

2024 Sustainable Performance Report

Site of UCB in Bulle, Switzerland



Inspired by **patients.**
Driven by **science.**

Introductory Note

We create value for patients, now and into the future

We are delighted to present the 2024 Sustainable Performance Report for the UCB site in Switzerland. This year has been marked by significant advances and challenges successfully met thanks to the commitment and determination of everyone.

In 2024, we reached important milestones in our sustainability journey. The validation of our Net-Zero targets by the Science Based Target initiative (SBTi) confirmed our commitment to decarbonization. The success of our water recycling pilot project demonstrates our innovation in resource management. We have also strengthened the commitment of our staff through various events, communications and training. Moreover, the implementation of a new governance framework for social engagement, including support for local associations and the promotion of volunteerism, has strengthened our ties with the communities around us.

We are aware that the coming years will bring new challenges, but we see them as opportunities to continue to grow, innovate and act even more responsibly.



Florentine Audema
Sustainability Lead

Scan to discover the
integrated annual report 2024
of the UCB group



Our Company

Founded in 1928, UCB has transformed over the years into a global biopharmaceutical company, inspired by patients and guided by science. Our 9,378 employees focus on creating value for people with serious diseases, primarily in the fields of immunology and neurology.

With a strong heritage and nearly 100 years' experience, we recognize our responsibility to drive positive change in society, now and in the future. That's why we place sustainability at the heart of our business approach, and use our expertise and innovation to amplify our impact.

Our company in a nutshell



Global
Biopharmaceutical
company



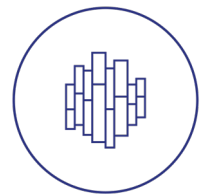
Solid scientific
heritage



Revenue of
6,152 million €



Sustainability in our
strategic approach



Listed in
Euronext Bruxelles

Key numbers



Present in nearly
40 countries

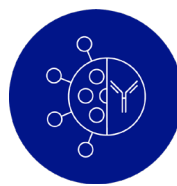


29 % R&D
revenue ratio



9,378
employees

Areas of activity



Immunology



Neurology



Other therapeutic
areas including
allergy

UCB in Switzerland

Located in Bulle, in the canton of Fribourg, since 1996, the UCB site in Switzerland is one of the main drug manufacturing of the UCB group and is particularly committed to contributing to improving the lives of thousands of people suffering from allergies, epilepsy and autoimmune diseases.

Our diversity

675 employees
under UCB contract

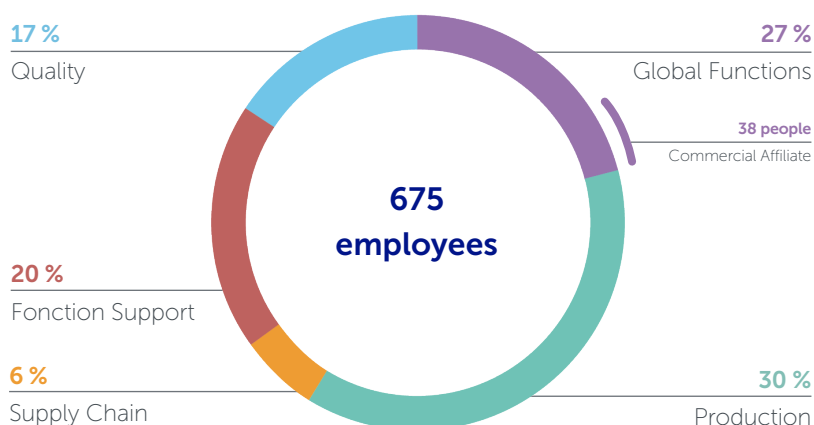
34 nationalities represented

37 % women

36 % women in the
leadership team

63% men

Distribution by sectors



Our mission

To consistently provide medicines to our patients in a safe, effective and high-quality manner, relying on people skills and a strong corporate culture.

Our vision

In a unique working environment, we aspire to be a site of choice for delivering key medicines that bring value to patients, to UCB, to us, today and tomorrow.

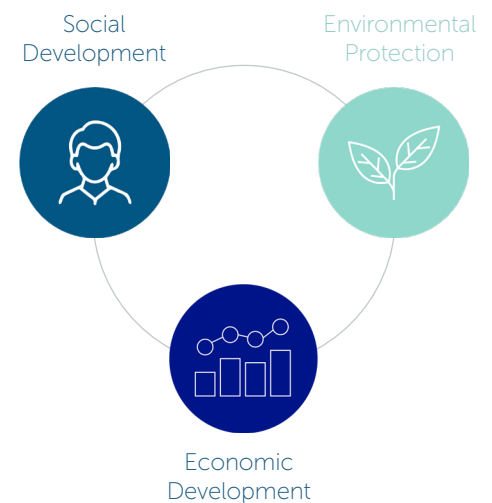
Sustainable Development

Sustainable development refers to the ability of a system, process or activity to persist over time while minimizing its negative impact on the environment, society and the economy. It involves a balanced and responsible approach that aims to meet the needs of the present without compromising the ability of future generations to meet their own needs.

To address the challenges of sustainable development, all United Nations member states adopted a global action plan in 2015 consisting of 17 Sustainable Development Goals (SDGs).

This international roadmap provides a better understanding of global challenges and promotes coherent and effective implementation. The SDGs are interconnected and offer a holistic approach to sustainable development.

The holistic approach



The 17 Sustainable Development Goals (SDGs)

Adopted by the United Nations in 2015, the 17 SDGs set out a comprehensive framework for action to address urgent global challenges while aspiring to create a more sustainable and equitable future by 2030.



Sustainability as a strategic approach

At UCB, we are fully aware that global challenges, from climate change to rising inequality, are deeply interconnected. We firmly believe that business has a critical role to play in ensuring a sustainable future for all. Our activities impact the planet and society. By taking our share of responsibility, we must also actively contribute to finding solutions.

To maximize our societal impact, we focus on areas where we have the greatest potential for transformation, while taking into account our stakeholders, our specific skills, our expertise and our heritage.

Materiality Assessment

To identify these areas of impact, UCB carries out periodic materiality assessments.

The results of this work guide the integration of sustainability into our strategic approach and the way we measure our performance overall, both financially and non-financially



UCB's sustainable commitments in Switzerland

This sustainable strategy is reflected, at the UCB site in Bulle, by commitments and concrete actions in the following four areas:

Access and availability of our medicines



Securing the Supply Chain
Access coverage
Social Business

Anchoring a sustainable culture



Diversity, Equity and
Inclusion
Ethical practices

Environmental transition



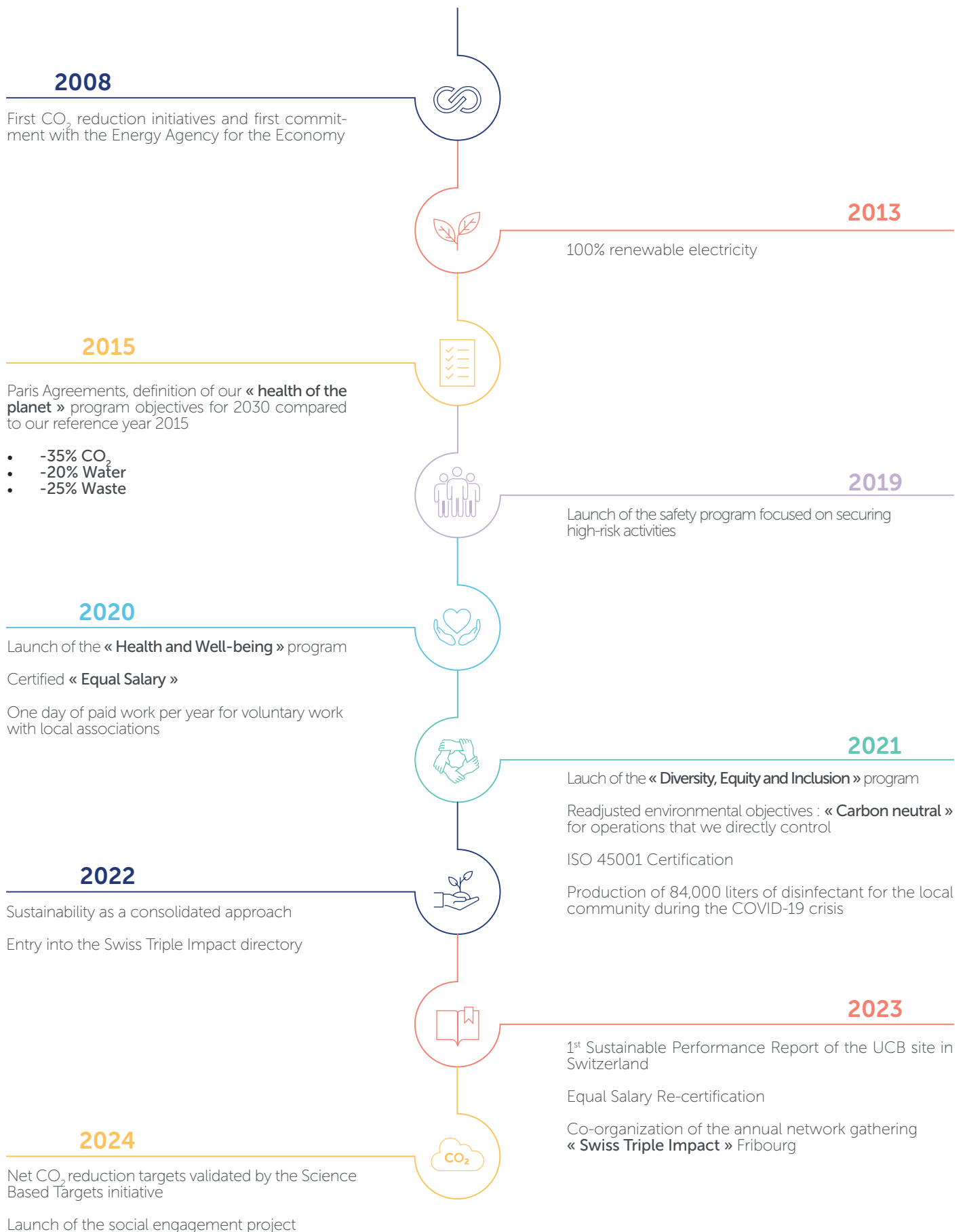
CO₂ emissions
Water consumption
Waste generation
Biodiversity

Create an ideal working environment



Health and well-being
Safety
Mobility

The highlights of our sustainability journey



UCB in Switzerland

Sustainable Performance 2024

Value for patients

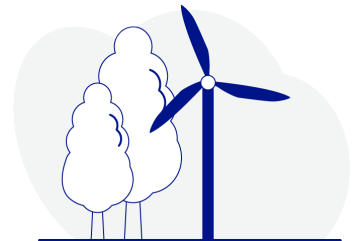


45 million people have access to our allergy solutions
701 000 people have access to our neurology solutions
130 000 people have access to our immunology solutions
75% access to our medicines in Switzerland
0 out of stock

Value for the planet

4'940 m3 of water saved
48 tonnes of CO₂e saved
6 tonnes of waste saved*

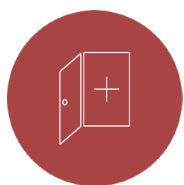
*Savings related to reduction projects



Value for employees



82.9 % for our health, safety & well-being index
41 % reduction in work accidents
Since 2020 Equal Salary certified
46 % of employees trained in inclusive practices



Access and availability of our medicines



Our ambition

Guarantee access and availability of our medicines to all people in need.

Our actions

Accelerate the availability of new medicines

Ensure equitable access, including reimbursement and direct patient assistance

Satisfy demand by securing our supply chain

Support “Social Business” for low and middle-income countries.

Our results	2023	2024	Annual Target
Number of patients affected <small>*including allergy</small>	~78 millions	~45millions	-
Acces coverage	75%	75 %	75 %
Out of stock	0	0	0

Our achievements in 2024

Medicines Production

No shortage of medicines for patients
linked to production at the UCB site in Bulle



0 out of stock

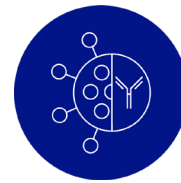
Number of patients by therapeutic area



45 millions
people access
to our allergy solutions



701 000
people access to our
neurology solutions



130 000
people access to our
immunology solutions

Access coverage in Switzerland

Access in Switzerland has been maintained for all products in the UCB portfolio.

75% coverage *

In addition, agreements (according to Article 71 OAMa) with health insurers have allowed the reimbursement of drugs not yet approved in Switzerland as well as the reimbursement of indications not yet reimbursed in the List of Specialties.

*Reimbursement granted to all or limited to certain patients depending on the use indicated by the regulators



Health of the planet



Our ambition

Actively contribute to the environmental transition by reducing our CO₂e emission, water consumption and our waste production while preserving biodiversity on the site.

Our actions

Minimize the use of fossil fuels

Optimize the reduction and recycling of waste and water in our processes.

Involve our suppliers in the ecological transition

Promote the natural development of flora and fauna

Performance	2023	2024	Objective 2030 →
CO ₂ e emissions (<i>Scope 1 and 2</i>)	4665 t	4617 t	1743 t
Water consumption	190 967 m ³	188 065 m ³	83 367 m ³
Waste production	1732 t	1762 t	1519 t
Supplier Engagement	59,4 %	68 %	80 %

Savings related to 2024 reduction projects

Water —→ 4 940 m³

CO₂ —→ 48 t

Waste —→ 6 t

Our challenge :

Reducing our environmental footprint on a growing site

Despite the growth of our site, we aim to significantly decarbonize our activities as well as reduce our water consumption and waste production.

To materialize our ambition, our quantitative objectives are defined in absolute value compared to a reference year.



ACHIEVE NET ZERO EMISSIONS BY 2045

Absolute 90 % reduction in our CO₂e emissions across our entire value chain (Scope 1, 2 and 3) compared to 2019

Commitment validated by the Science Based Target Initiative (SBTi)



REDUCE WATER CONSUMPTION

Reduce water consumption by 25 % by 2030 compared to 2015



REDUCE WASTE PRODUCTION

Reduce waste production by 25 % by 2030 compared to 2015

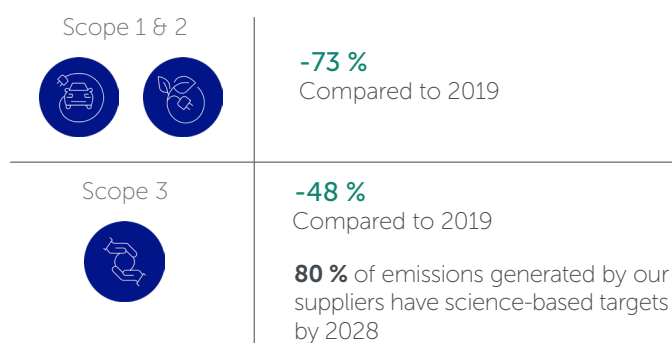
New Net-Zero 2045 targets

In 2024, UCB updated its climate targets and extended its commitment to Net-Zero emissions by 2045.

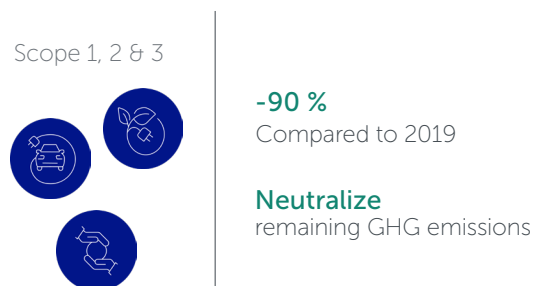
To achieve this Net-Zero ambition by 2045, short and long-term objectives have been validated by the Science Based Target (SBTi)



Short-term objective 2030



Long-term objective 2045



CO₂e Program in 2024: End of Fuel Use

Our administrative building, which was still heated by oil, has been connected to the district heating system of the city of Bulle. This marks the end of the use of oil on the site (except for the emergency generator).

Water Program 2024

Continued optimization of consumption and assessment of the technical feasibility of recycling.

Team commitment: the key to success

The various teams, technicians, and experts seized the opportunity of this challenge to strengthen the continuous improvement approach of our processes and explore innovative solutions. Thus, a rich and stimulating collaborative dynamic improves efficiency, and this team spirit promotes enriching and motivating work for employees on a daily basis.

Encouraging recycling potential

To achieve our 2030 reduction target, we must consider recycling some of our industrial water.

We have therefore carried out a first pilot on recycling in 2024. This pilot allowed us to validate the technical feasibility and evaluate the effectiveness of the technology.



Value chain engagement

UCB works with its suppliers to help them reduce their carbon emissions, with a particular focus on suppliers who represent 80% of the carbon footprint of purchased goods and services.

Through stricter selection criteria, we prioritize companies with science-based targets, while integrating sustainability clauses into contracts. UCB is also digitizing its CO₂e data collection, refining the measurement of products' environmental footprint for better supplier differentiation.

We support suppliers with tools, guidelines and engagement meetings, and collaborate on industry initiatives such as the Pharmaceutical Supply Chain Initiative (PSCI), Energize BioPhorum and Activate. More sustainable suppliers can be incentivized with benefits such as shorter payment terms.



Health and wellbeing



Our ambition

Create a work environment that positively impacts employee health, promotes a healthy lifestyle and encourages career development and growth.

Our actions

Offer a wellbeing program adapted to the needs of employees

Support and promote physical and mental health

Our results	2023	2024	Annual Target
Absenteeism	3.8 %	4 %	< 4 %
Promotion rate	12 %	13 %	> 8 %
People benefiting from well-being initiatives at work	271	299	280

Health and wellbeing score

82.5 %



2024 Goal

81 %

Our achievements in 2024

5 pillars of wellbeing



Mental Health Network

3 main goals

Offer an additional listening channel and proximity to employees in the event of mental distress

To build a group of employees whose diversity reflects that of the UCB Bulle workforce

Implementation in January 2025 with a reactive and proactive approach

Training with Ensa Switzerland

19 people trained in the health and wellbeing network

Results of the 2024 Wellness Program

Health and wellbeing index

Each year, a questionnaire is prepared for employees to measure performance, identify areas for improvement and realign priorities.

Survey results

- Response rate 73 %
- Opportunity to work on the development plan for all employees and to promote of health and well-being events
- Stabilization, even slight increase in the mental health score



Safety



Our ambition

Strive for safety excellence in our operations by deploying a strong culture and mitigating high-risk activities.

Our actions

Implement the three pillars of safety to develop a strong safety culture, supported by the commitment of all employees. These three pillars are technical, organizational and cultural.

Performance	2023	2024	Target
TRIR = Accident rate with or without absence	7.01	4.15	3.8 (2025)
Number of High Risk program in place	8	8	11 (2027) Increase of one program per year

41% reduction in work accidents compared to 2023 →

This 41 % reduction in work accidents demonstrates the prevention work of our HSE policy of the Bulle site

Our achievements in 2024

The objective of the safety program is made up of **3 main pillars** :

Technical safety

Risk-based safety management system

Human and organizational factors that help anchor safety culture

Assessments of our high-risk activities

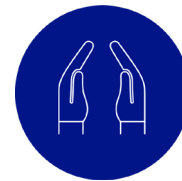
Each year, we are assessed on our control of our high-risk activities through audits conducted by third parties. The objective of these audits is to compare the current situation (processes, training, facility design) with the defined standards in order to readjust our improvement plans.

In 2024, we were successfully audited on two of our activities:



LOCKOUT-TAGOUT (LOTO)

Securing a machine during a technical maintenance intervention



CONFINED SPACES

An enclosed space that is not intended to accommodate humans



Our company has adopted shared vigilance to prevent major accidents.

Our challenge is to promote risk perception and awareness among employees. To address this, we will foster this culture by encouraging the habit of reporting information. We are implementing a new tool to effectively report and address risky situations.

Success will be measured by assessing reported risks and improving our practices. Several departments have collaborated and communicated to ensure shared vigilance is implemented by 2025.



Luis Alexander Gonzalez

HSE

Compliance & Systems Specialist



Diversity, Equity and Inclusion (DE & I)



Our ambition

Instill a culture of inclusion by providing equitable opportunities to all employees, welcoming diverse talent, and leveraging diversity of ideas and experiences.

Our actions

Ensure equal opportunities throughout the career cycle.

Cultivate a culture of inclusion by offering dedicated training and encouraging our employees to actively contribute to our commitment to society

Our results	2023	2024	Target 2025
Equal Salary Certification	Yes	Yes	Yes
Inclusive Mindset Training	30 %	46 %	80 %
Number of hours of volunteer work	N / A	254 hours	N / A

Continuing to improve our process of Human Resources



Since 2020, we have continued our process of continuous improvement in terms of pay equity and fairness in our human resources policies.

Integration of Diversity, Equity and Inclusion culture

More than 300 employees have been supported in understanding and putting DE&I concepts into practice through our two "inclusive mindset" training modules.

Module 1

Understanding and mitigating unconscious bias

Module 2

Building inclusive habits as a team

Social Engagement

In 2024, in order to improve and maximize the impact of our engagement, we adapted our model and built a new pillar of societal commitment.

Thus, to guarantee the sustainability of the associations supported, maximize our financial, human and material contribution instead of support, and encourage the commitment of employees, we have decided to create lasting partnerships, based on sharing and exchange.

The first partnership established is support for the new **Epicerie Caritas store** which opened its doors in Bulle in 2024. Starting in 2025, a UCB employee will be deployed every Friday morning to help with customer support, maintenance, and reception.

Goals

Maximize sharing between employees and associations

Select projects related to sustainability issues

Focus on partnerships and sustainable support



Early Careers



Our ambition

As a technology-led company, the need for talent with specialized skills is crucial.

Faced with a potential talent shortage, particularly due to the decline in the working population and the increase in demand for these skills, companies must commit to training the professionals of tomorrow.

Our actions

Allow for young people from different backgrounds : Apprenticeship, internship and Graduate program to join UCB

Offer young people benefits such as free travel pass for apprentices, a restaurant subsidy, wellness bonus and payment of professional expenses

Our results

	2023	2024	Target 2026
Number of people having benefited from the program	38	49	50
Internships	11	19	15
Graduate Programs	5	5	4
Apprentices	21	25	31

Our different programs

Young people can join various programs depending on their different curricula and profiles:

Apprenticeship

Dual Training :
company or school

Leads to certificate
of federal capacity (CFC)

Internship

From 3 to 12 months

Leads to an access to an University
of Applied Sciences (HES) or
possibility of working on various
projects

Graduate Program

From 18 to 24 months

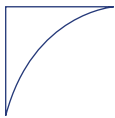
Perform 2 or 3 rotations in
UCB departments

Helps accelerate career and
improve employability

Our achievements in 2024

- Start of the CFC automation engineer apprenticeship program
- Integration of pre-HES and PiBS gateways
- Creation of a Graduate Program in quality systems
- New concept of sustainability on student forums (EPFL and HES-SO)





Léa Chèvre

Graduate in Continuous Improvement

The Graduate Program gave me an overview of working in the chemical, pharmaceutical and biotechnology manufacturing industries through two completely different professions.

My work is structured around two missions: the first focuses on problem solving and continuous improvement, while the second focuses on the experimental laboratory. This program represents an excellent opportunity to gain initial experience in the biotechnology and pharmaceutical industry. Following my Master's degree in Molecular Science specializing in immunology at the University of Bern, this experience allows me to gain a concrete understanding of the activities and different professions in this sector.

This program offers me the opportunity to broaden my knowledge of different drug production processes and the methodologies used in the industry. It also gives me the chance to collaborate with many people from diverse backgrounds, allowing me to develop my communication and teamwork skills.





Employee Engagement

Our ambition

Raise awareness, collaborate and share experiences with our employees, our industrial neighbors and external organizations on sustainable development.

Our actions

Integrate sustainable development into the company

Organize events, workshops and dialogues on themes related to sustainable development

Develop sustainable development awareness training for all employees

Foster collaboration and knowledge exchange with peers and experts

Our results	2023	2024	Target 2025
Sustainable Development Week	Yes	Yes	Yes
Performance Report in sustainable development matters	Yes	Yes	Yes
Sustainable development awareness training	Partial	100 %	100 %
Governance and KPI deployed	Partial	100 %	100 %

Closing Note

Raise awareness and share

As a company, integrating sustainable development into our business strategy is essential, but we are convinced that raising awareness, collaborating and sharing experiences with our employees, our industrial neighbors and external organizations is also crucial.

This promotes mutual learning, innovation and the deployment of creative solutions.

Together, we can create a positive impact
on our business, our society and our planet.

Report language

This document is available in English and French

Availability of the Sustainable Performance Report

The sustainable performance report is available on the website: ucbsuisse.ch

Calendar

January 1, 2024 – December 31, 2024

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