

PHARMASCIENCE — SOCIAL INITIATIVES

Pharmascience has implemented a comprehensive portfolio of social initiatives designed to support the safety, well-being, and development of its employees, partners, patients, and local communities.

These actions reinforce the company's commitment to ESG (Environmental, Social, Governance) expectations, especially the *Social* dimension.

The purpose of this note is to provide a consolidated factual overview of:

- employee well-being and safety programs
 - diversity and inclusion efforts
 - community impact initiatives
 - patient-focused contributions
 - youth and education support programs
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SOCIAL GOVERNANCE AND COMPANY CULTURE

1 The Social Commitment: A Mutual Contract

Pharmascience's Social Commitment is an innovative people-centered corporate initiative. It strengthens the principle of Together, which sits at the heart of the company's culture and defines expectations shared between employees and the organization.

2 Diversity & Inclusion

- Diversity in all forms is a core value and is highly visible across the organization.
 - During Diversity Week, five countries are celebrated through cultural and educational activities.
 - Gender equity is a corporate priority:
 - 47% of all employees are women
 - 42% of management positions are held by women
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COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

1 Morris Goodman Community Day

Every year, more than 300 employees volunteer in the community to “pay it forward” in honor of Morris Goodman’s birthday.

2 Support for Local Organizations & Volunteer Recognition

- Each year, five employees receive a \$1,000 donation directed to the charity they volunteer for.
- The Solidarity Leave program allows an employee to use vacation time to complete a short humanitarian mission in a developing country.

3 Recurring Community Partnerships

- Centraide: more than 15 years of annual fundraising and donation campaigns.
- HPIC (Health Partners International of Canada): over 20 years of partnership and more than \$70M in donated essential medicines.
- 24h Tremblant: annual employee team participation supporting children’s well-being.
- Holiday Gift Initiative: employees purchase gifts for hospitalized children and their families.

EMPLOYEE HEALTH, SAFETY & WELL-BEING

1 Physical and Mental Health Support

- Employee Assistance Program (EAP) offers confidential support for employees and their families, plus conferences on mental health and workplace transition.
- Dialogue digital health platform providing 24/7 access to nurses and physicians at no cost to employees and their families.

2 Health & Safety at Work

- An annual Health, Safety & Wellness Week strengthens awareness and best practices across the entire company.

3 Employee Recognition

- Bravo+, a corporate recognition program, allows employees to highlight exemplary behaviors and contributions from their colleagues.

TALENT DEVELOPMENT & EDUCATIONAL SUPPORT

1 New Employee Integration

A comprehensive onboarding guide helps new employees quickly understand tools, procedures, and benefits, facilitating faster and smoother integration.

2 Annual Engagement Survey

Employees provide feedback on collaboration, leadership trust, development opportunities, and recognition.

Each division receives its results and deploys concrete action plans, allowing employees to see tangible improvements each year.

3 Youth, Learning & Leadership Programs

- Academic Scholarships: Up to \$2,500 for five children or grandchildren of employees pursuing post-secondary education.
 - Outward Bound: One sponsored youth per year participates in a leadership-development expedition.
 - Summer Camps: Up to \$500 for 10 children or grandchildren of employees.
 - Sports Team Sponsorships: 20 teams per year receive \$250 in support.
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SOCIAL IMPACT FOR PATIENTS

1 Improving Access to Pediatric Medicines

Pharmascience is committed to improving the lives of Canadian children with illnesses by increasing the availability of pediatric formulations in the Canadian pharmaceutical market.

2 Support for Research and Healthcare Institutions

- Ongoing support for the Rosalind and Morris Goodman Cancer Institute.
- Contributions to the Stroke Unit at the Sir Mortimer B. Davis Jewish General Hospital.

THE 4 PILLARS OF PHARMASCIENCE'S SOCIAL STRATEGY

1. Employee well-being, health, and safety
2. Diversity, inclusion, and collaborative culture
3. Community engagement and positive societal impact
4. Development of future generations & talent growth

Together, these actions strengthen Pharmascience's social performance, support its long-term ESG positioning, and reinforce its leadership within the Canadian healthcare ecosystem