

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY – Komtur Group CEE

1. Purpose

- 1.1 Komtur Polska Sp. z o.o. Group (Komtur Group CEE) is a committed pharmaceutical services company operating with integrity and a strong sense of responsibility towards society and the environment. This Corporate Social Responsibility (CSR) Policy reflects our alignment with the company's mission and vision—to serve patients with complex health needs, particularly in rare and niche areas, by ensuring access to pharmaceutical products in a responsible, ethical, and sustainable manner.
- 1.2 The purpose of this Policy is to articulate Komtur Group CEE approach to CSR and formalize our commitment to contributing positively to communities, the environment, and the broader healthcare landscape, in line with our corporate values.

2. Scope:

- 2.1 This policy applies to the entire Komtur Group in CEE.
- 2.2 Management at each operational level is responsible for the policy's effective implementation, ensuring relevance to their functional area.

3. CSR Activities Supported

- 3.1 Komtur Group CEE will focus its CSR efforts on initiatives that deliver meaningful impact in the following areas:

a. Supporting Patients and Families with Rare Diseases

- Financial contributions to foundations and organizations that assist patients and families affected by rare diseases.
- Collaborative projects aimed at improving access to specialized care and support services.

b. Promoting and Improving Healthcare

- Support for initiatives aimed at enhancing healthcare services, accessibility, and quality.
- Partnerships with institutions and NGOs that focus on disease prevention, early diagnosis, and improved treatment outcomes.

c. Healthcare-Related Education

- Funding for educational programs, workshops, and campaigns that increase awareness and knowledge of medical and pharmaceutical issues.
- Support for training initiatives aimed at healthcare professionals and caregivers, particularly in the field of rare diseases.

d. Supporting Gender Equality

- Initiatives that promote equal opportunities in the workplace and within supported external projects.

- Collaborations with organizations working towards the empowerment of women and gender inclusivity in healthcare and pharmaceutical sciences.

e. Environmental Sustainability

- Actions aimed at reducing environmental impact, including waste reduction, recycling, and sustainable resource use.
- Participation in or sponsorship of circular economy projects and initiatives promoting ecological balance.

f. Promotion of Sports and Physical Activity

- Sponsorship of sports events, community fitness initiatives, and youth sporting programs.
- Encouragement of employee participation in physical activity through volunteering and corporate wellness initiatives.

4. Implementation

4.1 CSR initiatives under this Policy shall be implemented through:

a. Direct Financial Support

- Grants and donations provided directly to verified foundations, NGOs, institutions, and community organizations.

b. Corporate Volunteering Program

- Employee involvement through structured corporate volunteering, governed by separate regulations.
- Support for employee-led initiatives that align with the goals outlined in this Policy.

5. Approval and Review

5.1 This Policy has been approved by the Management Board of Komtur Polska Sp. z o.o. Group. It is subject to review and potential revision on a bi-annual basis to ensure ongoing relevance and alignment with evolving societal needs, company priorities, and regulatory requirements.

Approved by

Paweł Woźniak
Regional Director CEE

Date

15.03.2025

Signature



Członek Zarządu
KOMTUR POLSKA Sp. z o.o.

Paweł Woźniak