

HUMAN RIGHTS STATEMENT

OUR COMMITMENT

While governments have the primary duty to respect, protect, and fulfill individual human rights and fundamental freedoms, we recognize that the private sector is expected and should endeavor to conduct business in a manner that upholds these principles. At Catalent, we are committed to operating with respect for internationally recognized human rights standards, as expressed in the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the principles set forth in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We strive to neither cause nor contribute to an adverse human rights impact through our business activities, and to address any such impact if it should occur. We additionally aim to prevent or mitigate any adverse human rights impact directly linked to the operations, products, or services of our business partners, and to not be complicit, directly or indirectly, in any human rights abuse.

OUR APPROACH

We seek to understand the impact, whether positive or negative, of our business operations and business relationships on individuals and the broader society. Through our Standards of Business Conduct, Supplier Code of Conduct, and other company policies and statements, we promote a corporate culture that respects human rights and fundamental freedoms.

PATIENTS: We put the health and safety of patients first and are committed to ensuring a reliable, humane, and secure supply chain in the production of pharmaceutical products and the delivery of related services.

EMPLOYEES:

- We believe in freely chosen employment, with a zero-tolerance policy for all forms of forced labor and inhumane treatment in our workplaces and within our supply chain, including abusive child labor and human trafficking, as outlined in our policies prohibiting Human Trafficking and Child Labor and our Modern Slavery Statement.
- We are committed to providing a safe and inclusive work environment that respects and promotes the benefits of a diversity of views, backgrounds, and

experiences, with equality of opportunity and treatment, that does not discriminate on the basis of any characteristic or status protected under applicable laws. These issues are specifically covered in, among others, our policies on Equal Employment Opportunities and Reasonable Accommodation.

- We believe every worker should be treated fairly, with dignity and respect, and not be subject to harassment, bullying, intimidation, or retaliation, as addressed in our Respectful Workplace and Non-Retaliation policies. We are also committed to providing employees with appropriate working conditions, including adequate wages, benefits, working hours, and paid time off, in accordance with our Human Resources policies.
- We respect our employees' right to freely form and join, or not, a labor organization of their choosing, and to bargain collectively, free of coercion and fear of reprisal, intimidation, or harassment, consistent with the laws of the various jurisdictions in which we operate.
- We are committed to maintaining a safe and healthy working environment, in compliance with applicable laws, regulations, and Catalent standards, including our Environmental, Health, and Safety and Global Workplace Violence policies.

SUPPLIERS: We seek to do business with individuals and firms that support and share our values and commitment to respecting human rights. We expect our business partners to treat Catalent employees, their own employees, and anyone with whom they interact on Catalent's behalf in a manner consistent with the expectations set forth in our Supplier Code of Conduct.

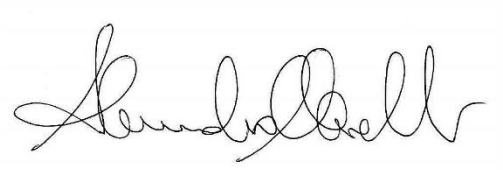
DATA PRIVACY: We comply with applicable data privacy laws and regulations and maintain policies designed to protect the personal information of our employees, customers, and others whose personal information is entrusted to us. We also expect our suppliers to comply with applicable data privacy laws and regulations.

ENVIRONMENT: We aim to be a socially responsible corporate citizen and to minimize the environmental footprint of our operations in the communities where we conduct business. We expect our suppliers to operate in ways that respect and protect the environment and comply with applicable laws and regulations.

GOVERNANCE AND REMEDIATION

Catalent provides several channels for reporting human rights concerns, including Human Resources, our confidential third-party Business Conduct Line (www.CatalentMSW.com), and our Compliance and Ethics group, which can be reached at ethics@catalent.com.

Catalent periodically assesses human rights risks and opportunities within its operations and business relationships and continues to enhance its processes for identifying, preventing, mitigating, and addressing potential adverse human rights impacts.

A handwritten signature in black ink, appearing to read 'Alessandro Maselli', is centered within a light gray rectangular box.

Alessandro Maselli

President & Chief Executive Officer