

ESG REPORT

2022



MESSAGE FROM OUR CEO

WHAT DRIVES US

- A LEADING CNS COMPANY
- FOCUS ON CNS
- +35 YEARS OF EXPERIENCE
- PURPOSE & MISSION
- VERTICAL INTEGRATION

1

SUSTAINABILITY MISSION

- ESG STRATEGY & METHODOLOGY
- ESG PILLARS AND SDGs
- STAKEHOLDER ANALYSIS
- MATERIALITY ANALYSIS
- ESG WORKSHOP

2

DRIVING A POSITIVE IMPACT ON...

- OUR CNS COMMUNITY

- ◉ SOCIAL COMMITMENT
- ◉ ACTIVE ENGAGEMENT & AWARENESS

- OUR TEAM

- ◉ EQUALITY, DIVERSITY & INCLUSION
- ◉ EMPLOYEE WELL-BEING, HEALTH AND SAFETY
- ◉ TRAINING AND CAREER DEVELOPMENT
- ◉ COMMUNICATION AND TRANSPARENCY

- OUR PATIENTS

- ◉ PRODUCT QUALITY AND SAFETY
- ◉ RESEARCH AND INNOVATION
- ◉ STRATEGIC ALLIANCES

- OUR PLANET

- ◉ ENVIRONMENTAL COMMITMENT
- ◉ CLIMATE CHANGE & EMISSIONS
- ◉ CIRCULAR ECONOMY AND WASTE
- ◉ WATER & ENERGY

- OUR METHOD

- ◉ RISK, ETHICS & COMPLIANCE
- ◉ RESPONSIBLE GOVERNANCE
- ◉ RESPONSIBLE SUPPLY CHAIN

3

Dr Jörg Thomas Dierks, CEO

Driving a positive impact on the world around us

*“We have a genuine interest
in supporting the CNS community
and improving the mental health
and wellbeing of society as
a whole.”*



As a leading European specialty pharmaceutical company focused on the treatment of the central nervous system (CNS), we play a vital role in improving the lives of those affected by psychiatric and neurological disorders. This extends beyond CNS patients to their families and carers, and with it comes a responsibility not only to these individuals, but to the wider community of direct and indirect stakeholders and to the planet itself.

Through our unique understanding and in-depth knowledge of the CNS market built over 35 years, we work in close collaboration with healthcare professionals and scientific communities across Europe and beyond, and we are constantly looking at ways to improve the lives of those we interact with and the environment around us.

A key step for us over the last year has been the implementation of certain new ESG actions and initiatives and we are delighted to publish these as part of our first ESG Report. They include defined commitments, activities and objectives as measured by KPIs with an initial time horizon of 2030 and a longer-term target of achieving our strategic sustainability goals by 2050. As part of this, we conducted a materiality analysis, enabling us to recognize and prioritise the key issues for Neuraxpharm and the primary

requirements of our stakeholders. These we grouped into five thematic pillars – Community; Team; Patients; Planet; and Method – all suitable for our type of business and carefully chosen to be adaptable to Neuraxpharm’s circumstances. We embrace the United Nations Sustainable Development Goals as a key reference for our actions.

We actively engage with the communities in which we operate, fostering collaboration to address local CNS challenges. Through various local and international initiatives and collaborations, we strive to make a significant and lasting impact on the understanding of CNS and mental health conditions, empowering and uplifting CNS patients and those that might be at risk of developing psychiatric or neurological disorders. We provide ongoing and active support to a number

of social causes through recurrent initiatives and donations to those organisations that fight for mental health and to raise awareness of CNS conditions. We have a genuine interest in supporting the CNS community and improving the mental health and wellbeing of society as a whole.

Our team of wide-ranging and multi-talented employees is our highest priority. We recognize that in order to fulfill our mission to deliver health and wellbeing to our patients, we must attract, retain and develop the best people in the CNS field. One of Neuraxpharm’s core business objectives is to ensure an inclusive, diverse, safe and respectful working environment for everyone in the organization and we are continuously finding new ways to improve on this while ensuring communication and transparency in every part of the business.

Being the focus of everything we do, our efforts to bring about the best possible outcomes for our patients involve constant innovation. The last year has seen Neuraxpharm significantly expand its portfolio of CNS products and sign new strategic alliances, entering the medical devices and digital health area and completing a strategic license agreement for our first orphan CNS indication. The latest in our rapid expansion has seen Neuraxpharm enter five new countries in Europe, and also expand outside Europe into the two largest pharmaceutical markets in Latin America.

We continue to actively execute our strategy of focusing on our core CNS therapeutic area, building further on Neuraxpharm’s position as the leading CNS specialist in Europe and beyond.

In an increasingly globalised world, where a single act can have reper-

cussions for the whole planet, we all have a commitment to be responsible for our actions. Neuraxpharm has initiated the calculation of its carbon footprint to better understand the impact that all aspects of the business have on the environment and has begun working towards its goal to be carbon neutral by 2050. We have an environmental management system in place and have implemented a number of practical initiatives, such as solar panels, LED lights and hybrid cars, to mitigate the negative impact on the environment. We are complying with all current legislation and environmental regulations that apply to our sector and have detailed plans in place to reduce waste and conserve water and energy.

As a pharmaceutical company, we have a unique opportunity and responsibility to prioritise ethical and responsible practices throughout our supply chain for the benefit of our patients’ health and our community. We promote a fair and favourable environment through the enforcement of strict policies that are promoted and guaranteed by our Board of Directors, with zero tolerance for non-compliance. This includes a comprehensive set of action plans designed to further strengthen our stance on Risk, Ethics and Compliance.

Since the publication of our last report, we have made significant inroads in improving our ESG capabilities. Looking ahead, there is still much to do, but we are driving forward an ESG strategy that we believe will have a positive impact on our community and the world around us. By implementing plans, processes and initiatives that position us to adapt to the EU’s new legal framework and standards on sustainability, we are on the right track to improve year on year, and we look forward to updating our community of patients, carers and stakeholders on further progress in the years ahead.

Dr Jörg Thomas Dierks
CEO



What drives us

- > A LEADING CNS COMPANY
- > FOCUS ON CNS
- > +35 YEARS OF EXPERIENCE
- > PURPOSE & MISSION
- > VERTICAL INTEGRATION



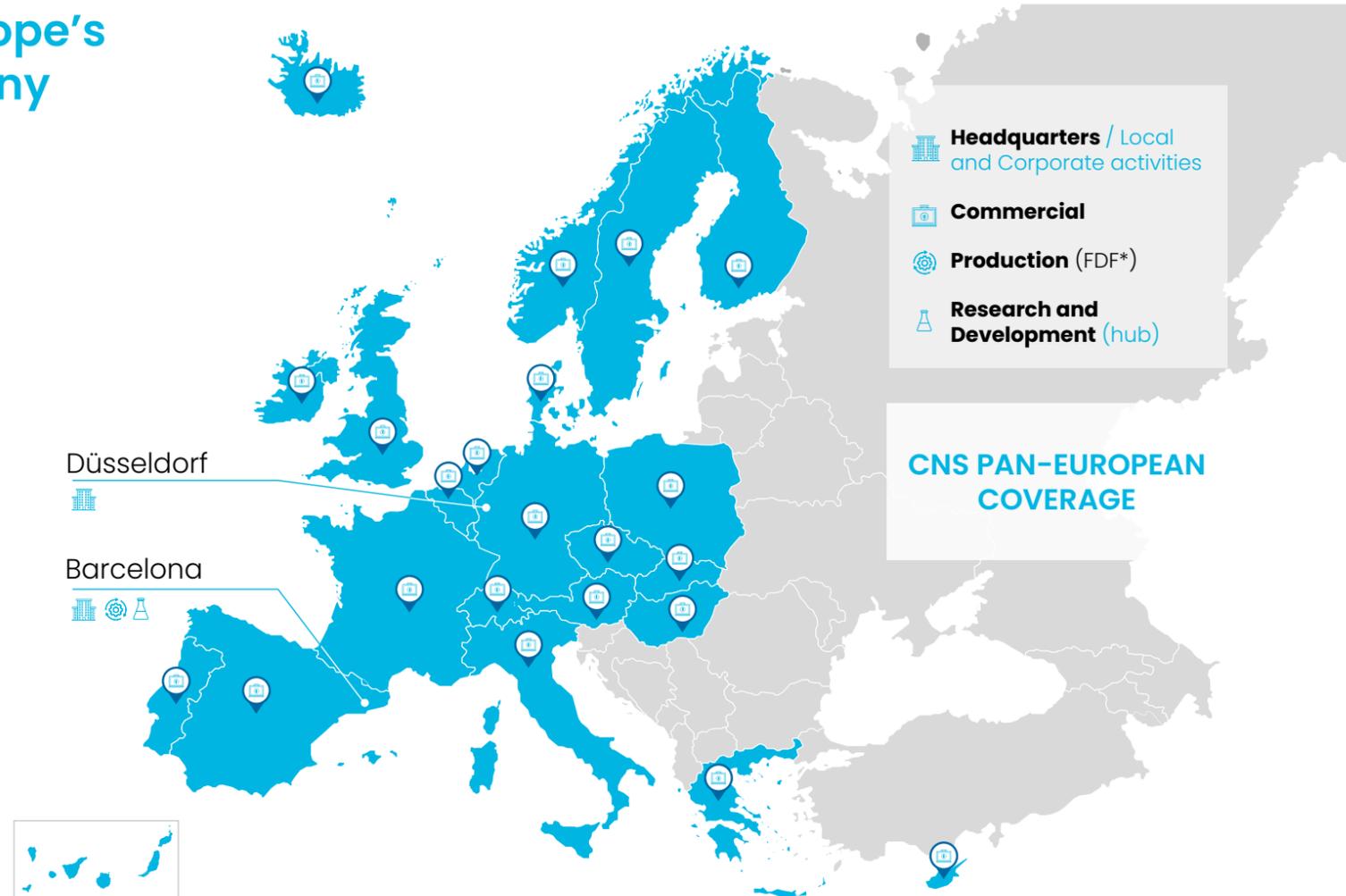


Neuraxpharm – Europe’s leading CNS company

We are the **leading European specialty pharmaceutical company** focused on the treatment of **central nervous system (CNS) disorders**, with a unique understanding of the CNS market built over 35 years.

With our products and solutions addressing the unmet needs of patients, we aim to make a positive difference to the **health, wellbeing and quality of life of patients** with psychiatric or neurological disorders.

We are **fully patient-oriented** and have always been a **socially responsible** firm. We are also committed to developing our portfolio in an environmentally-friendly and sustainable way.



23 countries in Europe with own affiliates

93% sales for CNS

1 research hub

+120 CNS molecules

1 manufacturing plant in Europe

~1000 employees

~120m** target population being offered our products by us

30m units of manufacturing capacity

Direct presence in Europe in **23** countries

Global presence through partners and distributors with our international business in more than **40** countries, as well as own affiliates in Mexico and Brazil

(*) FDF: Finished Dosage Form

(**) Estimation of 25% of population affected with mental disorders in the 23 countries where Neuraxpharm has direct presence – **WHO Europe. The European Mental Health Action Plan 2013–2020**



Focus on CNS

We possess **extensive expertise** in enhancing current pharmaceutical formulations offering an ever-expanding portfolio of CNS products, with the aim of generating a **positive social impact** and **improving** the lives and wellbeing of individuals suffering from neurological and psychiatric disorders.

We recognise that conditions impacting the **central nervous system** profoundly influence an individual's emotions, behaviour, cognition, and connections. Our inspiration lies in **improving their quality of life**. We work in close collaboration with healthcare professionals and scientific communities throughout Europe and beyond.

We address a wide spectrum of CNS disorders:

PSYCHIATRIC DISORDERS

- Anxiety
- Bipolar disorder
- Depression
- Obsessive compulsive disorder
- Psychosis / schizophrenia
- Substance use disorder

Neurodevelopmental disorders:

- ADHD
- Autism

NEUROLOGICAL DISORDERS

- Dementia / Alzheimer's
- Epilepsy
- Migraine
- Multiple sclerosis
- Myasthenia gravis
- Parkinson's
- Sleep disorders

Pain:

- Chronic / neuropathic pain

MENTAL WELLBEING

- Mood tone
- Psychological wellbeing in children
- Sleep & relaxation
- Stress
- Cognitive system

Our approach is driven by a commitment to **excellence, scientific rigour, quality, and unwavering determination.**

Our CNS expertise is backed by the knowledge of specialist healthcare professionals:

Psychiatrists

Pharmacists

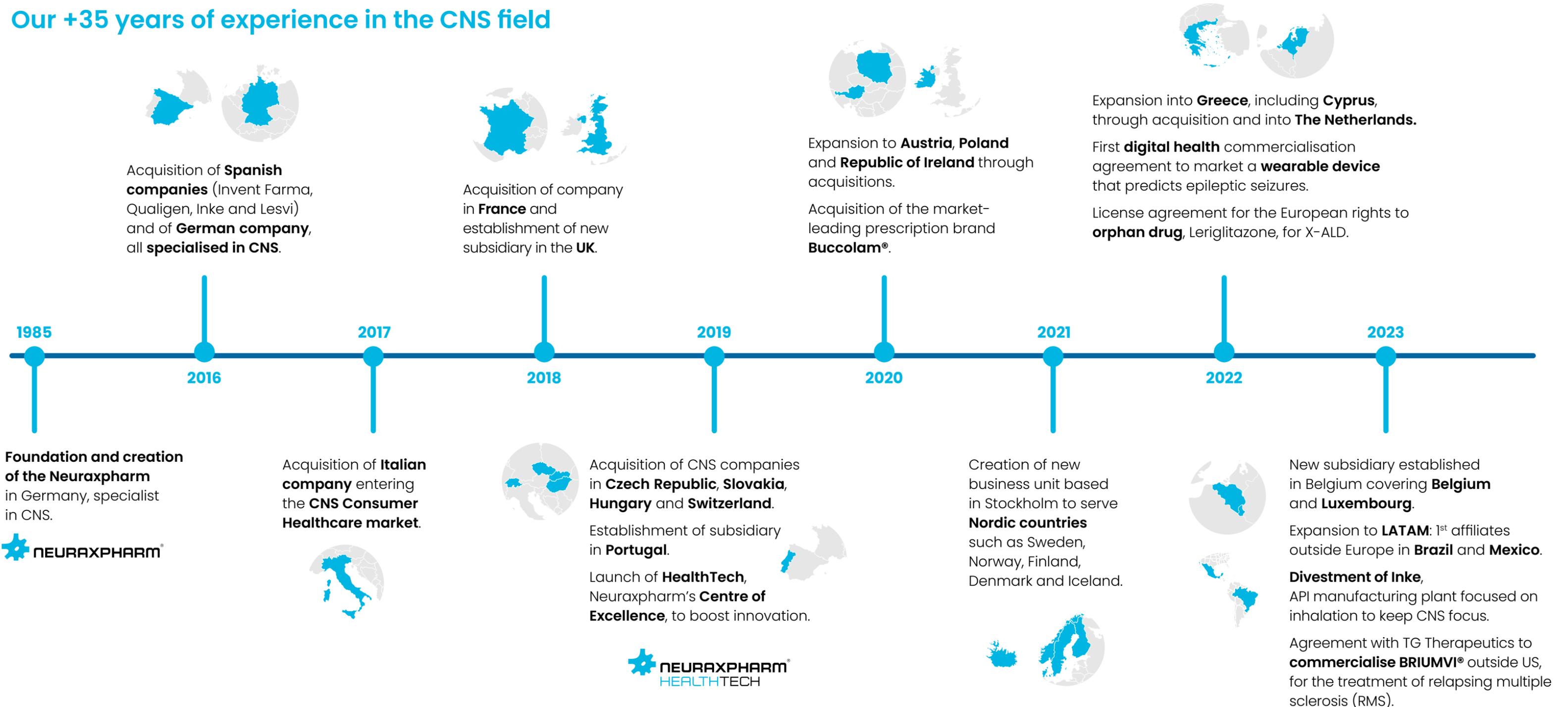
Neurologists

Geriatricians

Pain specialists



Our +35 years of experience in the CNS field





Our purpose & mission

Our **purpose** is to offer a comprehensive and specialized range of **CNS therapeutic solutions** to improve the **quality of life, health** and **wellbeing** of our patients, through each of our Business Areas:



Trusted medicines
ORIGINATOR BRANDS



Unique products
VALUE ADDED MEDICINES



Standard of care
GENERICS



Complementary management
CONSUMER HEALTHCARE



Unmet needs
MEDICAL CANNABIS



Innovative solutions
BEYOND-THE-PILL (digital health and medical devices)



Rare treatments
ORPHAN DRUGS

How are we differentiated?



CNS experts
Specialisation, expertise and knowledge in the Central Nervous System (CNS) field for +35 years



Disruptive
One of our goals is to break stigmas surrounding mental health through social consciousness actions



Engaged
Our diverse team is formed by people motivated by the CNS cause with a strong talent drive and a great teamwork mindset.



Sustainable
We develop products and solutions in a way that generates positive social impact and respects the planet.



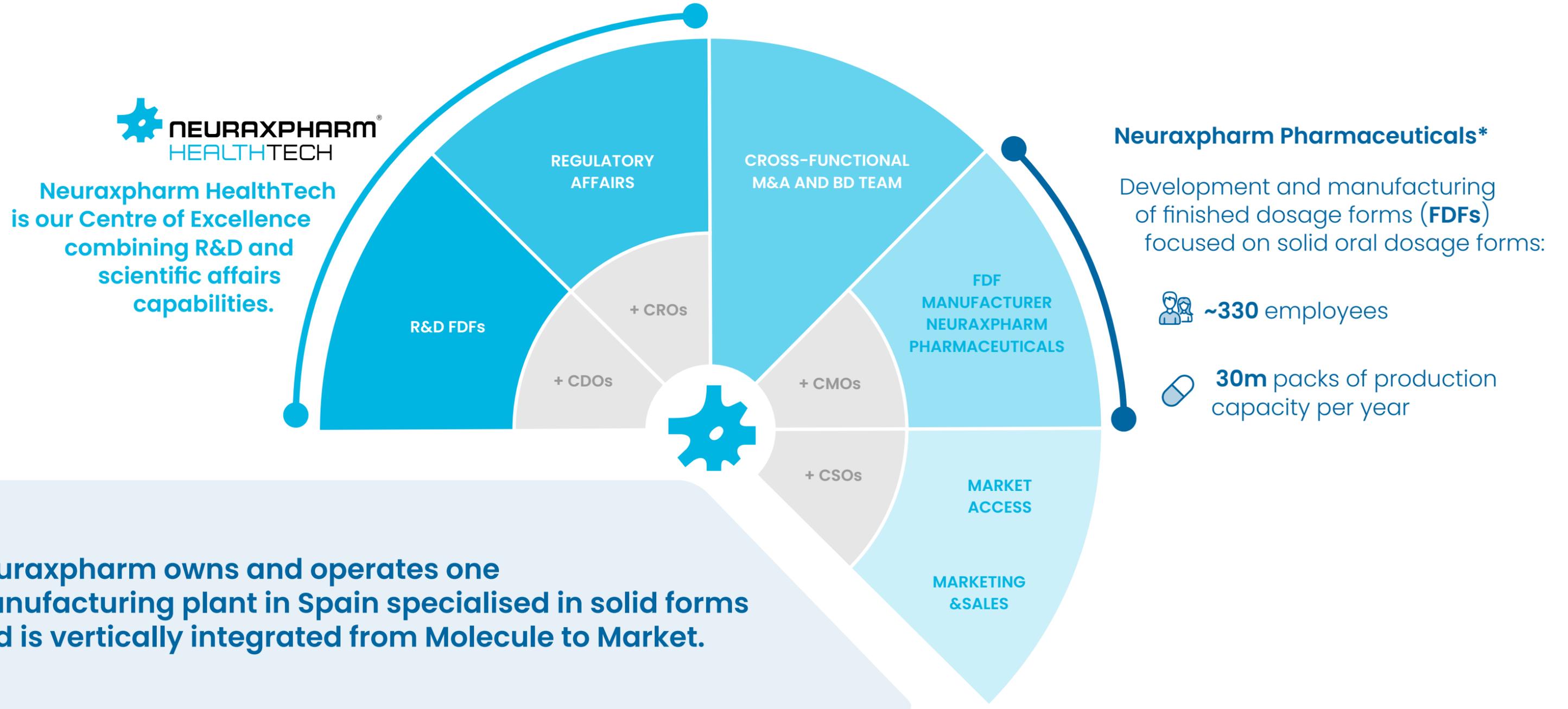
International
We are constantly expanding across Europe and beyond to enhance our expertise in the CNS market.



Innovative
Constant innovation to meet the medical needs of CNS patients through advanced technology and solutions.



A vertically integrated company



Note: CDO: Contract Development Organisation; CRO: Contract Regulatory Organisation, CMO: Contract Manufacturing Organisation, CSO: Contract Sales Organisation

*Laboratorios Lesvi S.L. has been rebranded as Neuraxpharm Pharmaceuticals S.L. on 30/04/2023

Sustainability mission

➤ ESG STRATEGY & METHODOLOGY

➤ ESG PILLARS AND SDGs

➤ STAKEHOLDER ANALYSIS

➤ MATERIALITY ANALYSIS

➤ ESG WORKSHOP





ESG strategy & methodology

Sustainability is a key priority for Neuraxpharm, and we are engaging in a common mission with our **stakeholders** to bring about a **sustainable and equitable transformation**. We envisage achieving **our efforts in CNS through the lens of ESG** (Environmental, Social, Governance) because our mission focuses on **generating a positive impact** on the lives of many. This purpose is only sustainable if we respect our planet, take care of our collaborators and ensure responsible corporate governance – all the concepts of ESG.

Alignment with Sustainable Development Goals

In line with these claims, we actively contribute to the **United Nations (UN) Sustainable Development Goals (SDG)**, that seek to reconcile economic growth, environmental balance and social progress.

As a leader in the CNS space, we have a vital role to play in helping to achieve sustainable development. The scale and nature of our business means that we contribute to a number of the UN's goals, such as **Good Health & Well-being** through everyday operations.



MAIN



3. GOOD HEALTH & WELLBEING

SECONDARY



8. DECENT WORK & ECONOMIC GROWTH



12. RESPONSIBLE CONSUMPTION AND PRODUCTION



13. CLIMATE ACTION

From CSR to ESG



ESG Strategy for 2023–2030

In light of our commitment towards sustainability, we launched a project named “Our journey from CSR to ESG”. Starting in 2023, we have begun transitioning from CSR to an **ESG strategy** with an initial focus on implementing **certain actions and initiatives before 2030** and a **longer-term horizon** of achieving our **strategic sustainability goals by 2050**. The transition from CSR to ESG arises from our need to cover a greater scope of sustainability issues that have become material for us and more relevant and urgent for society. We will be defining clear objectives and actions to achieve this, as measured by KPIs.

The ESG strategy of 2023 has been drafted from an exhaustive analysis of the **sector's trends, SDGs, ESG regulation** and its balance with our own capacities, strong points, priorities and objectives, measured through both quantitative and qualitative scrutiny.

The result was a **holistic plan** which sets out **targets, actions, KPIs and initiatives** for the following years.



ESG strategy & methodology

Stakeholder analysis

Identification of direct and indirect relevant players placed on a priority map.



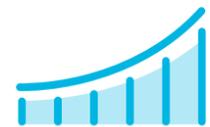
Maturity analysis

Measurement of current status and progress on each pillar regarding where we are and where we want to be.



ESG policy & commitments

Definition of ESG policy through general commitments that we will work towards



Trends report

Analysis of pharma industry trends regarding indexes, certifications, ESG topics and regulations



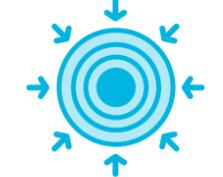
Materiality analysis

Identification of the most relevant ESG topics for Neuraxpharm & stakeholders



ESG Workshop

Participative debates, led by internal experts in each topic, to propose future ESG initiatives



Strategy plan

Conclusive document with initiatives & objectives drawn from the previous analytical phases and inputs



ESG pillars and SDGs

The **thematic pillars** were carefully chosen to adapt to Neuraxpharm's circumstances and include **all potential areas of interest**:



DRIVING A POSITIVE IMPACT...

... ON SOCIETY

As we strive to improve the quality of life of patients in society, social impact to us matters. A philanthropic mindset to generate common good motivates us to **raise awareness in our main field: CNS disorders**. For this reason, we work to form social alliances, engage with educational institutions and raise awareness through different actions and events.



... ON PEOPLE

Our own people are our main asset and guaranteeing their wellbeing is in our DNA. We want to provide them with a **safe and healthy working space** where they are fulfilled, healthy and comfortable. This includes a welcoming mindset without discrimination or judgement, where everyone is **treated equally**. In addition, the talent and teamwork between our collaborators is what brings forward our projects and fulfills our mission, therefore, we also value their **career development, training and transparent communication**, both inwards and outwards.





ESG pillars and SDGs

DRIVING A POSITIVE IMPACT...

... ON QUALITY, SAFETY & INNOVATION

This pillar focuses on sustainability from the perspective of pharmaceuticals solutions, how we ensure their quality through **responsible research and innovation and ethical safety procedures** that guarantee improvement in health and discard potential risks. As a pharmaceutical company, we have an important role to play in the **health and safety of our patients**, dealing with delicate disorders and making use of our products.

... ON THE ENVIRONMENT

Environmental issues are a challenging reality that are becoming increasingly tangible and relevant for us. We are working to adapt our business model for **climate change risks and mitigating its consequences** wherever possible, especially in the fields of **emissions and efficient use of resources**, as they are most relevant to us because of the impact of medical production.

... ON GOVERNANCE

Corporate Governance plays a crucial role in shaping Neuraxpharm's operations, accountability principles, and the ethical practices of the organisation. As our industry deals with complex regulatory frameworks, high-stakes research and development, and the responsibility of improving global health, maintaining a **strong corporate governance** becomes even more critical for us. Thus, we aim to maintain the highest standards in terms of **risk, ethics and compliance**, and **responsible governance of our supply chain**.

STRATEGIC ALLIANCES

PRODUCT QUALITY AND SAFETY

RESEARCH AND INNOVATION



3. GOOD HEALTH & WELLBEING



9. INDUSTRY INNOVATION & INFRASTRUCTURE



17. PARTNERSHIPS FOR THE GOALS



ENVIRONMENTAL COMMITMENT



CLIMATE CHANGE AND EMISSIONS



CIRCULAR ECONOMY AND WASTE



EFFICIENT USE OF RESOURCES



11. SUSTAINABLE CITIES & COMMUNITIES



12. RESPONSIBLE CONSUMPTION & PRODUCTION



13. CLIMATE ACTION



RISK, ETHICS AND COMPLIANCE



RESPONSIBLE SUPPLY CHAIN



RESPONSIBLE GOVERNANCE



8. DECENT WORK & ECONOMIC GROWTH



16. PEACE, JUSTICE & STRONG INSTITUTIONS



17. PARTNERSHIPS FOR THE GOALS



Stakeholder analysis

With the objective of **identifying and analysing the key stakeholders** that have a significant influence on our ESG strategy, and to understand their perspectives, concerns and expectations, we have performed a stakeholder analysis for each of our key groups of interest:

INTERNAL STAKEHOLDERS:

those whose interest in the company comes from a direct relationship, such as employment, investment or property.



EXTERNAL STAKEHOLDERS:

those who do not work directly for the company, but are affected in some way by its actions, or whose actions might affect the organisation.



INDIRECT STAKEHOLDERS:

those who can indirectly affect the company/be indirectly affected by it.





Stakeholder analysis

INTERNAL STAKEHOLDERS:



Employees

This includes the advisory board, all committees, labour representatives and the rest of Neuraxpharm's employees



Shareholders

This includes Permira, our major shareholder

EXTERNAL STAKEHOLDERS:



Customers, distributors and wholesalers

B2B customers who buy our pharmaceutical products and distribute them



Physicians

Physicians who prescribe pharmaceuticals and solutions to patients with CNS disorders



Pharmacies

Pharmacies who dispense our pharmaceuticals directly to patients



Healthcare centres

Medical and mental healthcare institutions that will be affected by availability of products for patients



Families and caretakers of patients

Personal support circle of people with CNS disorders helping patients



Scientific community

Scientific research centres, independent scientists and Science-based media (magazines, online news...)



Patients & users

People who take or use Neuraxpharm's pharmaceuticals or solutions



EU institutions

All relevant political and legislative bodies like the European Commission



Banks and financial institutions

Local, national and international banks, World Bank and insurance companies



NGOs and associations

Foundations and organisations who advocate and raise awareness on mental health



Key opinion leaders

Public speakers and figures, writers and theorists in the health and medicine arena



Patient associations and advocacy groups

Communities or social groups formed by patients and their families who live with a CNS disorder



Government bodies and policymakers

Politicians and political groups who make decisions on health and ESG (ie: Ministry of Health)



Suppliers

Suppliers of products and solutions, raw materials and service providers



Investors and lenders

External investors and lenders who have extended a loan or invested long-term



Competitors

Direct competitors in the same field of CNS



Health and medicine regulatory agencies

International or national regulatory bodies like the European Medicines Agency



Certification bodies

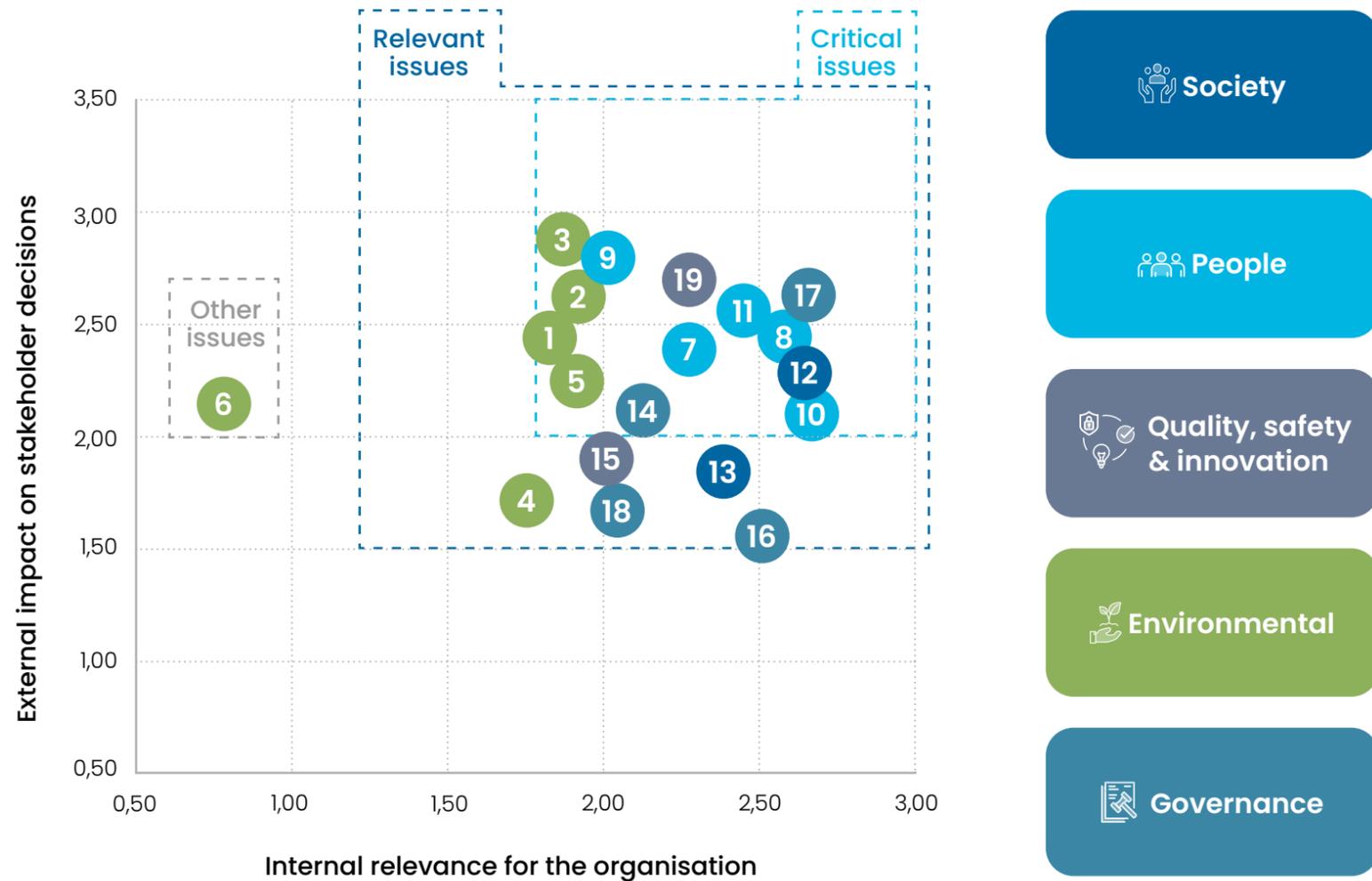
Entities that tackle certifications on environment, human rights and ethics or quality and safety (ie: ISO)



Materiality Analysis

In 2023, we conducted our first materiality analysis of the Neuraxpharm Group, enabling us to **recognize and prioritize the primary requirements and expectations of our stakeholders**, as well as the significant issues for Neuraxpharm.

This valuable exercise empowers us to concentrate our efforts on addressing the predominant challenges, opportunities, needs, and trends of our environment in the upcoming years:



Critical material issues

1	Environmental commitment
2	Water and energy
3	Circular economy and waste
5	Emissions
7	Equality, diversity and inclusion
8	Employee wellbeing
9	Employee health and safety
10	Talent development & leadership
11	Human rights
12	Commitment towards health and wellbeing of patients
17	Responsible supply chain
19	Ethics and integrity
14	Product safety and security

Relevant material issues

4	Sustainable packaging & materials
13	Commitment towards local community and vulnerable groups
15	Research and innovation
16	Purpose
18	Risk management

Other issues

6	Biodiversity
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Materiality Analysis

Critical material issues

Society

People

Quality, safety & innovation

Environmental

Governance

ENVIRONMENTAL COMMITMENT

Such commitment is seen by the presence of an environmental policy, management system, monitoring impact and participation and alliances for climate change.

CIRCULAR ECONOMY AND WASTE

This is relevant in the field for initiatives such as extending the lifecycle of products, recycling expired medicine & chemicals, reusing materials, reducing single-use plastic and monitoring generated waste by typology and risk level.

EQUALITY, DIVERSITY AND INCLUSION

These topics should be endorsed through gender equality plans, D&I policies and other inclusion initiatives to integrate socially excluded groups such as people with disabilities, LGBTQ+ and ethnic minorities.

EMPLOYEE HEALTH AND SAFETY

Measures relate more to the traditional and legally-required physical wellbeing of workers. This includes incidents, illnesses, accidents, absenteeism and risk prevention policies.

WATER AND ENERGY

Efforts to reduce water, wastewater and energy consumption as well as the use of renewable sources are very relevant in the deep-cleaning of industrial machinery and should be upheld through specific policies, targets and initiatives in all production sites, offices and within the supply chain; in line with industry best practices and legal requirements.

EMISSIONS

The calculation of carbon footprint (scope 1,2 and 3) of GHG emissions are required as a basis to establish emission reduction targets, a sustainable mobility policy and other mitigation measures.

EMPLOYEE WELLBEING

Social benefits and perks, flexibility measures, fair labour standards, mental health support and work-life integration initiatives are all ways to promote a positive culture and employee satisfaction and comfort.

TALENT DEVELOPMENT & TRAINING

Training plans, platforms, internal promotions and feedback and evaluation of workers are all ways to retain and enhance talent.



Materiality Analysis

🎯 Critical material issues

Society

People

Quality, safety & innovation

Environmental

Governance

HUMAN RIGHTS

To ensure that working conditions and human rights are being respected in all phases of production and sales, the performance of social audits, risk evaluation and due diligence should be regularly assessed.

RESPONSIBLE SUPPLY CHAIN

In order to have a complete ESG strategy which includes Scope 3, the company's supply chain should be subject to due diligence, ESG criteria and evaluation

PRODUCT SAFETY AND SECURITY

An integrated quality management system, product policy, regulatory compliance and product certifications are imperative when working to produce pharmaceuticals and medical solutions.

COMMITMENT TOWARDS HEALTH & WELLBEING OF PATIENTS

This essential pillar focuses on the satisfaction of end-users (clients & patients) towards affordability and accessibility, using satisfaction surveys, complaints reception and mechanisms for long-term relationships.

ETHICS, INTEGRITY AND COMPLIANCE

Such issues are required by law and are upheld by policies like anti-corruption and bribery, ethical code, compliance frameworks and data privacy.



Materiality Analysis

Relevant material issues

Society

People

Quality, safety & innovation

Environmental

Governance

SUSTAINABLE PACKAGING & MATERIALS

Sustainable packaging and materials are of high relevance due to their potential impact on the environment, in line with the high-quality standards within the pharmaceutical industry.

RESEARCH AND INNOVATION

Researching to discover new and better alternatives to innovate in pharmaceutical products and solutions should be done responsibly and through recurrent programmes and a research policy.

RISK MANAGEMENT

A comprehensive, end-to-end risk management framework is key to ensure that highly critical risks are identified and mitigated, and that potential impacts on the organisation's operations are minimised.

COMMITMENT TOWARDS LOCAL COMMUNITY AND VULNERABLE GROUPS

Generating consciousness and knowledge in society about mental health to help vulnerable groups through campaigns, volunteering, workshops, donations, associations and educational actions.

PURPOSE

An ESG and sustainability purpose or mission should be backed up through aligned values, a potent brand identity and strategic alliances.



ESG workshop

In March 2023, we held an **ESG workshop** at Neuraxpharm's office in Barcelona to explore various aspects of ESG and draw up initiatives for the strategic action plan.

The discussion was divided around the **five ESG pillars** previously established for the strategy and was moderated by specialised internal collaborators in the field:



All participants had an area of focus but also rotated to **share inputs and knowledge in all pillars.**



The workshop was designed to **empower the voices** of our collaborators, **foster a culture of sustainability** and **provide a collaborative space** for open dialogue, transparency, knowledge sharing and idea creation.

Objectives

1. Sharing awareness and knowledge:

We presented a comprehensive overview of ESG principles and their significance in the context of our organization. This facilitated a **shared understanding of the challenges and opportunities** we face in our sustainability journey.

2. Gathering insights and ideas:

All participants contributed with **diverse perspectives and innovative ideas** on how we can improve our environmental practices, enhance social impact, and strengthen corporate governance, while keeping the focus on our products and our innovation.

3. Fostering collaboration and ownership:

By involving collaborators from various levels and departments, we aimed to foster a **sense of collective responsibility and ownership** for our ESG efforts. Collaboration across teams is crucial for achieving sustainable outcomes, and the workshop provided an excellent platform for cross-functional discussions and partnerships.



Driving a positive impact on...



OUR CNS COMMUNITY

- SOCIAL COMMITMENT
- ACTIVE ENGAGEMENT & AWARENESS



OUR TEAM

- EQUALITY, DIVERSITY & INCLUSION
- EMPLOYEE WELL-BEING, HEALTH AND SAFETY
- TRAINING AND CAREER DEVELOPMENT
- COMMUNICATION AND TRANSPARENCY



OUR PATIENTS

- PRODUCT QUALITY AND SAFETY
- RESEARCH AND INNOVATION
- STRATEGIC ALLIANCES



OUR PLANET

- ENVIRONMENTAL COMMITMENT
- CLIMATE CHANGE & EMISSIONS
- CIRCULAR ECONOMY AND WASTE
- WATER & ENERGY



OUR METHOD

- RISK, ETHICS & COMPLIANCE
- RESPONSIBLE GOVERNANCE
- RESPONSIBLE SUPPLY CHAIN





DRIVING A POSITIVE
IMPACT ON...
**OUR CNS
COMMUNITY**

➤ SOCIAL COMMITMENT ➤ ACTIVE ENGAGEMENT & AWARENESS



SOCIAL COMMITMENT

We recognise the vital role that all participants in society play in our journey. We actively engage with the communities in which we operate, namely CNS patients, fostering collaboration to address local CNS challenges. We strive to empower and uplift patients with CNS disorders or those that might be at risk. By investing in people, we aim to create sustainable, long-term solutions that have a lasting positive impact.

COMMITMENTS

- We have a **genuine interest in the mental health and well-being** both of society as a whole, and of **vulnerable communities**, regardless of our economic interests.
- We are committed to constant development through the annual **measurement of our CNS-related social impact**.
- We spotlight the **sustainable development goals (SDG) as a key reference** for our actions.
- We provide **ongoing active support to social causes** through recurrent initiatives and donations to social causes that fight for mental health or CNS disorders.

ACTIONS AND INITIATIVES

Donation to Ukranian medical facilities in a war context

In light of the devastating war in Ukraine, in 2022 we launched a humanitarian project and donated CNS medicines (worth €1.8M) to **Ukranian medical facilities** via our Polish affiliate, coordinated through the Polish Governmental Agency of Strategic Reserves (RARS).

Donation to Fundación Querer

In 2022, we donated €6,000 to the **Fundación Querer**, an NGO focused on helping children with special educational needs derived from neurological disorders.

This donation arose from our annual **social initiative “A kiss for mental health”** on World Mental Health Day (October 10th) which raised €1 for every Instagram post published in support of the initiative.





FUTURE VISION

At Neuraxpharm we are deeply honoured to contribute to the improvement of society and will continue to push boundaries over the near future by:

- Ongoing monitoring of the **social impact** coming from our social projects and initiatives.
- Communication and reporting of the **impact generated** by key community groups.
- The establishment of a **Donations Plan** and a **Social Impact Policy** as a roadmap for our donations and social commitment strategy.



ACTIVE ENGAGEMENT AND AWARENESS

COMMITMENTS

- We strive to **give visibility, and strengthen understanding and acceptance** of mental health and CNS diseases.
- We actively participate in **solidarity campaigns, social initiatives, corporate projects and other events** in order to generate a positive social impact.
- We **collaborate and form alliances with foundations, institutions and companies** in the social field to raise awareness of mental health disorders.
- We commit to **reducing mental health stigmas** and recognising the importance of **mental health**.
- We inform and **raise awareness about the realities of mental health conditions** through digital resources, training courses and specific initiatives.


+€60,000*
donations to NGOs


+12
World Awareness Days related to CNS conditions covered

ACTIONS AND INITIATIVES

Awareness campaign on medical cannabis

In 2022, we created and launched a campaign called **Change for Health** to increase the acceptance of medical cannabis and provide better information to patients, physicians and pharmacies in countries where regulation permits its usage.

At the heart of the campaign, we created a dedicated **website** which provides **educational materials to demystify the use of medical cannabis**. In Germany, where medical cannabis has been approved since 2017, the campaign was launched to coincide with the German Pain Congress 2022 (Deutscher Schmerzkongress 2022) held in October 2022.

“Medical cannabis is still a sensitive topic surrounded by prejudices. A change in our mindset towards medical cannabis will lead towards an improvement of patients’ health”

- Dr Jörg Thomas Dierks, CEO of Neuraxpharm





ACTIONS AND INITIATIVES

International Campaign and Initiative to improve the lives of those with autism

As an entity focused on mental health, it is our duty to support, recommend and inform families to help improve the quality of life for these children.

In light of the Internal Autism Day in April 2022, we aligned our efforts with the international solidarity campaign “Light it up Blue” and published a series of recommendations on **effective communication** with people with autism, including matters like questioning, photographic support and positive phrasing.

In 2022, we also collaborated again in a solidarity race called **Corre Blau** where the funds raised were donated to **AprenemAutisme**, an association formed by people with autism and their families.



NeuraxFoundation

The neuraxFoundation, founded in 2014, is the **social impact and charity branch of Neuraxpharm**, established as a non-profit subsidiary-owned company. Its core focus is social and psychosocial assistance for patients, relatives, healthcare professionals and caretakers. This is achieved through the provision of unique information for social law in **neuraxWiki** and support programs via **neuraxPro**.

ACTIONS AND INITIATIVES

• EPILEPSY WARNING DOG FOR SUPPORT

In 2022, the neuraxFoundation, in a cooperation with the **German Assistance Dog Center T.A.R.S.Q.® (DAZ)**, supported the **training of an epilepsy warning dog** by covering the cost of more than EUR 17,000. Children between the ages of 6 and 14 affected by focal epilepsy were invited to apply as future dog owners.

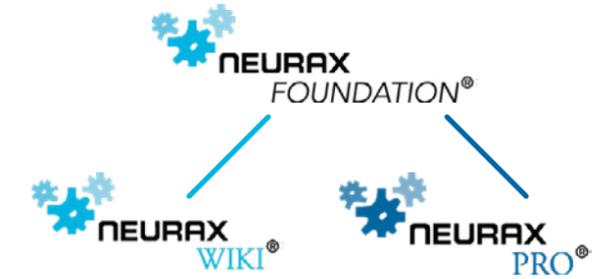
In the end, several children qualified, so the decision was made by drawing lots.

• CHRISTMAS GIFTS FOR CHILDREN IN LANGENFELD

In 2022, we collaborated with the **Graf Recke Foundation** to fulfill the **Christmas wishes of the children in their care**. Each child was encouraged to decorate the magnificent Christmas tree in Neuraxpharm’s foyer in Langenfeld with a painted star which included their name, age and a request for a small gift. Individually granted by a Neuraxpharm employee, the children enjoyed unwrapping their gifts at their Christmas party.

• LAUNCH OF THE FIRST DIGITAL EPILEPSY EMERGENCY CARD IN GERMANY

In cooperation with the **National Association Hessia e.V of the German Epilepsy Association**, we launched the first Digital Epilepsy Emergency Card (DENA) in Germany which serves as a **non-official identification document for epilepsy patients** in the event of an emergency to inform medical professionals on their requirements and needs retrieved by scanning a QR code printed on the card.

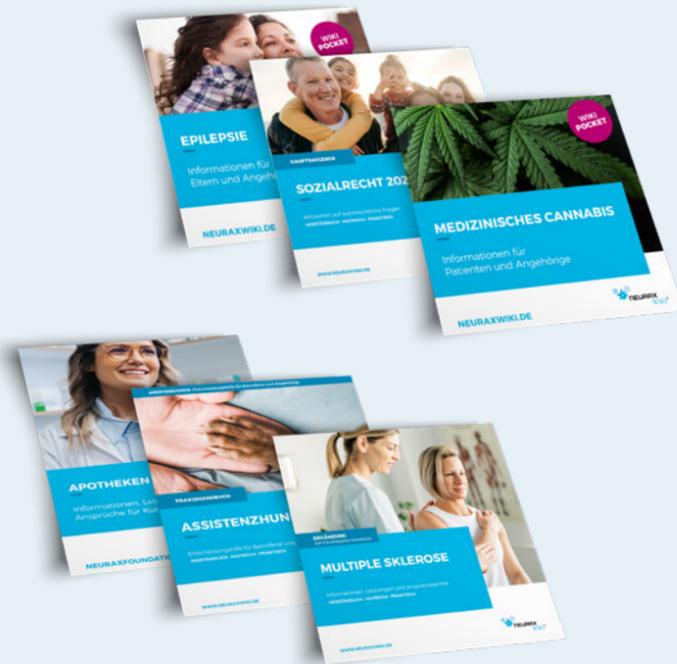




NEURAX
FOUNDATION®



The neuraxWiki portal offers accessible and helpful information on **all aspects of social law** to patients, their families and healthcare professionals.



+10

CNS disorders brochures



+5

guidebooks developed



+340

articles available on-line



+950

print material orders



+265K

website users



+350K

page views



+230

calls received

With the neuraxWiki guidebook series, the neuraxFoundation offers patients, relatives and professionals assistance in **answering social law and psychosocial questions**. Currently, there are brochures on a total of 12 diseases, including, for example, depression, dementia, epilepsy and Parkinson's disease.



Via neuraxPro, the neurax-Foundation **supports and promotes various organisations and projects** concerning the health of affected adults and children.



+4

projects developed



Participation in

8

patient information events



OTHER ACTIVE ENGAGEMENT & AWARENESS ACTIONS



Campaign to raise awareness of epilepsy

For the International Day of Epilepsy, we launched the campaign **“Life-changing minutes”** including information to **dispel myths and spread knowledge** on this disorder. This included several activities:

- Publication of a **webinar** called “Getting to know epilepsy”.
- Launching of **“LepsiApp”** a health app to **improve epilepsy management**.
- Sponsorship of the 1st edition of **Epitkour**: a solidarity race in Malaga to **commemorate this day**.



FUTURE VISION

Through various initiatives, collaborations, and educational resources, we strive to make a **significant and lasting impact** on mental health. Such initiatives include:

- The launch of a **Corporate Volunteering Plan** involving community-based initiatives to generate social impact.
- The roll-out of a **Social Action Plan** with activities such as solidarity races, sports events with the objective of raising awareness of CNS disorders.



DRIVING A POSITIVE
IMPACT ON...
OUR TEAM

- EQUALITY, DIVERSITY & INCLUSION
- EMPLOYEE WELL-BEING, HEALTH AND SAFETY
- TRAINING AND CAREER DEVELOPMENT
- COMMUNICATION AND TRANSPARENCY



EQUALITY, DIVERSITY & INCLUSION

Our business culture is fully based on the principles of equality, diversity and inclusion. One of Neuraxpharm's core business objectives is to ensure an inclusive, diverse, safe and respectful working environment for everyone in its organisation.

It is crucial for us that all our employees can work in a comfortable space without prejudice and with equal treatment and opportunities, no matter their ethnicity, origin, gender, sex, sexual orientation, physical abilities, beliefs, religion, marital or family status, age, culture, experience or ideology. Diversity and inclusion are a priority for the Board of Directors, who promote and guarantee this policy.

COMMITMENTS

- We are guided by a **Diversity & Inclusion policy** which applies to all aspects of working life in our group to ensure an equal, diverse and inclusive culture.
- We embrace and promote different **cultures, gender identities, seniorities, ages and mindsets** within the workplace, to bring different perspectives, styles and experiences to our business.
- We aim to maintain a **safe environment** and **act against inappropriate behavior**, including harassment, grievance, bullying, discrimination and victimization.

ACTIONS AND INITIATIVES

- Internal **suggestion box** launched in 2022 for ideas on **inclusive opportunities** to reinforce Neuraxpharm's inclusive culture.
- Mandatory **online Diversity & Inclusion training** launched for all employees on a regular basis since 2022, alongside the maintenance of our onboarding online training for all newcomers.



Inclusive opportunities

ANY IDEA?

Tell us about solutions to become a more inclusive company



FUTURE VISION

Our policy is to constantly identify and assess any discrimination that may exist within the different areas of the company, in order to **ensure equal rights and opportunities** for all our employees.

Our Diversity & Inclusion Policy is configured as a **fundamental tool** to promote and foster a business culture based on the principles of diversity and inclusion, which must be read together with Neuraxpharm's existing measures aimed at achieving this objective.

Additionally, in 2024, our plan is to **further evaluate our HR data** in respect of selection and talent development, with the objective of promoting best practice in Diversity, Equality & Inclusion (DEI) principles, as well as **promoting awareness of the cultural drivers** behind our decision taking.



EMPLOYEE WELL-BEING, HEALTH AND SAFETY

Health and wellbeing are core pillars of our purpose, mission and values. It is our duty that our employees are satisfied at work while their health, mental health, wellbeing, and safety are being fulfilled. This is why we provide a variety of services that can ensure flexibility, comfort, health, wellbeing, satisfaction and safety.

COMMITMENTS

- People are the key to our development and for this reason it is one of our main commitments to **create a comfortable and safe workplace**, aiming for the wellbeing and physical and mental health of all employees.
- To guarantee **occupational health and safety** at work and **the individual and collective satisfaction** of all workers.
- A **healthy work-life integration** is essential to our employees' well-being and **job satisfaction**. We are committed to providing our employees with the tools, services and resources they need to maintain a **healthy balance between their personal and professional lives**.



15
lost-time
work-related
incidents



12
reportable
work-related
incidents

ACTIONS OR INITIATIVES TAKEN

To guarantee the work-life balance and happiness of our collaborators we have policies like:

Flex Office Policy:

Following the launch of a new version in 2022, this allows our teams to work from home for a maximum of three times a week, thus ensuring **flexibility and greater comfort**. Each team establishes a "team day" where everyone comes to the office to enhance teamwork.

Around 30% of our staff work under the flexible office policy, 1-3 days per week. They value this highly, with **92% voting favorably** in the Engagement Survey of 2022, when asked about their productivity or the tools available to them while working from home.

Disconnection Policy:

Neuraxpharm **values and respects flexible working arrangements** and doesn't expect that employees should work outside their regular hours and established recommendations to follow to guarantee the work-life integration.

FUTURE VISION

In future Engagement Surveys, we will delve more deeply into the **questions about wellbeing** to better understand the needs of our people.



30%
of employees under
the Flexible Office policy'



TRAINING AND CAREER DEVELOPMENT

At Neuraxpharm we value our talented collaborators and always strive to hire, promote, attract, retain and train talent as much as possible, since knowledge-sharing, learning and career development are great assets for us, especially as we work in the field of pharmaceuticals.

COMMITMENTS

- We make sure to attract, retain and develop the **talent** in our field, to surround ourselves with the **best professionals** and make them feel included and a **part of our industry-leading team**.
- We want the work experience to be a **constant learning path** for everyone, which is why we provide **training and skill development** opportunities.
- We believe that a **feedback culture** is our greatest objective as we want to recognise the progress of our employees to ensure constant **employee satisfaction** and **fair promotions**.



ACTIONS OR INITIATIVES TAKEN

Onboarding program:

Our customised and robust onboarding program has the aim of **helping newcomers adapt and integrate** into their new role and the company's dynamics. The program includes constant mentoring, support and materials for newcomers from the moment they accept the offer until their first day at work. This includes digital informative tools like the "NeuraxAcademy" and the assignment of an onboarding colleague to **offer guidance about corporate habits and culture**.

Values Awards:

These employee recognition awards serve to **recognise and reward the positive attitudes and commitment** of employees within our teams in our daily work. They are orientated to align with **our values** that we strive for: accountability and empowerment, a results-driven attitude, and a culture of innovation and partnership. In 2023, we decided to refresh and update our corporate values to adapt them to our cultural evolution.



Internal promotions:

We continuously encourage our staff to **openly apply for internal vacancies** to further boost their career within our company. All our vacancies are regularly published on our intranet to make it easy for them to apply.

Referral program:

In 2022, we launched the Employee Referral programme as a mechanism to retain great talent more efficiently. This allows our employees to **play a role of Employer and brand Ambassador**, contributing positively to the accrual of talent for our business. If the proposed candidate is selected, the person that made the referral gets a financial reward, which incentivises the dynamics of constant talent recruitment.

People & Talent Management Programmes:

We ask our new People Managers to enrol on our 'Feedback Cares' on an annual basis. This is a **key program for people managers** to learn how, as leaders, to provide feedback based on the diverse personalities they might have on the team. This helps to build inclusive leadership skills in all our people managers.

Coursera:

We are proud of our collaboration with Coursera, an **online platform** that allows our employees to enrol (for free) in more than 3,000 courses from different universities around the world.



NeuraxAcademy specific trainings

In 2022 we executed diverse training sessions, courses and workshops related to well-being and skill development. As the satisfaction ratings show, the overall feedback was positive and successful. The following table shows the dedication, participation and satisfaction rating of such courses.

Trainings	Hours per person	Participants	Total hours	Rating
Feedback Cares (for people managers)	10	17	170	4.8
Celebrate Success & Recognize your team (for people managers)	2.5	95	237.5	4.7
Mindfulness sessions (open to all employees)	12	5	60	4.9
Total		117	467.5	4.8



FUTURE VISION

We plan to offer more specific training to managers and staff to be launched in 2023, with the aim of **building trust** among teams and reinforcing team strengths.

We plan to incorporate **ESG at an onboarding level** and promote our ESG strategy to deepen our people’s knowledge of sustainability.



COMMUNICATION AND TRANSPARENCY

We ensure communication and transparency at an internal level with our employees.

We make sure the values and important projects flow across all our affiliates, professional levels and categories so that our collaborators are aware of projects and plans being held on sustainability and beyond.

COMMITMENTS

- We establish communication channels that promote **transparent and honest communication** with our employees.
- All of our employees are responsible for upholding our ESG policies and practices. We are committed to promoting a **culture of accountability**, where all team members are held to the same high standards.



ACTIONS AND INITIATIVES

Leadership Standards

In 2023 we will launch the **Neuraxpharm Leadership Standards**, which will become the basis of exceptional leadership, driving our company towards achieving its goals while providing a framework for our People Managers to develop their leadership skills and inspire those around them. Our People Managers will benefit from these standards, as they will provide guidance on effectively leading their teams.



+70

internal communications
or newsletters sent
company-wide



ACTIONS AND INITIATIVES

CEO annual town halls:

We organise **annual live virtual CEO town halls**, held and attended by all the employees of the Group. During these, our CEO shares the company's results over the past few months, the projects Neuraxpharm is working on, and the company's future. Employees are free to ask questions and share feedback. We hold at least three virtual 'town halls' every year, attended by almost the entire company.

Recurring communication through our social media platforms:

We prioritise **continuous communication** and **ongoing dialogue** with our stakeholders, recognising them as crucial for building strong relationships. We firmly believe in the importance of transparent and active dialogues that facilitate two-way, open, and honest communications. For this reason, we publish educational and informative content on different psychiatric and neurological disorders, campaigns or events in our social media pages.

CEO breakfasts:

This meeting is a unique opportunity for employees to **meet face-to-face or virtually with our CEO**, Dr Jörg Thomas Dierks, and to network with other colleagues from other departments/countries while discussing a business topic within the context of our operations in an internal manner.

In these kind of meetings, participants get to open up conversations with our CEO and have their questions answered, something that really breaks down walls to gain trust and improve our internal communication.

Engagement survey:

A strong internal culture underpins employee collaboration and engagement resulting in high retention. We seek to understand people's needs and conduct employee surveys as part of our efforts to do so. These surveys are an **important component of our feedback culture**, and an opportunity for employees to share their opinions of working in the organisation and identify improvement opportunities to help make Neuraxpharm a better place to work. An engagement survey was developed in 2022 to all our affiliates.

FUTURE VISION

We will continue holding a minimum of three **annual global town halls** with our CEO for all employees and will continue to **measure employee satisfaction** through regular surveys covering different topics, with the aim of further increasing transparency by listening to the needs of employees and identifying improvement opportunities.

Our affiliates will also be holding regular town halls offering information from both a country and global perspective, alongside our town halls by corporate areas.



3
CEO annual town halls
per year



73%
positive engagement
survey results



82%
engagement survey
participation



DRIVING A POSITIVE
IMPACT ON...
**OUR
PATIENTS**

- PRODUCT QUALITY AND SAFETY
- RESEARCH AND INNOVATION
- STRATEGIC ALLIANCES

 **PRODUCT QUALITY AND SAFETY**

As a pharmaceutical company, ensuring the highest standards of product quality and safety is a non-negotiable commitment. We recognise the critical role we play in the health and well-being of CNS patients worldwide, and this is reflected in our product quality and safety management procedures and policies we have.

Our Pharmacovigilance department guides Neuraxpharm’s approach to patient care and safety in relation to the use of our marketed products. Our pharmacovigilance system is aimed at detecting, collecting, monitoring, evaluating and reporting data on potential adverse drug reactions around our products.

COMMITMENTS

- We remain dedicated to our responsibility of providing CNS healthcare professionals and patients with **safe and reliable pharmaceutical products** that positively impact lives and contribute to a healthier future.
- We firmly believe that product quality is an unwavering principle for us. Our commitment lies in consistently **developing, producing and commercialising products** that meet stringent industry standards, guarantee efficiency and a consistent gold-standard level of service for all our customers.
- We recognise the trust placed in us by **experts and users relying on our CNS products**, and we are committed to delivering the highest level of quality that ensures their health, well-being and comfort.





ACTIONS

Our medicines are investigated under our pharmacovigilance department in rigorous **clinical trials** which help deliver safe medicines to patients.

In our manufacturing site and research and development facilities, we employ a team of **highly-trained scientists** and **technical professionals** with extensive pharmaceutical experience to develop each product formulation and to identify the specific processes and technologies used to manufacture our products.



MANUFACTURING IN 2022

(Neuraxpharm Pharmaceuticals)



22.8M
oral solid units



0.9M
effervescent



0.6M
other pharmaceutical forms
(otic and ophthalmic drops)

TOTAL MANUFACTURING CAPACITY:

30M
Units



+30
CNS brands



+120
CNS molecules



~120m
European target population
being offered our product by us



FUTURE VISION

In order to uphold our commitments towards product quality and safety and listen to the needs of our patients, we will maintain the highest standards of pharmacovigilance, **listening to the experiences of our customers and adapting to their concerns**. We will continue to closely monitor the performance of our products, identifying any new risks and implementing necessary changes. In the case of safety issues, Neuraxpharm takes responsibility for informing doctors, patients and regulatory agencies.



CUSTOMER SATISFACTION

Through the neuraxFoundation we have launched numerous informative brochures on CNS disorders as well as a specific **pharmacy guidebook** in Germany that was developed via a participative workshop with the team at Neurath Pharmacy in Cologne.

This guide is **targeted at customers in pharmacies** and contains a glossary and FAQs which serve as an aid in answering the most frequently asked non-pharmaceutical questions in the pharmacy while clarifying the rights of patients and customers.





PRODUCT RESEARCH AND INNOVATION

We firmly believe that research and innovation are the bedrocks upon which Neuraxpharm's success is built. They serve as the driving force behind our mission to improve the lives of people worldwide by **developing innovative and life-improving CNS pharmaceutical solutions**. Through continuous investment in research and searching for new strategic industry alliances, we unlock new possibilities, push boundaries, and transform healthcare landscapes.

Our research and innovation efforts are dedicated to developing improved and better adapted pharmaceutical forms to the needs of those suffering from CNS disorders.

We are constantly carrying out rigorous medical research and investigation by professionals to **detect new needs, alternatives and solutions**. Through innovation and technological advancements, we adapt to market trends, striving to provide the most effective CNS therapies and deliver a holistic solution.

COMMITMENTS

Research and innovation

- **Innovation is intrinsic to our reason for being**; we are on a constant quest for pioneering products that can provide advanced solutions for unmet medical needs.
- We seek to **provide added value to the products we distribute** through the development of technological systems that complement and extend their functionalities.
- We spotlight a **patient-centric approach** that involves understanding the needs, preferences, and experiences of patients and involving them in the drug development process.
- Our **R&D practices adhere to socially and ethically responsible criteria**, meeting the evolving needs of our customers & stakeholders and, in the case of clinical trials, ensuring patient safety and privacy.

ONGOING DEVELOPMENTS

At Neuraxpharm HealthTech, our Centre of Excellence for R&D and scientific affairs capabilities, we are **constantly innovating to develop new solutions** to address the challenging unmet needs of CNS patients.



ACTIONS OR INITIATIVES TAKEN

MINDS: an innovation programme

This internal open programme was launched in 2022 to encourage our teams to **contribute to the business with ideas** which will be evaluated by a Dedicated Innovation Team and to consider if they are viable and desirable for Neuraxpharm.

MINDS focuses on ideas and initiatives that consider unmet needs of our patients and/or other stakeholders, and that fit within the business' strategy, priorities, capabilities, and culture.





Neuraxpharm is vertically integrated from molecule to market, allowing us flexibility to launch value-added products swiftly and responding to market demand while ensuring high quality standards and scientific rigour.

100%
CNS pipeline

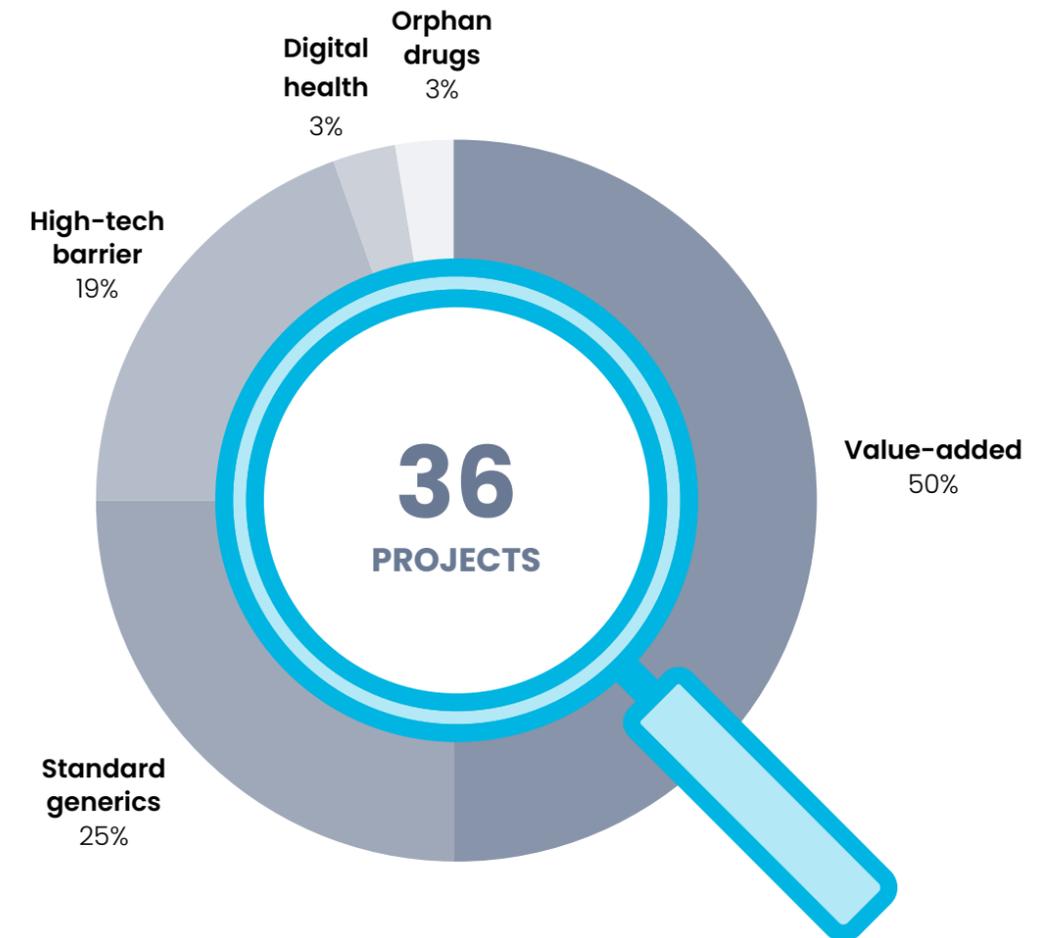
+30
pipeline CNS projects, 100% CNS, with focus on Value Added Medicines & innovative solutions

11%
of net sales investment in R&D

FUTURE VISION

In line with our existing actions and R&D commitments, we strive for a **continuous improvement in our practices and processes**, including near-future initiatives such as: Optimisation of the use of plastic and, where possible, substitution for more environmentally-friendly alternatives; and the inclusion of a wide array of ESG Criteria throughout product development and manufacturing. We keep working to foster innovation and open-mindedness among our teams.

PIPELINE PROJECTS BY PROJECT TYPE
(number of projects)





STRATEGIC ALLIANCES

At Neuraxpharm, we recognise that the pharmaceutical landscape is rapidly evolving and demands a collaborative approach to overcome complex challenges. As a leading CNS company, we are committed to fostering strategic alliances that enable us to deliver innovative solutions, enhance patient care, and advance healthcare outcomes with the aim to offer end-to-end solutions in CNS.

COMMITMENTS

- We **work closely with CNS healthcare professionals**, identifying and responding to emerging needs with our **extensive experience and knowledge of the market**.
- We respond to the **key expectations and needs of our stakeholders** by incorporating their feedback into the management model for our products and pipeline.
- We aim to **improve the quality of research, improve patient outcomes, and advance scientific knowledge** by seeking opportunities to make our research collaborative.

FUTURE VISION

The pursuit of improving CNS patient outcomes is at the heart of our mission. **Strategic alliances allow us to broaden our therapeutic reach** by combining our expertise in CNS with that of our partners. Thus, we have developed a strategic pathway for the following years targeted at continue developing our collaborations:

- **Increase the number of strategic memberships** with pharmaceutical networks as a way to promote knowledge sharing and leverage synergies.
- **Active participation in scientific and medical events** with a focus on innovation and on ESG-related topics.



Entered in
+10
strategic alliances



~15%
of 2022 sales
coming from products
launched in the last
5 years



**DRIVING A POSITIVE
IMPACT ON...
OUR PLANET**

- ENVIRONMENTAL COMMITMENT
- CLIMATE CHANGE & EMISSIONS
- CIRCULAR ECONOMY AND WASTE
- WATER & ENERGY

ENVIRONMENTAL COMMITMENT

Neuraxpharm understands its role in the need to preserve natural resources and applies environmentally friendly practices to all its activities in an effort to respect the environment and generate a positive impact.

COMMITMENTS

- We are committed **towards caring for the environment**, and we do our best to extend it to our operations at all levels of the organisation through environmentally-friendly **policies, processes and recurring actions and initiatives**.
- The company is committed to **mitigating negative impact** on the environment, complying with **current legislation and environmental regulations** that apply to the sector.
- In line with this, we strive to obtain **social and institutional recognition** for our environmental commitment whenever we see an opportunity and are committed to developing products from conscious sources that are respectful with the environment.

ACTION PLAN

We are planning to design a **plan for environmental management** which includes objectives for relevant environmental recognition in ESG ranking, like evaluating adhering to SBTi targets and participating in ESG rankings.



+€650K
of investments in HQ's
environmental improvements



ENVIRONMENTAL MANAGEMENT SYSTEM

Our manufacturing plant, Neuraxpharm Pharmaceuticals (formerly Laboratorios Lesvi) **has implemented an environmental management system** based on ISO 14001* to address all environmental aspects of the company. This management system ensures that an Environmental Policy is in place and that the company identifies and complies with applicable environmental legislation, keeping abreast of any new regulatory developments and establishing the necessary preventative and corrective measures, as well as monitoring the performance of the most relevant environmental indicators.

It has an **integrated Occupational Risk Prevention and Environmental Policy** which defines the principles of the company's commitment to risk prevention and environmental protection, under which the appropriate Health, Safety and Environmental management procedures are defined. Among the commitments defined in the Policy, is the adoption of the Integrated Management System of Occupational Risk Prevention and Environment at all hierarchical levels of the organisation, seeking the participation of all its members.

The plant monitors all the most relevant environmental parameters for their activity, paying close attention to those that may be more critical, for example the correct management of hazardous and non-hazardous waste - an issue that the plant strictly monitors in order to minimise any negative environmental impact.

An integrated approach to environmental management

In our manufacturing site, we **monitor and track all the elements of our environmental performance** that need to be legally addressed as a pharmaceutical manufacturing plant, allowing us to manage data, oversee results and identify risks and opportunities. We routinely conduct assessments and on-site audits, including reviews of our data, systems and programmes.

Neuraxpharm maintains all applicable permits and authorisations for wastewater discharge with governing authorities and complies with all local discharge limits.



*Neuraxpharm Pharmaceuticals has been certified to ISO 14001 until 2018. It does not currently have the updated certification but retains the most relevant procedures of its environmental management system.



CLIMATE CHANGE AND EMISSIONS

As a European pharmaceutical company, we have a responsibility to form part of the European transition towards a net zero society. Therefore, we think it is important to reduce our emissions in the following years, adapt to the risks of climate change and mitigate our negative impact wherever possible.

We also look for opportunities to participate in events and collaborate with stakeholders in the sector with strong ESG values to learn, leverage resources and experience and generate a positive impact.

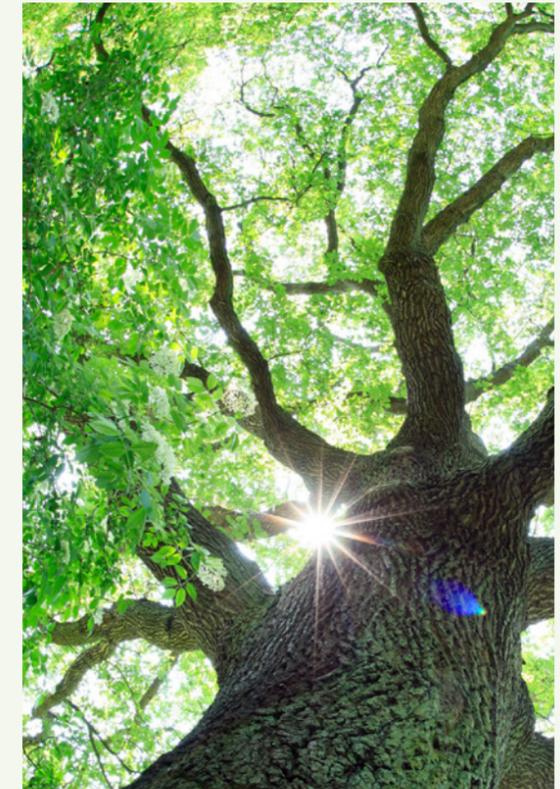
COMMITMENTS

- We commit to yearly measuring and monitoring of our activities to **assess our environmental impact at Group level and ensure that action plans are put in place** for proper evolution.
- We are committed to **systematically controlling** all environmental factors and risks at our production site, Neuraxpharm Pharmaceuticals, to improve our protection of the environment and its performance, ensuring operations are fully compliant with our commitments.
- We are committed to a positive impact on our carbon footprint through measures with employees like **voluntary telework** and we work towards a **sustainable mobility**.

Besides these key commitments, we will also be working to achieve carbon neutral in 2050 by reducing or neutralising our emissions and adapting an efficient use of our resources in all operations.

ACTIONS OR INITIATIVES TAKEN

- We have managed to reduce our emissions and make our corporate mobility paths **more efficient and sustainable** through initiatives in our transport and vehicle fleet:
- We initiated the **calculation of our carbon footprint** (scopes 1, 2 and 3) of all affiliates with an external specialised entity.
 - In 2022, we introduced **hybrid cars** for our internal salesforce.
 - We also implemented a **CRM-OCE tool** and corresponding training to the salesforce to monitor their monthly mileage and fuel usage.
 - We are progressively reducing the quantity of **printed materials** ordered by our salesforce.
 - A **working group** has been established in Neuraxpharm to evaluate and pursue initiatives to **reduce energy consumption and our carbon footprint** and to develop a **communication campaign**.





CARBON FOOTPRINT

Up to 2022, the calculation and disclosure of our carbon footprint has included Scopes 1 and 2 from our manufacturing plant only, as activity from our manufacturing operations has been environmentally the most significant. For this report, in line with our **commitment to further reduce our environmental impact** through an increased focus on ESG, we have disclosed Scopes 1 and 2 calculations for all affiliates of the Neuraxpharm Group and, from 2023 onwards, we will be extending this to include calculations for Scopes 1, 2 and 3.

Manufacturing plant Neuraxpharm Pharmaceuticals* GHG emissions** (in Tonnes of CO ₂ equivalents)	Units	2020	2021	2022
Scope 1 Greenhouse gas emissions	Tonnes CO₂e	658	389	323
Scope 2 Greenhouse gas emissions	Tonnes CO₂e	2,038	749	776

Neuraxpharm Group* GHG emissions ** (in Tonnes of CO ₂ equivalents)	Units	2022
Scope 1 Greenhouse gas emissions	Tonnes CO₂e	1,776.15
Scope 2 Greenhouse gas emissions	Tonnes CO₂e	1,461.70



4
emission
reduction
commitments

Neuraxpharm Group's **GHG emissions inventory for 2022** is 3,237.85 t CO₂e using the market-based approach for Scope 2 indirect GHG emissions from imported energy.

FUTURE VISION

Our carbon footprint results will serve as a critical basis from which we will set specific targets. In 2024, we will **define a plan** to reduce our negative environmental impact and emissions by a significant amount.

In parallel, Neuraxpharm, as a Group, will adapt to the principles of the **European Climate law** and work towards **climate neutrality by 2050** and **significantly reduce our emissions by 2030**, for which we will set a concrete target after our carbon footprint analysis.



*Manufacturing plant data from Inke have been excluded following its divestment in April 2023.

**Neuraxpharm Group's carbon footprint for 2022 has been calculated in accordance with the reference framework "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard", developed by the World Business Council for Sustainable Development (WBCSD).



CIRCULAR ECONOMY AND WASTE

As a company that generates value from providing pharmaceutical solutions to patients and consumers, we are highly conscious of the amount of waste that is generated along our operations, giving us the duty to find ways around it, through a responsible waste management and a circular economy.

COMMITMENTS

- We work to increase the **circularity of our activities**, as well as to ensure an **environmentally friendly end of life cycle** for our equipment and products.
- We promote a **proper separation and treatment of the waste** generated through management systems in place and actions, to prevent it from negatively impacting our environment.
- We are committed to seeking opportunities to reduce **single-use plastics** and **employ sustainable packaging** for our products, aligned with product safety regulations and guaranteeing product efficacy.



SPECIFIC INITIATIVES

- As part of our commitment to responsible waste management and environmental stewardship, two of our Spanish affiliates **adhere to the Integrated System for Management and Collection of Pharmaceutical Waste (SIGRE)**. This is a Spanish not-for-profit entity, created by the pharmaceutical industry, with the collaboration of pharmacists and the distribution companies of the sector, focused on the proper collection and environmental treatment of packaging and medicine waste from households.
- Our affiliate in Germany is **part of the Reclay recycling system** and is participating in the European Green Deal and European Circular Environment. In Reclay, we aim to achieve a target of recycling 100% of our produced materials, especially on primary and secondary packaging.

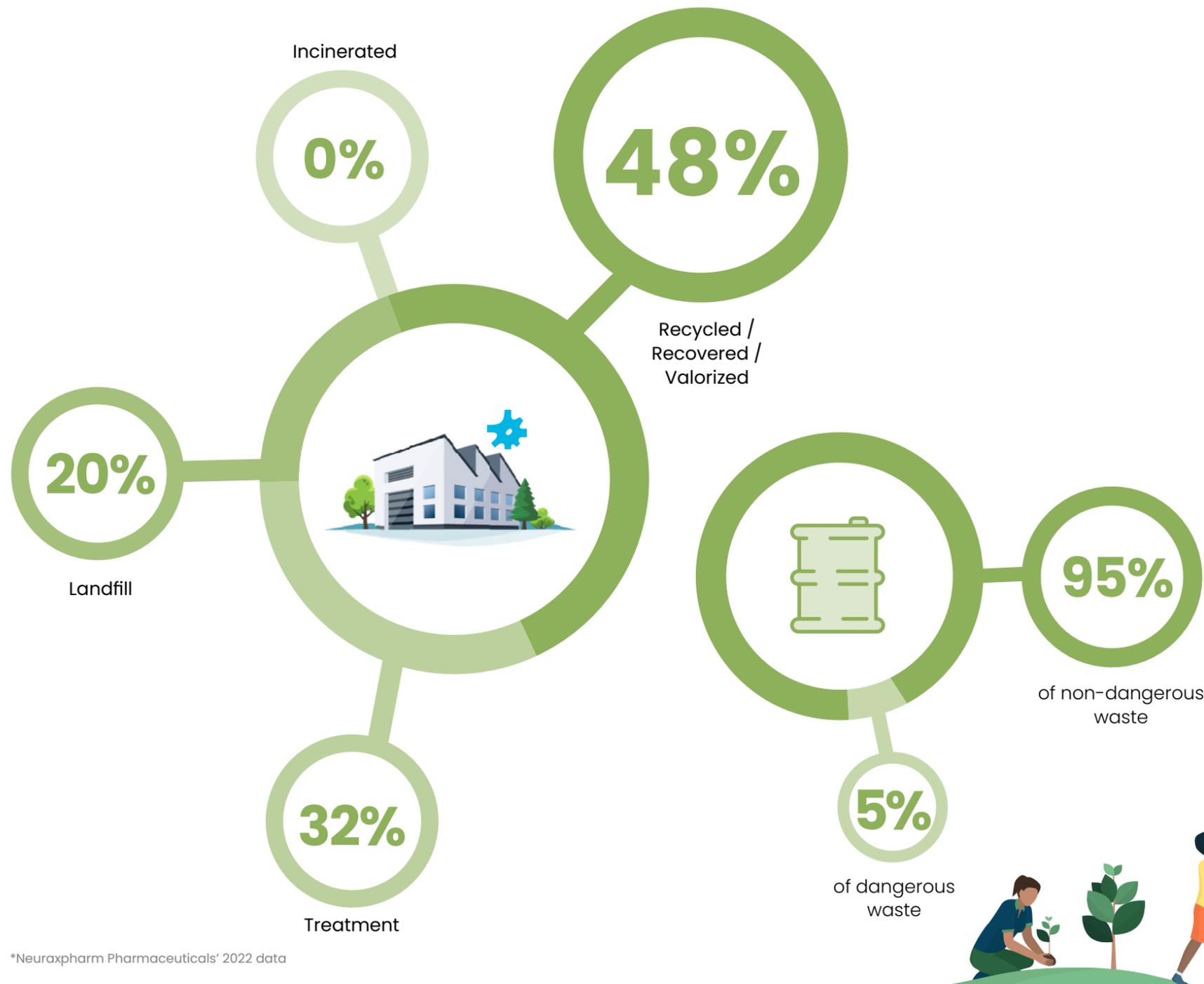


RECURRENT INITIATIVES

- **Reuse** of packaging as waste packaging.
- Waste **reevaluation and circular economy practice** by selling part of our waste to specialised companies.
- **Recycling** drive and management.
- **Monitoring** of waste generated (hazardous and non-hazardous).



Waste generated per waste types in our production plant, Neuraxpharm Pharmaceuticals*



FUTURE VISION

In the coming years, we aim to carry out a **comprehensive waste analysis at Group level** to identify patterns of waste produced, consumed and disposed internally, including waste categorisation and research to understand the potential mechanisms to extend the lifecycle for each material.

Secondly, we are planning to **elaborate a waste plan** that includes all initiatives to reduce, reuse, recycle, separate and dispose correctly of waste throughout the value chain, backed up by a waste policy if necessary. This will include initiatives to reduce single use plastic, recycling bins, closed-loop system, eco-friendly welcome kit, and other initiatives.

Such actions will be complemented by **awareness and communication messages**, that we will make visible in the workplace spaces for our employees to be conscious on the importance of a circular economy and proper waste management through information, tips, norms and alternatives.

*Neuraxpharm Pharmaceuticals' 2022 data





⚡ WATER AND ENERGY

Water is an essential component of pharmaceutical manufacturing. A high-quality water supply is critical to ensure that all aspects of production meet Neuraxpharm standards. We recognise that water is an essential resource and are committed to working proactively to protect water resources and continue to improve our water management practices and systems.

Energy is also mainly consumed during manufacturing process including actions like heating, cooling, HVAC systems, lighting and utilities and services; making it a relevant resource for us whose consumption needs to be moderated and made more efficient. Some types that we consume include electricity, natural gas, renewable energy sources and diesel.

COMMITMENTS

- We are committed to an **efficient and responsible use of energy**, as well as the usage of renewable energy and implementation of renewable energy solutions.
- We promote initiatives to **reduce the use of water in production processes** and pledge towards the deployment of **water-efficient systems** and maintain safety processes through **treatments for wastewater** in compliance with regulations.

ACTIONS OR INITIATIVES TAKEN

- In 2022, we started the installation of **photovoltaic panels** at our facilities in Sant Joan Despí, in the Barcelona province, and which will be continued in 2023.
- In 2022, we invested €212,000 in **energy efficiency measures**, which formed a 32% of our total investment plan focused on environment, health and safety.

FUTURE VISION

We plan to reduce our **energy and water consumption** and ensure a more responsible and sustainable use of our resources.

This is possible through our plan to increase the **use of renewable-sources and efficient use** of existing ones, the increased use of LED lights and installation of more solar panels and other mechanisms to reduce our water and energy consumption.

On a communications level, we will be **launching awareness campaigns** in the workplace regarding responsible individual consumption of water and electricity.

 **+3,000**
fluorescent lights
replaced by LED lights
over the last 5 years***

 **+495K kW**
energetic saving over
the last 5 years***

MANUFACTURING PLANT NEURAXPHARM PHARMACEUTICALS*

Material Environmental Incidents	2020	2021	2022
	0	1**	0

Total Energy Consumption (renewable and non-renewable)	Unit	2020	2021	2022
	MWh	5,812	4,995	5,171

Water Consumption	Unit	2020	2021	2022
	m ³	20,617	15,694	17,337

Resource Use & Waste	Unit	2020	2021	2022
Emissions to water	m ³	20,617	15,694	17,337
Hazardous waste	Tonnes	24.0	22.8	20.6
Non-hazardous waste	Tonnes	451	337	405

NEURAXPHARM GROUP*

Total Energy Consumption	Unit	2022
100% renewable energy	MWh	187.97
Non-renewable energy	MWh	5,274.59

* Manufacturing plant data from Inke have been excluded following its divestment in April 2023.

** Increased external noise due to breakdown of vacuum cleaner at Laboratorios Lesvi, rapidly resolved.

*** In the Neuraxpharm premises in Sant Joan Despí (Barcelona)



**DRIVING A POSITIVE
IMPACT ON...
OUR
METHOD**

➤ RISK, ETHICS & COMPLIANCE

➤ RESPONSIBLE GOVERNANCE

➤ RESPONSIBLE SUPPLY CHAIN

! RISK, ETHICS & COMPLIANCE

At Neuraxpharm we have a corporate culture and way of doing things under strict compliance and have zero tolerance for breaches of any kind related to risk or ethics. We promote a favourable and just environment for all through the formalisation of our norms and policies and a responsible governance.

COMMITMENTS

- We are committed to **fighting against corruption and bribery**, through a comprehensive set of policies, specific committees, whistleblowing channel and awareness training for all of our employees.
- We work towards a **holistic risk management framework**, backed up by a risk-aware culture based on an **open and transparent environment**.
- We are committed to following **international standards of integrity and human rights** in all our activities.
- We are committed to **respecting the data privacy** of our employees and stakeholders.
- We are compliant with **applicable European regulations**, including those related to anti-corruption, privacy, and intellectual property.

ACTIONS OR INITIATIVES TAKEN

- **Corporate Internal Audit** area creation and appointment of Head of Internal Audit to lead internal audit, internal control, risk assessment and compliance functions.
- **Internal communication programme** launched for all employees on a periodic basis, as Neuraxpharm stands up for a corporate culture of zero tolerance for non-compliance.



ETHICAL CODE

We have a Code of Ethics that works as an **internal corporate regulation of the highest level** and establishes the principles and ethical values, as well as the guidelines of conduct, that must be respected in any activities in which a company of the Group participates or which affect a company of the Group.



MECHANISMS

We are aware of all possible risks towards non-ethical behaviour, noncompliance, bribery and corruption for which we have **mechanisms in place to dealing with such cases or prevent them** from happening. Our Ethical Code serves as our fundamental document which tackles of these touchpoints.

Human rights

In Neuraxpharm we respect the principles of the United Nations Universal Declaration of Human Rights and the declarations of International Labour Organisation. We have a **strict zero tolerance policy** against discrimination or human rights violations in the workplace.

Whistleblowing channel

We ensure agile decision-making in situations of noncompliance and unethical behavior through our ultimate **reporting tool** that enables maximum transparency: **The Ethics and Compliance Channel**.



+80%
of employees
trained in Ethics
& Compliance



+500
hours of Ethics &
Compliance training
done by our employees

Compliance training & channel

In 2022, a new annual Compliance training was developed and launched on our internal platform for employees, with **81% participation**.

Data protection

We are also committed to the **protection of privacy and personal data of all of our employees** and strictly follow GDPR regulations. Our privacy office serves as a developer of DPO functions and relies on an external supplier to provide **GDPR compliance** services on a recurrent basis. The supplier is involved in initiatives which require processing of personal data to guarantee the appropriate technical and organisational measures in accordance with GDPR obligations. The supplier is also responsible for the maintenance of some of the Records of Processing Activities and performance of Data Protection Impact Assessments when required.

Corruption & anti-bribery

We have an anti-corruption and an anti-bribery policy, as well as a strict mechanism for compliance with international regulations on anti-bribery and anti-corruption. We **ensure a corporate culture of zero-tolerance** for bribes or corrupt practices of any kind and make sure everyone behaves ethically and without non-ethical interest, in line with the company's values.

Information security

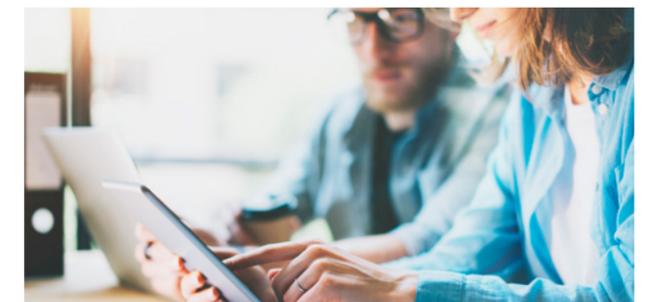
As we care about cybersecurity, we have deployed different solutions that **cover a wide scope of areas like external access, mail, malware, cloud protection, and others**. We also engage in monitoring our users and train them in the detection of security risks. This is backed by the recurrent periodic tests we perform to check the security of our systems for vulnerabilities. We are also supported by providers specialised in cybersecurity that advise us.



+6,000
minutes of training
done by our
employees on
anti-corruption
and anti-bribery



0
report of fraud
and corruption
received through
the whistleblowing
channel





FUTURE VISION

As proof of our commitments, we have set up a comprehensive set of action plans designed to **further strengthen our stance towards Risk, Ethics and Compliance:**

- Creation of “Neuraxpharm **Days for Compliance & Integrity**”, as way to promote and uphold the highest standards of ethics and compliance within the organisation.
- Broad **review of our normative body** to ensure clear compliance guidelines.
- Implementation of the **Risk Management model** and **strengthening of the normative body** through the development, approval and implementation of key corporate policies and procedures, including corporate internal control policy, corporate risk management policy, human rights policy, tax policy, IT & Security policy and supplier evaluations & approval procedure.
- Definition of a **Delegation of Authorities framework** as a way to guarantee accountability in our operations.



RESPONSIBLE GOVERNANCE

COMMITMENTS

- We are committed to **promoting best practices in sustainability and ESG** at a corporate level, reviewing our commitments periodically.
- We make decisions about sustainability through committees and meetings with **internal experts in ESG matters**.
- We strive for an **open and transparent communication of our mission, purpose and ESG values** internally and externally through our digital channels, workshops and reports.



ENFORCEMENT

Responsible marketing

Because of our delicate focus on therapeutic options of patients and health-care professionals, we make sure to deliver information through **responsible marketing and ethical communication**. For this reason, we adopt rigid internal codes of conduct regarding marketing and labelling of our products, in adherence with monitoring by local authorities, anti-benefits regulations and transparency regimes. These frameworks regulate the provision of gifts, discounts and incentives to healthcare professionals held by life science companies to **encourage transparency** in relation to possible conflicts of interest.

Responsible ESG governance

All sustainability and ESG matters are tackled by the **Advisory Board and are given support by the Audit Committee** with financial, governance and compliance affairs and by the **Remuneration Committee** with personnel matters. The Company ESG function reports directly to Neuraxpharm’s Chief of Staff.

Our Advisory Board and Executive Management Team take on the role of overseeing **all actions and mechanisms related to ESG and sustainability**. The Advisory Board is composed of the Board of Directors, which is the **highest decision-making body**, consisting of six members: four from Permira, and two independent senior industry experts. There are also four executive members of the lead management team who attend the Board meetings.

These meetings are held eight times per year and **carry out duties with the support** of two committees: Audit Committee and the Remuneration Committee – which meet once a quarter. We also have an Executive Committee, headed by the CEO, which meet online biweekly and consists of 10 senior members.



RESPONSIBLE SUPPLY CHAIN

As a pharmaceutical company, we recognise the unique opportunity and responsibility that we have to prioritise ethical and responsible practices throughout our supply chain, including our patients' health, environmental sustainability, ethical sourcing, and social responsibility.

COMMITMENTS

- We increasingly transfer and reflect our **commitment to sustainability throughout our supply chain.**
- **We seek excellence in our suppliers** to fulfill our high-quality standards.
- We are committed to assessing, requiring, and regularly monitoring **compliance with Neuraxpharm's ESG requirements from our strategic products suppliers and business partners.**

FUTURE VISION

In order to ensure that our suppliers are compliant with our ESG requirements, and as a way of maintaining the highest ethical standards, minimising environmental impact, and contributing positively to society, we have undertaken an end-to-end set of measures including:

- **Definition and communication of clear ESG requirements**, aligned with our sustainability goals and industry best practices, to our suppliers.
- **Establishment of a support and training programme** to ensure a clear understanding of our ESG expectations. This includes providing guidance about our requirements, policies, guidelines, etc.
- **Performance of ESG surveys for the approval of new suppliers and of periodic ESG surveys** to key suppliers as a way to evaluate ESG adherence, identify areas for improvement, and promptly address any non-compliance issues.
- Evaluation of the **possibility to establish an ESG committee** to work for sustainability matters in line with the Board and Executive Committee.



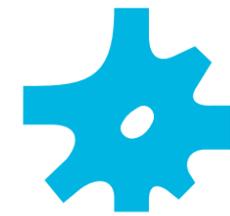
ECOVADIS RATING

This year Neuraxpharm's manufacturing facility, Neuraxpharm Pharmaceuticals, was awarded the **Silver Medal** by international CSR ratings agency, EcoVadis. With an overall score of 59/100, this positions Neuraxpharm in the **top 25% of companies** evaluated globally by EcoVadis, demonstrating our commitment to sustainability as we work to assess, collaborate and further improve our sustainability performance.

EcoVadis has a global network of more than 100,000 rated companies assessed on the quality of their sustainability management system via a methodology focused on 21 CSR criteria grouped into the areas of Environment; Labour & Human Rights; Ethics; and Sustainable Procurement.

Neuraxpharm ESG Report 2022

www.neuraxpharm.com



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Your CNS specialist