

PHARMASCIENCE — GOVERNANCE INITIATIVES

Pharmascience has implemented a comprehensive set of governance practices to ensure that its operations are conducted in a sustainable, ethical, and compliant manner.

This dimension focuses on how the organization is led, managed, and controlled, ensuring transparency, accountability, and adherence to high corporate standards.

The purpose of this document is to provide a consolidated overview of:

- regulatory compliance and quality systems
- corporate policies and internal governance frameworks
- ethical conduct and reporting mechanisms
- occupational health and safety governance
- linguistic compliance (OQLF)
- brand integrity and communication transparency

CORPORATE GOVERNANCE & REGULATORY COMPLIANCE

1 Quality Systems and Good Manufacturing Practices (GMP)

Pharmascience is committed to delivering the highest-quality products and services across all markets where it operates.

Its facilities, systems, equipment, and processes comply fully with Good Manufacturing Practices (GMP) requirements.

2 Pay Equity Assessment

The company performs an annual pay equity evaluation, ensuring fair and legally compliant compensation practices for all employees.

3 Corporate Policy Framework

Pharmascience maintains a comprehensive Employee Guide that consolidates all corporate policies.

This guide provides structure and clarity around expected standards and behaviors within the organization.

ETHICS, CONDUCT & REPORTING MECHANISMS

1 Business Code of Conduct

The Business Code of Conduct outlines the company's ethical expectations, business principles, and core values.

It provides employees with a clear governance framework ensuring integrity, respect, and ethical decision-making across all operations.

2 “Break the Silence” Policy (Whistleblowing Mechanism)

Through this policy and its support service, employees can confidentially report any conduct that they believe, in good faith, violates the Code of Conduct, corporate policies, legal requirements, or company values.

This mechanism is available to employees across all work environments.

2.3 Violence Prevention (Law 59 Compliance)

Following the introduction of Law 59 in Quebec, Pharmascience launched an internal campaign and trained several resource persons to support employees facing domestic, family, or sexual violence situations.

HEALTH, SAFETY & RISK MANAGEMENT

1 SSE Prevention Program

The company's **Health, Safety and Environment (SSE)** program ensures a workplace that is safe and compliant with applicable laws.

The program emphasizes hazard identification and the proactive correction of risky situations.

2 SMATT Incident Reporting System

The **SMATT system** allows all employees to report incidents and near-misses, ensuring structured follow-up and prevention measures to avoid recurrence.

3 Transparency in Safety Performance

Pharmascience uses a transparent methodology to calculate **lost-time accident rates**, communicated:

- yearly and quarterly,
- across all sites,
- during Health & Safety committees,
- and via company-wide communications.

This approach fosters a proactive safety culture.

LINGUISTIC COMPLIANCE & FRANCIZATION

Pharmascience promotes the use of **French**, Quebec's official language, within the organization.

Its efforts include:

- a **Francization Committee**,
- tools and best practices supporting the proper use of French,
- adherence to the standards of the Office québécois de la langue française (**OQLF**).

BRAND GOVERNANCE & COMMUNICATION TRANSPARENCY

1 Graphic Standards and Brand Integrity

Pharmascience has developed a **Graphic Standards Guide** defining all elements of the company's visual identity, including:

- colors,
- typography,
- symbols,
- formatting rules.

This ensures a consistent and professional brand image both internally and externally.



2 Transparent Corporate Communications

Transparency is a defining aspect of Pharmascience's governance culture.

The company regularly communicates priorities and strategic updates through:

- **TRAC meetings,**
- **Q&A sessions** with employees.

THE 4 CORE PILLARS OF PHARMASCIENCE GOVERNANCE

1. **Regulatory compliance and robust quality systems**
2. **Ethical conduct, integrity, and confidential reporting mechanisms**
3. **Health, safety, and proactive risk management**
4. **Organizational coherence through linguistic compliance and brand standards**

Together, these governance practices reinforce Pharmascience's credibility, transparency, and long-term sustainability, while strengthening its leadership within the Canadian pharmaceutical landscape.