

LTS Business Partner Code of Conduct

November 2026

| LTS Lohmann Therapie-Systeme AG, Lohmannstr. 2, D-56626 Andernach, Germany

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About LTS

At LTS, our purpose drives everything we do: We CARE for patients, our partners, employees and communities, we CREATE innovative drug delivery solutions, and we DELIVER high-quality products to global markets with an exceptional track record in commercial manufacturing. As a global CDMO, we offer end-to-end development and manufacturing services for pharmaceutical and biotech companies.

Our technology portfolio spans transdermal patches, oral thin films, nasal and sterile drug delivery products, wearable drug delivery devices as well as microneedle array patches. With over 40 commercial products and 50+ active development programs, we combine deep expertise with patient-centric innovation to advance small molecules, biologics, and vaccines.

Operating from five global sites in the US, Germany and Israel and a representative office in China, LTS powers the future of drug delivery.

LTS mission is to enable partners to sustainably maximize their business value through respectful consideration of natural resources, human rights, international standards and legal frameworks.

Principles
of business activities

Purpose

This Supplier Code of Conduct sets the minimum standards all suppliers agree to comply with, in order to respect and protect human and labor rights, occupational health and safety, business integrity, protection environment and natural resources.

Applicability

We expect our providers of goods and services (suppliers), their employees, representatives, and subcontractors, as well as any consultants, clients, customers, and other business partners (hereinafter collectively referred to as „business partners“) as well as sales intermediaries (e.g. dealers, distributors, wholesalers, agents and resellers) to comply with the principles contained herein. When doing business with LTS, we regard the passing on of these principles by suppliers to their employees, representatives and suppliers as well as the corresponding training of the groups of people concerned and the observance and monitoring of compliance with the standards as critical to the LTS and supplier relationship.

Human rights, working conditions





Human rights, working conditions

The human rights strategy of LTS is documented in a declaration of principles. LTS regards respect for and compliance with human rights as a fundamental obligation and expects its business partners to ensure compliance with United Nations Guiding Principles on Business and Human Rights, as well as International Bill of Rights (i.e. the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights specified by the International Labour Organization (ILO).

This requires the business partner to recognize the following principles in particular.

Child labor

Child labor is prohibited: Children under the age at which mandatory schooling ends according to the law of the place of employment may not be employed, whereby the age of employment may not be less than 15 years. Employment of children under the age of 18 may only take place in non-hazardous activities insofar as this is covered by local legislation.

Forced labor

The business partner shall not use, tolerate, or benefit from forced labor or involuntary labor in any form. It may not use factories or production facilities in which the work is performed by involuntary or unpaid workers. The work must be performed voluntarily. In particular, Suppliers shall act in accordance with

- Convention No. 29 of the ILO
- International Covenant on Civil and Political Rights.

Employees shall have the right to terminate the employment relationship in line with the generally accepted period of notice at the place of employment.

Remuneration and working hours

The business partner's employees must receive appropriate wages and benefits that comply with national and local laws and binding collective bargaining agreements, if applicable. The business partner must ensure that its employees work in accordance with all applicable laws and binding industry standards in terms of the number of hours and days worked. Wages and benefits must be paid regularly and be recorded. Business partner is expected to contribute to employee's parental leave and health service/insurance as required by national legislation.

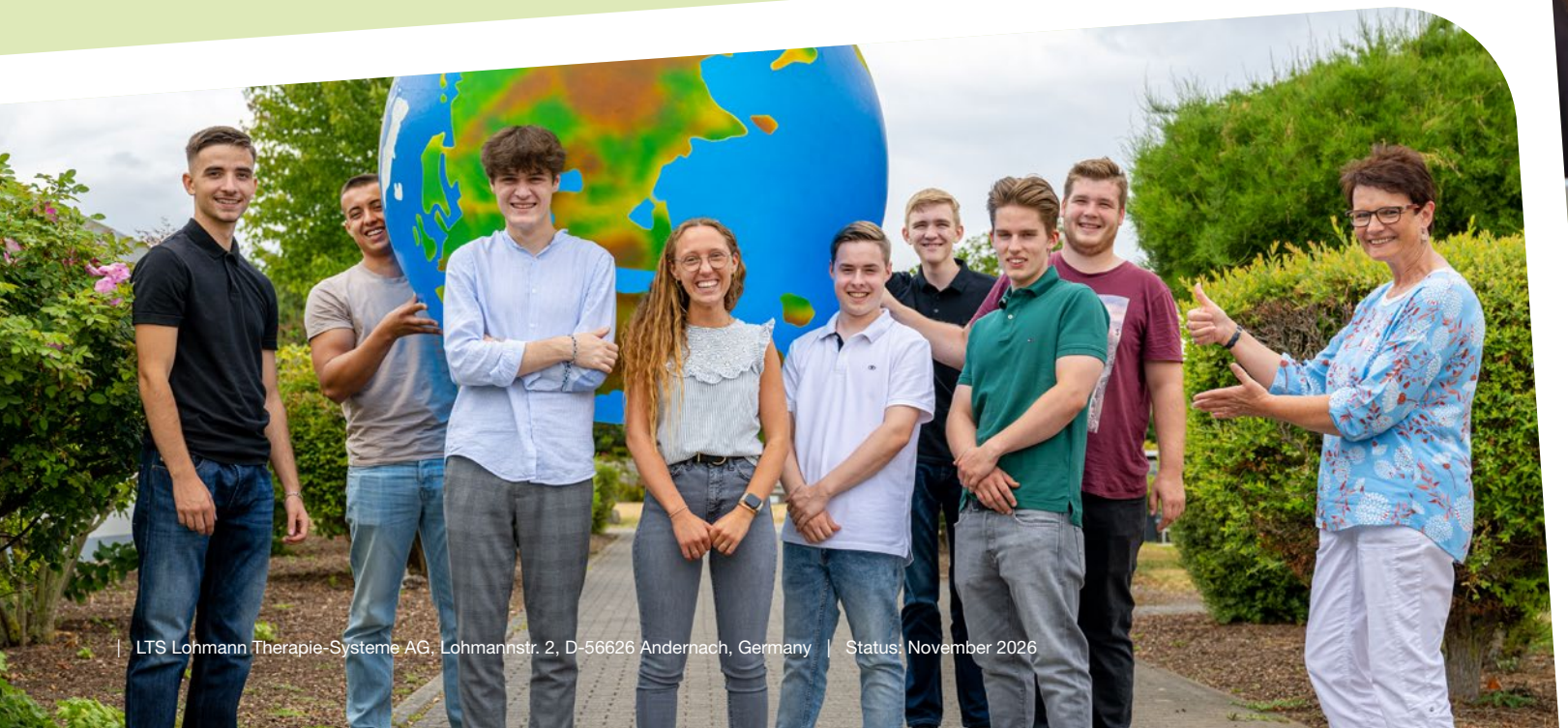
Anti-discrimination

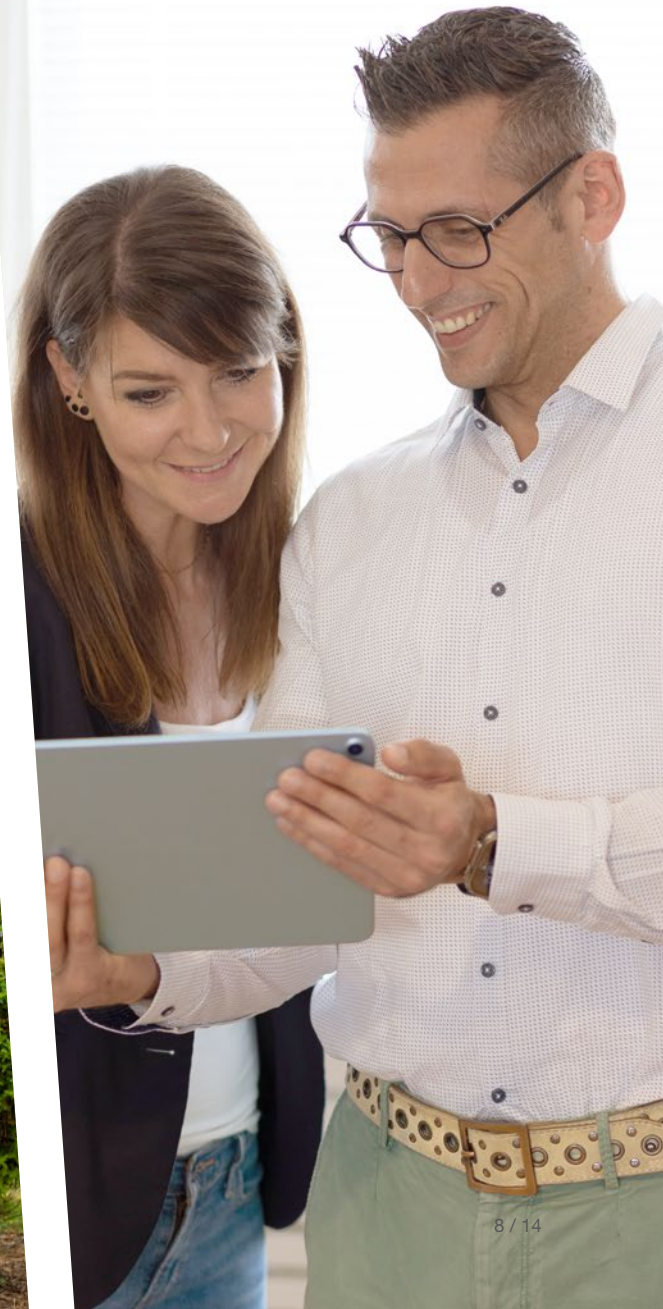
The business partner must not discriminate against employees on the basis of race, ethnic origin, social background, health status, disability, sexual orientation, skin color, religion or ideology, gender, age, physical ability, nationality, political opinion or any other grounds prohibited by law during the entire period of employment.

Freedom of association

The business partner must respect the employees' legal right to freedom of association (such as the right to collective bargaining). Employees shall be free to join or form trade unions without retaliation, discrimination, or hindrance. Trade unions may operate freely and in accordance with the law of the place of employment.

Health and environmental protection, preservation of livelihoods, occupational safety





Health and environmental protection, preservation of livelihoods, occupational safety

Occupational safety

Occupational health and safety is part of LTS's corporate philosophy. The business partner is expected to comply fully with all applicable health and safety laws. The business partner must also provide employees with a safe and healthy working environment and comply with all applicable laws on occupational safety, health protection and accident prevention.

Suitable protective measures must be taken to avoid exposure to chemical, physical or biological substances and measures must be implemented to prevent excessive physical and mental fatigue in the work process.

When present at an LTS site, all LTS site instructions or policies concerning the health and safety of employees, contractors, and visitors must be followed. Any condition believed to be unsafe or unhealthy should be reported immediately to the appropriate LTS contact.

Environmental protection

The business partner must act responsibly towards the environment and ensure compliance with the laws and regulations that apply in the country in which products are manufactured or services are provided. They should take appropriate measures (e.g. according to Science Based Targets initiative – SBTi and Greenhouse Gas Protocol – GHG),to reduce or eliminate the emissions generated by their activities and conserve natural resources (e.g. water and non-renewable resources).

The business partner is expected to consider its impact on biodiversity and to protect natural ecosystems from deforestation, forest conversion or land conversion.

The business partner must comply with the following conventions as applicable under the applicable national law when handling hazardous substances:

1. Minamata Convention on Mercury (dated October 10, 2013)
2. Stockholm Convention on Persistent Organic Pollutants (POPs Convention); dated May 23, 2001
3. Basel Convention on the Export of Hazardous Waste (of March 22, 1989)

Business ethics





Business ethics

Laws and regulations

The business partner must comply with the applicable laws and regulations of the country in which the service is provided or the product is manufactured.

LTS is committed to ensuring that all information provided directly or indirectly to government agencies is truthful, accurate, and not misleading.

Corruption, bribery

LTS does not tolerate bribery in any form.
No business partner may directly or indirectly demand, accept, offer or grant a personal advantage in connection with business activities.
If LTS invites tenders for the provision of a service, any disclosure of information about a bidder or its offer to another bidder is prohibited.
Business partners must comply with all applicable anti-corruption laws, rules and regulations, such as the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

Antitrust and competition law

We expect the business partner to conduct business in accordance with applicable antitrust and competition law. This also includes ensuring that the goods and services offered to LTS are free from anti-competitive agreements, such as price fixing with competitors.

Professional Behavior

LTS core values require that all business activities be conducted ethically and with respect for others. Ethical conduct and professional behavior extends beyond legal compliance and should guide decision-making in areas where laws or regulations may not provide specific direction.

Business partners are expected to identify potential ethical concerns, seek guidance when appropriate, and always conduct themselves in a professional manner.

Use of LTS Electronic Systems

Business partners accessing LTS networks, software, hardware, or other electronic systems, whether on-site or remotely, must maintain appropriate cybersecurity safeguards, including up-to-date anti-virus and anti-malware protections. The use of another person‘s credentials, passwords, access privileges, or system accounts is strictly prohibited. LTS reserves the right, to the extent permitted by law, to monitor and review the use of systems, networks, and devices connected to LTS electronic resources in order to verify compliance with applicable policies and security requirements. Business partners must respect intellectual property rights and copyright laws and may not copy, transmit, retrieve, modify, or use or distribute copyrighted materials without the appropriate license through LTS systems and/or without appropriate authorization.

Data protection, confidentiality

LTS expects the business partner to treat business secrets and information confidentially and to protect them against unauthorized access. Personal data is collected, processed, stored or used exclusively for the relevant operational purposes within the framework of the applicable laws and regulations.

Monitoring

the LTS Business Partner Code of Conduct

In order to comply with the principles of the LTS Business Partner Code of Conduct, LTS expects its business partners to inform all employees, subcontractors and suppliers of the content of the LTS Business Partner Code of Conduct and to ensure that the aforementioned also comply with the provisions contained therein.

If the violation of a human rights-related or environmental obligation at a direct supplier is of such a nature that the company cannot stop it in the foreseeable future, we expect the business partner to draw up and implement a concept for ending or minimizing it with a concrete timetable.

LTS expects its business partners to encourage their employees to report violations of laws, regulations and the LTS Business Partner Code of Conduct internally.

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If employees identify actual or potential problems in the area of human or environmental rights, they can also report these to LTS using the complaints procedure (see LTS homepage). LTS may terminate any individual or all contractual/business relations by giving written notice to the Business partners at no cost with immediate effect, if the Business Partner fails to take corrective actions within the agreed grace period.

Contact

LTS Lohmann Therapie-Systeme AG
Lohmannstr. 2
D-56626 Andernach
Germany

Phone: +49 2632 99-0
procurement-and@ltslohmann.com
www.ltslohmann.com

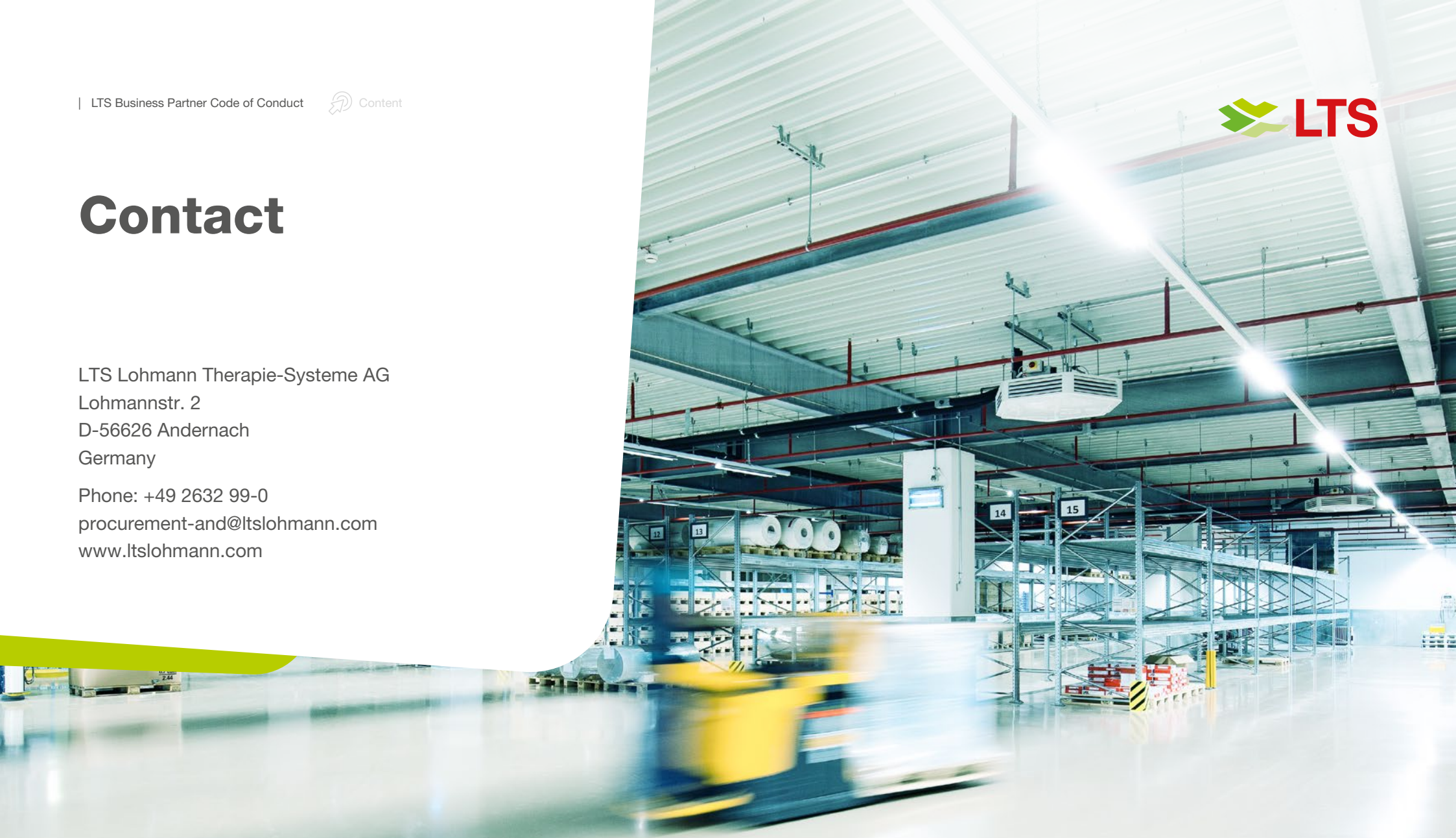


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