

Environment, Health, Safety and Security Corporate Policy

NextPharma is a business operating as a strategic outsourcing partner to the pharmaceutical industry for product development service, contract manufacturing and packaging of medicinal products, clinical trials, analytical services and cold chain and logistics.

NextPharma is committed to protecting the environment, preserving the health and safety of its employees, contractors, visitors and other stakeholders, as well as ensuring appropriate security of all its facilities. This commitment is supported by management and is the individual and collective responsibility of all NextPharma employees.

The Environmental, Health, Safety and Security objectives of NextPharma are:

- Fostering an EHS culture
- Providing EHS training to NextPharma employees
- Establishing a coherent EHS organisation and documentation system
- Assessing EHS hazards associated with activities, products, processes and services
- Complying with national regulations
- Implementing controls
- Focusing on risk reduction or elimination
- Testing and monitoring system effectiveness
- Sharing, reporting, evaluating and reviewing information and experience

NextPharma commits to the continuous improvement of its EHS and Security performance through our employees in partnership with suppliers, contractors and customers.

This policy is applicable to all NextPharma facilities. It is the responsibility of the executive management for ensuring, through the encouragement of a philosophy of continuous improvement and risk management, that this policy is understood, implemented and maintained. All employees are expected to promote and to assist in the implementation of this policy and the accompanying commitments.

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Dr. Jens Jürgens Corporate EHS Coordinator Eric Schmidhäuser Chief Operating Officer Peter Burema Chief Executive Officer

This Policy is reviewed periodically, taking into consideration any reorganisation or management/ business change.