

Sustainability: Hovione defines clear targets and invests in a comprehensive program covering all ESG factors

Workstreams	Targets & Supporting Goals	FY23 Action Programs
<ul style="list-style-type: none">  Decarbonization  Energy Efficiency  Circularity & Green Chemistry  Water Stewardship  Sustainable Supply Chain  Diversity, Equity & Inclusion  Safety Leadership 	<ol style="list-style-type: none"> 1. Achieve a 40% Reduction in Carbon Emissions by 2030 2. Obtain a Water Stewardship CDP Class “A” Rating by 2027 3. Achieve Lost Time Accident Frequency Rate of ≤1.0 by 2028 	<ul style="list-style-type: none">  Sustainable Finance Preparedness  Sustainability Governance  Reporting & Certification  Double materiality assessment  Workstream Development and Integration  Enhance internal engagement & culture  Scope 1 & 2 net zero design for our sites