



## **Corporate Social Responsibility/Sustainability Policy**

### **Policies and Procedures**

12 0019 000

Effective: April 8, 2022

Revised: June 25, 2025

### **1.0 Applicability**

This policy shall apply to all employees of the subsidiaries and business units of Cambrex Corporation (collectively “Cambrex” or “the Company”), anywhere in the world.

### **2.0 Objective**

The primary purpose of this Corporate Social Responsibility/Sustainability Policy (“Policy”) is to maximize shared value among Cambrex, its employees, customers, shareholders, and our communities at large. This Policy is aligned with our Code of Conduct and Business Ethics, and aims to strengthen our relationships, with regard to responsible and increasingly sustainable practices with investors, clients, employees, suppliers, and the larger global society and those of which we are a part by incorporating the considerations described in this Policy into decision-making in all business activities.

### **3.0 Overview and Guiding Principles**

Our vision of sustainability is based on the understanding of our responsibility in promoting best practices and encouraging their implementation throughout our entire value chain. We operate with a consistent focus on the long-term impacts and results of our operations and relationships, prioritizing long term benefits over short term gains while monitoring the risks and opportunities that environmental, social, and corporate governance (“ESG”) aspects may bring. We believe that business responsibility is a long-term driver and aim to apply these practices daily to generate value for all stakeholders via sustainable growth. This Policy has been developed considering existing and emerging standards of Corporate Social Responsibility and sustainability. This Policy sets out Cambrex’s commitment to the following:

#### **3.1 Ethics and Transparency**

3.1.1 Conduct our business in an open, honest, and ethical manner.

3.1.2 Engage stakeholders clearly, honestly, and respectfully.

#### **3.2 Protecting our Workers**

3.2.1 Protect the health and safety of all individuals affected by our operations, including our employees, contractors, and members of the public.

3.2.2 Ensure that all employees are treated fairly and with dignity, and that diversity in the workplace is embraced.



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- 3.2.3 Apply fair labor practices while respecting the national and local laws of the countries and communities where we operate.
- 3.2.4 Provide equal opportunity in all aspects of employment and we will not tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.
- 3.2.5 We will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse, ensured by implementation of our Supplier Code of Conduct (discussed in detail below).

### **3.3 Protecting the Environment**

- 3.3.1 Promote protection of the environment by evaluating our impacts on the environment including for example, greenhouse gas emissions, waste, use of water resources, wastewater emissions, air emissions, refrigerant usage, etc. This includes our further commitment to preserve biological diversity.
- 3.3.2 Institute greenhouse gas emissions reduction targets.
- 3.3.3 Limit active pharmaceutical ingredients discharged into the environment.
- 3.3.4 Implement practices to support continuous improvement of our environmental performance.

### **3.4 Enhancing Supply Chain Practices**

- 3.4.1 Incorporate the concepts identified in the PSCI Principles for Responsible Supply Chain Management into our business decision-making and operations.
- 3.4.2 Align our supply chain partners through a Code of Conduct for our suppliers.

### **3.5 Responsible Corporate Citizenship**

- 3.5.1 Support the communities in which we operate by providing employment, charitable, and civic opportunities and programs.

## **4.0 Priority Programs**



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As Cambrex evolves as a company and as the challenges facing society change, we are committed to advancing our vision through identifying the core drivers of our corporate strategy with the most relevant issues we face from an environmental, social, and governance perspective. To that end, we will deliver our strategy through the following priority programs.

- 4.1 Carbon Reduction Program: Cambrex is committed to mitigating the impact of our business operations on the environment through reducing our carbon footprint. Cambrex has committed to reduce Scope 1 and 2 greenhouse gas emissions by 51.6% below 2018 levels by 2030, and its Scope 3 emissions by 42% below 2020 levels by 2030. These targets have been validated by the Science Based Target Initiative (SBTi). To support this, we have disclosed our carbon reduction efforts through the Carbon Disclosure Project, a global disclosure system for investors, companies, cities, states and regions to manage their environmental impact, beginning in 2022.
- 4.2 Ensuring a Socially Responsible Supply Chain: In January 2022, Cambrex implemented a formal program for ensuring that our suppliers follow responsible practices primarily through adoption of our Supplier Code of Conduct. In this way, we can ensure that our suppliers are aligned with our values and principles across a spectrum of environmental, social, and governance aspects, for ourselves, our customers, and all other stakeholders.

## 5.0 Roles and Responsibilities

- 5.1 A Corporate Committee comprised of the General Counsel, Chief Human Resources Officer, and Senior Director, Regulatory Affairs (EHS&S) shall be responsible for implementation of and monitoring compliance with this Policy globally. Each Cambrex facility shall have a designated CSR champion that is responsible for implementation of this Policy at their respective site.
- 5.2 The Company's Board of Directors is responsible for oversight of this Policy and management shall report on progress against the Policy biannually. The Board of Directors has approved this Policy and shall review all ESG related targets set by the Company.
- 5.3 All employees are responsible and accountable for complying with all applicable laws and Company policies, fostering a safe working culture and



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contributing to a safe working environment, and for operating in an environmentally responsible manner.

This policy was last reviewed on March 1, 2025 and will be reviewed on a regular basis and updated as needed.