

# Catalyst's Policy on Human Rights and Dignity

Catalyst is committed to respect for the rights and dignity of all individuals. We commit to preventing adverse human rights impacts from any part of our business, and we expect the same behavior from our business partners such as service providers, suppliers and other third parties working on behalf of Catalyst.

We understand that the societal and environmental challenges our world is facing are often inextricably linked and acknowledge that every business decision we make influences the stakeholders we touch. These stakeholders include the patient communities we touch, the people working for us and on our behalf, shareholders, workers throughout the supply chain, and all living in the communities we operate in.

We see sustainability as an increasing concern in all we do, and this is strongly linked with Catalyst's commitment to respect human rights. Catalyst's acknowledging the importance of sustainability and human rights principles in our decision-making helps us to accomplish our ambition of making a positive impact on society and the environment, while delivering solutions for patients and supporting us to ensure long-term success.

This policy defines our basic human rights requirements and our approach and commitment to enforcing them.

## Fundamental Standards of Human Rights Management

We are deeply committed to operating with high ethical standards and respecting the rights and dignity of all individuals. The "do no harm" principle is the foundation for this aspect of our corporate responsibility and we apply the following fundamental standards of good human rights management:

1. In our own operations, we will not knowingly violate any human rights and swiftly address any potential adversarial human rights impact.
2. We ensure that we are not complicit in human rights abuses and leverage our influence to mitigate any negative impact on the rights and dignity of all individuals. In our third-party operations we hold our partners to the same standards and require them, at a minimum, to comply with national human rights law.
3. We will not undermine government measures to protect human rights. However, in the case of inadequate human rights protections by local and national governments, we will continue to uphold our responsibility to respect human rights and dignity to the greatest extent possible.
4. We will comply with applicable local and national law. Where national law is absent or sub-standard on a specific topic, we will respect the principles of relevant international law.

## Our Human Rights Reporting Guidance

Catalyst has established a culture of openness and an expectation of "See Something, Say Something" for our employees and vendors. We believe this empowers all internal and external employees, contractors and vendors to raise any concerns or violations of this Human Rights Policy or any other suspected inappropriate actions or behaviors which warrant deeper scrutiny or investigation.

Catalyst's process for reporting concerns include both anonymous and identified reporting through multiple channels. All reported instances are reviewed and investigated with thoroughness and fairness. No individual will be retaliated against or disadvantaged in any way for reporting such activities or behaviors in good faith. To report anonymously please see the information below:

### SEE SOMETHING, SAY SOMETHING

Mobile  
[catalystpharma.navexone.com](http://catalystpharma.navexone.com)

Phone  
USA: 1-844-318-4121  
Canada: 1-844-543-8350

Online  
[catalystpharma.ethicspoint.com](http://catalystpharma.ethicspoint.com)

# Catalyst's Human Rights Commitments

**We Commit to Respect for All:** We operate with respect and dignity for all individuals with whom we interact. Catalyst does not tolerate any form of discrimination, harassment, retaliation, intimidation, humiliation, bullying, unfair treatment or hurtful or inappropriate behavior at any time.

**We Commit to No Discrimination, or Harassment:** We foster a culture of tolerance and empowerment, because we believe such an environment cultivates not only productivity but a sense of belonging. There is zero tolerance for discrimination or harassment based on nationality, sex, gender identification, sexual orientation, age, race, ethnicity, color, religion, language, ability or disability, income, political opinion or any other protected status. We actively seek diverse backgrounds in which we believe enriches the culture and environment.

**No Retaliation:** We are committed to protecting individuals who, in good faith, report concerns related to discrimination, harassment, or intolerance involving the company, employees, or third-party vendors and suppliers, ensuring they are free from retaliation or adverse actions.

**We Commit to Freedom from Forced Labor:** We prohibit all forms of forced labor, including prison labor, bonded labor, or any work that restricts employees' freedom of choice and movement. Employees are not forced to work excessive overtime or coerced into agreeing to it. We ensure employees are informed of their rights regarding working hours and overtime.

**We Commit to No Child Labor:** Catalyst does not employ individuals under the age of 18 in any of our operations, anywhere in the world. All new hires provide identification with proof of age, and it is our responsibility to ensure we have accurate information when hiring. We expect our vendors to apply similar practices in their operations.

**We Commit to the Health and Safety of All:** We value our employees' right to working conditions that don't place them at risks to personal safety or health. We comply with all applicable health and safety laws to provide a safe work culture, including continuously monitoring health risks and implementing safeguards. We also expect vendors to ensure their employees' safety and manage safety risks.

**We Commit to Freedom of Association and Collective Bargaining:** We respect our employees' right to choose whether to be part of a labor union or other framework for collective bargaining. In cases in which employees have elected to be represented by a legally recognized union, we engage in constructive dialogue to achieve the best outcomes for the employees and Catalyst as a whole. We expect our vendors to apply similar policies in their operations.