



Theá Pharmaceuticals Ltd

Modern Slavery and Transparency in Supply Chains Annual Statement

2025

Organisation structure and supply chain

Theá Group

- **Presentation**

Theá was set up more thirty years ago and has played an important role in the latest pharmacological advances. Today, it is the leading independent eye care group in Europe.

Based in Clermont-Ferrand (France), the laboratory has continued to expand by opening 35 affiliates and offices in Europe, North Africa, North America and South America. Currently, the Theá group constitutes a network uniting more than 2000 members of staff worldwide, with its products available in more than 75 countries.

Theá is an independent family group, developed from a Research and Development start-up by Henri Chibret, a fourth generation member of an ophthalmic dynasty. Jean-Frédéric Chibret (a fifth generation family member) has presided over the company since 2008, with Henri Chibret remaining at the head of Theá Holding focused on developing the scientific and financial strategy of the group.

The group is now the leader in several therapeutic classes as well as in the field of preservative-free eye drops. Theá aims to meet the full needs of all ophthalmologists, no matter how they operate or what pathology they are treating, covering the main therapeutic classes. From well-known classics to innovative treatments, in the areas of diagnosis, surgery and therapeutics, Theá offers a complete range of modern products.

- **Key figures**

In 2024 Theá's turnover amounts to 969,6 million euros, and Theá Group counts 2200 collaborators worldwide (35% in France, 65% internationally).

Theá products are available in over 70 countries across the globe, through its affiliates and distributors worldwide.

Indeed, Theá has worldwide 35 subsidiaries and 41 distributors. Theá is resolutely rooted in France, where our headquarters in Clermont-Ferrand host nearly 550 colleagues, but through our affiliate Theá Pharma France—with its norms and regs team, marketing team, and product detailing network—Theá Group also deploys its



own sales and marketing infrastructure in countries across Europe including France, Italy, Spain, Germany, Austria, Poland, Portugal, Belgium, Netherlands, Switzerland, Monaco, United Kingdom, Ireland, Romania, Bulgaria, Ukraine, Greece, Finland, Sweden, Denmark, Norway, Czech Republic and Slovakia, but also in North Africa (Morocco and Tunisia) and the Middle East (Kuwait, Saudi Arabia, United Arab Emirates), North America (USA and Canada), Latin America (Mexico, Chile, Peru), as well as exclusive sales forces in certain countries (Algeria, Tunisia) and partners in the rest of the world.

- **Industrial Network**

Théa's treatments products are mainly produced in Europe, 60% of them in France.

To better support innovation, Théa identified production outsourcing as a strategic axis from the outset.

Manufacturing, processing, and packaging are entrusted to French and European subcontractors, according to product type and galenic forms. This strategy gives our company flexibility and speed promptness while preserving a good profitability.

Meanwhile, Théa maintains control over certain strategic technologies and owns two factories:

- **Bénac (France):**
Settled in La Rochelle (in Charente Maritime), Bénac factory is specialized in the production of high technology ophthalmic inserts which deliver active substances during cataract surgery or for other ophthalmic diagnostics. This innovation has widely simplified pre-surgical mydriasis. This production requires know-how and highly specific skills to manufacture these ophthalmic inserts and export them to most of the European countries.
- **Farmila Théa (Italy):**
Global pioneer in the field of preservative-free eye care products, Théa has built in the region of Milan (Italy) a modern factory to manufacture and pack Abak bottles (for preservative-free eye drops) and Steri-Free Tubes (for preservative-free gels). Farmila Théa is certified ISO 14001 and ISO 45001.

Théa respects high regulatory requirements and apply them internationally.

Also, Théa gets the status of pharmaceutical company respecting the European Good Manufacturing Practices and has the certification ISO 13485.

Théa Pharmaceuticals Limited

Théa Pharmaceuticals Limited is a Laboratoires Théa's subsidiary and an innovative company solely dedicated to promote and distribute pharmaceuticals products that support ophthalmic care and eye health across the UK and Ireland.



Thea Pharmaceuticals Limited provides several products among medicines, medical devices, cosmetics and nutritional complements.

Thea Pharmaceuticals Ltd. provides prescription products, including the prevention and/or treatment of different diseases, including glaucoma, inflammation, infection and allergy, as well as a range of cutting-edge Surgical Pharmaceuticals.

Thea Pharmaceuticals Ltd. also provides non-prescription products in different areas, including dry eye, along with a range of eye nutritional to generally support eye health and help to maintain vision.

In the UK Thea Pharmaceuticals Ltd currently employs 68 employees and its 2024 turnover rises to £48,409,976.

Policies in relation to slavery and human trafficking

As the business model of Théa Group lays on mainly French and European suppliers and manufacturers, the risk of slavery and human trafficking in Théa's business is quite low. However, Théa keeps being vigilant regarding this issue.

According to its values and heritage, **Théa strongly opposes modern slavery and trafficking, within the Group or within the companies and stakeholders with which Théa does business worldwide.**

Théa acts accordingly and has developed two internal tools to manage this commitment.

- **Théa has written and implemented its own Code of Conduct in 2019 renewed in 2023.**

Théa Group has a worldwide compliance program which is established through its Code of Conduct. Each subsidiary is enforced to its principles and to follow-up any behaviors' prohibitions as provided. It is the engagement of Théa's employees, shareholders, stakeholders' responsibility to ensure its application.

This Code of Conduct defines the key principles and values of the Théa Group. It enables each employee to comply with the applicable laws and regulations and to adopt the right attitude under certain specific situations that he/she may encounter in his/her relationships inside and outside the Group.

Consequently, the Code of Conduct should enable employees and stakeholders:

- To draw Théa's Values and act in accordance with them
- To be compliant with any local laws and regulations in force, where Thea is involved, including in United Kingdom, and to ensure their engagement.



The Théa Group subscribes to the principles laid down in the United Nations Declaration of Human Rights and to the Basic principles of the International Labour Organisation that apply to the Théa Group companies.

The Théa Group aims to undertake to ensure compliance with the employment legislation and regulations applicable wherever the Group does business, notably those intended to safeguard the freedom of association, respect for privacy, recognition of the right to negotiate company-wide agreements, the banning of forced, obligatory or child labour, a zero-tolerance approach to modern slavery in our organization and the abolition of illegal discrimination on employment.

Théa's aim to deploy third party's Code of Conduct, to align specific obligations to third parties as Suppliers, or stakeholders involved in the Théa Group Supply Chain. This long-term work will help Théa and its affiliates to better prevent any rights' infringement, including modern slavery and human trafficking.

- **In 2022, Théa has implemented a CSR strategy for the whole Group.**

Théa's CSR vision is : "Théa acts to give each generation the opportunity to open their eyes to a sustainable world".

Théa as a Group is committed to :

- **Develop, apply and promote responsible practices at every stage of the lifecycle of our products, for the benefit of both patients and healthcare professionals.** One specific commitment is : "Affirming Théa's CSR principles and commitments in relation to the Group's partners, subcontractors and suppliers". This is Théa's commitment to develop a Responsible Purchasing strategy, including modern slavery and trafficking stakes
- **Ensure and Promote the protection and fulfillment of the employees through Thea Group.** Théa is involved in the respect of rights of their employees and to ensure their safety as physical as mental.

Therefore, within its CSR strategy, Théa will develop specific requirements, processes and KPI regarding modern slavery and trafficking stakes. Besides, Théa is building a Responsible Procurement Strategy, that will take this issue into account (tenders, referencing suppliers, business review meetings, etc.).

More information can be found in Théa's global website : [Societal responsibility | Théa \(laboratoires-thea.com\)](https://societalresponsibility.thea.com)

Due Diligence processes

In the case of company acquisition, the acquired company is required to comply with the laws in force and is de facto subject to the Théa Code of Conduct.



Verification actions may be carried out where appropriate.

Nevertheless, Théa is part of a continuous improvement process; its due diligence policy shall evolve to include more topics including the modern slavery and human trafficking when necessary and shall be applied to its third parties as Suppliers.

Risk assessment and management

As part of its relationship with its partners, Théa regularly organizes quality audits on site.

Théa is part of a continuous improvement process, particularly regarding risk assessment and management.

In the same time, Théa Group has deployed an internal grievance system which shall help it to identify any situations that would lead to a law breach or violation, including a risk of modern slavery or human trafficking. In such cases, Théa is responding by taking appropriate measures regarding the stakeholders involved into the breach.

This alert/grievance whistleblowing system can be used by the employees to report any cases related to modern slavery or human trafficking, but it can also be reported by Théa's partners.

Théa's keen to develop its risk management culture to prevent any substantial violation.

At that point, none of our grievance alert concerns a matter of modern slavery or human trafficking.

Key performance indicators to measure effectiveness of steps being taken

Théa has not built any key performance indicators yet. However, in a continuous improvement approach, key performance indicators will be defined to ensure that Théa's commitment against modern slavery and trafficking is fully monitored and reached.



Training on modern slavery and trafficking

Théa has not yet trained its employees nor stakeholders on how to avoid modern slavery and trafficking. It will be part of Théa's global CSR roadmap.

Nevertheless, Théa's Code of conduct is given to be read to all permanent or occasional employees of the Théa Group and is included in the internal rules of each company of the Théa Group and is therefore binding. The violation thereof engages in the responsibility of the perpetrator.

The respect of its proper application is carried out by all the employees.

This statement has received the validation from the board of Laboratoires Théa S.A.S.

For Théa Group


David PONCHON,
Laboratoires Théa General Manger
Date:

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This statement has received the validation from the board of Théa Pharmaceutical Limited in United Kingdom

For Théa Pharmaceutical Limited

Sheema Mustahsin
General Manager
Date:

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