



Purpose • People • Planet

Our progress on sustainability 2020

Building families and helping people live better lives

FERRING
PHARMACEUTICALS

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This report describes
Ferring's commitment
to sustainability and our
progress during 2020

Welcome

A message from our President



The COVID-19 pandemic has created unprecedented challenges for businesses across the world. Throughout 2020, we have continued to strive to become the world-leading, most trusted healthcare company in reproductive medicine and maternal health, and a leader in specialty areas within gastroenterology and urology. We have also remained resolute in acknowledging the responsibility that leadership demands of us. This means having an unwavering commitment to addressing the needs of the communities in which we operate as we strive to help our patients build families and live better lives. It also means minimising our impacts on the environment and we remain committed to the tenet of sustainability and the 10 Principles of the United Nations Global Compact.

Our core purpose is to build families and help people live better lives. Everything we do at Ferring is focused on improving the lives of our patients. There is no doubt that COVID-19 has significantly impacted our patient communities, particularly in reproductive medicine and maternal health. The closure of many fertility clinics worldwide during the first wave of the pandemic resulted in some of our patients not being able to access the treatments they needed. To support these impacted patients, we focused our efforts on finding new ways to engage with them and new ways to assist healthcare professionals. This included providing appropriate emotional support to their patients. While this does not compensate for the grief caused by the cancellation of treatment cycles, we hope that this support made a positive difference to our patients and the doctors who care for them.

Despite COVID-19 and clinic closures, an estimated 250,000 babies were born in 2020 as a result of Ferring's fertility treatments. During Ferring's 20-year history as a leading company in reproductive medicine, it is estimated that our gonadotropin products have aided in the birth of over three million babies.

In response to the pandemic, we continued to demonstrate scientific leadership by launching our COVID-19 Investigational Research Grants in

reproductive medicine and maternal health. These were designed to fund research, collect data and expand clinical knowledge about the effects of COVID-19 on reproduction, pregnancy and neonatal health, and ensure that fertility patients and expectant mothers were not left out of the research response. In total, Ferring awarded 71 grants to research projects from 22 countries.

Becoming a world-leader in reproductive medicine and maternal health also means playing our role in reducing deep-rooted inequalities. At Ferring, we believe in everyone's right to build a family, and that no woman should die while giving life. Without gender equality, racial justice and health equality, we will never achieve this goal. In our core area of fertility, black women and couples continue to be underserved and giving birth as a woman of colour statistically carries greater risk than giving birth as a white woman. Women in Sub-Saharan Africa and Southern Asia account for approximately 85% of global maternal deaths, while in Ferring's major market, the U.S., black women are three times more likely to die in childbirth than white women. At Ferring, we have committed to doing more to support black communities, indigenous communities and all communities of colour on their family-building journeys, and to reducing racial disparities in access to IVF treatment and in maternal mortality rates.

Our commitment to reducing racial disparities in maternal mortality at global level is demonstrated through our development of a heat-stable treatment to prevent post-partum haemorrhage. In 2020, our heat-stable Carbetocin Ferring was approved by regulatory authorities in Switzerland and India. This laid the foundations for launches in countries with the highest unmet need in 2021. Ferring has committed to providing this therapy in almost 80 low- and lower-middle income countries at an affordable and sustainable access price, which could help many thousands of women to survive childbirth in future. In addition, in 2020 Ferring established a Racial Equality Taskforce in reproductive medicine and maternal health, focused on reducing racial disparities in some of our major markets, including the U.S.

UN Secretary General Antonio Guterres has named our current moment in time the Decade of Delivery and Action and at Ferring we are committed to play our part to advance the global sustainability agenda. In 2021, we will build an Environmental, Social and Governance (ESG) reporting framework and integrated organisational structures to measure, track and report our progress on sustainability criteria in more tangible ways. To best ensure that our ESG efforts are aligned with the mission of the UN Global Compact, we have embarked on the SDG Ambition Accelerator Programme. This programme is led by the UN Global Compact with the aim of challenging and supporting member companies to set ambitious corporate targets and accelerating integration of the 17 Sustainable Development Goals (SDGs) into core business management. I look forward to sharing the result of our ESG reporting efforts in next year's sustainability report.

As well as marking the start of a new decade, 2020 was also Ferring's 70th anniversary, and while it was not the year any of us expected, I was highly impressed by the resilience and commitment of our employees who came together to deliver for our customers and patients. Through this commitment, we continue to positively impact the lives of many. Our core values and strong ethical heritage, as expressed in the Ferring Philosophy, are interwoven into the fabric of the organisation. This is fundamental to our license to operate and is key to our business success.

I am delighted to share our report on progress within Ferring's Sustainability pillars: Purpose, People and Planet. Thank you to everyone at Ferring for the continued commitment to our purpose of building families and helping people live better lives.

Per Falk
President



UN Secretary General Antonio Guterres has named our current moment in time the Decade of Delivery and Action and at Ferring we are committed to play our part to advance the global sustainability agenda.

Per Falk
President

Putting people first during COVID-19

Reflecting on 2020, it is inevitable that COVID-19 is of central significance. The global pandemic has impacted the way we operate and, for a short while, it affected our ability to help people build their families due to fertility clinic and hospital closures. The pandemic also impacted some sustainability related initiatives, but we have been inspired by Ferring colleagues across the world who have found new ways to show care for their communities.

Guided by the Ferring Philosophy

Our code of ethics, the Ferring Philosophy, states that People Come First at Ferring. This statement has guided us throughout the pandemic. Our focus has been on ensuring the availability of Ferring's treatments to patients worldwide by continuing to manufacture our products and protecting the health and safety of our employees. Our Chief Science and Medical Officer, Dr. Mirjam Mol-Arts, has been leading these efforts and serves as the Chairperson of Ferring's Global COVID-19 Taskforce.

Caring for our communities during COVID-19

Dr. Mol-Arts reflects on 2020 and the way in which COVID-19 posed a specific set of challenges to Ferring's community of patients and healthcare professionals within reproductive medicine and maternal health. IVF treatments were delayed or put on hold for patients at critical times; sometimes impacting the long-term outlook for the success of their treatment. During these challenging times, Ferring has focused on maintaining our relationships with and contributing to the communities we serve

as well as driving our mission to become the most trusted, world-leading company within reproductive medicine and maternal health. Colleagues all around the world have made significant contributions to their local communities, for example through donations of protective equipment to healthcare workers, fundraising and community outreach. The examples highlighted in this section represent only a few of those efforts.

Within our employee community there has been a need for flexibility, agility and resilience. As Dr. Mol-Arts explains: "The pandemic forced us to rethink how we work together and required us to work from home for extended periods – often sharing the space with children and other family members. As a company, we have tried to create the best possible circumstances for our colleagues to cope with this situation."

Valuable insights from COVID-19

Although it has been a challenging year, the pandemic taught us some valuable lessons that we will carry into the future. Dr. Mol-Arts believes that our personal experiences of working remotely, having virtual meetings and hosting large events online, have brought about a more environmentally friendly way of working, for example by reducing CO₂ emissions from business travel. The pandemic has also created a sense of unity and shared experiences among colleagues in Ferring who work and live in very different settings. In 2020, Ferring appointed Dr. Mirjam Mol-Arts as Chief Science and Medical Officer and member of the Executive Committee.

Ferring's Chief Science & Medical Officer

Continuing the heritage of strong female scientists at Ferring

With this new leadership role, the research and development (R&D) and medical divisions will work closely together ensuring the patient perspective is heard throughout our product development journey. Dr. Mol-Arts is a medical doctor with over 30 years of experience in senior leadership roles; her latest as Senior Vice President in Global Development at Ferring. Just as the company was co-founded by an exceptional female scientist, Eva Paulsen, the appointment of Dr. Mol-Arts to Ferring's Executive Committee continues the legacy of women in leading scientific roles.

Driven by science

Dr. Mol-Arts explains that she has always been driven by science and that her move from clinical work as a medical doctor to the pharmaceutical industry was a result of this drive. She says: "It meant a lot to me that the pharmaceutical industry was developing new products alongside the professors who wrote our textbooks back in medical school. I have found that working in this sector is a continuous learning journey."

The value of diverse perspectives

Dr. Mol-Arts believes the diversity of perspectives that are brought together in the pharmaceutical industry is highly rewarding.

She says: "Throughout my career I have been driven to fill the gap between the medical needs of patients and the diversity of cross-functional



Dr. Mirjam Mol-Arts

“
The pandemic has forced us to rethink how we work together ... As a company, we have tried to create the best possible circumstances for our colleagues to cope with this situation.

Dr. Mirjam Mol-Arts
 Chief Science and
 Medical Officer

teams. Researchers are completely different from developers within R&D. Commercial teams also have a different viewpoint and having their perspective brings something new to the table. At Ferring, we have diversity in background, diversity in gender and diversity in culture, and this is really driving what we are doing.”



“
When the pandemic hit, our employees asked what we could do to support the healthcare community that we are part of. Ultimately, it is patients that we serve, but the healthcare workers providing services to our patients also needed our help. I am happy that we were able to provide that.

Lee Ferreira
 General Manager, Ferring Canada

Ferring Canada Connecting Events

At Ferring Canada, being part of the local community is a natural way of life. During the lockdown and throughout 2020, the Canadian team established 12 Ferring Community Connecting Events. These included providing food to frontline workers and showing gratitude to the healthcare professionals fighting the pandemic.

China Early support for Wuhan

As COVID-19 broke out in Wuhan, local healthcare professionals were extremely short of protective medical supplies. To help them, Ferring China donated RMB 1 million (€127,000) to the Chinese Red Cross Foundation to purchase protective equipment for healthcare professionals.

South Korea Awarded for our efforts

Ferring Korea donated hand sanitisers and protective outfits to healthcare providers and patients struggling with COVID-19. In recognition of this effort, in 2020, Ferring Korea was awarded the Red Cross Membership Merit Honor Award for sincerity, humanity and devotion to human welfare.

Mexico Health committee

Ferring Mexico established a cross-functional Wellness and Emotional Health Committee which works proactively to build a safe working environment. The Committee focuses on the many ways to improve emotional and physical health, including mindfulness, nutrition, exercise and yoga.

Ferring Philosophy

People come first at Ferring because:

Patients using our products and physicians prescribing them have a right to expect that:

- we will only make available those products in which we have full confidence;
- we will offer the best possible products at the most reasonable cost;
- Ferring's employees will always display courtesy and respect, and act professionally;
- the freedom to make mistakes and to admit to them without fear of retribution;
- that the highest standards of integrity will be maintained at all times;
- that colleagues will never knowingly do anything to compromise their position as Ferring employees;
- that all who represent Ferring will do so in ways that generate respect for the company and its employees.

Ferring seeks the loyalty of these patients and physicians, and we are prepared to earn this loyalty anew every day.

Ferring expects that its employees will create value for the company and its stakeholders.

Ferring employees, at all levels, have a right to expect from the company and their colleagues:

- respect, support and encouragement;
- a work environment that is safe, stimulating and rewarding;

People come first at Ferring.

Ferring asks its employees to:

- always do what is right, proper and ethical, and encourage your colleagues to do so;
- speak out when you think that wrongs are being committed in Ferring's name;
- be loyal, but only to that which is just, equitable, honourable and principled – and true to the Ferring philosophy.

No statement of principled behaviour can ever cover every situation, or deal with every contingency. It can only set the tone, making each individual responsible for applying that tone to his or her everyday practice. We strive to set that tone with five simple words:

Ferring Mission

Driven by its entrepreneurial spirit and enabled by a decentralised organisational setup, Ferring will harness its world-class competencies in science and business with other innovative technologies to create solutions for patients and doctors.

By developing an understanding of people's needs, we will deliver personalised healthcare solutions, integrating pharmaceutical products with



diagnostics



data



devices



education



support services

to optimise health outcomes.

Ferring will be the world-leading, most trusted healthcare company in reproductive medicine and maternal health, and a leader in specialty areas within gastroenterology and urology.

Each of us at Ferring will contribute to providing innovative solutions to help people live better lives. We will devote significant research and development investment to new therapeutics, life cycle management and next generation healthcare solutions.

As a privately-owned, specialist healthcare company that operates globally, Ferring will grow revenues at a rate that is 50% faster than the industry average. We will strive for efficiencies in our business and in our operations and create flexibility to invest in opportunities to build our future.

We are, and continue to be, part of a transparent and aligned company. We strive to best address the needs of patients, stakeholders and customers by collaborating across functions, experimenting and sharing our practices, and continuously learning. We are always guided by the Ferring Philosophy.



Our core values and strong ethical heritage, as expressed in the Ferring Philosophy, are interwoven into the fabric of the organisation. This is fundamental to our license to operate and is key to our business success.

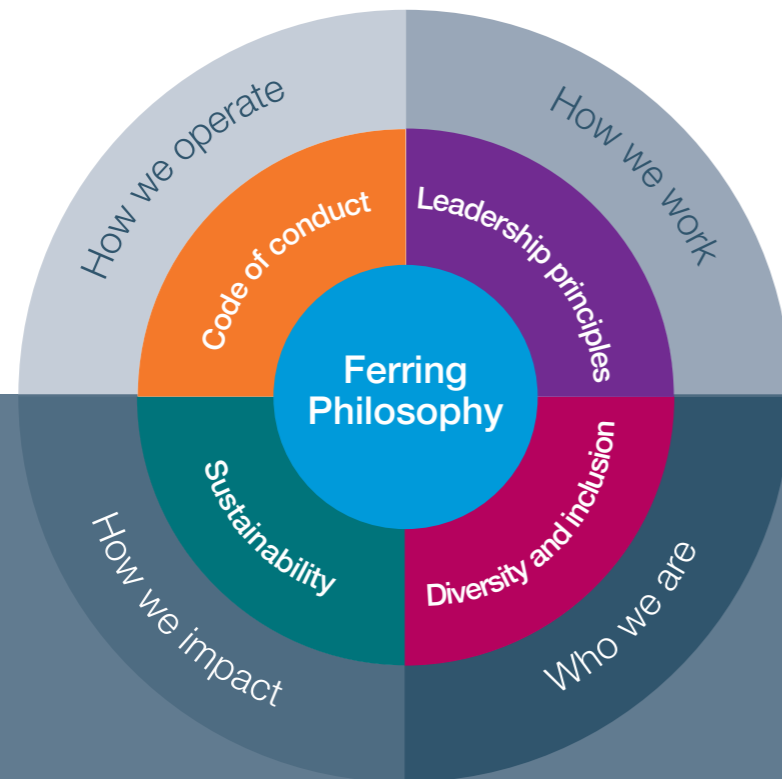
Per Falk, President

Corporate values at Ferring

Our work to drive a culture of responsible leadership, ethical behaviours and accountability is based on our commitment to the Ferring Philosophy. This is led by our Corporate Values Office, which comprises the three departments of Ethics, Sustainability and Diversity and Inclusion.

In support of our mission to become the world-leading, most trusted healthcare company in reproductive medicine and maternal health, and a leader in specialty areas within gastroenterology and uro-oncology, and a pioneer in microbiome therapy, we must continue to build and maintain the trust and loyalty of our patient and healthcare professional communities, as well as attracting and retaining the best talent. This means leading by example as a responsible, sustainable, diverse and inclusive company.

At Ferring, we strive to ensure our values are lived and adhered to in several ways:



Oversight of ethical questions

Oversight and management of ethical questions and behaviours across the organisation is carried out by the Ethics and Compliance Board Committee and the Global Ethics Office. In addition, we have a team of committed ethics co-ordinators around the world to support, build and cultivate ethical mindsets.

Development of new training on corporate values and ethics

We regularly train employees in the Ferring Philosophy and business ethics. In 2020, we started to develop an e-learning programme which will ensure all new employees receive training on our philosophy and ethics shortly after joining the company. This e-learning programme will be launched in 2021.

Training on our Code of Conduct

In addition to our code of ethics, the Ferring Philosophy, we also have a Code of Conduct, which sets out Ferring's expectations of everyone acting on Ferring's behalf, whether they are under an employment contract or any other form of engagement. The Code is available in 15 different languages. In just four months, from September to December 2020, three quarters of Ferring's employees globally were successfully trained on the Code of Conduct.

Our leadership principles

Ferring's Leadership Principles provide a set of behavioural guidelines for everyone at Ferring by setting clear expectations for how to engage in the working environment. In other words, the Leadership Principles translate the Ferring Philosophy into the behaviours we strive for. To remain focused on practicing these behaviours all employees and managers are asked to reflect upon their contributions to living the Leadership Principles in their daily work. This is part of the continuous dialogue and annual performance review process.

Our speak-up culture and AlertLine

We encourage our employees to speak up if they have any concerns about behaviours or actions which may be contrary to our ethical standards. This includes any potential breaches of the Ferring Philosophy, the Code of Conduct or any of Ferring's other policies and guidelines. If an employee feels

unable or uncomfortable to speak to their manager, human resources partner or appropriate person, the Ferring AlertLine exists to support employees, providing an independent and confidential way for colleagues to raise concerns and is available in over 180 different languages. In 2020, we rolled out a Global Investigations corporate standard operating procedure (SOP), with the purpose of ensuring consistent storage and handling of all cases.



I am proud to work for a company built on strong values and which places families at the centre. The Ferring Philosophy has been close to my heart since the beginning of my career at Ferring, as the values expressed correspond so closely to my personal values. Now, five years later, the Ferring Mission has also become particularly significant for me as, having started my own family building, I know that it is not always an easy and straightforward journey.

Charlotte Carcer,
Global Ethics Manager



At Ferring our values are more than a set of principles. They are rooted in our history and integrated into our culture. Responsibility, respect and integrity unite our community and our colleagues stand together to drive success in Ferring's goal to build families and help people live better lives.

Jade L. Shields Snr.
Vice President, Corporate Values

Our sustainability statement

Our sustainability vision is guided by the Ferring Philosophy, which means placing people at the heart of our business in a culture based on respect, integrity and doing the right thing. In our mission to become the world-leading, most trusted healthcare company in reproductive medicine and maternal health, and a leader in specialty areas within gastroenterology and urology, we are committed to conducting a responsible business and achieving sustainable growth built on our core values and strong ethical heritage. Guided by our commitment to the Sustainable Development Goals in pursuit of a better future for all, our approach is focused on three pillars: Purpose, People and Planet.

Purpose:
ensuring responsible and ethical business governance to advance our mission to build families and help people live better lives.

People:
creating value for society by positively impacting the communities in which we operate. Protecting the health and wellbeing of our patients and employees.

Planet:
protecting the environment by reducing our negative impacts to contribute to a better future.

Our commitment will be driven by an integrated strategy with clear, impactful and measurable goals to ensure we can demonstrate progress to our stakeholders. We will harness our scientific expertise and research to continually improve the outlook for our patients.

We will advance our sustainability vision to contribute to a fair and inclusive society and to protect the planet, creating a better future for the generations to come and strengthening our mission to build families and help people live better lives.



Our business and progress in 2020

About Ferring

Ferring Pharmaceuticals is a research-driven, specialty biopharmaceutical group committed to helping people around the world build families and live better lives. We are a leader in reproductive medicine and maternal health, and in specialty areas within gastroenterology and urology. Ferring is the only pharmaceutical company to have a full spectrum of products from conception to birth.

Despite the challenges posed by COVID-19, we managed to end the year 2020 with a revenue of €1.9 billion. Close to 50% of revenues generated came from our reproductive medicine therapy area, where we continue to demonstrate bold scientific and commercial leadership.

Clinical trials and regulatory approvals

Our clinical trials for Ferring's fertility treatments Rekovelle® (follitropin delta) in the U.S. and Asia-Pacific and for Menopur® (menotropin) liquid pre-filled pen in the U.S. progressed well, despite temporary clinic closures due to COVID-19. The regulatory submission for the Menopur® Pen, which will make treatment more convenient for patients, was filed in the EU, paving the way for approvals and launches in Europe. In Japan and China, we submitted the regulatory files for Rekovelle® with positive data, confirming its high-value proposition for patients.

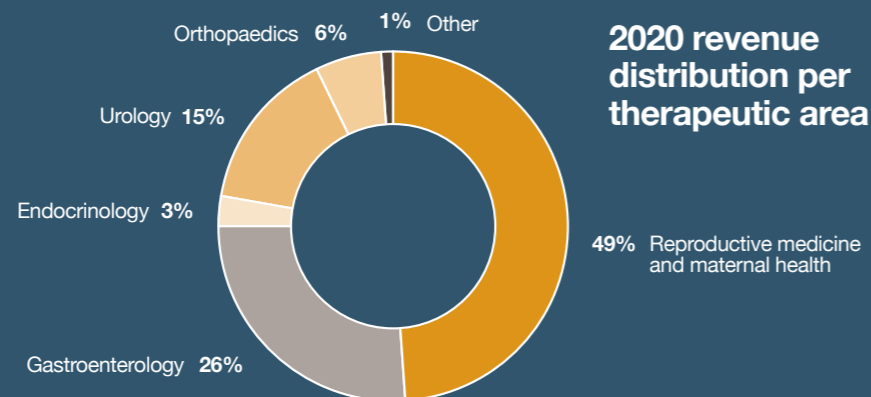
In maternal health, our heat-stable treatment to prevent post-partum haemorrhage

was approved by regulatory authorities in Switzerland and India, laying the foundations for launch in countries with the highest need. This therapy has the potential to help many thousands of women to survive childbirth in low- and lower middle-income countries.

In Japan, Propess® (dinoprostone) was approved and launched for the initiation of cervical ripening. This is the first time in over 20 years that a pharmacological therapy has been approved for this indication in Japan.

In the microbiome area, we announced the world's first positive Phase 3 data for our investigational microbiome-based therapy, RBX2660 for the treatment of recurrent C.diff infection. These findings mark an important milestone, advancing the clinical development programme for RBX2660 with the goal of securing FDA approval and making this therapy available to patients in the U.S.

In uro-oncology, the leading journal *The Lancet Oncology* published Phase 3 data from the landmark clinical trial evaluating our investigational gene therapy nadofaragene firadenovec (rAd-IFN/Syn3), for the treatment of patients with high-grade, unresponsive non-muscle invasive bladder cancer. The data confirmed the unique and positive efficacy and safety profile of the candidate, and our efforts to achieve FDA approval will be a key focus area in 2021.



The year in highlights

Purpose

Heat-stable Carbetocin Ferring, for the prevention of post-partum haemorrhage, (PPH) was approved by regulatory authorities in Switzerland and India.

Sustainability was integrated into our core procurement processes to ensure responsible supplier selection.

People

We strengthened our commitment to diversity and inclusion through the creation of a dedicated department and the appointment of Global Director for Diversity and Inclusion.

A fertility support and family benefits package was introduced for employees in Asia-Pacific.

Planet

We offset 100% of the CO₂ emitted through the transportation services provided by one of our main logistics providers.

In 2020, 17% of eligible headquarter employees selected an electric or hybrid company car under the Green Car Pilot Policy, and 66% of our Executive Committee selected a green transport option.



In Japan, historically, sustainability has been very important. Over 300 years ago, Japanese merchants operated according to a philosophy called 'sanpo-yoshi' or 'the three ways of good'. This meant that not only the seller and the buyer but also society at large should benefit from the trade, and this philosophy is still present in how we do business in Japan today. Sustainability and traditional Japanese business practices are very close; you can't have a business without contributing to the community.

Rami Suzuki, CEO Ferring Japan



The future of biopharma sustainability



Thomas Scheiwiller is co-founder of the Biopharma Sustainability Roundtable. In this section, he shares his view on trends and regulatory developments, which support the sustainability agenda.

Thomas Scheiwiller
Independent Advisor
and Board Member
Co-Founder Biopharma
Sustainability Roundtable
biopharmasustainability.com

2020 will not only be remembered as the year of the pandemic, but also as the year when sustainability became a global initiative, both in the corporate world as well as in the financial markets. The regulatory landscape is changing, and sustainability is increasingly becoming a requirement rather than a choice for companies. Two main drivers are currently redefining the markets, namely the EU regulators and the financial markets.

Financial markets

Over the last two to three years, sustainability investment became the fastest growth area (measured in 'assets under management') in all asset classes including stocks, bonds, loans and real estate. This was a result of a supply side push (the proliferation of environmental, social, and governance (ESG) investment products) and a pull on the demand side by institutional and retail investors alike.

Even during the pandemic and the recently unfolding economic crisis, ESG investment products outperformed the market because ESG/Sustainability leaders amongst the companies proved to be more resilient. The most successful bonds issued in 2020 were Sustainability/ESG-related bonds.

Moreover, financial services companies will be subject to significant regulatory changes enforced by the EU, which will start in 2021 and be part of its Green Deal strategy. These financial regulations will have a reach well beyond the EU borders and will include ESG due diligence on investments and including ESG performance in credit ratings.

EU regulation

In addition to these EU regulations targeting the financial services sector, there will also be additional reporting and disclosure requirements for companies themselves. This is a consequence of the revision of the non-financial reporting directive (NFRD), which makes sustainability reporting largely mandatory for companies in the EU.

In Switzerland, where Ferring is headquartered, the regulatory pipeline includes similar legislation. In 2021, the Swiss government will finalise a law that will introduce mandatory sustainability reporting on several topics (including environmental, social, human resources, human rights, corruption and bribery) for all companies of a certain size.

Several other countries and jurisdictions also have such ESG regulations in place and additional ones in the pipeline, including Brazil, China, India, the U.S. and many others.

Sustainability expectations for the pharmaceutical industry

The sustainability agenda is sector-specific, and there is a consensus on the most important ESG topics for a pharmaceutical company. These are: access to healthcare and medicine pricing, clinical trial practices, supply chain management, climate change and pharmaceuticals in the environment. Moreover, buyers of medicines are starting to make demands for sustainability maturity, and in several countries, buyers have started to include ESG requirements in their tender processes.

Materiality and performance

A Harvard and Northwestern study conducted on 2,000 companies over 21 years found that:

- Firms that improved on material ESG issues significantly outperformed their competitors;
- Companies that outperformed on immaterial ESG issues underperformed.

Source: <https://www.ai-cio.com/news/increasing-body-evidence-bolsters-case-esg-investing/>

Ferring's commitment

At Ferring, we are preparing for these new regulatory developments and we see them as central for advancing the sustainability agenda across all companies and industries. In the coming year, we will focus on strengthening our own ESG reporting capabilities to meet our regulatory obligations and stakeholder expectations.



There is increasing evidence that the pursuit and demonstration of meaningful ESG progress can lead to better business outcomes. By developing a robust ESG strategy at Ferring, we can unlock business opportunities, create value for our stakeholders and achieve sustainable growth.

Dominic Moorhead
Executive Vice President and Chief Financial Officer



SDG Ambition Accelerator Programme



At Ferring, we want to play our part in making our world more sustainable. We have therefore embarked on a journey to set ambitious and measurable sustainability goals that are aligned to the UN Sustainable Development Goals (SDGs).

About the programme

As a member of the UN Global Compact, Ferring signed up to the SDG Ambition Accelerator Programme in 2020. This is a programme led by the Global Compact with the aim of challenging and supporting member companies to set ambitious corporate targets and accelerate the integration of the 17 SDGs into their core business management. Along with peer members of the UN Global Compact, we will undertake a six-month journey to set our own ambitious corporate goals that will align with the SDGs.

Ferring joins the ambition

According to the UN Global Compact, 81% of member companies claim to be taking action to advance the SDGs, but fewer than a third are aligning their business strategy and operations to the SDGs in practice. The SDG Ambition Accelerator Programme aims to close that gap, and Ferring has joined this ambition.

Our sustainability ambitions at Ferring are based on facts and a purpose-led approach, as we advance our ability to measure progress and generate impactful outcomes. As members of the UN Global Compact since 2016, we are committed to ensuring that our strategy meaningfully aligns with the UN Sustainable Development Goals to create a better future for the generations to come.

Mary Knight, Global Director, Ethics & Sustainability



THE GLOBAL GOALS

While all SDGs are important, at Ferring, we contribute particularly to the following:



Ensure healthy lives and promote well-being for all at all ages

SDG 3

These targets include reducing maternal mortality, ending preventable deaths of new-borns and children and ensuring access to sexual and reproductive healthcare services; all are areas directly related to Ferring's mission and purpose.



Achieve gender equality and empower all women and girls

SDG 5

Being a company with a strong focus on maternal health as well as a company committed to working towards gender equality, diversity and inclusion in our organisation, Ferring contributes directly to SDG 5.



Reduce inequality within and among countries

SDG 10

This SDG has targets on promoting inclusion of all irrespective of age, gender, disability, ethnicity, origin and religion. Our work towards SDG 5 on diversity and inclusion will also contribute to meeting SDG 10.



Ensure sustainable consumption and production patterns

SDG 12

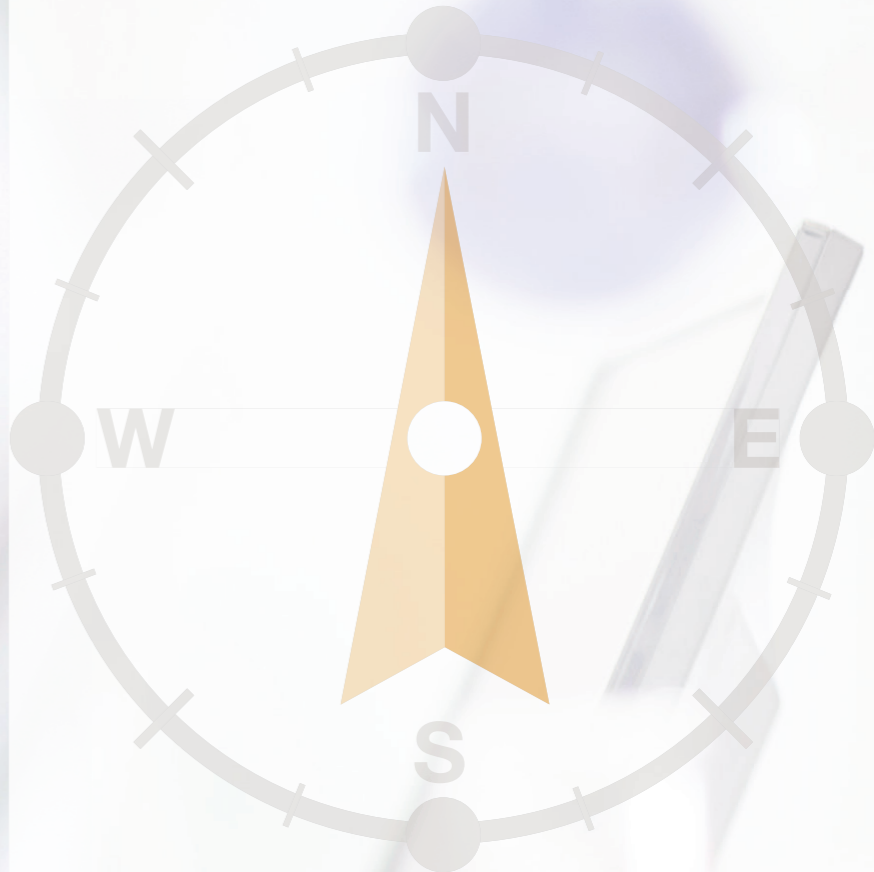
This SDG focuses on a range of aspects related to consumption and production, and our work with supply chain sustainability as well as our environment, health and safety (EHS) work contributes to reducing our environmental footprint and reaching this goal.



Strengthen the means of implementation and revitalise the global partnership for sustainable development

SDG 17

This SDG emphasises the need for global partnerships across sectors to reach the SDGs. At Ferring, we appreciate the value of partnerships and our collaboration with MSD for Mothers and WHO around Carbetocin Ferring is an example of a global partnership that contributes to reaching the sustainable development goals.



Purpose

Ensuring responsible and ethical business governance to advance our mission to build families and help people live better lives.

Project Family: Safe Birth



Post-Partum haemorrhage

Every year, 14 million women are affected by post-partum haemorrhage (PPH), or excessive bleeding after childbirth. Although most deaths are preventable, PPH is the leading direct cause of maternal deaths worldwide¹, causing approximately 70,000 deaths per year. More than 90% of these deaths occur in low and lower-middle income countries.

Most deaths are preventable

The majority of deaths from PPH due to uterine atony could be prevented. However, oxytocin, the current standard of care uterotonic, requires sustained cold-chain transport and storage at 2 to 8° C, typically in a refrigerator, to maintain its effectiveness. This poses a significant challenge in many low- and middle-income countries, where access to sustained cold-chain storage is not readily available².

To address this challenge, Ferring aims to make a heat-stable formulation of Ferring's Carbetocin available at an affordable and sustainable access price in public-sector healthcare facilities in low- and lower-middle income countries, where the burden of maternal mortality is the highest.

Heat-stable Carbetocin Ferring

Carbetocin Ferring is a heat-stable formulation of Ferring's existing uterotonic. It is a quality-assured innovation with the potential to reduce maternal deaths, by preventing post-partum haemorrhage (PPH). Carbetocin Ferring remains stable for four years if stored below 30° C and 75% relative humidity (approved storage conditions). Additional

data has also found that, as a means to support excursions during transport, stability was also maintained during controlled storage conditions at 50° C for three months³.

Ferring's pricing commitment

Heat-stable Carbetocin Ferring will be made available at a sustainable access price in public-sector healthcare facilities in low- and lower-middle income countries, and Ferring's commitment will continue with no end-date.



Credit: Joni Kabana, Kabana Photography

1. Say L, et al. Global causes of maternal death: a WHO systematic analysis. Lancet Global Health. 2014;2(6):e323-33.
 2. Widmer M, et al. Room temperature stable carbetocin for the prevention of postpartum haemorrhage during the third stage of labour in women delivering vaginally: study protocol for a randomized controlled trial. Trials 2016;17(1):143.
 3. Torloni MR, et al. Quality of Oxytocin Available in Low and Middle-Income Countries: A Systematic Review of the Literature (Systematic Review on Quality of Oxytocin). An International Journal of Obstetrics and Gynaecology 2016;123(13):2076-2086.



Our overall objective:

Reduce maternal mortality through prevention of post-partum haemorrhage (PPH)

Our vision:

No woman should die giving life

Our mission:

Protect the lives of 20 million women and their families by 2030 through sustainable access to Carbetocin Ferring

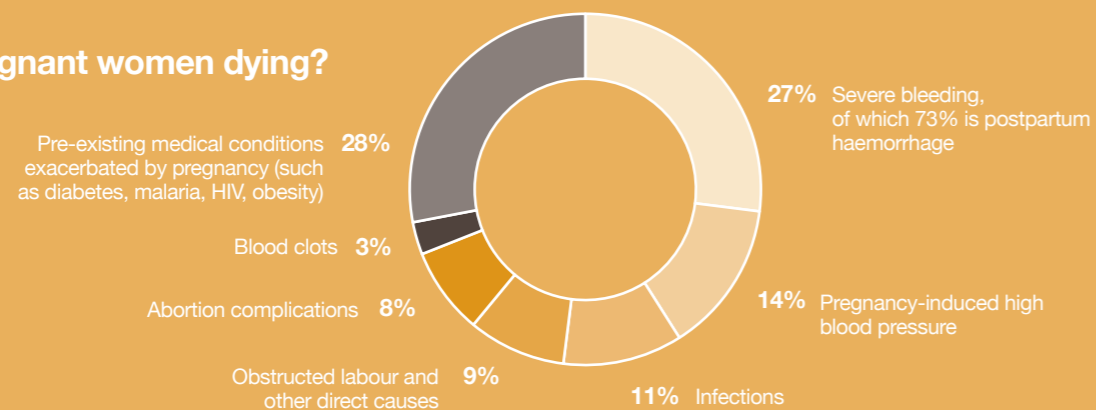
Our commitment to improve maternal health:

A long-term commitment in line with the Sustainable Development Goals, Ferring aims to provide access to heat-stable Carbetocin Ferring for women using public sector healthcare in 79 low- and lower-middle income countries.

In India, Rambeti suffered from PPH after the birth of her second child, but the intervention of nurses saved her life

Credit: Paul Joseph Brown

Why are pregnant women dying?

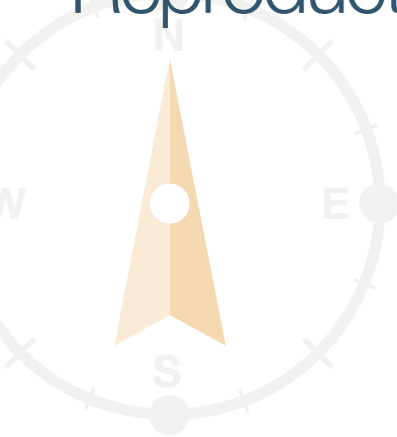


2020 marked the first approvals for Carbetocin Ferring. This was a pivotal moment which will enable the successful introduction of this potentially life-saving treatment to women living in the world's poorest places. The introduction of Carbetocin Ferring in 2021 will pave the way for us to save lives and ensure we can deliver on our purpose of building families.

Bhavin Vaid, Lead of Project Family – Safe Birth and Head of Corporate Communications and Public Affairs



Reproductive medicine and maternal health



As a leader in reproductive medicine and maternal health, Ferring's core mission is to deliver better outcomes at every stage of the reproductive journey – from conception to birth. We believe everyone has the right to quality care to help them build families, wherever they live.

In 2020, Ferring engaged in a five-year commitment with the non-profit organisation GreenLamp which works to raise funds for community-based projects contributing to the improved health, education and rights of women. The organisation focuses on educating midwives and providing them with much needed equipment. Ferring supports GreenLamp's Solar Suitcase initiative which distributes Solar Suitcases to rural delivery wards in Ethiopia.

The Solar Suitcase is a robust, easy-to-use solar electric system that provides health facilities with highly-efficient medical lighting and power for mobile communication and small medical devices. The Solar Suitcase was designed to support timely and efficient emergency obstetric care and is distributed by GreenLamp into rural areas in need. It provides sustainable, clean power, improves safety and protects patient dignity in rural delivery wards. The devices in the Solar Suitcase provide power for medical and surgical lighting, mobile phones and a foetal doppler. The simple presence of the Solar Suitcases greatly encourages women to come to the health centres. The results speak for themselves:

- 67% increase in safe deliveries;
- 40% increase in the four prenatal visits as recommended by the WHO;

- 26% more families bring their new-born in for a postnatal check-up;
- nearly 80% more women come for family planning and reproductive health advice.

GreenLamp has funded over 220 Solar Suitcases in Ethiopia, reaching over 1 million women who are of reproductive age.

Committed to reproductive medicine and maternal health during COVID-19

As a leader in reproductive medicine and maternal health, Ferring has remained committed to building families worldwide during the challenging year of the COVID-19 pandemic. In 2020, Ferring funded 72 research grants in 22 different countries for exploratory, basic and clinical research to collect data and expand knowledge on the effects of COVID-19 on reproduction, pregnancy and neonatal health.

In 2020, Ferring China together with the Ferring Institute of Reproductive Medicine (FIRM), which was jointly founded by the Innovation Academy for Stem Cell and Regeneration, the Chinese Academy of Sciences and Ferring Pharmaceuticals, launched a special grant call for COVID-19 Rapid Research Proposals for studies focused on advancing our understanding of the role and impact of COVID-19 on human reproductive health. The areas of research focused on research areas such as the effect of COVID-19 on infection on gametogenesis and male/female fertility, and effects of COVID-19 infection on pregnancy and obstetrical outcomes.

– supporting research and communities

Advancing research

Ferring engages in several research collaborations with research institutions worldwide. For example, we continue our collaboration with the Karolinska Institute in Sweden to explore the potential of the human microbiome in reproductive medicine and women's health and gastroenterology. The collaboration includes six reproductive health clinical studies of approximately 6,000 women and babies and four gastroenterology studies of approximately 3,000 adults and children, to further investigate the role of the microbiome in areas of high unmet need including recurrent pregnancy loss, preterm birth and inflammatory bowel disease.

Continued partnership with Project HOPE

Ferring has partnered with Project HOPE since 2008 supporting its work to transform lives and build families. Our partnership has seen Ferring join its multi-year programme which aims to save lives and provide care to new born babies in Sierra Leone.



Ferring supports GreenLamp's Solar Suitcase initiative seen here in rural delivery wards in Ethiopia



67%

increase in safe deliveries



40%

increase in the four prenatal visits as recommended by the WHO



23%

more families bring their new-born in for a postnatal check-up



80%

more women come for family planning and reproductive health advice

As a leader in reproductive medicine and maternal health, Ferring's core mission is to deliver better outcomes at every stage of the reproductive journey.

Integrated sustainability



At Ferring sustainability means not only having a focus on initiatives outside of our day-to-day operations – it also means integrating sustainability into our core business processes, strategies and daily practices. By making it a way of life, we will be able to operate as a sustainable business and achieve sustainable growth.

A key part of delivering high-quality products is ensuring these products are developed, sourced, produced and distributed in a way that is ethical and sustainable. Being a responsible company means demanding the same standards of our collaborators and suppliers when it comes to behaviour, human rights, labour rights and the environment.

We are working hard to ensure supply chain sustainability in several ways:

- When selecting suppliers, we have added sustainability as a decision-making factor in our selection process, which we use for suppliers with a spend of over €100,000.
- For new and existing suppliers, we have made our sustainability standards explicit in our Supplier Conduct Principles¹, which are shared systematically with suppliers through our purchase orders and supplier onboarding system. These principles are based on the Principles for Responsible Supply Chain Management by the Pharmaceutical Supply Chain Initiative (PSCI)² and the 10 Principles of the UN Global Compact.

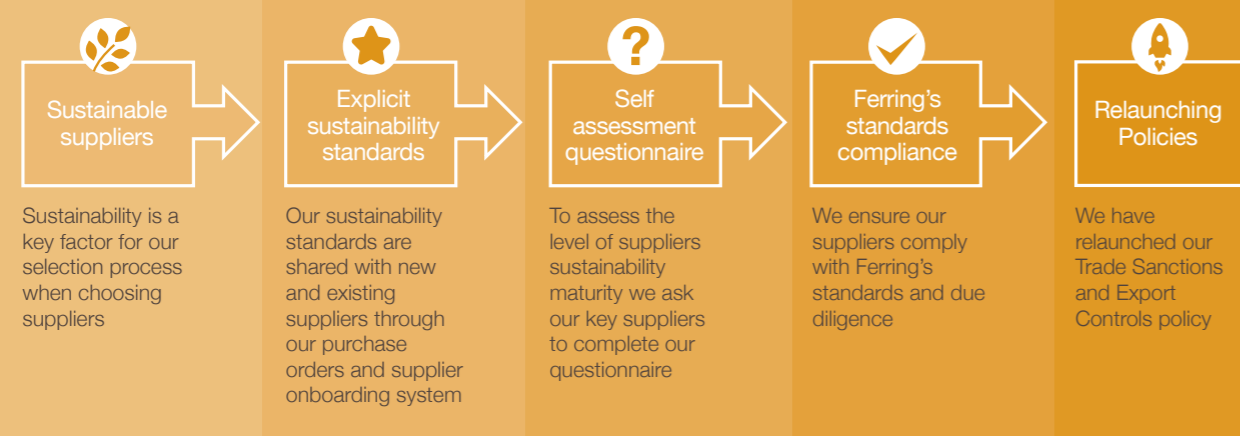
1. <https://d1h46iqc2qmkh4.cloudfront.net/wp-content/uploads/sites/85/2019/09/29105832/Ferring-Supplier-Conduct-Principles.pdf>
 2. <https://pscinitiative.org/principles>



- Based on the Supplier Conduct Principles, we have developed a self-assessment questionnaire to assess the level of suppliers' sustainability maturity, which all key suppliers will be asked to complete. Development plans will be made based on the responses, and any shortcomings identified through the questionnaire can be addressed.
- We have taken an important step to ensure that suppliers comply with Ferring's standards around anti-corruption, human rights, labour rights and the environment. Throughout 2020, a global team has been exploring and establishing the criteria for a new system for due diligence assessments of Ferring's new and existing suppliers, which will be implemented during 2021.
- In 2020, we relaunched our Trade Sanctions and Export Controls policy.

Sustainable events at Ferring

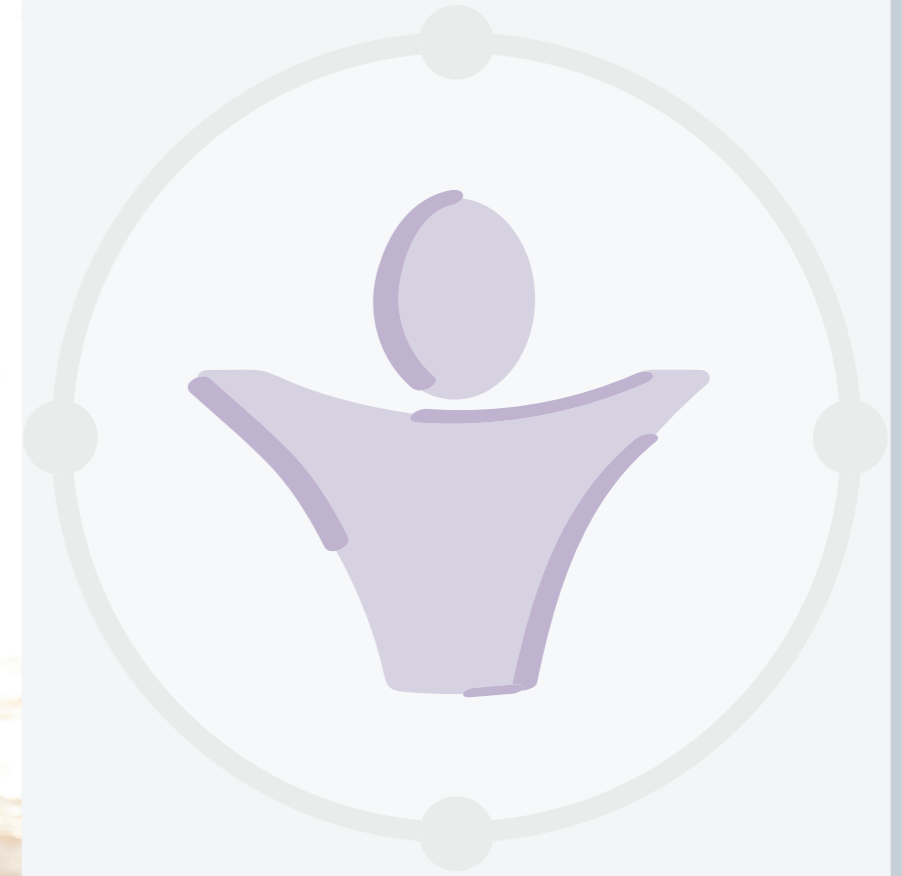
With the onset of COVID-19, the majority of our meetings and events in 2020 were cancelled or became virtual. While this posed challenges to us as a company, it also made us aware of the advantages of virtual events. Virtual meetings are more convenient for participants from afar who might not otherwise have been able to attend. They are also more in keeping with our sustainability plans for reduced travel, resource consumption and waste disposal. As a company, we want to bring what we have learned into how we organise our conferences and events in the future. Our global events team has gathered new knowledge and ideas from Ferring's events coordinators and will be working to implement these into the way we work as the world opens up to in-person conferences and events again.



Since 50% of our revenue is spent with third party suppliers, our supply chain has a significant environmental and social footprint, and it is our duty to reduce the negative impact and increase the positive impact of our operations. This is what we strive to do with our sustainable procurement efforts.

Eric Espinasse
Chief Procurement Officer





People

Creating value for society by positively impacting the communities in which we operate. Protecting the health and wellbeing of our patients and employees.

Commitment to diversity and inclusion



In 2020, we identified the need for a more structured approach to embedding diversity and inclusion in our day-to-day operations and committed to appointing a Global Diversity and Inclusion Director and a U.S. Diversity and Inclusion Director to set Ferring's long-term strategy. The end result will be an organisation with diverse opinions, diverse backgrounds and diverse experiences, that all lead to decision-making that better serves the patients we are here to help.

Introducing Shahed Ashraf, Global Director, Diversity and Inclusion

Q What attracted you to the job as Diversity and Inclusion Director?

A: I feel it is more of a vocation than a job. I have always had a passion for fostering a diverse and inclusive culture, and this is a great opportunity to lead, develop and work on achieving that for our patient communities, partners and employees.

Q What does diversity and inclusion mean?

A: There is no simple answer to this but, in short, diversity describes the individual differences that employees may have such as racial, religious, gender identity, socio-economic status, education, sexual orientation, age, disabilities and cultural differences. We are all different and unique. Inclusion is the recognition of the values of all individuals and providing a safe environment in which they feel respected, valued and supported with equal opportunities to participate, contribute and develop in the workplace.

Q Why does diversity and inclusion matter?

A: There is an increasing body of evidence, through extensive studies, that demonstrate how diverse organisations create value and produce financial benefits. The business case for diversity and inclusion is clear – current and prospective employees and customers expect companies to reflect the communities we live in and support. Equally important, we have a social and political responsibility to contribute to greater diversity and inclusion. It is our duty as a responsible business to work to eliminate discrimination or inequities both in the workplace and within our patient communities.

Training to avoid workplace harassment

In 2020, Ferring introduced new, global training on workplace harassment. This teaches employees how to recognise harassment, how to avoid it and how to report this when it does occur. Since its launch in September 2020, more than 70% of employees have completed this training.

Q Is diversity and inclusion solely an internal matter?

A: No, definitely not. It is internally and externally focused, and our Project Family Commitment is a perfect example of this. At Ferring, we believe in everyone's right to a family and are committed to helping build families of different shapes and sizes. This commitment entails working with the scientific community to close the gender data gap through our research in reproductive, pregnancy and birth-related conditions, as well as dispelling the common myth that 'infertility is a women's issue' and researching factors contributing to male fertility issues. We are dedicated to advocating for everyone's right to build a family, no matter who you are, where you live or who you love.

Reducing racial disparities

At Ferring, we believe that everyone should have access to support in their family building journey and that no woman should die while giving life. Without gender equality, racial justice and health equality, we will never achieve these goals.

In the area of fertility, black women and black couples continue to be underserved. Women are underrepresented in medical research and clinical trials; this is even more pronounced if you are black, a member of an indigenous population, or poor. Women in these communities are also more likely to have a poorer experience of healthcare during pregnancy, birth and post-delivery, experiencing higher levels of complications and mortality.

Giving birth as a woman of colour still carries greater risks than giving birth as a white woman due to a number of disparities in access, treatment and care. Women in Sub-Saharan Africa and Southern Asia account for approximately 85% of global maternal deaths and in the U.S., black women are three times more likely to die in childbirth than white women.

We commit to supporting Black communities, Indigenous communities and all communities of colour on their family-building journeys and to helping reduce racial disparities in maternal mortality and access to IVF treatment. Part of this work is through our Project Family: Safe Birth initiative (see pages 22-23), aiming to reduce maternal mortality in low- and lower-middle income countries. Addressing disparities involves exposing structural inequalities across societies, education systems, healthcare systems and organisations. While these challenges may seem too big to solve, we believe that change starts with each of us and our organisation.



“Overall, diversity and inclusion is about culture change and mindsets – within our organisation as well as within our therapeutic areas, our research and patient communities. It is about creating a culture where people feel they belong, are valued and have opportunity to achieve their ambitions regardless of background and demography.”

Shahed Ashraf, Global Director, Diversity & Inclusion



The millennial generation is now a well-established part of the work force and the next generation (Gen Z) is already entering the workplace. Together these two groups will dominate the workforce for many years and they place a significant value on diversity and inclusion. To be able to attract the best talent within this group and in the future, we must provide a business environment reflective of their values. Hence, D&I is not only something that we should focus on from a moral perspective; it is also a central business imperative.

Elsa Lopez-Toglia, U.S. Director, Diversity and Inclusion

Project Family

At Ferring, we believe in everyone's right to a family and we are committed to building families of every shape and size. We initiated Project Family in 2017 to create a worldwide conversation about the need to improve access to quality care and treatment so that more people can build a family, and to better support people on their journey from conception to a safe, successful birth.

As a world leader in reproductive medicine and maternal health, Ferring understands the joy and heartache that people can experience when building a family. We recognise that all families are different, and everyone deserves the same level of information, support and care.

For this reason, we are committed to finding innovative and personalised healthcare solutions. We collaborate with partner organisations and patient advocates to support families around the world.

In 2020, Ferring collaborated with advocates across the globe to develop the Ferring Project Family Commitment. This addresses the challenges and inequalities that people experience on their family building journeys, and outlines how we will develop therapies to address unmet needs and help people access the support, care and treatment they need to build a family.

At Ferring, we believe in everyone's right to a family and we commit to building families of every shape and size



Becky is a mum of three daughters, all thanks to egg donation. She is proud to be a patient voice, and keen to challenge the stigma and break the silence that surrounds the topic of fertility.

Building families at Ferring

At every stage of the journey from conception to birth, millions of people around the world are unable to access the care, treatment and support they need to build a family.

With this commitment to helping people build families, it is only natural that we start with our own organisation and ensure that our employees are supported if they wish to build a family with children. In 2020, Ferring has taken significant steps to develop this support.

Fertility benefits and adoption assistance in the U.S.

Our U.S. office has been a front-runner in this area for several years. Employees in the U.S. have been provided fertility and family benefits, including access to fertility treatment through a fertility benefits provider, access to parental programmes providing support during pregnancy and for new parents and financial support for up to USD 25,000 for adoption-related expenses.

Ferring fertility and family benefits in APAC

In 2020, our offices in Asia Pacific (APAC) set up a programme to provide Ferring employees with fertility assistance, parental leave and family benefits. All entities in APAC have committed to this programme, which includes financial support for fertility treatment and adoption, minimum standards for parental leave (including maternity, paternity and adoption leave as well as leave related to miscarriages), and support for other maternity-related expenses such as screenings and delivery.

Global support programme

In 2021, we will be working to build a global programme to support Ferring's employees in their family building journeys.



I am really thankful to the Ferring Canada team for its willingness to explore new ways of supporting employees on their family planning journey.

Melinda Proudfoot, National Business Manager, Fertility, Ferring Canada

Fertility journey supported by Ferring Canada

As the National Business Manager for Reproductive Medicine, Melinda Proudfoot had gained deep insights in the challenges many encounter in trying to conceive. Ferring Canada worked with Melinda to support her journey to start a family and on May 3, 2021, Melinda welcomed the arrival of her first child, conceived through IVF and Ferring's products. Ferring Canada supports employees in building their families with a benefits plan including up to CAD \$15,000 for fertility medications and treatments and also supports all birth mothers with a "top up" programme, to supplement government income replacement during their pregnancy leave.



Planet

Protecting the environment by reducing our negative impacts to contribute to a better future.

Our key projects in 2020



Playing our part

As the pandemic has shown us, we can achieve great things by working together as a global community, if we dedicate our attention and energy to a common goal. We can use this experience and greater awareness of what can be achieved by working together to address the climate crisis and environmental challenges we face. At Ferring, we are resolute in our commitment to playing our part and contributing to this global effort.

Reducing CO₂ emissions from transportation

Towards the end of 2020, we set out to define the most important areas for us to focus our sustainability efforts on in the future. One of these areas is reducing carbon emissions from transportation, including that of employees, of our products and of goods and services. This began in 2019 when we introduced a pilot programme for green mobility in the company.

Green mobility

In 2019, we launched a Green Car Pilot Policy at our global headquarters in Switzerland, encouraging a move towards the use of electric vehicles and hybrid cars among employees eligible for a company car. In 2020, we continued this pilot and will be evaluating the efforts in 2021 with the ambition to make the pilot permanent. In 2020, 17% of eligible headquarter employees selected an electric or hybrid company car under the Green Car Pilot Policy, and 66 % of our Executive Committee selected a green transport option.

In addition, we have implemented green mobility programmes at other Ferring global sites. At Ferring Brazil, biofuel represents almost 90% of the fuel used by drivers with company cars, and in our UK office in London, 40% of all company cars are now electric or hybrid. Colleagues in the Czech Republic have also recently introduced an electromobility programme with the aim of reducing greenhouse gas emissions through replacement of combustion engine cars with electric cars. The target in the Czech Republic is to replace 50% of the car fleet with electric vehicles within the next two years and to eventually shift all company cars to electric vehicles.

Towards zero CO₂ emissions in logistics

Global inventories show that 8% of global carbon emissions worldwide are caused by trade-related freight transport. This is equivalent to 492 million passenger vehicles driven in one year. Similarly, at Ferring, a significant part of our carbon footprint comes from our many shipments of products around the world.

Following the impact on the aviation sector during the pandemic, we took the opportunity to explore alternative and more sustainable ways of transporting our products such as by rail. At the end of the year, Ferring took yet another step towards more sustainable transportation of Ferring's products: working with one of our large logistics providers, we offset 100% of the CO₂ emitted in 2020 through our engagements with this provider. This corresponds to 1,851 tons of CO₂ and to 8% of the volumetric weight of finished products that we distribute within the global



supply network. The projects supported through Ferring's carbon offsetting are based in Indonesia and Brazil and focus on forest protection and building health centres.

Reduced employee travel

As a natural consequence of COVID-19, business travel at Ferring in 2020 was significantly reduced. As a global organisation with teams located in different parts of the world, travel had been part of normal business operations. We have learned from online collaboration and virtual meetings and this will become an integral part of how we work in the future. Having experienced the success of efficient virtual collaboration, we are confident that the future will bring a new approach to business travel and as a result will reduce our environmental impacts.



By integrating sustainability into our core operations, we can reduce our environmental impacts and contribute to the global effort for a better future. In 2020 we took significant steps to deliver our products to patients around the world through more sustainable methods. This means collaborating with our suppliers to minimise our impacts, and we now offset 100% of the CO₂ emitted through the transportation services provided by one of our main logistics providers.

Armin Metzger, Executive Vice President
Head of Global Technical Operations and Chief Production Officer

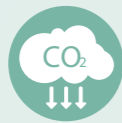


Managing our direct impacts

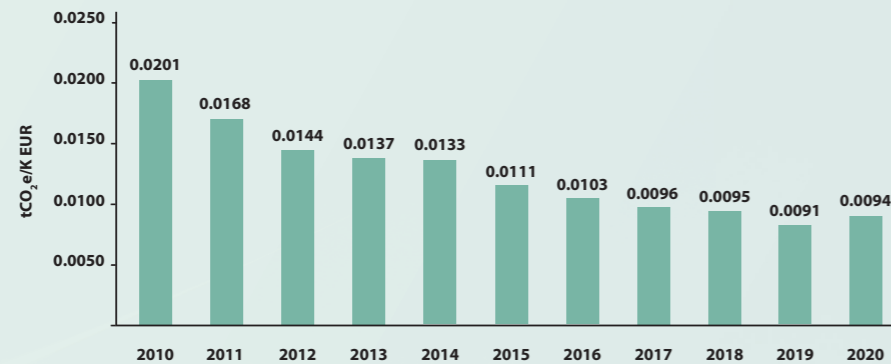


Progress on reducing direct impacts

We continuously strive to reduce our direct impacts. Here are our achievements in reducing our greenhouse gas (GHG) emissions, our energy and water consumption as well as our waste volumes and our injury rates. We also share targets for further future improvements.



Greenhouse gas (GHG) emissions



This graph illustrates the development in Ferring's GHG emissions from 2010 to 2020, relative to sales.



Our manufacturing sites achieved net reduction of

18%

in greenhouse gas emissions since 2010 (Scope 1 and 2, tons CO₂e_q direct and indirect emissions from manufacturing)

equating to

53%

reduction relative to sales

Energy

TARGET

Achieved a **2%** increase in renewable energy use in our sites from **38%** to **40%** of total energy use in 2020 compared to 2019. This data includes the India and U.S. manufacturing facilities.

We aim to secure **65%** of our energy needs from renewable sources by 2025.

We aim to achieve a further **10%** reduction of greenhouse gas emissions for all manufacturing sites, by 2025 based on the 2020 baseline.

Waste

TARGET

In 2020, Ferring recycled and recovered **81%** of our waste compared to the total waste volume. For example, the India site shifted disposal of spent carbon from incineration to selling as raw material to a re-processor.

Our target for 2025 is to recover or recycle **85%** of our total waste and explore opportunities to contribute to the circular economy.

Water

TARGET

In 2020, the water usage was increased by **3%** compared to 2019, we will therefore be taking measures to set a higher target.

We aim to reduce our water use by **5%** by 2025 by taking 2020 as a baseline.

Health and safety

Lost Time Injury Rate **TARGET**

Achieved a **0.29 LTIR** thanks to comprehensive efforts, Ferring exceeded its LTIR target of 0.45 in 2020 with a rate of 0.22

Aiming for **0%** serious injuries by 2025.



Ferring's urban forest grows further

Expanding Ferring's urban forest

Mumbai has lost 60% of its green cover and more open green areas disappear from the city every year. At the same time, due to heavy traffic in the city, air pollution is a growing problem. With fewer and fewer trees to help clean the air, the citizens of Mumbai face increasing health risks. In 2019, Ferring India started its journey to playing a greater role in reducing these health risks and increasing the green areas in the city by establishing an urban forest and planting 2,000 saplings.

In 2020, Ferring India expanded this initiative, and in collaboration with our partner Green Yatra, we planted another 3,450 saplings at Ferring's Research and Development site in Hyderabad. Once this new urban forest is fully developed, in next five years, it will have a positive environmental impact. Together with the urban forest in Mumbai, the 5,450 saplings will absorb a total of 115,344 kg of carbon dioxide, 7,155 kg of sulphur dioxide, 21,816 kg of nitrogen dioxide and 1,188 kg of carbon monoxide. Moreover, these saplings will release enough oxygen for 2,160 people per day.



The road ahead

Our plans for the future

Our sustainability goals

In this report, which is also our communication on progress to the UN Global Compact, we have accounted for Ferring's sustainability activities during 2020. We are proud of our achievements, despite the challenges posed by COVID-19, and we are looking forward to the progress we can make once the impact of the pandemic is reduced.

We remain committed to the 10 principles of the UN Global Compact and in the year ahead, we commit to delivering on our three pillars: Purpose, People and Planet.



Purpose

Conduct a materiality assessment and establish a reporting framework to track and measure our ESG performance.

Support improvements in reproductive medicine and maternal health in identified communities. This will include efforts to:

- deliver Carbetocin Ferring to the first pregnant women for the prevention of PPH in low- and lower-middle income countries;
- launch a grants programme for scientific research on racial disparities in reproductive medicine and maternal health;
- continue our collaboration with the organisation GreenLamp to support midwives and improve conditions in Ethiopian maternity wards.



People

Support employees trying to build a family. This will include efforts to:

- establish a programme to support employees in their family building journeys;
- explore how this programme can be expanded to all Ferring employees globally.

Advance diversity and inclusion in the workplace. This will include efforts to:

- create an evidence-based strategy for increased diversity and inclusion at Ferring;
- define key data points to track and measure progress in becoming a more diverse and inclusive company.



Planet

Reduce carbon emissions from transportation. This will include efforts to:

- reduce carbon emissions from the transportation and delivery of Ferring products;
- reduce carbon emissions from transportation involved in the manufacturing of Ferring products;
- reduce carbon emissions from employee travel, with a focus on reduced environmental impact from business travel and employee travel to and from work, as well as on increasing the number of electric vehicles and hybrid cars in the company car fleet.

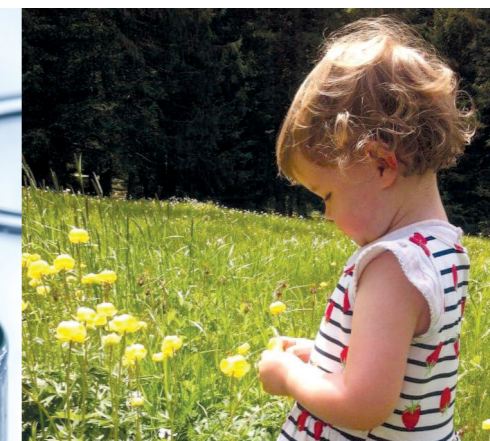
Reduce waste and increase our use of recycled materials. This will include efforts to:

- reduce single-use plastics and food waste in offices;
- ensure that waste is sorted according to all waste categories available in each local community;
- implement processes to recycle office waste and choose to buy recycled materials and items.



We are committed to ensure our sustainability ambitions lead to impactful progress. We are proud of the energy and dedication demonstrated by our colleagues across the business, who are increasingly integrating sustainability into core operations and embracing our collective responsibility to contribute to a brighter future.

Jade L. Shields Snr,
Vice President,
Corporate Values





Purpose • People • Planet

Printed onto 100% post-consumer waste paper, carbon offset, and with a biodegradable laminate.