Opella.
Sustainability Report 2025.

Our yearly checkup.

The future of self-care.

We have a clear vision: to become the best fast-moving consumer health company in and for the world. For me and for our nearly 11,000 team members, this is more than words on a page. It is a commitment. As a leader in our industry, we owe it to ourselves, all of our stakeholders, and to our planet to build a business where sustainability is not an afterthought, but truly core to our strategy.



Julie Van Ongevalle. President and Chief Executive Officer.

As a new standalone company, we're shaping the future of self-care, and with that comes a responsibility to raise the bar every single day. As the first consumer healthcare company to achieve global B Corp Certification and validate our net-zero trajectory with the Science Based Targets initiative (SBTi), we're proud of these milestones.

We are happy to share that we have achieved, and in some cases surpassed, all our 2025 targets:[1]

- -65% Scopes 1 and 2 emissions versus 2019, we achieved -70%.
- 100% renewable electricity in our operations.
- 100% landfill-free at eligible manufacturing sites.
- 100% paper-based consumer packaging from certified sources.
- Reach 100M people annually on health awareness and responsible medicine use, we reached 238M in 2025.

But these aren't finish lines. They are milestones on the journey.

At the heart of this evolution is our new strategy:

Health^3

Planet x People x Business.

Our equation for a healthier future. This vision is built on a simple reality: the health of planet, people, and business are deeply interconnected. If one weakens, the whole system is affected. When treating these elements as a unified equation, we believe we can amplify our impact.

We believe that sustainability must be directly embedded in our business. This is about building resiliency so that we can deliver health into people's hands for generations to come.

Our Health^3 strategy sits at the intersection of healthy planet, healthy people, and healthy business, and is guided by 3 strategic priorities:

- Pursuing net-zero by 2050.
- Increasing the health literacy of consumers and healthcare providers.
- Continuously improving as a B Corp.

To our team members, partners, and communities: thank you. Your passion and commitment push us forward. This is just the beginning, and we are proud to be shaping a healthier, more inclusive, and sustainable future.

That's what responsible growth looks like. We have the power to shape a healthier future. All in. Together.

1. For more detail about our 2025 targets scope and exclusion, please refer to page 61.

“Make self-care as simple as it should be.”

Health.
In your hands.

Certified B Corporation

Our mission.

At Opella, we believe in empowering people to take care of themselves. Our mission is to bring health in people's hands by making self-care as simple as it should be.

As the first global consumer healthcare company to achieve B Corp Certification, we are proud to meet high standards of social and environmental performance, transparency, and accountability. The journey to achieving global B Corp Certification was rigorous and demanding, underscoring our dedication to continuously raising the bar for ourselves when it comes to delivering sustainability impact.

At Opella, we are committed to delivering high quality, consumer-friendly self-care solutions that support both individual well-being and the health of our planet. By promoting health education and empowering self-care, we help ease the burden on healthcare systems worldwide, benefiting our consumers, communities, and the environment.

Our sustainability journey is guided by a commitment to transparency. It is an approach based on listening, learning, growing, and sharing our progress openly, every step of the way.

About us.

Opella is headquartered in Paris, France.
The group employs around 11,000 passionate and talented people worldwide, has direct operations in 38 countries, and provides trusted health solutions to consumers in ~150 countries. Opella ranks 3rd in over-the-counter (OTC) medicines and vitamins, minerals, and supplements (VMS) with annual net sales of €5.1 billion.[2] It is the 1st consumer healthcare company to achieve global B Corp Certification.[3]

Opella has ~100 brands that customers and consumers use. Some of our key brands are: Allegra, Enterogermina, Doliprane, Magne B6, EVE, DulcoLax, Essentiale, Qunol, Icy Hot, Cenovis, Buscopan/No-Spa, Mucosolvan/Bisolvon, Pharmaton, Dorflex, and Novalgina. Here is a snapshot of the portfolio:

Category mix (% of sales).

- 44% Seasonal symptoms and pain relief.
- 48% Wellness.
- 8% Other health needs.

Geographic exposure (% of sales).

- 49% Europe and Latin America (EULA).
- 27% North America (NAM).
- 24% Asia-Pacific, the Middle East, and Africa (AMEA).

Opella has established a strong presence across key global markets such as France, US, Mexico, Germany, Japan, Brazil, India, Australia, China and more. Its global network of manufacturing sites and distribution channels keeps the company close to customers and helps it operate efficiently.

Opella is working to redefine self-care, challenging the status quo to deliver bold, trusted health solutions that empower consumers everywhere.



Some of our key brands.

2. Group data and analysis on the basis of market studies conducted by third parties, including the Nicholas Hall, DB6 2024TM CHC benchmark study.
3. As of April 17, 2025. Opella achieved B Corp certification as a subsidiary of Sanofi, prior to becoming a standalone company. For the purposes of this report, a “global consumer healthcare company” is defined as an entity operating across multiple major international markets (including North America, Europe, Asia-Pacific, and Latin America), with a diversified OTC product portfolio and annual consumer healthcare revenues exceeding USD $2 billion.

Our Business Model.

Upstream.

- Active Pharmaceutical Ingredients.
- Other raw materials.
- Packaging materials.
- Energy & Water use.
- External Manufacturing.

Opella. Self-care made simple.

~11K employees.

~150 countries, 38 served directly.

~100 trusted brands worldwide.
Category Mix: 44% Seasonal & pain, 48% Wellness, 8% other.

Allegra, enterogermina, Doliprane, MAGNE B6, EVE, DulcoLax, ESSENTIALE, Qunol, ICYHOT, CENOVIS, Buscopan NO-SPA, Mucosolvan Bisolvon, Pharmaton, Dorflex, Novalgina

- 13 Manufacturing Sites.
- 6 Distribution Centers.
- Research & Development.
- 4 Innovation & Development Centers.
- Corporate Functions.
- Business Partners.

Downstream.

Healthcare Professionals.

Brand experience.

Points of Sale.
Direct distribution or via Wholesale / distributors.

- Pharmacies.
- Retail shops.
- Hospitals.
- E-commerce.

Consumer Use.

- Symptoms.
- Self-care.
- Usage.
- Health outcomes.
- Adherence.

End-of-life.

- Reuse.
- Recycling.
- Incineration.
- Landfill.

STAKEHOLDERS.
GOVERNMENTS & HEALTH AUTHORITIES. HCPS. HEALTH INSURERS. PATIENT & INDUSTRY ASSOCIATIONS. INVESTOR & FINANCIAL INSTITUTIONS. EMPLOYEES / CONTRACTORS. CUSTOMERS & CONSUMERS. ENVIRONMENT. AGENCIES & PARTNERS.

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1. Sustainability at Opella.

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Introducing Health³.

Our equation for a healthier future.

Now in our first year as a standalone company, we are writing a new chapter. Health³ — our new sustainability strategy — is grounded in our most material issues and a simple reality: the health of planet, people, and business cannot exist in silos. They are interconnected and interdependent. A healthy planet enables healthy people. Healthy people power healthy businesses. Healthy businesses can invest in both.

Health³ is our commitment to treat these 3 dimensions as one unified equation, not separate agendas. It is our commitment to build a healthier future.

Health³ = Healthy Planet × Healthy People × Healthy Business.

We believe that Health does not simply add up. It multiplies.

- When we reduce emissions and protect ecosystems, we safeguard the foundations of human health and our business.
- When we strengthen health literacy, workplace and value chain safety, we enable trust and resilience.
- When we operate ethically and responsibly, we secure long-term value creation.

If one falters, the system weakens. When one strengthens, the others accelerate.

Our vision for the future is the multiplying effect of Health³.



Materiality assessment.

Our first Double Materiality Assessment (DMA) conducted in 2025, established the foundation of our sustainability strategy.

Aligned with the European Sustainability Reporting Standards (ESRS) and integrating European Financial Reporting Advisory Group's (EFRAG) guidance, the assessment identified the environmental, social, and governance topics where Opella has the most significant impact on society and the environment and where sustainability matters most to our financial performance.

The DMA defines what we must actively manage, prioritize, and transparently report on. It informs our strategic focus, shapes our risk management framework and ensures alignment with future Corporate Sustainability Reporting Directive (CSRD) requirements.

Double materiality, a strategic exercise.
The process, grounded in regular dialogue, environmental studies, and in-depth stakeholder interviews enabled Opella to integrate diverse perspectives to accurately identify and prioritize 7 material topics.



Our material topics:

Environment.

- E1 - Climate change.
- E2 - Pollution.
- E5 - Resources use and circular economy.

Social.

- S1 - Own workforce.
- S2 - Workers in the value chain.
- S4 - Consumers and end-users.[4]

Governance.

- G1 - Business conduct.

4. Under CSRD (ESRS S4), consumers are individuals who purchase goods or services for personal use, while end-users are individuals who ultimately use those goods or services, whether or not they purchased them.

Our 5-step process.

1. Document review.
2. Identification of material topics.
3. Assessment and rating.
4. Stakeholder consultation.
5. Validation and reporting.

1. Document review: analysis of internal materials including previous assessments, sustainability strategy, risk maps, environmental studies, and external sources including ESRS guidance and industry benchmarks, to map potential impacts, risks and opportunities (IROs).

2. Identification of material topics: with support from external consultants, Opella identified negative and positive impacts, dependencies, risks and opportunities across its operations and value chain, categorizing them under the ESRS topical standards and refining them with expert input.

3. Assessment and rating: each IRO was evaluated to determine materiality in two stages: first, by assigning a likelihood rating, and second, by applying qualitative judgement and/ or quantitative thresholds depending on the nature of the topic, data availability, and the reliability of the underlying information.

5. Any organisation or healthcare professional that purchases a company's products or services.

Impact materiality assessment:

- Negative impacts: severity for actual impacts; severity and likelihood for potential impacts. Severity (i.e. scale, scope, irreversibility) takes priority for human rights issues.
- Positive impacts: scale and scope for actual impacts; scale, scope and likelihood for potential impacts.

Financial materiality assessment: the materiality of risks and opportunities was assessed based on the likelihood of occurrence and the potential magnitude of the financial impacts. Opella's subject matter and finance experts ensured that the materiality threshold aligned with Opella's Enterprise Risk Management (ERM) methodology. It was then applied to determine the material IROs and subsequently, the material topics.

4. Stakeholder consultation: we tested preliminary results with internal experts through interviews and workshops. We then surveyed external stakeholders including employees, suppliers, investors, customers[5], partners, and health and local communities, as well as environmental NGOs, to prioritize the 10 ESRS topical standards. These consultations informed our findings, provided an external perspective, and highlighted areas for improvement.

5. Validation and reporting: the results, including the materiality threshold and list of 7 material topics, were reviewed and approved by the project governance bodies, including Executive Management and the Sustainability Steering Committee.

Fully embedded into our ERM framework, the DMA provides a robust and structured basis for decision-making, accountability and long-term value creation.

This double materiality assessment will be regularly reviewed and updated to account for any major events that could impact results.



Cologne. Germany.

Our 3 strategic priorities.

Health³ reflects all 7 of the material topics we identified through our DMA. We remain committed to managing and making progress across each of them. At the same time, we recognize a practical reality: impact requires focus, which is why we have set a strategic priority for each aspect of Health³. It is our responsibility to allocate resources where they can drive the greatest long-term value for society and for our business. Prioritization is not about doing less, it is about doing what matters most, with rigor and accountability. Our strategic priorities allow us to concentrate leadership attention, governance oversight and investment, while continuing to advance all other material topics through our operational roadmaps.

Pursuing net-zero by 2050.
Climate change is both our most systemic environmental risk and a defining challenge for human health. Given that 97% of our emissions are in our value chain, decarbonization will require long-term structural transformation across all systems. This priority strengthens our Healthy Planet pillar while reinforcing supply chain and long-term resilience.

Increasing health literacy.
As a self-care leader, our most distinctive societal contribution is helping people better understand prevention, symptoms and responsible use of medicines. Improving health literacy drives better outcomes for individuals, reduces pressure on healthcare systems, and strengthens consumer trust.

Continuously improving as a B Corp.
Strong stakeholder governance and ethical conduct are foundational to performance. By embedding accountability into how we work, our commitment to continuously improve as a B Corp ensures that we will uphold high standards across our operations and value chain, and share our progress transparently.

Health³

Planet x People x Business.

PILLAR.	REPORTING THEME.	STRATEGIC PRIORITY.
Healthy Planet.	**Climate Action.** [MT: Climate change.] **Nature & Resources.** [MT: Pollution. Resource use and circular economy.]	**Net-Zero.** Reduce absolute emissions on Scopes 1, 2, and 3 by 58.8% by 2034 and 90% by 2050.
x		
Healthy People.	**Thriving Teams & Partners.** [MT: Own workforce ,Workers in the value chain.] **Empowering Self-Care.** [MT: Consumers and end-users.]	**Health Literacy.** Improve the health literacy of 50M people annually.
x		
Healthy Business.	**Responsibility & Ethics.** [MT: Business conduct.] **Resilient Value Chain.** [MT: Business conduct.]	**B Corp.** Achieve B Corp 5-year requirements by 2031.

MT : Material Topic.

2025 Health[3] Progress.[6]

Healthy Planet.

Climate Action.

- **-70%** in Scopes 1 and 2 emissions versus 2019.
- **100%** renewable electricity in our operations.
- **70%** of our top-emitting suppliers are SBTi-committed.

Nature & Resources.

- **100%** landfill-free at eligible manufacturing sites.
- **100%** paper-based consumer packaging from certified sources.
- **82%** of product packaging is recycle-ready.

Healthy People.

Thriving Teams & Partners.

- Pay equity with **14.3%** variance in favor of women.
- Launched new well-being program **Embrace.**
- Launched Opella's **Human Rights Policy**.

Empowering Self-Care.

- **491M** people reached on health awareness and responsible medicine use since 2023.
- **1.7M** beneficiaries reached through community health programs since 2022.

Healthy Business.

Responsibility & Ethics.

- Globally **B Corp certified**.
- New **Code of Conduct.**
- New **Speak Up Helpline.**

Resilient Value Chain.

- New **Integrated Business Planning (IBP)** process to secure business continuity.
- **96%** of key suppliers assessed on ESG.

6. For more details, please refer to 2025 Health[3] targets and metrics definitions p.61.

Stakeholder engagement.

Our approach.

Engaging stakeholders to understand what matters to them and integrating these expectations into our work is central to conducting business responsibly and advancing our sustainability priorities while considering the impact of our decisions on all of our stakeholders. We use structured, ongoing dialogue to actively seek and understand expectations, identify emerging risks and opportunities, and co-create solutions that generate shared value. Our Health[3] ambitions emerged from that dialogue.

Our approach combines:

- Strategic partnerships to address systemic challenges linked to health, equity, environment and access.
- Continuous monitoring and feedback loops through materiality assessments, surveys, and collaborative platforms.
- Transparent and accountable engagement, ensuring insights and considerations from stakeholders directly inform decision-making, policies and program design, with Executive Committee oversight in applicable cases.

We aim to continually deepen our engagement by:

- Sharing how stakeholder input shapes strategies and outcomes, reinforcing transparency and trust.
- Expanding dialogue with healthcare professionals, civil society and advocacy groups to enhance the societal value and responsible use of our products.



Open discussion about empowering women in the workplace. **Budapest, Hungary.**

“Our stakeholder governance framework ensures their perspectives are fairly represented and embedded in balanced, transparent decision-making.”

Our stakeholders and engagement channels in 2025.

Key stakeholders.	Engagement channels in 2025.
Consumers.	Campaigns to raise awareness and promote self-care, inclusively and responsibly.
Customers.	Partnerships with retailers to integrate sustainability and our B Corp Certification into our joint business plans.
Employees.	Volunteer program, annual global engagement survey, training programs, intranet, events, townhalls, incentive schemes linked to targeted sustainability performance.
Policymakers and regulators.	Leadership roles of Opella employees in trade associations and active engagement in policy and regulatory reform.
Healthcare professionals.	Insight boards, publications, health literacy, and self-care advocacy.
Civil society and NGOs.	Expanded partnerships with global agenda-setting and multilateral institutions (such as Business at OECD and the G20 & G7 Health Development Partnership) to elevate self-care as an essential pillar of Universal Health Coverage and a key way to reduce the burden of non-communicable diseases.
Suppliers.	Ongoing collaboration to assess and improve suppliers' environmental and social impact (audits, sustainability questionnaires, Supplier Code of Conduct, Human Rights Policy, trainings).
Shareholders.	Structured governance engagement, including quarterly board meetings, monthly business reviews with our majority shareholder CD&R, ongoing discussions, strategy reviews and collaboration on long-term value creation.
Environment.	Scientific analysis and expert engagement to represent environmental interests in decision-making, including biodiversity and climate risk assessments, partnerships with environmental NGOs and participation in industry initiatives to strengthen our net-zero and circular economy ambitions.

Sustainability governance.

We have built a strong internal governance framework to embed sustainability into strategic and operational decision-making across the organization. As a newly standalone company, Opella launched its own policies in 2025, ensuring sustainability is integrated where applicable.

Our approach ensures accountability, cross-functional alignment, and continuous improvement as we work toward ambitions across our healthy planet, people, and business pillars.

Sustainability-related KPIs are integrated into operational dashboards, consolidated by the Global Sustainability team, and reviewed quarterly by the Sustainability Steering Committee. This Committee is comprised of 6 members of the Executive Committee and is chaired by the Chief Sustainability Officer.

These controls ensure compliance, data quality, and transparency in our external reporting, including preparation for future reporting requirements and other disclosures.

Executive Committee.

Provides strategic oversight and executive accountability for Opella's sustainability commitments.

Sustainability Steering Committee.

Aligns strategic direction, reviews progress, and ensures sustainability in decision-making.

Sustainability Disclosure.

Ensures accuracy, consistency, and compliance of public sustainability disclosures.

Global Sustainability Team.

Designs strategy, leads program execution, ensures alignment, and continuous improvement across functions.

Global and Local Functions.

Execute the Health^3 strategy within each function, translating strategic goals into concrete actions.

Triple value of self-care.

Self-care is a powerful lever to create positive outcomes across planet, people, and business. We have produced pioneering research that quantifies how self-care creates triple value: it helps people stay healthier, strengthens healthcare systems, and supports lower-carbon care pathways.

This is health[3] in action, where self-care:



1. Supports better health outcomes.

Self-care empowers individuals to manage everyday health needs and take a more active role in their well-being, improving health outcomes.

In Europe, an estimated 1.2 billion minor ailments are self-managed each year using non-prescription medicines.[7] At a global scale, this can save more than 13 billion individual hours in travel and waiting time and 2.2 billion hours of physician time. It also supports better adherence in chronic disease management and reduces absenteeism at school and work. An additional 800,000 doctors would be needed worldwide if self-care did not exist.[8]



2. Eases pressure on healthcare systems.

By enabling people to manage minor conditions independently, self-care relieves pressure on healthcare systems.

Economic studies estimate that every €1 spent on non-prescription medicines in Europe generates €6.70 in societal value, and for every $1 in the US, it generates $7.33. At a global scale, this represents approximately €26 billion in avoided healthcare costs and €10 billion in productivity gains each year.[9]



3. Lowers the carbon footprint of care.

Self-care can help reduce the environmental footprint of healthcare.

Traveling to medical facilities for procedures is resource intensive. A UK pilot study covering the healthcare industry at large suggests that wider adoption of self-care for minor conditions could avoid 25-38 million primary care visits and 5-10 million emergency visits, reducing National Health Service (NHS) carbon emissions by 8-16%, equivalent to up to 2.4–4.8 million round-trip flights between London and New York.[10]

7, 8. "Self-care socio-economic research" - GSCF - February 2026
9. Enseignements de l'étude « Self-care in Economic and Europe : Social Impact on Individuals and Society » pour la France - AESGP - November 2021 "The Power of OTCs to Provide Consumer Value" Executive summary of findings - IRI CHPA - November 2022
10. "The economic impact of over-the-counter products in the UK", Report for PAGB, the consumer healthcare association -Frontier economics - July 2023

2. Healthy Planet.

20 → Climate Action.

28 → Nature & Resources.

“Climate change is not just an environmental issue, it is a health crisis.”

Climate Action.

Material topic.
Climate change.

From heatwaves and poor air quality to the spread of infectious diseases, its impact on human health is escalating fast. The healthcare industry is responsible for nearly 5% of global emissions.[11] As a consumer health leader, Opella must act.

That means reducing our emissions while working with suppliers, partners, and industry peers to accelerate the broader transformation required to decarbonize healthcare value chains.

Policy.

↗ Procurement Standard.

11. 4.4% in 2014 according to Healthcare Without Harm: https://global.noharm.org/sites/default/files/documents-files/5961/HealthCaresClimateFootprint_092319.pdf ↗

Our approach.

Our reduction efforts focus on the areas where we have the greatest impact and influence. We are improving energy efficiency at our sites, accelerating the transition to renewable energy, electrifying vehicles and industrial processes, optimizing logistics, developing lower-carbon product and packaging innovations, and working with suppliers to support their own decarbonization journeys.

Decarbonizing toward net-zero.

In 2025, the Science Based Targets initiative (SBTi) validated our near- and long-term net-zero targets. This confirms that our climate commitments are science-based and aligned with the global 1.5°C pathway. Our climate strategy is structured around two key milestones on the path to net-zero, using 2023 as our baseline year.

2034 Target:

- –58.8% absolute reduction in Scopes 1, 2, and 3 emissions by 2034 (vs. 2023 baseline), including purchased goods and services, upstream transportation and distribution, and business travel.

Our near-term focus is to reduce carbon emissions in the categories that are most material and where we have the strongest levers for action. This includes decarbonizing our operations and strengthening engagement with suppliers across key parts of our value chain.

All In. For net-zero.

Key action principles.

Sites & Fleet direct emissions.

Scope 1.



Run on clean energy and fleets.

- Optimize manufacturing processes.
- Switch to renewable-powered electric heating and cooling.
- Transition to electric or low-emissions fleet.

Indirect energy emissions.

Scope 2.



Source only renewable power.

- Source 100% renewable electricity.
- Improve energy efficiency.
- Increase on-site renewable generation (e.g., solar panels) to reduce reliance on grid.

Value chain emissions.

Scope 3.



Transform our supply chain and products.

- Source low-carbon materials and ingredients.
- Design packaging to cut virgin plastic and enable circularity.
- Collaborate across the value chain to reduce supplier and transport emissions.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

THE NET ZERO STANDARD
APPROVED NET-ZERO TARGETS

Road to net-zero.

2050 Target:

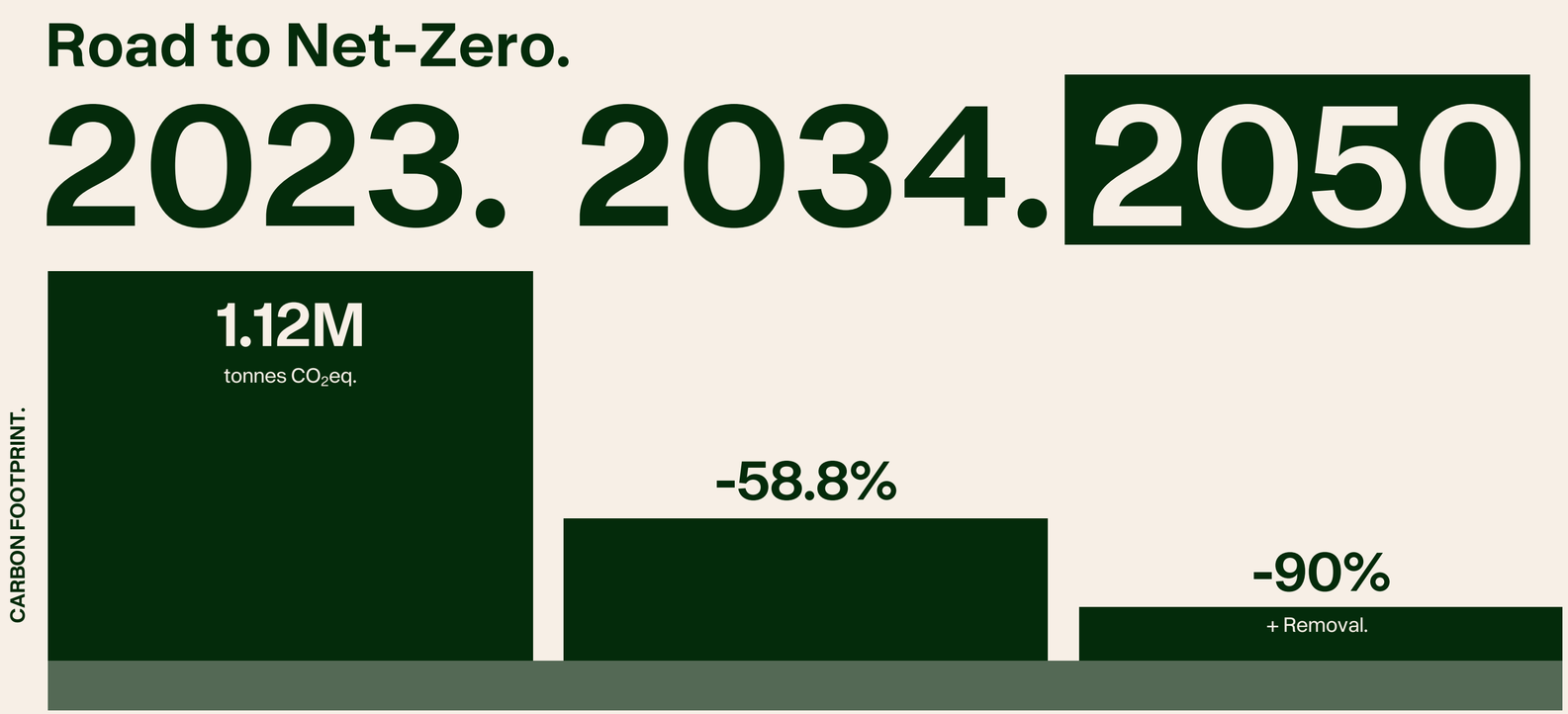
- –90% absolute reduction in Scopes 1, 2, and 3 emissions by 2050 (vs. 2023 baseline).

We aim to achieve decarbonization across our entire value chain, addressing all relevant emission categories and transforming how products are designed, sourced, manufactured, and delivered. Achieving these ambitions will depend in part on external factors beyond Opella's control, including the pace of technological innovation and infrastructure development, the availability of lower-carbon materials and energy solutions, evolving regulatory frameworks and the ability of suppliers and other value chain partners to decarbonize.

Achieving this will require:

- Transforming our value chain from end to end.
- Deepening collaboration with suppliers and co-manufacturers.
- Accelerating innovation in materials, product design, and product use.
- Redesigning logistics and optimizing our portfolio.
- Supporting the development and adoption of scalable low-carbon technologies.

Any remaining emissions will be neutralized through permanent carbon removals, in line with the SBTi Net-Zero Standard.



SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

THE NET ZERO STANDARD
APPROVED NET-ZERO TARGETS

2025 GHG Emissions.

Scopes 1 & 2.

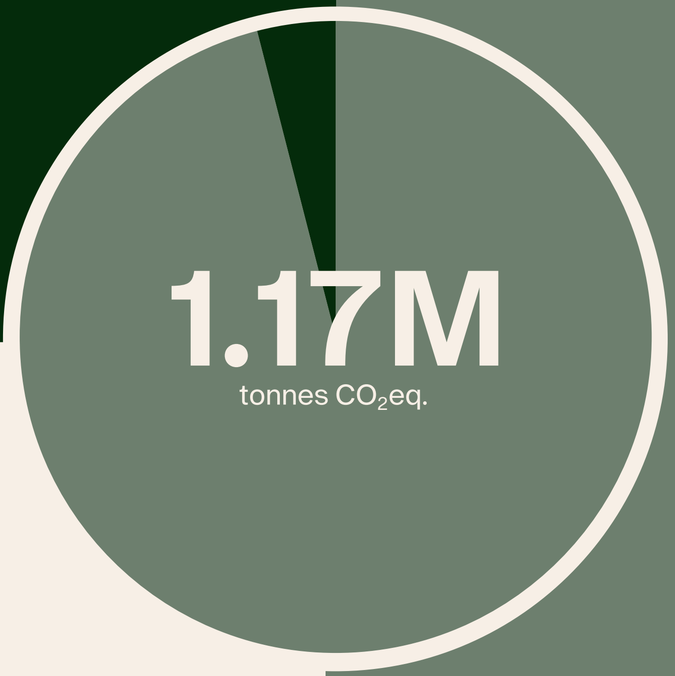
ktCO₂ eq.

On-site combustion and fleet.
34

Energy purchased.
1

3%

97%



Scope 3.

ktCO₂ eq.

Purchased goods and services.
880

Capital goods.
108

Transport and distribution.
50

End-of-life treatment of sold products.
28

Use of sold products.
17

Employee commuting.
17

Fuel-and-energy related activities.
12

Waste generated in operations.
11

Business travel.
8

Processing of sold products.
3

In 2025, Opella's carbon footprint totaled 1.17 million tonnes CO_2eq.

Scopes 1 and 2 emissions represented 3% of total emissions, reflecting continued progress in operational decarbonization.

The remaining 97% came from our value chain, primarily purchased goods and services. Year-on-year increases in Scope 3 emissions were primarily driven by methodology variation in Category 3.1, including expanded use of proxies, industry-average, and spend-based estimates to calculate emissions coverage where primary supplier data remains limited.

Decarbonizing our own operations. Scopes 1 and 2.

In 2025, we reduced our direct emissions by 70%[12] compared to 2019 and made progress on the 3 levers of our energy decarbonization strategy for industrial sites:

- Increasing energy efficiency at our manufacturing facilities.
- Decarbonizing our industrialization process and corporate fleet.
- Transitioning to renewable energy.

Increasing energy efficiency.
Our energy efficiency approach covers all operations: buildings, processes, utilities, and company vehicles. 3 of our largest manufacturing sites are certified according to the energy management system ISO 50001 standard. This international standard provides a robust framework for continuously improving energy performance, reducing consumption and lowering greenhouse gas emissions.

Compared with last year, we have reduced energy consumption across our manufacturing facilities by 5%.

Some examples of our energy consumption-cutting efforts include:

- Installing 3 new smaller capacity boilers in Narita, Japan. Coupled with recently installed heat pumps, the project lowered gas consumption by 20%.
- Improving boiler performance in Ocoyoacac, Mexico with smart usage features, including a resting mode during non-production periods, lowering gas consumption around 20%.
- Optimizing 52 heating, ventilation and air conditioning (HVAC) system units in Suzano, Brazil.
- Carrying out ongoing maintenance to fix leaks, insulate cold points, insulate buildings, and paint a cold roof in Rzeszow, Poland.



Virginia. Australia.

12. For more details, please refer to 2025 Health[3] targets and metrics definitions p.61.



Compiègne. France.



Origgio. Italy.

Decarbonizing our industrialization process and corporate fleet.
In 2025, we continued electrifying and adding lower-emission energy sources at our manufacturing facilities, replacing natural gas heating and cooling equipment with electric-powered alternatives, and prioritizing low-carbon energy solutions for site developments wherever possible.

- We retired our natural gas-powered co-generation unit in Origgio, Italy and switched to renewable electricity from the grid, as well as installing heat pumps.
- We reduced steam production to what is strictly necessary for processes. We continued implementing our heat pump program at several sites, particularly in Lisieux, France and Suzano, Brazil. These sites now produce hot water for the air treatment system using heat pumps instead of natural gas-fired boilers, resulting in lower Scope 1 emissions.

We are also reducing emissions from refrigerants by switching to substitutes that have a reduced impact, improving leak prevention, and systematically analyzing accidental discharges to share those lessons across all our sites. Together, these actions reduced the impact of refrigerant discharges by 72%, saving 1,214 tonnes of CO_2eq. compared to 2019.

For our fleets, as an interim measure, we are applying Sanofi's 2025 car policy until our own car policy is established, requiring leased vehicles to emit a maximum of 126g CO_2eq./km, measured under the WLTP[13] norm. This threshold is fully met today, supported by actions to improve fuel efficiency, promote progressively integrate lower-carbon technologies.

As we prepare to introduce an Opella-specific car policy, we aim to accelerate the shift toward hybrid and electric vehicles, enabling greater Scope 1 emission reductions and aligning Opella with leading corporate decarbonization practices.

Transitioning to renewable energy.
In 2025, we reached a major milestone by meeting 100%[14] of our electricity needs with renewable energy, a significant jump from 5.6% in 2019, when we started our journey. We achieved this through a combination of contractual instruments, including Energy Attribute Certificates (EACs), Power Purchase Agreements (PPA) and on-site installations. Our priority is now to improve the quality and impact of this renewable electricity mix.

Solar projects at our manufacturing sites have been a key driver of this transition. In 2025, we expanded on-site generations including:

- Compiègne, France—a solar panel canopy over the employee parking lot with a peak power output of 1868 kWp.
- Origgio, Italy—a rooftop photovoltaic (PV) system with a peak power output of 411 kWp.

We plan to continue scaling this approach in 2026 by expanding onsite installations and increasing our share of PPAs.

13. WLTP stands for Worldwide Harmonized Light Vehicles Test Procedure. It is the global standard used to measure the fuel consumption, emissions, and energy efficiency of light vehicles.
14. Our Megrine site in Tunisia is currently excluded from this scope due to limited renewable energy sourcing options, based on prevailing local conditions.

Decarbonizing our value chain. Scope 3.

Scope 3 emissions account for 97% of our total carbon footprint (for detailed breakdown see 2025 GHG Emissions). Acting across our value chain is therefore central to achieving our science-based targets and net-zero ambition.

Our success depends not only on our own actions, but on the transformation of the broader value chain, our suppliers, and the systems we operate in. This requires moving from fragmented initiatives to coordinated, data-driven scalable solutions.

We are exploring the most material decarbonization opportunities, refining emissions baselines, and laying out clear implementation roadmaps.

Our largest category within Scope 3 is 'Purchased goods and services'. We are taking concrete actions to tackle each of our largest impact areas within that category, which is comprised of: formulas (44%), contract manufacturing (20%), packaging (13%), communication and media (10%), and other (13%), which is a mix of IT services, R&D services, maintenance and technical services, HR services, among others.

Our priority is to activate high-impact levers and ensure accountability across the organization.

Strengthening data foundations.
A key challenge in Scope 3 decarbonization is data reliability. Today, our Scope 3 footprint is calculated using a combination of industry-average estimates and available primary data from suppliers. Our priority is to progressively increase the share of supplier-specific data to better identify hotspots, prioritize actions, and track tangible progress.



Lisieux. France.

In 2025, we:

- Engaged our top 25 active-pharmaceutical ingredients (APIs) and excipient suppliers to collect product-level carbon footprint data, reaching 84% data coverage across these key categories.
- Began integrating carbon data into procurement and decision-making processes.

This transition is critical to move from ambition to actionable, measurable decarbonization.

Engaging our suppliers where it matters most.
Under the Sanofi Supplier Climate Action Plan (SCAP), initiated in 2022, we established expectations for 113 top-emitting suppliers to:

- Measure and disclose carbon emissions.
- Commit to SBTi-committed reduction targets.
- Transition to 100% renewable electricity by 2030.

In 2025, 70% of our top-emitting suppliers are SBTi-committed.[15] We are now scaling this approach through the Opella Climate Program for Suppliers (OCPS), which focuses on:

- Deepening engagement with ~250 strategic suppliers.
- Strengthening performance tracking and accountability.
- Providing targeted support (data, capability building, collaboration).
- Aligning supplier action with our SBTi-approved targets.

We also started embedding climate requirements into supplier contracts to reinforce accountability.

15. For more details, please refer to 2025 Health[3] targets and metrics definitions p.61.

Decarbonizing active ingredients.
Formulas (APIs and excipients) account for 44% of Opella's Scope 3 emissions, making them one of the most important levers in our net-zero strategy. The drivers of this carbon footprint are: 42% raw materials, 27% energy from manufacturing, 18% solvents, 12% waste, and 1% transport.

To address this, we conducted product-level carbon footprints with key suppliers and identified emission hotspots across raw materials, solvents, and energy use.

API decarbonization levers.

- Engaging our tier 2 suppliers.
- Improving energy efficiency and investing in electrification and renewable energy.
- Working on solvent recovery.
- Applying green chemistry principles to improve yields and reduce waste.

In 2025, we made progress with suppliers, including enhanced solvent recycling with a fexofenadine supplier and energy efficiency improvements reducing steam consumption at a paracetamol supplier.

Driving system-level change: the Energize program.
While supplier engagement is essential, many decarbonization levers such as access to renewable energy depend on infrastructure and market conditions beyond individual companies. By joining the Energize program, developed with Schneider Electric and industry partners, we can enable suppliers to access renewable electricity through aggregated PPAs, to help them overcome barriers such as scale, cost, and market complexity.

Developing lower carbon products.
We have started embedding carbon considerations into product design and portfolio decisions: from ingredient sourcing to packaging and reformulation. Our approach focuses on low-carbon by-design principles, including developing lower carbon ingredients, increasing plant-based alternatives where possible, and optimizing material use across the product lifecycle.

To support this shift, in 2025 we introduced the Opella Medicine Carbon Assessment Tool, enabling teams to assess life-cycle emissions and compare lower-carbon design options early in product development. This ensures carbon becomes a decision criterion where relevant.

In practice, many of our most immediate emissions reductions come from simplifying product and packaging design, reducing material intensity and improving manufacturing efficiency.

Spotlight: bottle harmonization.
In Bisolvon and Mucosolvan syrup bottles, we reduced from 4 bottle formats to 2 standardized sizes (125ml and 200ml), enabling lighter designs and saving an estimated 80 tonnes of glass annually. This simplification cuts material use and emissions while improving manufacturing efficiency, because fewer line changeovers mean less material waste and energy use.

Optimizing logistics and advancing low-carbon transportation.
We are taking action to progressively reduce our logistics network and transport-related emissions while maintaining operational excellence:

- Improving energy efficiency across operations.
- Enhancing network performance and route optimization.
- Expanding multi-modal and combined transport solutions.
- Increasing the adoption of biofuels and electric vehicles.



Mucosolvan. **Bisolvon.**

Nature & Resources.

Material topics.
Pollution.
Resource use and circular economy.

In a world of finite resources, we can no longer rely on a linear system of take, make, and waste. We must change our approach: doing more with less and transforming waste into a resource.

From manufacturing to end-of-life, we are redesigning our products with circularity in mind. This includes rethinking materials, sourcing responsibly, and challenging our reliance on virgin plastics in packaging—still the industry standard and often required to ensure the safe delivery of medicines.

Across our value chain, we are reimagining what is possible while maintaining the safety and efficacy required for bring out products to market.

Policy.

↗ Waste Management Standard.
↗ Wastewater Management Standard.
↗ Water Management Standard.

Our approach.

We are committed to protecting ecosystems and safeguarding the natural resources on which our products rely.

Across our manufacturing sites, we focus on reducing waste, improving water efficiency, and advancing responsible wastewater management.

In packaging, circularity guides our innovation: shifting to recycled and recyclable materials, extending material use, reducing virgin plastic, and sourcing responsibly.

Eliminating waste and improving water efficiency.

All 13 manufacturing sites have implemented an environmental management system aligned with ISO 14001 principles, and 6 of them are ISO 14001-certified. These systems are helping us systematically improve resource efficiency and reduce waste.
We are committed to eliminating waste from our site operations by prioritizing reduction, reuse, and responsible disposal across all our manufacturing sites. Our strategy focuses on minimizing industrial waste and increasing circularity within processes.

In 2025, we achieved zero waste to landfill across 11 of our eligible manufacturing sites.[16] We continue to identify reduction opportunities and ways to continuously improve sorting, collection, and reuse practices to advance our broader environmental and resource efficiency goal.

Spotlight: Compiègne site waste to watts.
For our Compiègne site, we work with an off-site waste management contractor that helps us manage our waste. Specific waste streams that were previously incinerated are now fed into an anaerobic digestion system. That system generates renewable energy biogas that can be used as fuel. For every tonne of waste processed through anaerobic digestion, around 3,000 kWh of renewable energy can be produced.

Optimizing water use is an essential practice at Opella. By upgrading equipment for greater efficiency and optimizing water consumption for water-intensive activities, such as cleaning, we have reduced water withdrawal by 2.8% compared with 2024.

Spotlight: Ocoyoacac rainwater project.
Our Ocoyoacac site has been implementing a series of simple, scalable measures to reduce water usage: steam traps, condensate recovery, and system optimization. In addition, the site's Tlaloc project takes advantage of the rainy season to capture and reuse rainwater across 1,200 m^3 of existing roof area. Together, these efforts cut water consumption by circa 14,000 m^2 between 2024 and 2025, a 30% decrease, the equivalent of 6 Olympic-size swimming pools.

Zero waste to landfill
achieved at all 11 eligible sites[16].

16. Our Megrine, Tunisia and Virginia, Australia sites are currently excluded from this scope as alternatives to landfill are not widely available on the market.

Responsible wastewater management.

Pharmaceutical residues can affect ecosystems, water quality, and contribute to antimicrobial resistance. While most pharmaceuticals in the environment (PIE) come from consumer use and disposal, our sites assess their own impact through PIE risk assessments and site-specific action plans. These plans guide how we manage wastewater, including treating industrial effluents through on-site or external treatment plants that are continuously maintained and monitored by HSE teams.

Each site implements a pharmaceutical emissions management plan, sets safe discharge thresholds, and conducts additional studies to close knowledge gaps. Several sites use advanced treatment technologies such as activated carbon or membrane filtration to further reduce active ingredient discharge.

In 2025, we upgraded the wastewater treatment plant at our Origgio site, reflecting increases in production capacity. In 2026, we plan to install an ultrafiltration and reverse osmosis unit to enable water reuse.



Wastewater treatment plant. Origgio, Italy.

Innovating for superior packaging.

Our strategy for more sustainable packaging aims to balance short-term improvements with longer-term innovations, combining incremental changes with disruptive breakthroughs that have the potential to help reshape healthcare packaging and support our net-zero ambition.

Our approach is built on eco-design and circularity principles: remove, reduce, reuse, replace and recycle. These 5R principles, which are embedded in the sustainable packaging guidelines we adopted in 2024, shape our priorities:

- Minimize material usage.
- Phase out virgin plastic in favor of bio-sourced alternatives.
- Develop recyclable-ready materials, with blisters a top priority.

In 2025, we launched our Sustainability By Design innovation process to ensure that all new innovations are assessed against a list of criteria ranging from circularity to responsible sourcing. We made progress across these priorities. Overall, 82% of our primary packaging and 98% of our secondary packaging weight was made from recyclable materials.[17]

Spotlight: Buscopan packaging innovation.
We redesigned Buscopan packaging, halving both plastic and aluminum use, reducing the product's carbon footprint, all while maintaining the same trusted product quality for patients.

***Spotlight:* Magne Kids bio-based plastic bottle.**
We successfully launched our new bio-based plastic bottle for Magne Kids, moving beyond exploration to full implementation of sustainable materials in our product line.

Industry collaboration.
We continued our push to collectively advance as an industry by joining the newly formed Cap Collective. This engagement complements our long-standing participation in the PA Consulting + PulPac Dry Molded Fiber Bottle & Blister Collective, a collaboration between pharmaceutical, consumer health, and fast-moving consumer goods companies to develop breakthrough packaging technology. Opella has been a partner of TerraCycle since 2021 to help provide a recycling option for selected hard-to-recycle packaging from our brands in North America.

In 2025, Opella was also awarded a €200,000 grant from Adelphe, a French eco-organization dedicated to advancing recyclability in pharmaceutical packaging. This grant supports our efforts to make blister packaging recyclable, while considering carbon footprint, industrial feasibility, and maintaining ease of opening, product safety, and quality.

Enterogermina: lightweighting the vial.

We renovated the packaging of one of our most iconic products, Enterogermina. The result: a newly lightweighted vial that brings immediate benefits:

- ~20% reduction in plastic weight on initial production lines, that started being implemented in 2025.
- Lower carbon footprint, by tackling the highest carbon contributor to the brand.
- A vial that is easier to squeeze.



17. Primary packaging is the first layer of packaging that is in direct contact with the product. Secondary packaging is the outer layer that groups or protects one or more primary packages.

Sourcing material responsibly.

Point-of-sale materials (POSM).
Moving towards sustainable POSM and promoting longer-use merchandising displays help us put less pressure on resources. Since 2021, we have significantly improved the environmental performance of our POSM. We reduced carbon emissions from production by 23% through better material use, stronger supplier collaboration, and lower-impact manufacturing. At the same time, the share of recycled content in our POSM increased by 17%, supporting our circularity goals.



Pharmacy POSM. Germany.



Pharmacy POSM. Australia.



Pharmacy POSM. Mexico.

3. Healthy People.

35 → Thriving Teams & Partners.

41 → Empowering Self-care.

“At Opella, thriving teams and partners are essential to delivering our mission to bring health in people’s hands.”

Thriving Teams & Partners.

Material topics.
Own workforce.
Workers in the value chain.

We are committed to fostering a safe, inclusive, and empowering workplace for our own employees, while upholding human rights and fair working conditions across our value chain. Because, when people are respected, protected, and empowered, our business and our mission can come to life.

Policy.

↗ Code of Conduct.
↗ Health, Safety, and Environment Policy.
↗ Human Rights Policy.

Our approach.

We support our people and partners through comprehensive well-being programs, safe workplaces, and responsible labor practices across our value chain.

Our Challenger Mindset culture, sponsored by the Chief People Officer, is based on four behaviors that empower our teams to challenge the status quo and move our mission forward.

All in.
Together.
Courageous.
Outcome-obsessed.
Radically simple.



Day 1 celebration. Ukraine.

Promoting well-being and a culture of care.

Protecting and promoting our workforce is central to how we operate. We have launched Embrace, Opella's global well-being program built around 3 interconnected pillars.

Embrace supports the well-being of our people by fostering a culture of self-care, mutual support, and shared responsibilities as well as creating an environment where everyone can thrive and bring their best, authentic self to work.

Embrace brings together initiatives and resources that promote physical and mental well-being and encourage healthy, work–life balance.

Our Embrace program promotes:

1. **Work and life balance.**
   - Well-being standards: all employees are expected to model healthy behaviors, respect working-hour regulations, protect personal time, and make space for self-care and development.
   - Simple work kit: newcomers receive Opella's toolkit to support effective and efficient work habits.
   - Flexible working: employees are empowered to choose how and where they work.
   - Recognition culture: achievements are celebrated through Kudos, our employee recognition platform.

2. **Mental and physical well-being.**
   - Prevention and healthy lifestyles: initiatives promoting disease prevention and healthier daily habits.
   - Well-being resources: tools and support systems tailored to emotional, physical, and mental health needs.
   - Employee assistance program: confidential counselling, coaching, and access to a well-being services.
   - Travel assistance: medical and security support for employees traveling for work.

3. **Financial confidence.**
   - Comprehensive benefits: global and local plans covering death, disability, and key protection needs.
   - Savings and pensions: local savings and retirement plans to support long-term financial planning.
   - Global support programs: gender-neutral parental leave (14 weeks) and Cancer & Work programs for employees needing time away from work.

Listening to our employees.

At Opella, we believe that stakeholder voices matter. Your Voice, our voluntary global employee survey, is a key pillar of our listening strategy: ensuring we hear our employees and act on their feedback. Conducted annually in 19 languages via a secure third-party platform, it allows real-time feedback and team-level action planning. The survey complies with the General Data Protection Regulation (GDPR), ensuring confidentiality.

In 2025, participation reached 91%, 90% in 2024 and up from 86% in 2023. Findings revealed key strengths in goal setting, peer collaboration, leadership and management support, while workload and simplification were flagged as areas for improvement. Our engagement score decreased slightly at 7.5 versus 7.7 in 2024. Survey results inform global decisions and local improvements and are reviewed by leadership.

Employee voice.
We use structured listening mechanisms, including engagement surveys and ethics reporting channels, to understand employee experience and guide continuous improvement. Inclusion & Belonging indicators in our 2025 engagement survey achieved an eNPS score of 20. Employee-led initiatives across markets complement this global framework and strengthen inclusive workplace cultures locally.

Volunteering with Purpose Day.

Purpose Day empowers employees to support the social and environmental causes they care about and in line with our mission of putting health in people's hands.

On this dedicated day, employees receive paid time to volunteer with local non-profits based on identified community needs. In 2025, activities included preparing hygiene kits for vulnerable women, planting trees to improve air quality, cooking meals for students facing hardship, creating winter essentials for at-risk communities, and supporting children’s hospitals.

Beyond the immediate impact, Purpose Day strengthens our culture of solidarity and shared responsibility.
It reflects our belief that every action matters, and that forging meaningful connections with our direct communities is key to bringing our mission to life and fostering employee engagement among our people.

Cancer & Work.

At Opella, we understand that health extends beyond the workplace. Supporting employees through serious illnesses is a core commitment. Our Cancer & Work initiative offers flexible working arrangements and maintains job, salary and benefits for up to 12 months for employees facing cancer or critical illness. If employees are the primary caregiver, they also have access to flexible working options and unpaid leave.

“We also encourage employees to share their needs through works councils, committees and union representation, where applicable.”

Cultivating inclusion and belonging.

We foster a workplace grounded in fairness, respect, and inclusion. We value diverse perspectives that drive innovation and better self-care solutions worldwide. Our hiring, development and promotion practices follow equal-opportunity and merit-based principles, recognizing performance and potential while ensuring fairness and transparency. Our Inclusion & Belonging program is embedded in our Code of Conduct, which sets expectations for ethical business practices, non-discrimination, and compliance with local laws.

Our global policies promote inclusive workplace standards, including:

- Gender-neutral parental leave of at least 14 weeks for all parents, regardless of family structure.
- Flexible work practices where operationally feasible and consistent with local regulations.
- Explicit non-discrimination provisions.

We also conducted an internal inclusion review in 2025 and are using the findings to develop a more detailed roadmap to deepen engagement across teams and markets. Fostering belonging helps employees feel more stable, reduces turnover, boosts innovation, and supports our business long-term resilience. We will continue to adapt our approach to reflect business priorities, legal requirements and stakeholder expectations, while respecting local sensibilities.

Representation and pay equity.
In 2025, women held 46.5% of senior leadership roles and represented 50.1% of new hires, reflecting diverse talent pipelines and transparent recruitment processes.

Our Executive Committee was composed of 50% female and 50% male as of December 31st, 2025.

Our compensation strategy is grounded in fairness and market benchmarks. Since 2021, we have conducted periodic targeted local pay equity actions in specific countries, complemented by corporate-level principles continuously monitored by our Rewards team across all Opella locations.

Our gender pay analysis in 2025 shows a 14.3%variance in favor of women.[18] A detailed review by country at job level suggests that this distribution is largely influenced by workforce composition. We continue to actively monitor pay equity as part of our broader talent and reward strategy, and in line with our legal obligations.

Female senior leaders.

46.5%

Developing our people.

At Opella, talent management is integral to our strategic agenda. The Executive Committee reviews talent quarterly, focusing on leadership succession and development. Talent development is supported through talent reviews, succession planning, workshops, and coaching.

We empower our employees to take control of their careers through structured development opportunities and a supportive culture. Employees are encouraged to build their Individual Development Plans (IDPs) and review them regularly with their managers, to support growth and career progression. Through the Career Hub, they can make informed career choices, access training, networking opportunities, and mentorship programs.

We strengthen employee skills through functional academies and a collaborative approach to continuous learning. This ensures that every employee benefits from the relevant training and development resources we offer. In 2025, our employees completed 85,726 hours of training.

Elevate.

We launched Elevate in July 2025 to create a learning experience that is accessible, personalized, business-driven, and built around clear learning journeys.
Elevate enables us to upskill teams quickly, with clarity and in alignment with our evolving business needs. We are now developing an integrated Human Resources Information System (HRIS) that includes a new Talent Marketplace platform. This platform maps required skills to our job architecture and conducts gap analyses to inform upskilling and reskilling strategies.

18. For more details, please refer to 2025 Health[3] targets and metrics definitions p.61.

Keeping our people safe.

We are committed to ensuring a safe and healthy working environment across our manufacturing sites, offices, and field operations. Our Health, Safety, and Environment Policy applies to all employees, contractors, and temporary workers, and is supported by a Health, Safety, and Environment (HSE) strategy and management system aligned with ISO standards.

Our HSE Policy embeds a strong safety culture and shared accountability, backed by global and local HSE teams and occupational health services. We follow a structured “plan–do–check–act” approach detailed in our HSE Manual, including hazard assessments, risk mapping, and corrective action plans. Our occupational health programs provide medical check-ups, vaccinations, ergonomic workstations, and emergency response measures.

We continue to focus on our top hazards: chemical and machinery risks, ergonomics, forklift collisions, cutting tools, contractor safety, slips and falls, hazardous materials, and road safety for sales teams.

We continue to strengthen our safety culture through the Leading Safety program, which promotes proactive and interdependent behaviors. In 2025, we consolidated our Ladder Last initiative, eliminating 460 portable ladders (84%) and replacing them with safer alternatives. We also expanded Safety Leadership training and launched the Safety Room initiative to foster dialogue, reflection, and employee-driven safety commitments.

We track all incidents involving employees, contractors, and temporary workers through a standardized health and safety reporting framework. Key metrics related to our own workforce:

0

Serious Injuries & Fatalities (0-SIF).

Achieved and maintained since 2024.

1.6

Total Recordable Injury Frequency Rate (TRI-FR).

Stable at 1.6 in 2024 and 2025.

0.9

Lost Time Injury Frequency Rate (LTI-FR).

Reduced from 1.0 in 2024 to 0.9 in 2025.

These results show continued progress toward our 2026 goals and beyond.

Recognizing that each safety incident affects a colleague, we remain committed to continuously improving our practices to help ensure employees return home safe.

The Safety Room.

Launched in 2025 and installed across all Opella manufacturing sites, the Safety Room empowers every stakeholder to take safety into their own hands. Through videos and gamification, this immersive workshop encourages employees to actively share insights and work collaboratively on practical actions that reinforce our safety culture. Unlike traditional classroom training, it is designed to promote open dialogue, peer learning, and reflection on how each person can contribute to a safer workplace.



Upholding human rights across the value chain.

We play a direct and crucial role in upholding the human rights of all individuals potentially impacted by our business activities.

We are committed to conducting ongoing human rights risk assessments and using those learnings to strengthen and update our internal policies, standards, and processes.

In 2025, we developed our first Global Human Rights Policy. It articulates our company-wide commitment to respecting human rights, based on globally recognized standards: International Labour Organization's (ILO) Declaration on the Fundamental Principles and Rights, United Nations' Guiding Principles on Business and Human Rights (UNGP), and the OECD Guidelines for multinational enterprises.

Two other documents embody our commitment to respect human rights across our entire value chain:

- **Code of Conduct**, which sets out our high standards of ethical conduct, including those related to human rights and the protection of whistleblowers.
- **Supplier Code of Conduct**, which explains the social and environmental standards we expect of our suppliers.

Teams are trained and upskilled on these policies with specific information on how to report concerns.

To inform our human rights risk management, including risk assessments, we engage with relevant external stakeholders, such as civil society groups, workers' representatives, and investors.

Human rights due diligence.
The foundation for our human rights due diligence is our Human Rights Risk Assessment, initiated in 2024. It identifies the most salient human rights risks across Opella and its business activities, drawing on input from internal and external stakeholders, as well as independent human rights experts.

5 salient human rights risks were identified:

- Worker labor rights, which could include modern slavery.
- Worker health and safety.
- Trial participant and consumer-patient health and safety.
- Privacy.
- Clean, healthy, and sustainable environment.

In line with our assessment, we refreshed our supply chain risk mapping in 2025. Using industry and geographic risk indices, this mapping enables us to implement targeted and tailored risk mitigation measures.

We actively engage with industry groups, expert organizations, and multi-stakeholder initiatives to advance our human rights due diligence. These partnerships enable us to share best practices, strengthen our approach, and amplify our impact on human rights issues across the sector.

Grievance mechanism and remediation.
We are committed to providing or supporting efficient access to a grievance mechanism for all potentially affected rights-holders, where feasible. For additional information on grievance mechanisms, visit our Speak Up helpline.[19]

Where Opella identifies it has caused or contributed to human rights harm, we will seek to provide for or cooperate in remediation, commensurate with our involvement. We may also choose to play a role in remediation where we identify we are directly linked to human rights harm.



Batangmatata. Philippines.

19. https://speakup-opella.whispli.com/report

Empowering Self-care.

Material topic.
Consumers and end-users.

Our mission is to put health in people's hands by making self-care as simple as it should be. This is possible when people have the knowledge to understand their health and the confidence to act on it.

However, self-care is often held back by unclear information, limited access to trusted guidance, and a gap between what people want and feel able to do for their health.

We are working to close these gaps through the safety and quality of our products, the clarity of our campaigns, and our partnerships with healthcare professionals and communities. Health literacy, the focus of our Healthy People commitment, is what ties this work together and sharpens it toward measurable impact.

Policy.

↗ Quality Standard.

Our approach.

We are committed to building a system where safe, effective products are coupled with clear, trusted information, and where people are equipped to make informed decisions and act on them.
That system starts with product quality and safety, upheld through pharmaceutical-grade standards and pharmacovigilance.[20] It extends through our educational campaigns on condition awareness and responsible medicine use. It reaches into communities, where local partnerships address health needs closest to the ground. This also reaches the pharmacy counter, where pharmacists support people toward confident self-care.

Health literacy: our mission in action.

Health literacy is when people can find trusted health information, understand what it means, judge which options suit them, and feel assured enough to act — they are equipped to manage their own care. These 4 skills, shaped by the World Health Organization (WHO), are what makes self-care actionable.

Across our major markets, roughly half of people lack these skills,[21] often struggling to navigate symptoms, use products safely, or feel assured in everyday health decisions. This is the gap our strategy is designed to close and why health literacy is the key focus of our Healthy People pillar.

In 2025, we developed and piloted a WHO-aligned approach with leading external experts to understand whether our campaigns and trainings actually improve people's health literacy.

We are now embedding these learnings across the business through 3 connected pillars that shape how we design our products, engage consumers, and support care decisions at the pharmacy counter.

BUSINESS.

CLARITY IN OUR PRODUCTS.

We tackle our complexity first with superior design and superior instructions.

X

CONSUMERS.

CLARITY IN OUR ADS.

We ensure people have the information, they need to understand their health and act on it.

X

HCPs.

CLARITY AT THE COUNTER.

We partner with pharmacists to activate confident conversations and better self-care.

HCPs: Healthcare Professionals.

20. Pharmacovigilance (PV): the science of monitoring medicine and vaccine safety after approval. It focuses on detecting, assessing, and preventing adverse effects. Health authorities and companies use this data to guide safety decisions and protect public health.
21. Sørensen, K. et al. (2015). Health literacy in Europe: comparative results of the European health literacy survey (HLS-EU). European Journal of Public Health, 25(6), 1053–1058. HLS19 Consortium of the WHO Action Network M-POHL (2021). Executive Summary of the International Report on the Methodology, Results, and Recommendations of the European Health Literacy Population Survey 2019-2021 (HLS19) of M-POHL. Austrian National Public Health Institute, Vienna.

Empowering consumers through awareness.

We hold all advertising and marketing campaigns to high standards for our consumers. In 2025, our prevention, condition awareness and responsible-use campaigns reached 238 million unique individuals.[22]

These brand-led campaigns are delivered across media, digital, and in-person channels and represent a long-term commitment with dedicated investment. In 2025, key campaigns included responsible medicine use (Doliprane, EVE) and condition awareness (Essentiale, Buscopan/NoSpa, Ostelin) across France, Japan, Germany, Australia, and other markets.

We began embedding health literacy measurements into consumer campaign testing by asking viewers if they came away better equipped to understand their health and act on it. Doing this helps us to understand how people navigate their self-care decisions, and ultimately will allow us to provide simpler self-care solutions.

Spotlight: Doliprane.
In France, our flagship pain brand Doliprane launched "The Right Dose", a campaign developed to encourage consumers to consider all factors before using medicine. For example, drinking a glass of water or resting as a first response rather than immediately reaching for medication. Consumers exposed to the ad showed an improvement in their ability to assess which options and products to use when managing. This indicates health literacy can be scaled more widely to benefit consumers.

Inclusive and ethical marketing.
As our campaigns evolve from raising awareness to supporting people's everyday health decisions, the standards behind that communication must be equally rigorous.

In 2024, we introduced an Inclusion & Belonging, and Sustainable Behaviors Guide to educate our marketers and partners on the importance of representation and sustainability, from showcasing positive actions like biking or reusable cups, to reviewing campaigns for stereotypes and ensuring all consumers feel seen and included.

As we adapt to AI-generated content, we aim to safeguard against biases by maintaining careful human oversight. For content where GenAI played a role, we include disclaimers such as 'Generated by GenAI' to help ensure transparency with our audiences.

Our communications are guided by clear principles:

- Truth and clarity first; accurate, substantiated, and verifiable claims.
- Champion inclusion and protect vulnerable audiences.
- Ensure accuracy and integrity in our sustainability messaging.
- Respect healthcare professionals through balanced, science-led engagement.
- Respect data privacy and consent, choose responsible and accessible channels, and meet or exceed local regulations while adhering to Opella's global standards.

Spotlight: Dorflex inclusive marketing.
In 2025, our Dorflex campaign in Brazil exemplified these principles by showcasing all the country's regions, rather than focusing solely on Rio de Janeiro and São Paulo, by honoring the vibrant mix of cultures, voices, and lived experiences that make up Brazil's rich cultural identity.



Dorflex advertisement, Brazil.

22. For more details, please refer to 2025 Health[3] targets and metrics definitions p.61.

Enhancing health and well-being of vulnerable groups.

Opella works to increase the health and well-being of local communities by giving them access to the information and resources needed to make informed decisions about care.

In 2025, we made €1.9 million in donations, reaching 549,870 direct beneficiaries,[23] with the number of beneficiaries increasing by 4% compared to 2024. Since 2022, our initiatives have supported 1,712,136 direct beneficiaries.

"We partner with credible local non-profit organizations and our programs focus on where health gaps are greatest."





NGO programs. Philippines and Vietnam.

Spotlight: child mortality diarrhea program.
Our flagship probiotic brand continued to partner with local NGOs over 7 countries to teach children essential self-care and hygiene habits, while providing access to safe drinking water. In 2025, the brand team donated €1.3 million, impacting 417,304 people, an increase of 15% from 2024.



NGO programs. India.

Spotlight: Naandi Water.
In India, Opella partnered with Naandi Water to provide 58,212 people with access to 100% safe drinking water tested for purity by NABL Labs using the ISO 10500 standard. Opella India donated 1% of its profits to help build infrastructure for 11 communities. The initiative also educated over 2,000 people on hygiene and created 15 local jobs.

Donated in support of community health.

€1.9M

Direct beneficiaries of community.

549,870

Total beneficiaries reached since 2022.

1,712,136

23. For more details, please refer to 2025 Health[3] targets and metrics definitions p.61.

Guaranteeing product quality and safety.

Empowering self-care starts with trust, and that trust depends on the uncompromising safety and quality of our products. At Opella, ensuring pharmaceutical-grade excellence is not just a responsibility, it is foundational to who we are.

We uphold the confidence people place in our brands by continuously strengthening our quality systems, leveraging innovation, and communicating transparently with regulators, healthcare professionals and consumers.

As a global Fast-Moving Consumer Healthcare (FMCH) company, our mission is to provide high-quality, safe, effective products that enhance consumers' health worldwide while ensuring compliance with applicable regulations. From meticulous manufacturing processes to vigilant monitoring of drug effects and consumer feedback, we are dedicated to delivering safe, reliable and effective solutions.

Two cornerstones guide Opella's approach to product quality and safety:

- The **Quality Standard** establishes consistent, end-to-end quality procedures.
- The **pharmacovigilance process** monitors drug side effects: abuse, misuse, and medication errors.

Together, these protect high safety standards at every stage of our product lifecycles.

Quality Standard.
Our Quality Standard defines clear standards for the development, manufacturing, and supply of safe and effective products, supported by a robust Quality Management System. It embeds a culture of quality and accountability across all our activities and product ranges, from development through distribution. By promoting good practices, continuous learning, and shared ownership of quality, we ensure consistent execution across all markets, enabled by streamlined, standardized documentation and training. Quality is not just a system we follow, but a mindset we live every day.

We work in close partnership with health authorities and regulatory bodies to continuously strengthen our quality standards, ensuring compliance, transparency, and trust at every stage of the product lifecycle.

These standards are clearly communicated to all employees, made accessible via the company intranet, and displayed locally as appropriate. All employees are accountable for applying them and for acting in a compliant and ethical manner in their daily work. This shared commitment to quality and integrity underpins our ambition to deliver a superior and consistent experience for customers and consumers.

Our quality management roadmap drives continuous improvement. For example, we introduced initiatives to enhance our focus on consumer feedback, supporting trend identification, anticipation of consumer needs, and product improvement.

Quality management monitoring actions.

1. **Complaint management.**
   We record, analyze and track all complaints. When appropriate, we investigate, implement corrective and preventive measures where required, and recall non-conforming materials when needed.

2. **Regulatory surveillance.**
   We monitor regulatory changes and update our standards accordingly.

3. **Audits.**
   We conduct regular evaluations by qualified auditors to ensure compliance across both internal operations and third-party partners (suppliers and contractors). Official health authority evaluations ensure our products meet safety, efficacy, and quality standards.

4. **Training.**
   We provide regular best practice upskilling for our employees.

Zero.

critical observations issued from 2025 health authority inspections.

Upholding pharmacovigilance.

In addition to our rigourous health and safety protocols, Opella's pharmacovigilance (PV) processes apply across the entire product lifecycle, from clinical studies to post-marketing. Pharmacovigilance plays a crucial role in ensuring patient safety and well-being across our value chain.

Opella works closely with clinical, regulatory, pharmacovigilance, and medical affairs stakeholders to identify situations where we can improve patient safety or well-being. We keep detailed legal records in our Pharmacovigilance System Master File (PSMF), update them regularly, and share them with authorities for audits and inspections.

Pharmacovigilance priorities keeping our consumers safe:

- Support product development aligned with global business goals while keeping our vigilance system current.
- Drive innovation in consumer safety by leading innovative partnerships.
- Use modern technology to proactively analyze growing data and detect safety signals and trends contributing to benefit-risk analyses.

Opella has a robust, well-established pharmacovigilance governance model. We collect reports of adverse events, claims, product complaints, and product inquiries through several transparent, controlled communication channels around the world.

Under our Safety Operating Governance Model, any safety concern or other situation reported through these communication channels triggers coordinated action across dedicated teams.

- The **Transverse Committee** (MRP-TC) addresses serious benefit-risk issues and their potential impact, like changes to global product labelling and communication with prescribing doctors.
- The **Product Alert Decision Committee** (PADC) handles potential product alerts related to quality, medical, regulatory and safety events.
- The **Safety Management Committee (**SMC) assesses safety signals arising from different sources such as healthcare professionals, literature, or public health authorities.

If negative impacts on patients are due to non-compliance with one of our policies, we investigate the employees involved and may take disciplinary action. When the issue stems from a gap in policy, we develop an action plan to address it and update our policies accordingly.

Our reporting and accountability system aims to improve decision making for public safety communications. We encourage and support the reporting of safety concerns and ensure there is no retaliation. Patients can find information on how to report safety issues 24/7 in product leaflets and on the Opella website.



Doliprane manufacturing. Germany.

4. Healthy Business.

49 → Responsibility & Ethics.

52 → Resilient Value Chain.

“Integrity is fundamental to our mission.”

Responsibility & Ethics.

Material topic.
Business conduct.

We hold ourselves and all our stakeholders accountable for our shared commitment to ethical conduct and behavior. We will continuously develop policies, standards, and governance to ensure that integrity is embedded across all operations as we evolve and grow as a business. Our commitment to B Corp Certification reinforces our responsible business practices and the trust of patients, consumers, and stakeholders.

Policy.

↗ Code of Conduct.
↗ Global Whistleblowing Standard.
↗ Healthcare Community Engagement Standard.

Our approach.

We are committed to conducting business with the highest standards of ethics, integrity and transparency.

Guided by the B Corp Certification standard, we embed responsible business practices across our governance, operations and value chain through clear policies, strong accountability, and secure whistleblowing mechanism.

This approach fosters a culture where doing the right thing guides decision-making and supports performance.

Celebrating and maintaining global B Corp Certification.

Achieving global B Corp Certification in 2025 marked a major milestone for Opella and a catalyst for entity-wide transformation.

Beyond recognition, B Corp is a rigorous, third-party verified standard that signals credibility to stakeholders and reinforces accountability for how we govern, operate, and create value. This multi-year certification journey helped embed high standards of ethics, transparency, and accountability across all our activities, strengthening responsible business practices across our value chain.

Through this process, Opella established a global sustainability impact baseline and embedded sustainability commitments into the legal foundations of 18 markets, including adopting the Benefit Corporation legal status in Italy and in the USA. In parallel, the B Corp journey helped us strengthen transparency through structured annual reporting and further integrated sustainability priorities into global action plans.

Beyond systems and processes, the B Corp journey reinforced stakeholder engagement and supported a broader cultural shift from a compliance-driven approach to a purpose-driven organization aligned with our Health[3] strategy. We remain focused on continuously improving our impact, expanding our positive contribution to responsible self-care, and preparing for re-certification as we transition to the updated, more rigorous certifying standards. Maintaining B Corp certification will require continued progress against evolving B Lab standards and successful completion of future recertification assessments.



Embedding ethics in everything we do.

Our Ethics & Business Integrity (EBI) team sets our commitment to ethical behavior and ensures that integrity is embedded across all operations. This work is reinforced through strong collaboration under the three-lines-of-defense model, whereby front-line teams manage risks, Internal Controls and EBI teams oversee, monitor, and guide them, and Internal Audit provides independent assurance on the effectiveness of the system. EBI, Internal Controls, Internal Audit, Procurement, Global Business Services, and People & Culture collectively strengthen our EBI program, reinforce our anti-corruption framework, and help cultivate a culture of compliance and integrity.

Opella Code of Conduct.[24]
Opella introduced its new Code of Conduct in October 2025, marking an important milestone toward strengthening our global culture of integrity, responsibility, and ethical decision-making.

The Code serves as a unified guide for all employees worldwide and reflects the principles of our Challenger Mindset: honesty, integrity, personal accountability, and speaking up courageously. It provides clear, accessible guidance to support ethical choices, promote respectful collaboration and ensure alignment with Opella's standards across all activities.

Our leaders play a critical role in modeling ethical behavior. According to the 2025 Your Voice employee survey, 84% of employees agree that Opella managers encourage and demonstrate ethical and compliant behaviors. Their strong leadership, aligned with our Code, reinforces a culture where doing the right thing is not just supported, but expected.

The global rollout was accompanied by an awareness campaign and the launch of mandatory training in 16 languages, ensuring that every employee understands how to apply the Code in their daily work. The Code of Conduct underscores Opella's commitment to long-term sustainability and advances our ambition to remain a trusted leader in self-care.

Commitment to anti-corruption and anti-bribery.
In January 2025, Opella reinforced its commitment to ethics, integrity, and anti-corruption with the global rollout of its Healthcare Community Engagement Standards. These 10 standards define mandatory requirements and provide specific guidance for interactions with healthcare professionals, healthcare organizations, trade partners, and other stakeholders. Alongside a global communication campaign, Opella delivered comprehensive training to relevant employees worldwide in 12 languages.

Speak Up.
In April 2025, we launched the Opella Speak Up Program, reaffirming that integrity is a promise we make to one another, our partners and the communities we serve. Speak Up provides secure, confidential channels for reporting concerns related to misconduct, non-compliance, or any behavior that conflicts with our Code of Conduct. It is fully aligned with global whistleblowing regulations that require safe, confidential, and retaliation-free reporting environments, including the EU Whistleblower Protection Directive and France's Sapin II Law.

The Speak Up helpline, managed by a trusted third party (Whispli), is available in 14 languages and allows anonymity where permitted by law. Employees can raise concerns via multiple channels, including their manager, their Ethics & Business Integrity Officer, a People & Culture partner, and the helpline.

Compared with 2024, the number of alerts doubled in 2025, reflecting growing employee confidence in the system and reinforcing Opella's commitment to a transparent, accountable, and safe workplace. This positive trend is further supported by the 2025 Your Voice survey, where 83% of employees said they feel comfortable speaking up and raising a concern.



24. https://www.opella.com/en/making-an-impact/our-standards/code-of-conduct

Resilient Value Chain.

Material topic.
Business conduct.

Our environmental and social impact extends across our global value chain, and we work closely with a diverse network of suppliers to source responsibly and ethically, reduce lifecycle impacts, and promote continuous sustainability improvements. Through strong standards, due diligence, supplier engagement, and eco-design, we aim to reduce risks, build resilience, and create lasting value for planet and people.

Policy.

↗ Procurement Standard.
↗ Supplier Code of Conduct.

Our approach.

A resilient value chain is essential not only to secure business continuity, but also to uphold our commitments to patients, communities, and the environment across every stage of our operations. Our approach focuses on four key levers: enterprise risk management, resilient supply networks, proactive supplier risk mitigation, and responsible sourcing with our suppliers. We continuously strengthen these levers through data-driven insights, cross-functional governance, and long-term partnerships, enabling greater agility and preparedness in the face of evolving global disruptions.

Managing enterprise risk.

Opella operates a comprehensive Enterprise Risk Management framework built on the three-lines-of-defense model, ensuring that risk identification, assessment, and mitigation are embedded at every level of the organization.

Through a structured annual risk assessment process, the framework enables leadership to maintain visibility over our top risks and allocate resources where they matter most. Dedicated risk owners across the business are accountable for designing, implementing, and monitoring mitigation plans, supported by a robust internal control environment that embeds standardized methodologies across key business processes.

Independent assurance is provided by Internal Audit, which conducts audits across all processes, functions, and geographies following a risk-based approach. Risk functions operate on an integrated digital platform that enhances consistency, traceability, and cross-functional collaboration.

Opella also extends its risk governance beyond its own operations: a third-party risk management process subjects suppliers to systematic due diligence and ongoing monitoring, embedding sustainability expectations across the value chain. Business continuity and crisis management capabilities ensure that continuity plans are in place for critical sites and functions, with clear escalation and communication protocols to enable swift, coordinated responses when disruptions occur.

Together, these interconnected disciplines form a resilient risk management system designed to protect Opella's assets, safeguard its stakeholders, and support long-term value creation.

Building supply chain resilience.

As a global consumer healthcare leader serving millions of people, Opella is transforming its Manufacturing & Supply (M&S) network to reinforce end-to-end agility, resilience, and visibility from raw material sourcing to product distribution. In a context of rising demand and increasing volatility, we are strengthening our ability to ensure continuous access to essential OTC and VMS products.

A cornerstone of this transformation is our Integrated Business Planning (IBP) process, which aligns cross-functional teams through rolling 24-month planning cycles. IBP enables early risk identification, scenario building, and coordinated decision-making from local to global levels. In parallel, our strategic sourcing governance evaluates manufacturing solutions based on quality, regulatory compliance, cost, and sustainability. For priority brands, we are accelerating dual sourcing and localizing business operations to reduce exposure to supply disruption and long, carbon-intensive supply routes.

Our dynamic risk management approach covers both short- and long-term horizons. Operationally, tactical IBP secures day-to-day continuity through optimized inventory policies, statistically defined buffer stocks, and real-time distribution tracking. Over a 3-6 year horizon, strategic assessments guide capacity expansion, qualification of alternative sites, and raw-material security through dual sourcing, long-term partnerships, and targeted stockpiling.

Our approach has proven effective during COVID-19, natural disasters, and geopolitical disruptions. Teams rapidly deployed alternative sourcing, increased strategic inventories, and activated multi-modal logistics while maintaining safe operations. Our global On-Time In-Full (OTIF) metric monitors supply reliability across all regions to drive continuous improvement.

Mitigating supplier risk.

We take a comprehensive and proactive approach to supplier risk mitigation, embedding environmental, social, and governance criteria across every stage of the supplier lifecycle, from selection and onboarding, to ongoing relationship management.

All suppliers are required to adhere to our Supplier Code of Conduct, which mandates compliance with labor standards and laws, workplace health and safety, and environmental requirements. Non-compliance may result in a reassessment of the commercial relationship.

We have also strengthened new-supplier selection during the tender process with a digital sustainability assessment and social and environmental performance prerequisites for qualification.

Ensuring that our suppliers demonstrate robust sustainability performance remains a key priority. We evaluate each supplier's practices and either select those with solid policies or, where needed, help others improve their approach. We continuously monitor their Sustainability performance through both internal and third-party audits, activating corrective action plans and follow-ups when required.

In 2025, we advanced our auditing program for high-risk critical API and contract manufacturing partners by completing 17 on-site HSE audits and one additional remote audit. In 2026, we plan to conduct more on-site audits, along with follow-up audits to verify the implementation of corrective and preventive actions from previous years.

Through our partnership with EcoVadis, an evidence-based sustainability ratings platform, 99% of our high-risk suppliers and 96% of our key suppliers (high-risk suppliers and key business partners) were assessed on their environmental, social, and ethical performance.

In 2025, we focused on social and human rights risks in our supply chain, prioritizing the assessment of suppliers in higher-risk countries.

Engaging our suppliers.

We systematically embed sustainability requirements throughout the procurement process, including in the tendering and supplier onboarding phases, and we continuously monitor compliance through audits and assessments.

Our Procurement team addresses sustainability by focusing on four priorities:

- Responsible sourcing practices.
- Compliance and risk mitigation.
- Environmental challenges.
- Product circularity.

We have mapped supply chain risks at both procurement and supplier levels. Our risk areas include: products and operations, including APIs, external manufacturing, waste management, and transport.

In 2025, we strengthened our sustainable procurement strategy by updating our value chain risk mapping, enhancing supplier screening processes, and establishing a four-year roadmap to guide implementation and track progress.

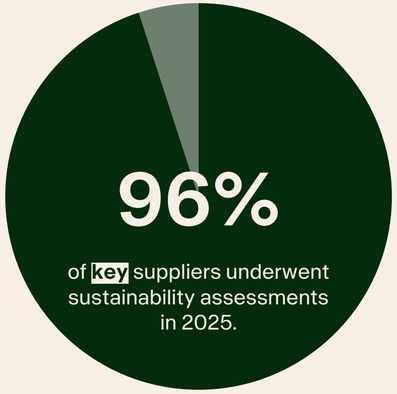
We have launched a comprehensive Responsible Sourcing Program that integrates sustainability due diligence across the supply chain.

Supplier audits now systematically include human rights criteria, reinforcing ethical standards and supporting more resilient sourcing practices.

Since 2022, we regularly meet with our strategic partners and highest-emitting suppliers to review their progress on environmental issues. Following our SBTi commitment, we are strengthening strategic relationships with our suppliers covering all strategic and core partners. This is essential to monitor supplier progress on Scope 3 emissions and progress along our net-zero roadmap. As of December 2025, 70% of our top carbon emitting suppliers have their emissions reduction targets committed with the SBTi, contributing to decarbonization beyond our direct operations.

Further, we are a member of the Pharmaceutical Supply Chain Initiative, working towards collective change on responsible value chain management across the industry on safety, environmental, and social outcomes.

For more information, see Decarbonizing our value chain operations (Scope 3).



5. Looking Ahead.

Our approach.

As we continue to raise our standards, we are sharpening our focus. Guided by our integrated operating model and 3 strategic priorities, we combine ambition with discipline, measurable targets, and transparent reporting.

Our approach is intentional: we concentrate our efforts where Health[3] can generate the greatest multiplying impact across planet, people, and business performance. Because when we strenghten these systems, they invest back in one another.



Healthy Planet as the critical foundation for all life.

Recognizing the urgent need to take action on climate, we have set a near-term objective to reduce absolute Scopes 1, 2, and 3 emissions by 58.8% by 2034, on our path to net-zero by 2050.

Achieving this requires structural transformation across our operations and value chain. It demands innovation in product design, packaging, and logistics, as well as sustained collaboration with suppliers and industry partners. Progress at this scale cannot be delivered in isolation. It depends on shared accountability, technological advancement, and collective action across the healthcare ecosystem.



Healthy People as the key to foster progress.

Knowing the ripple effect healthy people can have on their communities and ecoystems, improving health literacy remains central to our mission. Our ambition is to positively impact 50 million people each year by making health information clearer, more accessible, and more actionable.

We will achieve this by ensuring we use our channels to educate consumers, strengthening partnerships with pharmacists and healthcare professionals, and continuously listening to the communities we serve. Empowering individuals with the confidence to make informed health decisions is a long-term commitment that evolves with changing needs and expectations.



Healthy Business as an innovating force.

As the first global consumer healthcare company to achieve B Corp Certification, we have helped set a new benchmark for our industry. Certification, however, is not a destination. It requires continuous improvement and periodic recertification based on strengthened criteria.

In 2026, we are focused on demonstrating measurable progress across governance, environmental performance, employee engagement, and stakeholder impact. We see this process not as a compliance exercise, but as a catalyst to challenge ourselves, close gaps, and embed responsibility deeper into how we operate.

The multiplying effect of Health³.

These ambitions are not endpoints. They represent the next phase of a long-term transformation. We recognize that complex health challenges, persistent inequalities, and climate-related risks will continue to shape the global landscape. These topics are interconnected, and our solutions must be too.

Within this context, we are clear about the role we must play. Through our brands, partnerships, and people, we will continue working to make health simpler to understand and easier to act on, while reducing our environmental footprint and strengthening the resilience of our value chain. Our sustainability journey is grounded in listening, learning, accountability, and transparent disclosure of progress and setbacks alike.

Our equation remains constant: the health of planet, the health of the people, and the health of our business reinforce one another.

This is Health³ in action, building a healthier future.



6. Appendix.

59 → About this report.

60 → Methodology note.

62 → Sustainability data.

73 → Assurance report.

About this report.

The Opella 2025 Sustainability Report outlines our environmental, social, and governance initiatives and performance for fiscal year 2025, covering the period from January 1st to December 31st, unless otherwise specified. To provide additional context, certain program descriptions may include information from outside the reporting period where relevant.

Opella operated as a business unit within Sanofi until April 30, 2025. and as a standalone company for the remainder of the year. Further details are provided in the Methodology Note.

This report is prepared on a voluntary basis, and follows the Global Reporting Initiative (GRI) Standards, an internationally recognized framework for sustainability reporting.

Moreover, our greenhouse gas (GHG) emissions are disclosed in accordance with the GHG Protocol. Although EU Corporate Sustainability Reporting Directive (CSRD) reporting obligations are not yet mandatory for Opella, we are proactively using the transition period provided in regulation to enhance our reporting practices in line with the future requirements and expectations.

This report has received limited assurance from Forvis Mazars.

This report may contain forward-looking statements, including but not limited to statements regarding Opella's sustainability strategy, goals, targets, ambitions, commitments, certifications and projected environmental and social performance. These statements are based on current expectations, estimates, assumptions, methodologies, and available data at the time of publication and are therefore subject to risks, uncertainties, and external factors that may cause actual results, performance, or achievements to differ materially from those expressed or implied.

Such factors may include, among others, evolving scientific knowledge, technological developments, infrastructure availability, regulatory and policy developments, market conditions, data availability and quality, and the actions and decarbonization progress of third parties across Opella's value chain. Opella's sustainability goals, targets, and ambitions are aspirational in nature and should not be interpreted as guarantees or promises of future performance, outcomes, certifications, or achievements. Certain disclosures, including greenhouse gas emissions, value chain impacts, and other sustainability metrics, rely on estimates, assumptions, third-party information, and evolving methodologies that may be refined over time as data quality, scientific understanding, and reporting practices continue to mature.

The information in this report is provided for general informational purposes only and does not constitute legal, financial, or investment advice. While we strive for accuracy, completeness, and transparency, the data and information presented may be subject to change and should not be relied upon as definitive or exhaustive.

Throughout the report, we guide readers to additional sources of information on our corporate website, along with other external website references which are provided for convenience only.
The content on the referenced websites is not incorporated into this report, nor does it constitute a part of this report, and we assume no liability for any third-party content contained on the referenced websites.

External frameworks, standards, methodologies, and certification requirements referenced in this report, including but not limited to GRI, CSRD, SBTi, and B Corp standards, may evolve over time and could impact future assessments, comparability, validation, or certification outcomes.

Opella is committed to transparency, accountability and integrity in its sustainability reporting. All disclosures are based on the best available data and reflect our current understanding and progress. We strive to present a balanced and honest view by reporting both achievements and areas where further improvement is needed.

Methodology note.

This section explains the scope, methodologies and definitions applied in the calculation and reporting of the metrics ("KPIs") used to assess performance and effectiveness in relation to the identified material topics, as determined through our double materiality assessment.

Metrics and information are aligned with our 2025 calendar year, from January 1st to December 31st, unless mentioned otherwise.

Scope of consolidation.
Our sustainability data has been prepared based on the scope of consolidation used for the consolidated financial reporting (i.e., fully consolidated subsidiaries). The methodology for preparing and calculating Opella's indicators follows this same principle. Any limitations or exceptions to the reporting scope are specified in the relevant section.

Reporting methods.
This report has been prepared on a voluntary basis with reference to the Global Reporting Initiative (GRI), a standardized reporting framework used to ensure consistency and reliability across all Opella entities.

Environmental data.
Environmental data are collected and consolidated for all wholly owned manufacturing sites (M&S) and development centers located within M&S sites, in line with the defined reporting scope. Data originate from local systems and tools are consolidated, validated, and reviewed by corporate functions, primarily through a dedicated environmental reporting tool.

Environmental indicators are collected through quarterly reporting campaigns and monitored on an ongoing basis, with regular reporting to the Senior Leadership Team.

The greenhouse gas (GHG) emissions are calculated primarily in accordance with the GHG Protocol standards and based on relevant emission factors (e.g. International Energy Agency, Ademe, suppliers emission factors etc.). This framework provides guidance and defines methodologies. The increase in Scope 3 emissions compared to previous year is primarily driven by a methodological update in category 3.1 (Purchased Good & Services). In 2025, proxy and spend-based methodologies were applied in areas where primary supplier data is not yet consistently available. As a result, year-on-year comparison are not fully like-for-like and may overestimate emissions in certain areas. Improving primary data coverage remains a key priority.

Social data.
Social data covers own workforce as the employee hired under any Opella legal entity, including the apprentices. Non-employees, such as contingent workers, are excluded. Data is collected from the Workday platform, which supports both data reporting and monitoring.

Health & Safety data covers Opella's own workforce and, for some specific indicators, non-employees.

A non-employee is defined as follows:
- Contingent workers: individuals providing temporary support to replace employees on leave or respond to peak activity periods.
- Managed services: external personnel providing temporary support to Opella employees in the execution of regular activities.

Health & Safety data are collected through the Connect platform, which is used by local and global HSE managers and team members to report incidents ranging from first-aid cases to recordable accidents. Data are captured at the time of the event, consolidated at corporate level, and reported monthly to the Senior Leadership Team.

Governance data.
The data covers Opella's own workforce and for some specific indicators other stakeholders, such as external workforce, partners and consumers. This data is overseen, monitored, and collected by relevant functions.

Sources of estimation and outcome uncertainty.
Metrics related to our own operations are mainly based on primary data, while value chain metrics rely more on estimates and therefore carry some uncertainty. The methodologies applied for some data may be subject to limitations as a result of:

- The lack of nationally and/or internationally recognized definitions, in particular for different employment contract types.
- The need to rely on estimates and on proxies rather than actual data, and the limited availability of external data required for calculations.
- Organisational processes and controls for data collection and entry.

Comparative figures.
This report represents Opella's first Sustainability Report as a standalone company (date of independence was April 30, 2025). During this reporting cycle, certain operational systems were being integrated and methodologies further refined. Therefore, in line with the principle of practical feasibility, comparative information for 2024 is not available for some indicators. Please note, that in certain cases, rounding may cause non-material discrepancies in the totals.

2025 Health³ targets and metrics definitions.

Healthy Planet.

Climate Action.

- -70% in Scopes 1 and 2 emissions versus 2019.[25]
- 100% renewable electricity in our operations.[26]
- 70% of our top-emitting suppliers are SBTi-committed.[27]

Nature & Resources.

- 100% landfill free at eligible manufacturing sites.[28]
- 100% paper-based consumer packaging from certified sources.[29]
- 82% of product packaging is recycle-ready.[30]

Healthy People.

Thriving Teams & Partners.

- Pay equity with 14.3%variance in favor of women.[31]

Empowering Self-care.

- 491M people reached on health awareness and responsible medicine use since 2023.[32]
- 1.7M beneficiaries reached through community health programs since 2022.[33]

Healthy Business.

Resilient Value Chain.

- 96% of key suppliers assessed on ESG.[34]

25. Scope 1 covers direct emissions from wholly owned manufacturing sites (excluding company fleet); Scope 2 market-based covers indirect emissions from purchased electricity, including renewable sourcing (Power Purchase Agreements (PPA); Renewable Energy Certificates (RECs), Guarantees of Origin (GO).
26. Applies to renewable electricity purchased for our wholly owned eligible manufacturing sites including from PPAs, RECs, and GOs. Our Megrine site in Tunisia is currently excluded from this scope due to limited renewable energy sourcing feasibility, based on prevailing local conditions.
27. Measures the proportion of Opella's top-emitting suppliers that have publicly committed to the Science Based Targets initiative (SBTi).
28. Applies to wholly owned and eligible manufacturing sites. A site is considered landfill-free when less than 1% of its operational waste is landfilled, excluding soil decontamination waste, and where local infrastructure allows. Our Megrine, Tunisia and Virginia, Australia sites are currently excluded from this scope as alternatives to landfill are not widely available on the market.
29. Share of paper-based packaging used for consumer-facing products manufactured at our wholly owned sites that is sourced from certified sustainable sources (e.g., FSC, SFI and PEFC).
30. Refers to packaging designed for recycling, where appropriate local recycling infrastructure exists and is calculated by weight (tonnage) based on packaging used at our wholly owned manufacturing sites.
31. Represents the difference between average pay of female and male employees, expressed as a percentage of average pay of male employees. It includes active employees with at least one year of service as of 31 December 2025, excluding interns and apprentices.
32. Refers to the estimated number of unique individuals exposed to a media campaign, calculated using a statistical model that accounts for repeated exposures.
33. Represents individuals directly benefiting from our initiatives (e.g., water filters, school air quality assessments, and health literacy programs). Data is collected annually from partner NGOs, internally validated, and externally reviewed by Business for Societal Impact (B4SI), an independent third party.
34. Key suppliers are those identified as strategically important or presenting sustainability risks; exclusions apply (e.g., exiting suppliers, sanctioned entities, distributors, and public sector organizations).

Sustainability data.

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66 → Healthy People.

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Data: Healthy Planet.

GRI 305: **Emissions.**

Greenhouse gas (GHG) emissions ($tCO_2eq.$)	**2025**	**2024**
Scope 1		
Fugitive emissions	474	826
Stationary combustion	28,531	31,484
Mobile combustion	5,460	5,482
Total Scope 1	*34,465*	*37,792*
Scope 2		
Total Scope 2 - Location-based[35]	*38,115*	*40,772*
Total Scope 2 - Market-based	*984*	*3,509*
Scope 3[36]		
3.1 Purchased goods and services	879,989	834,964
3.2 Capital goods	107,957	108,912
3.3 Fuel and energy-related activities (not included in Scopes 1 or 2)	12,191	13,482
3.4 Upstream transportation and distribution	43,017	43,419
3.5 Waste generated in operations	10,998	13,422
3.6 Business travel	8,488	9,382
3.7 Employee commuting	16,652	17,455
3.9 Downstream transportation and distribution	6,584	6,635
3.10 Processing of sold products	3,174	531
3.11 Use of sold products	16,698	25,908
3.12 End-of-life treatment of sold products	27,793	30,146
Total Scope 3	*1,133,541*	*1,104,258*
Total emissions (location-based)	**1,206,121**	**1,182,822**
Total emissions (market-based)	**1,168,990**	**1,145,559**

35. Scope 2 location-based: indirect emissions from purchased electricity used to power our wholly owned manufacturing sites, calculated using grid average emission factors. This metric only covers electricity consumption.
36. Scope 3: indirect emissions from our value chain calculated using updated emission factors from EcoAct and Sweep, following GHG Protocol methodology. All 15 Scope 3 categories defined by the GHG Protocol were screened for relevance and materiality. Categories 8 (Upstream leased assets), 13 (Downstream leased assets), 14 (Franchises), and 15 (Investments) were excluded from the Scope 3 inventory as these categories were assessed as non-material.

Data: Healthy Planet.

GRI 302: **Energy.**

Energy consumption (MWh)	**2025**	**2024**
Fossil sources		
Natural gas	147,237	162,992
Light fuel oil	6,648	7,019
LPG/Butane/Propane	153	169
Heating fluids (except steam)	2,048	2,023
Non-renewable electricity purchased	1,532	6,351
Sold non-renewable electricity	(1,086)	(1,173)
Total energy consumption from fossil sources	*156,532*	*177,381*
Renewable sources		
Purchased renewable electricty	147,120	144,136
Self-generated renewable electricty	2,229	1,614
Sold renewable electricty	(71)	(0)
Fuel consumption from renewable sources including biomass	17,052	17,087
Total energy consumption from renewable sources	*166,331*	*162,837*
Total energy consumption[37]	**322,863**	**340,218**

37. Total energy directly used by wholly owned manufacturing sites under operational control during the reporting period, calculated on a like-for-like basis, and covering all energy sources.

Data: Healthy Planet.

GRI 306: **Waste.** GRI 301: **Materials.** GRI 303: **Water and Effluents.**

Waste generated (tonnes)[38]	**2025**	**2024**
Waste directed to disposal		
Hazardous waste – Incinerated with energy recovery	1,795	1,450
Hazardous waste – Landfill	53	141
Non-hazardous waste – Incinerated with energy recovery	2,820	4,509
Non-hazardous waste – Landfill	309	360
Total waste directed to disposal	*4,977*	*6,459*
Waste diverted from disposal		
Hazardous waste – Recycled	109	44
Hazardous waste – Disposal without landfill	290	397
Non-hazardous waste – Recycled	6,806	7,533
Non-hazardous waste – Disposal without landfill	97	61
Total waste diverted from disposal	*7,302*	*8,035*
Total waste generated	**12,279**	**14,494**

Recycle-ready packaging (%)	**2025**	**2024**
Primary packaging	82.1%	77.9%
Secondary packaging	97.9%	98.0%

Responsibly sourced paper-based packaging (%)	**2025**	**2024**
Paper-based packaging from certified sources or recycled material	100%	97.3%

Water withdrawal per source (m^3)	**2025**	**2024**
Third-party water	738,387	752,372
Groundwater	135,783	149,007
Other sources	2,500	484
Total water withdrawal	**876,670**	**901,863**

38. Includes hazardous and non-hazardous waste generated at wholly owned manufacturing site and excludes waste resulting from soil decontamination activities.

Data: Healthy People.

GRI 401: **Employement.** GRI 405: **Diversity and Equal Opportunity.**

Regional employees breakdown (#)[39]	**2025**
AMEA	3,090
EULA	6,406
NAM	1,072
Total employees	**10,568**

Employee distribution (#)[40]	**Male**	**Female**	**Not declared**	**2025**
Permanent contract				
Full time	5,184	4,393	5	9,582
Part time	27	129	0	156
Total employees with permanent contract	*5,211*	*4,522*	*5*	*9,738*
Fixed-term contract				
Full time	406	423	0	829
Part time	0	1	0	1
Total employees with fixed-term contract	*406*	*424*	*0*	*830*
Total employees by headcount	**5,617**	**4,946**	**5**	**10,568**
Total employees by full-time equivalent	**5,606**	**4,916**	**5**	**10,527**

Top management by gender[41]	**Male**	**Female**	**Not declared**	**2025**
Top management by gender (#)	108	94	0	202
Gender distribution in top management (%)	53.5%	46.5%	0%	100%

39. Regions are presented in line with our finance reporting segments: Asia, Middle East and Africa (AMEA); Europe and Latin America (EULA); North America (NAM).
40. Employee is every individual employed by any of the Opella legal entities (permanent or fixed-term) on the last calendar day of the year.
41. Top management includes the executive level and senior leaders, which are two levels below the supervisory body. The percentages represent gender diversity at the top management level.

Data: Healthy People.

GRI 401: **Employment.** GRI 403: **Occupational Health and Safety.** GRI 404: **Training and Education.**

Talent retention	**2025**	**2024**
Turnover rate[42]	15.5%	-

Employee health and safety metrics (#)	**2025**	**2024**
Recordable Injury Frequency Rate[43]		
Recordable work-related injuries	30	31
Work-related fatalities	0	0
Total Recordable Injury Frequency Rate (TRI-FR)	**1.6**	**1.6**
Lost-Time Injury Frequency Rate[44]		
Lost-time injuries	18	19
Total Lost-Time Injury Frequency Rate (LTI-FR)	**0.9**	**1.0**
Days lost due to recordable work-related injuries	**690**	**-**

Health and safety – non-employees (#)	**2025**	**2024**
Recordable Injury Frequency Rate		
Recordable work-related injuries	13	18
Work-related fatalities	0	0
Total Recordable Injury Frequency Rate (TRI-FR)	**3.7**	**5.1**

Your Voice survey results	**2025**	**2024**
Participation rate[45]	91.0%	90.0%
Average engagement score	7.5	7.7
eNPS score[46]	20	-

Training hours by gender (hours)	**2025**	**2024**
Training		
Female	44,474	35,641
Male	41,242	34,790
Not declared	10	37
Total training hours	**85,726**	**70,468**

42. Turnover refers to the total number of employees who leave the company during the reporting year. The employee turnover rate (or attrition rate) is calculated by dividing the number of employees who have left during the year by the average employee headcount over the same period.
43. **TRI-FR**: the number of work-related injuries and illnesses requiring medical treatment beyond first aid (including lost-time, restricted-work and fatal cases), per one million hours worked.
44. **LTI-FR:** the number of work-related injuries resulting in at least one full day or shift lost from work, per one million hours worked.
45. Total number of employees responding to survey divided by total number of employees surveyed.
46. Employee engagement is measured using employee responses to engagement-related survey questions. The metric is based on the Employee Net Promoter Score (eNPS) methodology, complemented by the average engagement score, calculated as the mean score provided by survey respondents.

Data: Healthy People.

GRI 417: **Marketing and Labeling.**

Unique media reach by brand (# of people)	**2025**	**2024**
Buscopan	63,936,941	8,987,127
Doliprane	11,333,711	70,487
Enterogermina	-	1,567,475
Essentiale	99,282,442	64,109,283
EVE	56,693,118	40,802,799
Ibalgin	-	7,414,124
Ostelin	6,707,639	6,000,000
Total unique media reach	**237,953,851**	**128,951,295**

Data: Healthy People.

GRI 413: **Local Communities.**

Direct beneficiaries impacted through NGOs (#)	**2025**	**2024**
Our brands and corporate		
Allegra	3,289	19,180
Corporate (India)	58,212	127,820
Corporate (Italy)	50,173	-
Enterogermina	417,304	361,739
EVE	-	10,351
Pharmaton	-	93
Ostelin	20,892	10,458
Total direct beneficiaries	**549,870**	**529,641**

Donation amount to NGOs (EUR)	**2025**	**2024**
Our brands and corporate		
Allegra	€185,000	€210,470
Corporate (India)	€440,000	€475,901
Enterogermina	€1,276,788	€1,457,252
Nature's Own	-	€200,000
Ostelin	€16,875	€44,001
Pharmaton	-	€100,000
Total donations	**€1,918,663**	**€2,487,624**

Data: Healthy People.

GRI 416: **Customer Health and Safety.**

Safety and quality controls (#)	**2025**	**2024**
Internal quality audits	**24**	**24**
Regulatory inspections		
European inspections	13	19
US FDA inspections	1	0
Other inspections	29	27
Total regulatory inspections	**43**	**46**
Regulatory actions taken[47]	**0**	**0**
Recalls[48]		
Class 1 recalls	0	0
Class 2-3 recalls	13	7
Total recalls	**13**	**7**

47. E.g., US FDA Warning Letter, US FDA Consent Decree, suspension/withdrawal of GMP certificate.

48. Definition as per EMA SOP/INSP/2018 and US 21CFR part 7 of the Pharmacovigilance Standard.

- Class 1 is a situation where there is a reasonable probability that the use of or exposure to a violative product will cause serious adverse health consequences or death.
- Class 2 is a situation where use of or exposure to a violative product may cause temporary or medically reversible adverse health consequences, or where the probability of serious adverse health consequences is remote.
- Class 3 is a situation where use of or exposure to a violative product is not likely to cause adverse health consequences.

Data: Healthy Business.

GRI 205: **Anti-corruption.** GRI 406: **Non-discrimination.** GRI 2-26: **General Disclosures.**

Violation of anti-corruption and anti-bribery laws	**2025**	**2024**
# of convictions for violation of anti-corruption and anti-bribery laws	0	0
Fines (EUR) of convictions for violation of anti-corruption and anti-bribery laws	€0	€0

Speak Up alerts and cases (#)	**2025**
Alert by issue category[49]	
Discrimination, harassment, and retaliation[50]	40
Other employee relations or workplace matters	77
Unethical practices and/or breach of policies	30
Fraud and Corruption	32
Outside of scope[51]	8
Total alerts received[52]	**187**
Cases received[53]	
Completed cases[54]	123
Ongoing cases	48
Total cases	**171**
Substantiated cases[55]	
Discrimination, harassment, and retaliation	4
Other	49
Total substantiated cases	**53**

49. Alerts are categorized based on a primary issue type.
50. No serious human rights allegations were received.
51. This category includes mainly complaints or inquiries that are unrelated to allegations of non-compliance or misconduct. All reports outside of scope are treated and closed.
52. This number includes alerts received from Opella employees and third parties related to concerns involving Opella and/or the third parties with which Opella conducts business and excludes duplicate reports.
53. Alerts that are related are investigated under one case.
54. A case is considered completed once the investigation or follow-up has been completed and the corrective and disciplinary actions have been decided. As the Opella Speak Up Program was launched in April 2025, we do not have a full year of consistent data to present with precision the average resolution duration. Based on the data available, the cases are being completed on average between 90 and 180 calendar days.
55. Corrective and disciplinary actions are implemented to ensure corresponding risks are mitigated going forward.

Data: Healthy Business.

GRI 308: **Supplier Environmental Assessment.** GRI 414: **Supplier Social Assessment.**

Suppliers assessed on ESG (%)	2025	2024
Suppliers agreeing to Opella's Code of Conduct[56]	95%	92%
High-risk suppliers assessed by EcoVadis	99%	97%
High-risk extended suppliers assessed by EcoVadis	96%	94%

56. Represents percentage of active direct suppliers (spend >€50,000) who have formally agreed to our Supplier Code of Conduct covering ethics, labor rights, environmental standards, and anti-corruption. Data are sourced from onboarding systems and signed acknowledgments.

Assurance Report.

Opella Healthcare
157 avenue Charles de Gaulle
92200 Neuilly-sur-Seine
RCS Nanterre 892 343 245

Limited assurance report from independent assurance practitioner on selected ESG information (“Sustainability Data”).
Financial year ended December 31, 2025.

This is a free translation into English of independent assurance practitioner’s report on the ESG information of the Entity issued in French and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional guidance applicable in France.

To the legal representative of Opella.
In our capacity as independent assurance practitioner, we have undertaken a limited assurance engagement on a selection of ESG information, listed in the appendix to this report, prepared on a voluntary basis by Opella (hereinafter “the Entity”), with regard to entity’s procedures (hereinafter the “Methodological Note”), for the financial year ended December 31, 2025 (hereinafter the “Information”), and published in the voluntary report (hereinafter “Report”). Our assurance does not extend to information in respect of earlier periods or to any other information set out in the Report not included in the Information.

Limited assurance conclusion.
Based on the procedures we have performed, as described under the section “Nature and scope of procedures”, and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Information is not prepared, in all material respects, in accordance with the Methodological Note.
We do not express a conclusion on information in respect with earlier periods or on other information set out in the Report not included in the Information. In particular, we do not express a conclusion on whether the Report, taken as a whole, complies with the applicable regulations.

Emphasis of matter.
Without modifying our conclusion, we draw your attention to Appendix 6 of the Report, which specifies that the Information has been prepared in accordance with the Global Reporting Initiative (GRI) standards and the Methodological Note. Therefore, it does not constitute information prepared in accordance with European Sustainability Reporting Standards (ESRS).

Preparation of the Information.
The absence of a commonly used generally accepted reporting framework or established practice on which to draw, to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time. Consequently, the Information needs to be read and understood together with the Methodological Note, which are set out in the Report.

Inherent Limitations in preparing the Information.
The Information may be subject to inherent uncertainty arising from the state of scientific knowledge and from the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates applied in preparing it. Furthermore, the quantification of greenhouse gases is subject to inherent uncertainty due to the incomplete scientific knowledge used to determine emission factors and the values needed to aggregate emissions from different gases.

Responsibility of the Entity.
The Information has been prepared under the responsibility of Management.

Management of Opella is responsible for:
- selecting or establishing suitable criteria for preparing the Information;
- preparing the Information in accordance with the Methodological Note;

and
- designing, implementing and maintaining internal control relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

Responsibility of the independent assurance practitioner.
We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Information is prepared, in all material respects, in accordance with the Methodological Note and is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Entity's Management.

As we are engaged to form an independent conclusion on the Information as prepared by Management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

Professional guidance applied.
We performed the work described below in accordance with international standard ISAE 3000 (revised) Assurance Engagements *other than Audits or Reviews of Historical Financial Information* issued by the IAASB (*International Auditing and Assurance Standards Board*).

Independence and quality management.
Our independence is defined by the provisions of *International Code of Ethics for Professional Accountants (including Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA). This Code is based on the compliance with the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behaviour. In addition, we apply International Standard on Quality Management, which requires to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, applicable legal and regulatory requirements and French professional guidance.

Nature and scope of the procedures.
We planned and performed our work, described below, to address the areas where we have identified that a material misstatement of the Information is likely to arise. As part of our limited assurance engagement and based on our professional judgment, we:

- obtained an understanding of the Entity and its environment, and t the overview of key risks;
- assessed the suitability of the Methodological Note's criteria with regard to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best industry practices;
- assessed whether the methods used by the Entity to prepare the Information are appropriate in regard of the Methodological Note and, where applicable, assessed the relevance of changes in methods and assumptions;

For Information submitted to our procedures, we have:

- reviewed and evaluated the process for collecting and compiling the Information in order to assess the completeness and accuracy of the information collected, and implemented procedures to verify that the data has been properly consolidated;
- performed analytical procedures to verify the consistency of any changes in those data and, where necessary, requested explanations from Management regarding any unusual identified items;
- performed test of details, using sampling techniques (or other selection methods), in order to verify the correct application of the calculation methods and assumptions described in the Methodological Note and reconcile the underlying data with the supporting documentation.
- for estimates, we obtained an understanding of the method used to calculate the estimated data. We assessed the appropriateness and correct application of this method, as well as th appropriateness of the sources of information used.
- selected four sites for conducting our procedures, located in the United States, Italy, France, and Germany, respectively.
- assessed the overall consistency of the information in relation to our of the Entity.

We consider that the evidence we have obtained is sufficient and appropriate to support our conclusion.
The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance opinion in accordance with international standard ISAE 3000 (revised). A higher level of assurance would have required us to carry out more extensive procedures.

Restrictions on distribution and use.
This report has been prepared solely for your attention within the context described in the first paragraph and may not be used for any other purpose.
Our work should not be taken to supplant any additional inquiries or procedures that should be undertaken by a third-party recipient of this statement, and we make no representations regarding the sufficiency of the procedures we performed for the purpose of third parties.
This report is governed by French law. The French courts have exclusive jurisdiction in relation to any claim, difference or dispute which may arise out of or in connection with this report.

Appendix 1: List of ESG information subject to our limited assurance.

Theme.	KPI.
Tackling greenhouse gas emissions.	• Scope 1 by energy type; • Scope 2 (Market-based). • Scope 2 (Location-based). • Scope 3 by category. • Total GHG emissions (Market-based). • Total GHG emissions (Location-based).
	• Fossil sources: Natural gas; Light Fuel oil; LPG / butane /propane; Heating fluids except steam; Non-renewable electricity purchased; Sold non-renewable electricity. • Renewable sources: Purchase renewable electricity; Self-generation of renewable electricity; Sold renewable electricity; • Fuel consumption from renewable sources including biomass. • Total energy consumption.

Theme.	KPI.
Preserving ecosystems.	• Third-party water consumption. • Groundwater consumption. • Water consumption from other sources. • Total water consumption. • Reduction in water consumption compared to 2019.

	• Waste directed to disposal:
	  • Hazardous waste: Incineration (with energy recovery); Landfill.
	  • Non-hazardous waste: Incineration (with energy recovery); Landfill.
	• Waste diverted from disposal:
	  • Hazardous waste: Recycling; Landfill.
	  • Non-hazardous waste: Recycling; Without landfill.
	• Total waste generated.

Reducing waste and adopting circularity.	• Percentage of packaging ready for recycling for manufactured products:
	  • Primary packaging.
	  • Secondary packaging.
	• Percentage of paper-based packaging from certified or recycled sources.

Appendix 1: List of ESG information subject to our limited assurance.

Theme.	KPI.
Promoting an inclusive and safe workplace.	• Number of employees (headcount) by gender, region, contract type, working time. • FTE by gender. • Number of top management employees by gender. • Number of new hires by gender. • Number of departures and turnover rate. • Gender pay gap at group level – average base salary. • Total number of workplace accidents for Opella employees and external workers. • Number of fatal workplace accidents for Opella employees and external workers. • Accident frequency rate for Opella employees and external workers. • Number of days lost due to workplace accidents for Opella employees. • Lost-time injury frequency rate for Opella employees. • Number of training hours by gender. • Participation rate for “Your Voice”. • Average engagement score for “Your Voice” • eNPS score.

Upholding human rights throughout the value chain.	• Total number of alerts received, including:
	  • Discrimination, harassment and retaliation.
	  • Other employee or workplace-related issues.
	  • Unethical practices and policy violations.
	  • Fraud and corruption.
	  • Out-of-scope cases.
	• Total number of cases.
	• Total number of cases closed.
	• Number of substantiated cases, including:
	  • Discrimination, harassment and retaliation.
	  • Other.

Theme.	KPI.
Promoting responsible sourcing.	• Suppliers that agreed to Opella’s Code of Conduct. • “High-risk” suppliers assessed by EcoVadis. • “Extended high-risk” suppliers assessed by EcoVadis.

Ensuring excellence in product safety and quality.	• Number of internal quality audits.
	• Number of regulatory inspections, including:
	  • European inspections.
	  • US FDA inspections.
	• Regulatory actions taken.
	• Product recalls, including Class 1 recalls.

Supporting our communities.	• Number of direct beneficiaries impacted through NGOs by brand. • Amount of donations by brand. • Number of brands impacting direct beneficiaries.
Strengthening self-care.	• Number of people reached through media campaigns by brand.
Leading with integrity.	• Number of convictions for violation of anti-corruption and anti-bribery laws. • Amount of fines for violation of anti-corruption and anti-bribery laws.

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