These audits are carried out by internal and external prevention experts.

3.1 IMPACT ON THE HEALTH AND SAFETY OF LOCAL RESIDENTS

RISK DESCRIPTION

Certain Group and partner industrial facilities are subject to the French regulations governing Classified Installations for Environmental Protection (ICPE), and several production sites are subject to SEVESO regulations. Given the nature of these facilities, surrounding areas may potentially be exposed to risks related to industrial activities, including fires, explosions or accidental emissions, as well as noise or odor nuisances.

VIGILANCE MEASURES

Organization

The Group's overall risk management is coordinated by the Risk Department, whose mission is to identify, assess, and mitigate major risks that may affect the Group's strategy and objectives or have an impact on third parties and the environment. This approach is based in particular on the development of a major risk mapping.

The Risk Intelligence Group (RING), which brings together several departments including Sustainability, regularly moni-

tors risk assessments, action plans, and the coordination of Risk Owners. Updates are periodically presented to the Executive Committee.

In parallel, a Group HSE policy sets out the principles and guidelines for health, safety, and environment, supported locally by technical teams and dedicated specialists responsible for operational deployment.

Processes

Beyond regulatory compliance (ICPE, SEVESO, REACH, the French Labor Code, the French Environmental Code, etc.), the Group implements a structured risk prevention approach.

This approach is based on employee training, the drafting and application of procedures, the design and maintenance of facilities, process control, the adoption of good practices by industrial teams, and regular controls to ensure compliance with rules.

Protective measures complement prevention systems, including automatic fire protection equipment designed to ensure people's safety and limit the impact of an incident on facilities and the environment.

3.2 ADVERSE IMPACTS ON THE RIGHTS OF LOCAL COMMUNITIES

RISK DESCRIPTION

Risks of adverse impacts on community rights linked to the activities of the Group and its subcontractors mainly relate to the right of access to quality water. Industrial activities may generate discharges that can affect the quality of local water when they are not properly controlled. Such pollution may contaminate drinking water sources, making water unsuitable for consumption by surrounding communities and thereby affecting their right of access to quality water.

>> *See Water Pollution*

4. Environment

The Servier Group is committed to reducing its environmental impacts through several cross-functional actions:

- [Group HSE Policy](#) and three-year roadmap
- Environmental management system implemented across our industrial sites, including ISO 14001 certification
- Eco-design program to limit environmental impacts throughout the medicine life cycle through several tools: development of new green chemistry technologies, such as biocatalysis, photochemistry and continuous flow chemistry; Green Score for chemical synthesis and packaging; and EcoDesign Scorecard
- Employees trained on environmental challenges through Servier Climate School e-learning modules available in several languages
- Local action plans to manage environmental compliance

4.1 CONTRIBUTION TO CLIMATE CHANGE

RISK DESCRIPTION

Industrial and logistics activities generate greenhouse gas emissions that contribute to climate change, including CO₂, methane, nitrous oxide, and halocarbons.

VIGILANCE MEASURES

To achieve its decarbonization objectives, Servier focuses its efforts on four key levers: energy, mobility, logistics, and procurement.

Energy

The Group reduces its direct emissions by limiting the use of fossil fuels and improving the efficiency of its industrial facilities, in particular through optimization technologies and an energy management system progressively deployed across several sites.

The share of renewable electricity increases every year: ten industrial sites are now equipped with solar panels and

ten industrial and R&D sites are powered entirely by renewable electricity.

New industrial equipment also integrates energy performance criteria from the purchasing phase onward.

Mobility

Servier is continuing the energy transition of its vehicle fleet, which is essential for field teams. The strategy now prioritizes increasing the share of hybrid, electric, or ethanol-powered vehicles, taking into account the specific context of each country.

Transportation and distribution of medicines

The Group has deployed several initiatives to reduce emissions related to the transportation of medicines.

The Eco Distribution project, led by Supply Chain, aims to create regional platforms to optimize and pool commercial flows. For countries not covered by this model, the Switch Air/Sea project promotes the use of sea freight instead of air freight. For intercontinental flows, 62% of volumes were transported by sea, an increase of 8% compared with 2023/2024, driven in particular by greater use of sea freight for China and a reduction in emergency shipments.

The EcoDesign project, including packaging weight reduction, also contributes to decarbonization. The Group has adopted lighter protective packaging and is now exploring the use of cardboard pallets.

Purchasing of goods and services

Purchasing represents a major share of the Group's carbon footprint. A dedicated roadmap targets the highest-emitting categories to reduce their impact. Key suppliers are invited to share their greenhouse gas emissions, enabling climate criteria to be integrated into bid assessments.

Concrete initiatives are already in place, such as replacing solvents with less polluting alternatives or regenerating solvents to reduce volumes used.

In addition, carbon data provided by suppliers is integrated into internal management systems to improve the accuracy of emissions calculations related to purchasing and to monitor reductions achieved through supplier choices or decarbonization actions carried out with them.

4.2 EXCESSIVE CONSUMPTION OF NON-RENEWABLE RESOURCES

RISK DESCRIPTION

Industrial activity leads to the consumption of non-renewable resources through the use of energy derived from fossil fuels.

>> Actions within Servier: See Contribution to climate change

4.3 EXCESSIVE WATER CONSUMPTION

RISK DESCRIPTION

Pharmaceutical industrial activity requires water for site operations. In certain areas where water resources are under stress, these uses could place additional pressure on local ecosystems.

VIGILANCE MEASURES

Water management systems and consumption control

A water management system is already operational across all brand-name medicine industrial sites.

Monthly monitoring of consumption is supported by meters that help quickly identify abnormal uses or leaks.

Closed-loop systems are implemented at certain sites to optimize internal water reuse.

Specific plans have been defined for sites located in water-stressed areas to adapt uses and strengthen local vigilance.

Local actions

The Tianjin site in China has begun reusing discharged demineralized water for sanitary uses.

The Cairo site in Egypt has installed additional meters and replaced lawn areas with alternatives that do not require watering.

Key results	2024/2025	2023/2024
Gross scope 1 GHG emissions (tCO ₂ eq)	79,135	76,741
Gross scope 2 GHG emissions - location-based (tCO ₂ eq)	42,748	41,984
Gross scope 2 GHG emissions - market-based (tCO ₂ eq)	34,980	40,269
Gross scope 3 GHG emissions (tCO ₂ eq)	1,177,845	1,112,602
Total GHG emissions - location-based (tCO ₂ eq)	1,299,728	1,231,326
Total GHG emissions - market-based (tCO ₂ eq)	1,291,961	1,229,611
GHG intensity based on net revenue (tCO ₂ eq/M€)	189	208
Total energy consumption (MWh)	460,517	441,399
- From fossil sources	227,717	223,567
- From renewable sources	133,344	45,874
. Fuel from renewable sources	0	0
. Electricity from renewable sources	128,779	33,521
. Self-generated non-fuel from renewable sources	4,565	2,891
Water use (m ³)	1,273,768	1,279,053
Water use in areas at water risk (m ³)	135,086	161,633
Water use in areas of high water (m ³)	63,686	80,546
Water intensity based on net revenue (m ³ /M€)	186	217

4.4 WATER POLLUTION

RISK DESCRIPTION

Wastewater from research or industrial activities may contain substances requiring appropriate treatment before discharge. Any discharge that does not comply with the required treatment processes or regulatory thresholds could have an impact on ecosystems.

VIGILANCE MEASURES

Discharge and pollution management

Sites continuously analyze their discharges, and work is under way to control and reduce Chemical Oxygen Demand (COD) and Biological Oxygen Demand (BOD) releases into the natural environment, in accordance with local authority requirements. European sites regularly monitor the quantity of APIs (Active Pharmaceutical Ingredients) in wastewater.

The Group defines PNECs (Predicted No Effect Concentrations) with internal experts and participates in a working group on per- and polyfluoroalkyl substances (PFAS) and endocrine disruptors, while continuing its work with external stakeholders, including local authorities such as DREAL.

An environmental risk assessment of discharges linked to patient use of medicines is included in Marketing Authorization Application files.

Pollution monitoring and measurement

Critical sites have piezometers to monitor groundwater quality upstream and downstream of facilities.

All sites are equipped with wastewater treatment plants or water treatment facilities, with varying levels of technical sophistication depending on the activities performed, such as chemistry or pharmaceutical production.

Effluent and medicine residue management

Internal guidelines govern the management of aqueous effluents and medicine residues to prevent any impact on ecosystems.hjn

4.5 SOIL POLLUTION

RISK DESCRIPTION

Industrial activities may generate risks for soil and biodiversity, mainly through accidental spills or leaks of chemical products. The use of pesticides or other chemical inputs in agricultural activities related to raw material sourcing may also lead to ecosystem contamination.

VIGILANCE MEASURES

The Group implements containment measures for accidental releases and manages the risk of migration from soil to groundwater through piezometers. In the event of pollution, isolation and/or remediation work is carried out. In addition, regular groundwater monitoring is performed around the chemical industrial site in France.

>> *See Vigilance Measures for Suppliers and Subcontractors*

4.6 SOIL DEGRADATION AND LAND ARTIFICIALIZATION

RISK DESCRIPTION

Sourcing products derived from agricultural raw materials may generate risks of soil degradation and land artificialization, including deforestation, primarily through the conversion of natural areas into land dedicated to agricultural production.

>> *See Vigilance Measures for Suppliers and Subcontractors*

4.7 SIGNIFICANT WASTE AND DISCHARGE GENERATION AND LACK OF WASTE TREATMENT

RISK DESCRIPTION

Medicine production generates both hazardous and non-hazardous waste. Because some waste may be sensitive for the environment and human health, it requires appropriate and controlled management.

VIGILANCE MEASURES

Waste is recovered wherever possible, particularly through recycling or incineration with energy recovery. Waste with specific characteristics is subject to dedicated and strictly controlled management.

Key results	2024/2025	2023/2024
Quantity of waste generated (t)	93,904	75,412
- Non-hazardous	12,532	9,210
- Hazardous	81,372	66,203
- Radioactive	0	0
Recycled waste	31,172	28,954
Non-recycled waste (sent to landfill)	1,360	2,878
Waste incinerated with energy recovery	13,384	10,555
Waste incinerated without energy recovery	47,989	32,735

5. Vigilance Measures for Suppliers and Subcontractors

5.1 SUPPLIER CODE OF CONDUCT

A **Supplier Code of Conduct** was published in February 2026. It is aligned with the Group's internal policies and incorporates the fundamental principles relating to human rights, health and safety, and environmental protection expected of its partners. This document must be formally accepted by each supplier to ensure adherence to these principles and confirm their commitment to complying with them as part of their collaboration with the Group. If a supplier refuses, the supplier will automatically be considered at risk, with the first action plan consisting of a discussion regarding the supplier's own code of conduct.

Deployment will be carried out progressively, starting in February 2026 with purchases paid from France and with our U.S. subsidiary.

5.2 RISK MANAGEMENT

SCOPE

Supplier risk management covers suppliers and subcontractors managed by the Brand-Name Medicines Purchasing Department. It includes the identification of risks that may be generated by our suppliers and subcontractors within their own operations. All risks identified as critical in the Duty of Vigilance risk mapping are included in this assessment.

PROCESS

Supplier risk management first involves assessing potential risks based on several criteria: purchasing category, country of production or service delivery, and the nature of our business relationship. Depending on the outcome of this preliminary phase, the supplier may be subject to an additional detailed assessment via the EcoVadis platform.

The EcoVadis assessment is automatic for the most strategic suppliers (Top 100) and our preferred suppliers. Depending on the EcoVadis assessment results, in particular when the score is below 45/100, an improvement action plan is proposed. The program is being progressively deployed across our subsidiaries.

Initial on-site CSR audits, based on the **PSCI** (Pharmaceutical Supply Chain Initiative) methodology, have been launched among our subcontractors and suppliers. Following each audit, an action plan is initiated if major or critical deviations are identified.

ADDITIONAL MEASURES

The Group integrates sustainability criteria, including EcoVadis assessment results, into all purchasing-related decisions, including requests for information (RFIs), requests for quotation (RFQs), requests for proposal (RFPs), selection processes, and contractual agreements. This strengthens its commitment to sustainable and ethical practices that we ask suppliers to respect, implement, and continuously improve within their own operations and supply chains.

Brand-Name Medicines buyers are also trained in responsible purchasing, including through mandatory e-learning upon joining. **92% of buyers have completed this e-learning module.**

5.3 CONTRACTUAL PROVISIONS

To formalize the commitment of third parties with which it operates, the Group in France has included a corporate social responsibility appendix in its general terms and conditions of purchase for brand-name medicine purchases.



E.

ALERT MECHANISMS

AND REPORTING CHANNELS



1. Ethics Line

An alert mechanism is available to all Servier Group employees and third parties, enabling them to confidentially report situations that may affect employee health and safety, as well as facts, within or outside Group entities, that may be contrary to legal obligations and/or the Group's ethical principles. This mechanism covers the risks addressed by the French Duty of Vigilance Law.

Presented to the Works Council in France when it was implemented and when the procedure was updated, the Ethics Line is accessible via the following link: <https://servier.whispli.com/ethicsline?locale=fr#refresh>. It is a platform available in 19 languages that preserves the whistleblower's anonymity and protects their identity. Whistleblowers may communicate in the language of their choice, with 75 languages available.

The link is available on the Group website, www.servier.com, in the [Code of Conduct](#), and in our contracts.

Group employees are trained on the Ethics Line through an e-learning module available in 26 languages.

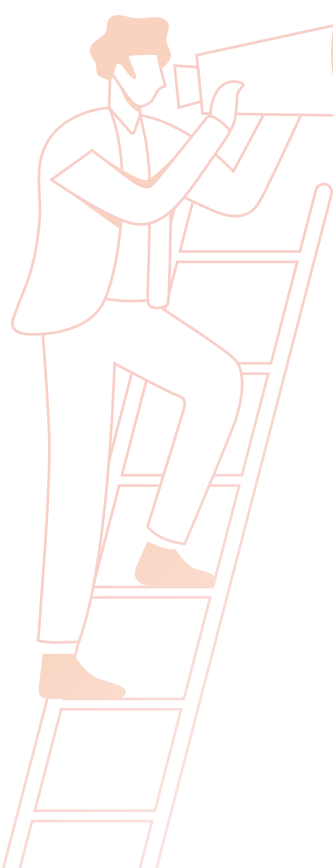
The Ethics Line officer at headquarters is the Ethics Office. It is responsible for handling and, where appropriate, investigating alerts. The Ethics Office ensures that all reported facts are properly reviewed and documented and implements all necessary means to handle and investigate alerts by carrying out the required verification steps. Regular reporting on key Ethics Line figures is provided to governing bodies, while respecting the confidentiality of the information.

2. Specific Medicine-Related Alert Mechanisms

In addition to this mechanism, Servier has implemented specific alert mechanisms to continuously ensure the quality of its medicines and monitor adverse events and situations that may pose a risk to patient safety, such as quality defects or suspected counterfeiting: <https://servier.com/contactez-nous/#declarer-un-effet-indesirable>

F.

OUTLOOK



The working group continues to implement the compliance obligations arising from the French Duty of Vigilance Law. In addition, the Group is also preparing the arrangements for the disclosure of information required by the *Corporate Sustainability Reporting Directive* (CSRD), and the work carried out contributes to this objective.

- **Vigilance Plan:** Aware of the importance of taking into account the expectations and perspectives of external stakeholders, the Group plans to involve them in its vigilance approach to strengthen risk management.
- **Risk mapping** related to the Group's Duty of Vigilance will progressively include activities not yet covered: Egis, the Group's generics subsidiaries, promotion, medical affairs, marketing, and support functions. In the meantime, a dedicated purchasing risk mapping, with priority given to direct purchasing, is planned for 2026 to better characterize risks associated with the supply and subcontracting chain.

- **Vigilance actions:** The new CSR roadmap approved in September 2025 defines additional actions that contribute to mitigating the impacts of the Group's activities across its entire value chain. With regard to actions involving suppliers and subcontractors, an audit program and the monitoring of related action plans will complement the supplier risk management system already in place. The first actions are expected to be implemented by 2027 and will enrich the Group's Vigilance Plan.
- **Strengthening the monitoring of measures:** The Group is progressively improving the coverage of indicators and the quality of data, with the objective of publishing its first audited report compliant with the CSRD in 2028. Its most recent sustainability report is available on [Servier.com](https://www.servier.com)

