

Carbon Reduction Plan Template

Supplier name: UCB

Publication date: March 2026

Commitment to achieving Net Zero

Set in line with climate science, UCB’s net-zero target to reduce absolute Scope 1, 2 and 3 emissions³ by 90% by 2045 (from a 2019 base year) and neutralize remaining CO₂e emissions was formally validated by the Science Based Targets initiative (SBTi) in November 2024.

This ambitious step forward accelerates our contribution to a low carbon economy through reducing carbon emissions and makes UCB one of only 32 biopharmaceutical/life sector companies to have SBTi-validated CO₂e net-zero targets. This will be achieved through our net-zero plan that starts at the creation of each of our medicines, investing in more renewable energy options across our sites and distribution chains, actively working with suppliers that uphold their own science-based targets for carbon emissions (and supporting others to set targets), and advocating for change and building partnerships.

All reported emissions refer to the global organisation. UCB UK is fully owned by UCB SA global parent company, and all data includes UK emissions. We have included global carbon reduction initiatives, where the UK geography is included.

Baseline Emissions Footprint

Baseline Year: 2019	
Additional Details relating to the Baseline Emissions calculations. 2019	
This baseline is linked to current science-based targets, that are aligned with well below 2°C. 2025 numbers (reported in 2026) will be aligned with Net Zero.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	44,059
Scope 2	20,056
Scope 3	568,003

(Included Sources)	(Category 3 – Energy and fuel related, Category 4 – Upstream transportation and distribution, Category 5 – Waste generated in operations, Category 6 – Business travel, Category 7 – Employee commuting, Category 12 – End-of-life treatment of sold products)
Total Emissions	632,118

Current Emissions Reporting

Reporting Year: 2025	
Reporting is linked to current science-based targets, that are aligned with well below 2°C. 2025 numbers (reported in 2026) will be aligned with Net Zero.	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	22,194 -49.6%
Scope 2	16,238 -19%
Scope 3 (Included Sources)	849,796 +49.6% (Category 3 – Energy and fuel related, Category 4 – Upstream transportation and distribution, Category 5 – Waste generated in operations, Category 6 – Business travel, Category 7 – Employee commuting, Category 12 – End-of-life treatment of sold products)
Total Emissions	888 228 +40.5%

In 2025, we delivered strong progress, achieving our –4% reduction target for total emissions across Scopes 1, 2, and 3 (excluding 3.1), confirming that our decarbonization trajectory remains robust and aligned with our strategic ambitions. Scope 1 emissions increased vs 2024, reflecting the phased nature of our roadmap, where major project-driven reductions occur in steps rather than through linear annual declines. Despite this variability, our long-term pathway remains consistent with our 2030 objectives.

Scope 2 emissions remained stable, underscoring the sustained impact of our transition to 100% renewable electricity — achieving our 2030 target ahead of schedule. Emissions from our vehicle fleet continued to improve, supported by the accelerating shift toward electric vehicles across Europe, particularly in Belgium.

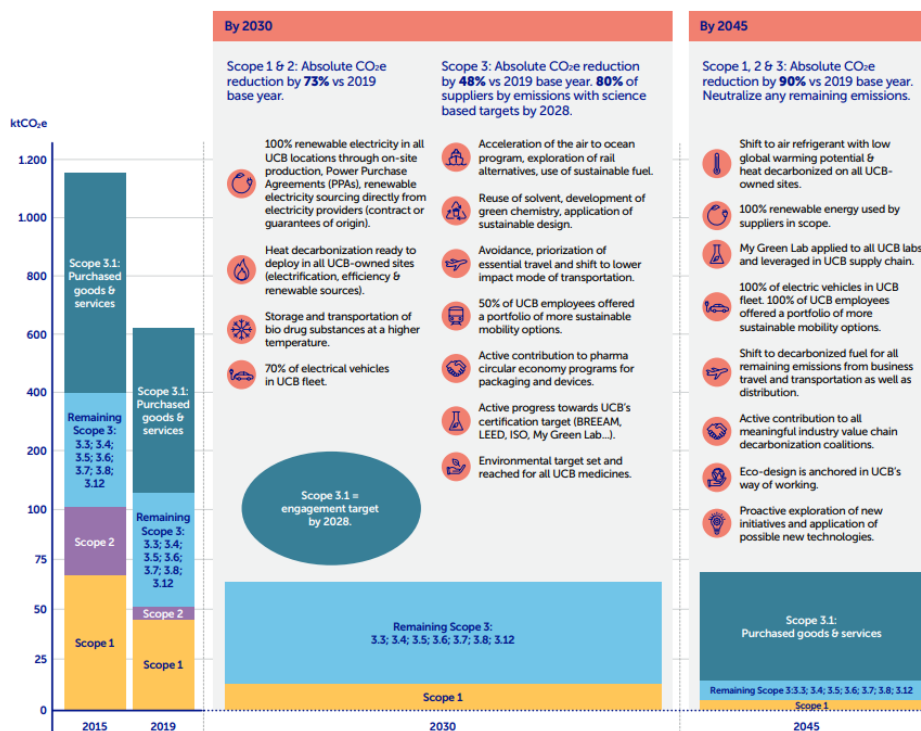
We also recorded a decline in Scope 3 emissions (excluding 3.1), driven primarily by improvements in Transportation and Distribution. Despite higher shipment volumes, emissions fell due to the expansion of our “Air to Ocean” program, which shifts air freight to sea freight. In 2025, we shipped 50% of the volumes eligible for sea freight (excluding road and rail), marking a significant milestone. The qualification of three additional controlled-temperature routes (2–8°C) further demonstrates the program’s scalability and reinforces our confidence in decoupling operational growth from climate impact.

Positive signals also emerged in employee mobility: business travel stabilized and became more controlled, and improved data on commuting patterns enabled more accurate evaluation and analysis of associated emissions. End-of-life greenhouse gas emissions decreased by 26% year-on-year, primarily due to the strategic divestment of elements of the neurology and allergy portfolio.

On our supplier engagement target, we achieved a solid result with 77.6% of suppliers (by GHG emissions) now having climate science-based targets, which is above our 2025 target. This progress is essential for achieving long term absolute reductions in Purchased Goods and Services. Our next major challenge will be to gather more granular and reliable data to further refine our CO₂e calculation methodology, ensuring results that more accurately reflect our real footprint. This effort will require significant collaboration and will also place additional demands on our suppliers.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.



Our current validated target:

- Scope 1 & 2 Absolute CO₂e 73% reduction by 2030 vs 2019 baseline
- Scope 3 Absolute CO₂e 48% reduction by 2030 vs 2019 baseline
- 80% of suppliers by emissions with Science based targets by 2028
- Scope 1, 2 & 3 Absolute CO₂e reduction by 90% vs 2019 base year. Neutralize any remaining emissions

Separate supplier target

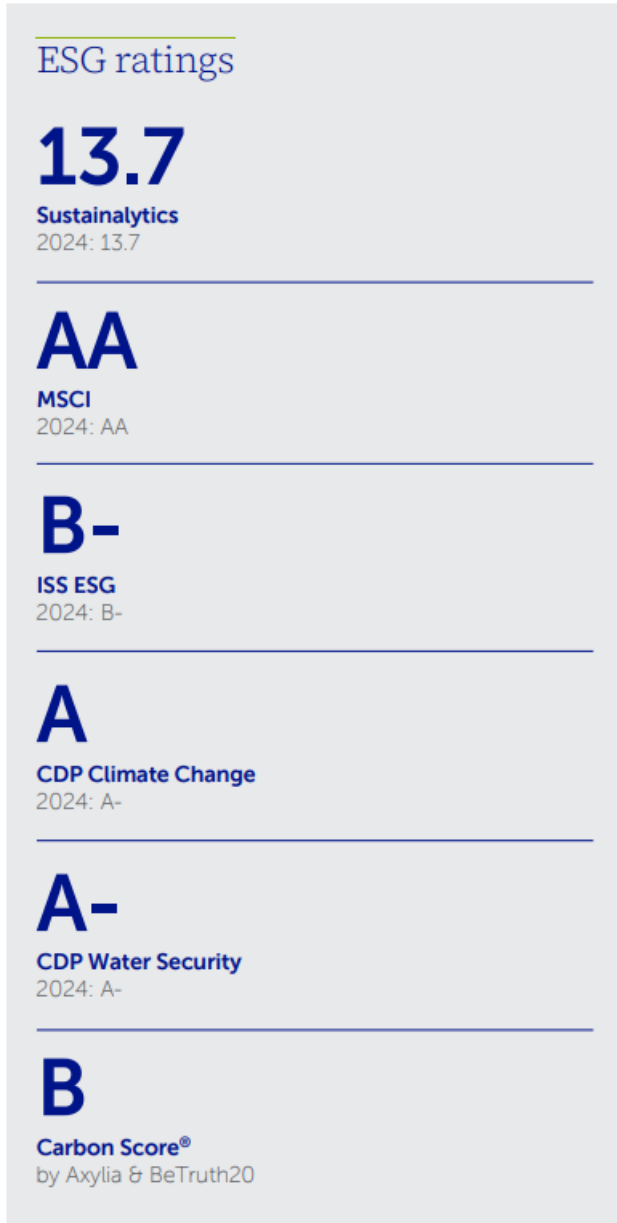
For this category, we have a specific engagement target and we achieved 77.6% of suppliers (by GHG emissions) with science-based targets in 2025. This is essential for achieving absolute reduction in this category, as well as transitioning from estimated emissions to primary data from our suppliers as a next step

- Our next target is for 80% of suppliers by emissions with Science based targets by 2028

Carbon Reduction Projects



Completed Carbon Reduction Initiatives

Each year, UCB is on a continuous journey to improve sustainable performance and have a positive impact on health and society, while managing risks and opportunities regarding environmental, social and governance topics and being transparent in the manner we communicate with our stakeholders. We choose to actively interact with ESG rating organizations that align with our priority areas for societal impact and produce relevant reports that our stakeholders can use to make key decisions. We are working on making relevant, accurate and reliable ESG data from UCB publicly available. In 2025, our ESG ratings from both Sustainalytics and ISS ESG of 13.7 and B-, helping UCB to rank among the top 10% of pharmaceutical companies worldwide on these organizations' assessment.



We have included both local and global carbon reduction initiatives below. Any global carbon reduction initiatives include the UK geography.

UCB's climate ambition – including the definition of targets, KPIs and framework – has been validated by the Science-Based Targets Initiative (SBTi) and is embedded in the overall strategy of UCB as defined by the Board, upon proposal of the Executive Committee. Climate-related matters are therefore on the agenda of the full Board as part of our strategy. The Board Chair, in full collaboration with the CEO, is responsible for making sure that climate-related matters and overall climate strategy of the company are on the agenda of the Board and form an integral part of the overall strategy of the company that is reviewed and approved on an annual basis.

COMPANY ▲	NEAR-TERM STATUS ⓘ ⇅	NET-ZERO STATUS ⓘ ⇅
UCB Belgium, Europe	 TARGETS SET	 TARGETS SET

UCB had already reached a significant milestone in 2024, achieving our 2030 ambition of 100% renewable electricity usage by all our manufacturing sites, owned offices and laboratories¹. This was possible thanks to on-site electricity production and the purchase of renewable electricity through Renewable Energy Certificates and direct suppliers' contracts as contractual instruments. In addition, we have increased our share of renewable sources (86.4% in 2024) through the increased acquisition of biomethane certificates (from waste only) to replace natural gas.

UCB gained a CDP Climate Change A for 2025, an improvement on the 2024 score of A- 60% of the company owned or leased cars in the UK are fully EV. Non-company car drivers are offered an Electric Car Lease scheme provided by Tusker.

Other UK sustainable initiatives include:

- UK Green community team – with a goal to raise awareness to fellow employees of our environmental impact and inspire others to reduce it both at work and at home.
- Monthly refill market – employees can purchase common household products (e.g. laundry liquid, dishwasher powder etc) to reduce use of plastics.
- Environmental awareness days – e.g. Sustainability Day 9th June 2026, promotion of other local/national/global awareness days and events
- Cycle to work scheme – hire and purchase a bike up to a value of £5000 to have a healthier journey to work and reduce environmental pollution
- Responsible investing – employees can select pension investment funds based on environmental, social or governance factors (ESG)
- Donate to environmental charities through payroll deduction – Access to Give As You Earn portal to select a charity of your choice

In the future we hope to implement further measures such as:

Upgrading energy efficiency:

A € 4 million budget envelope is available to render UCB's sites or installations more energy and water efficient, including HVAC efficiency installations or looking for additional heat recovery projects.

Investing in green building certification: The budget related to real estate assets increased by approximately 10-15% of the project envelope to support our ambition to reach a minimum Gold / Very good LEED/BREEAM certification for all new buildings or major

revamping project. This includes the UCB UK site move to Windelsham. The building is in construction phase currently.

We intend to extend My Green Lab certification to all UCB labs including the UK lab that will be moved to Windelsham, and expand renewable electricity usage to cover 100% of our electricity by 2030.

Please refer to our Integrated Annual Report 2025 for more information

[IAR_2025](#)

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.


Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the UK Commercial Manager

Signed on behalf of the Supplier:

Darrell James
Name

DocuSigned by:

Signature.....71820221777A41F...

25-Mar-2026
Date

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>