

CEO Commitment Letter

Business ambition for an inclusive and regenerative economy.



The Swiss Triple Impact (STI) is an engagement program designed to accelerate the shift towards a resilient and sustainable Swiss economy. A B Lab initiative, co-initiated with GCNSL and ecosystem partners. The program, which is unique on a European level, helps Swiss companies measure, manage and use their contribution to the Sustainable Development Goals (SDGs) as an opportunity. The STI program creates an impetus for a nationwide commitment, with the aim of involving as many companies of different sizes and sectors as possible.

Recognizing the value of an inclusive and regenerative economy, I am pleased to confirm that **UCB Farchim SA** is joining the Swiss Triple Impact movement of leading companies aligning their business with the UN Sustainable Development Goals (SDGs). We thereby commit to pursuing a material positive impact on society and the environment through our business and operations and emphasize our wish to balance profit and purpose.

By signing this letter, **UCB Farchim SA** commits to align its ambition with the following pledges and to undertake the related measures to achieve these pledges:

Pledge 1: By 2030, we reduce our water consumption by 20 % by volume, compared to 2015*. [SDG 12, 13, 6]

* As part of our Health of the Planet program, UCB in Switzerland contributing to UCB Global targets.

Pledge 2: By 2030, we are carbon neutral (Scopes 1 & 2), and our CO2 target is approved by the Science Based Targets initiative (SBTi)*. [SDG 13, 7]

* As part of our Health of the Planet program, UCB in Switzerland contributing to UCB Global targets. Mainly reducing our own emissions, representing 80 % of our actions and budget, and compensating the remaining 20 % incompressible emissions.

Pledge 3: By 2025, we ensure that over 60 % of all CO2 emissions from our suppliers (Scope 3) are covered by the Science Based Targets initiative (SBTi), compared to 23 % in 2021*. [SDG 13, 8]

* As part of our responsible procurement initiative, UCB in Switzerland contributing to UCB Global targets, mainly reducing the suppliers' emissions and compensating the remaining incompressible ones.

Pledge 4: By 2025, we ensure equal opportunities and career development for all our employees, including equal salaries, promotions and individual customized performance reviews*. [SDG 5, 4, 10, 8]

* Maintaining the Equal Salary certification, in line with our Diversity, Equity & Inclusion program.

Pledge 5: By 2025, we increase the number of early career profiles (apprentices, interns & graduates) by 30 % compared to 2022, and ensure they get the necessary training and skills to be integrated into the professional world*. [SDG 4, 8, 5]

* Carried out by a third party assessment. As part of our Early Careers program, offering free job orientation and personalized support towards our apprenticeship courses. Also further developing collaboration with Swiss universities to create better connectivity with local students and to develop their skills.

Global challenges can only be solved through joint sustainable behavior and action. Our company wishes to join the growing group of leading companies that are setting ambitious targets in line with the Agenda 2030. By doing so, we recognize the crucial role the business community can play in achieving the SDGs and to protect the health and well-being of present and future generations.

Nicolas Tièche

Signature

François Vanier

Signature

Bulle

22 December 2022

Place

Date