

Guideline social commitment at PHOENIX

The PHOENIX group plays an active role in society. For PHOENIX, responsibility means using all skills and resources to make a positive contribution to the common good, beyond the scope of the core business. In doing so, PHOENIX is particularly concerned with making a long-term impact. Alongside investments for the common good, PHOENIX funds local and regional projects in the communities in which PHOENIX's sites are located.

PHOENIX's funding priorities

The mission of the PHOENIX group is: "We deliver health across Europe". This guides PHOENIX's choice of areas to support as part of PHOENIX's social commitment.

- Promoting pharmaceutical research, such as through the PHOENIX Pharmaceuticals Science Award.
- Deepening our local social commitment by supporting charitable institutions, such as hospitals and day care centres, as well as regional institutions.
- Group-wide charitable projects, such as support for KULTURBRAS e.V. in Fortaleza, Brazil.
- Helping to secure future generations of qualified personnel by supporting schools and universities.

Exclusion from sponsorship or donation activities

As a rule, PHOENIX does not sponsor or provide financial or in-kind support for:

- Events held by political parties or branches of government. Exceptions include events with a broad public impact, where the political character is not prominent.
- Events and projects that have an influence on business decisions of the supported party and may be related to the corporate activities of PHOENIX.
- Political parties or organisations that are closely linked to political parties.
- Religious groups
- Individuals
- Organisations that are opposed to the interests of or could damage the reputation of the PHOENIX group.

Criteria for selecting project support

Criteria and principles for selection are:

- PHOENIX supports projects, initiatives, and organisations at locations or in regions where we are active.
- We support interregional projects if they lie within our defined areas of focus and relate to our activities as a healthcare provider.
- The actions must conform to applicable local legal requirements and to our internal rules, such as the code of conduct and anti-corruption policy.
- The involvement should produce a long-term, sustainable benefit and have an excellent reputation within society.
- Sponsoring activities follow the principle of quid pro quo. PHOENIX provides cash payments, gifts in kind, or services. In return, the supported party agrees to report on the supported activities and to mention PHOENIX by name. Donations and grants are only to be granted when no service/favour in return is promised.
- For financial and in-kind donations, PHOENIX requires a complete and proper certification of donation.

What is required if you would like PHOENIX to support your project?

If you would like the PHOENIX group to support a project or event, please submit a brief – maximum one page – project description containing the following information:

- Contact person for the project
- Description of the applicant organisation and its goals
- Project description, costs, and schedule
- Reasons why PHOENIX should support the project
- Information about quid pro quo
- Complete address details, including bank account

For your information

The applicant has no legal claim to a donation. Even if the guidelines are met, there is no obligation on the PHOENIX group or its subsidiaries to provide any services. We decide on support at our own discretion and on the basis of the means available to us.

The PHOENIX group will publish the essential points from this guidance document on the website phoenixgroup.eu in the Responsibility section.