

# Siegfried Artificial Intelligence Policy

Siegfried supports the responsible and ethical use of Artificial Intelligence (AI) technologies. While AI tools offer significant potential to enhance our work, it is essential to recognize the associated considerations related to information security, data privacy, regulatory compliance, copyright, and integrity. The use of AI-based solutions may also introduce potential risks concerning security, privacy, and ethical standards, which must be carefully managed. This Policy applies to all Siegfried entities.

## Compliance & Risks

All AI activities must comply with applicable internal and external regulations. These include, but are not limited to, Siegfried Personal Data Protection Regulations, Siegfried Code of Conduct, the EU AI Act, and relevant data protection laws such as the Data Protection Act, the European General Data Protection Regulation (GDPR), and corresponding national data protection laws.

No AI practice prohibited under Article 5 of the EU AI Act may be conducted. AI systems must be capable of always demonstrating compliance with these requirements.

## Principles

### Employee-Centered Approach:

AI should empower and support employees in process execution or decision-making. AI technologies are intended to be assistive, not autonomous.

### Human Oversight:

Employees remain fully accountable for all decisions and actions, even when supported by AI. All AI-generated material must be reviewed, approved, and edited by a human author prior to use or publication.

### Content Creation:

AI tools may be used to support content development; however, the creation of fully AI-generated content is prohibited.

### Transparency:

Clear disclosure of AI use is essential to maintain the trust of our audiences, clients, and stakeholders.

### Bias Awareness:

AI systems may exhibit bias depending on their training data. It is critical to evaluate AI outputs for potential bias and to apply human judgment and common sense to every AI-generated recommendation or result.

### Data confidentiality:

Unless otherwise agreed, no personal data and no confidential or strictly confidential Siegfried data may be processed.

## Culture & Awareness

- Employees and partners are trained in responsible AI use, ethics, and data integrity.
- Awareness programs ensure AI innovation aligns with company values and patient safety priorities.

Siegfried's AI posture emphasizes ethical, secure, and compliant use of Artificial Intelligence to enhance pharmaceutical innovation while maintaining transparency, regulatory alignment, and company trust.

### Siegfried AI Policy

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#### Contact

Siegfried Holding AG  
Untere Brühlstrasse 4  
4800 Zofingen, Switzerland  
Phone +41 62 746 11 11  
[www.siegfried.ch](http://www.siegfried.ch)