

NEURAXPHARM[®]
Your CNS specialist

**ESG REPORT
2023**



ESG REPORT 2023. **INDEX**

ABOUT THIS REPORT



Message from our CEO

Dr Jörg Thomas Dierks



What drives us

A leading CNS specialist in Europe

Focus on CNS

+35 years of experience in the CNS field

Our purpose & mission

A vertically integrated company



Sustainability mission

ESG strategy

Stakeholder analysis

Materiality analysis



Our CNS community

Active engagement, awareness and social commitment



Our team

Our people, our most important asset

Diversity and inclusion

Employee wellbeing, health and safety

Training and professional development

Communications and transparency



Our patients

Product quality and safety

Product research and innovation



Our planet

Environmental commitment

Climate change and emissions

Circular economy and waste

Water and energy



Our method

Governance compliance and ethics

Responsible supply chain



Message from our CEO



Dr Jörg Thomas Dierks, CEO

In recent years, we have continued to grow and develop as a leading specialty CNS company in Europe and beyond. With this has come an increased focus on our corporate social responsibility. Last year we outlined certain new ESG actions and initiatives, including defined commitments and objectives with specific time horizons, the ultimate goal being to become carbon neutral by 2050. We are pleased to have made progress this year as we continue to drive forward an ESG strategy that meets the EU's new legal framework and standards of sustainability, introducing a number of initiatives that will have a positive impact on our community and the world around us.

At the centre of our activity is an unrelenting effort to achieve the best possible results for our patients. This involves constant innovation and last year saw Neuraxpharm meet several strategic objectives to consolidate its position as an international CNS specialist. A very important milestone for us during the year was our agreement with TG Therapeutics to commercialise BRIUMVI® for the treatment of adult patients with relapsing forms of multiple sclerosis.

During 2023 we conducted a thorough materiality analysis in which we cross-referenced Neuraxpharm's capacities, priorities and objectives, both quantitatively and qualitatively, against sector trends, the UN's Sustainable Development Goals and EU ESG regulations. This allowed us to draw up a holistic plan of targets, actions, KPIs and initiatives centred around five carefully chosen thematic pillars that form the core of our ESG strategy and encompass all areas of relevance and interest to Neuraxpharm. *Society* sees Neuraxpharm's efforts focused on contributing positively to CNS communities. *People* is the provision of a safe and healthy working environment that fosters diversity and inclusion, as well as values career development and transparent communication. *Quality, Safety & Innovation* focuses on product quality and safety, plus responsible research and innovation to deliver sustainable pharmaceutical solutions. *Environment* works to monitor and reduce emissions and harness efficient use of resources to mitigate the risk of climate change. And finally, *Governance* promotes ethical business practices across the organisation and throughout the supply chain.

—
Neuraxpharm is committed to breaking down stigma and making a positive difference to the millions of people affected by mental illness across Europe.
—



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.

This new ESG strategy has seen Neuraxpharm introduce a number of actions and initiatives over the last year. We have, for the first time, calculated our total Carbon footprint, disclosing Scopes 1, 2 and 3 of Greenhouse Gas emissions, which will form the basis of a definitive plan to be set out to further reduce our negative environmental impact. We completed the installation of photovoltaic panels at our manufacturing plant in Spain, successfully installing 414 panels that will contribute clean energy for Neuraxpharm's affiliates in Spain, where 51% of the Group's employees work. We have made significant progress in preparing our organization for new legal ESG frameworks and standards, in particular the EU's mandatory Corporate Sustainability Reporting Directive (CSRD), and we remain fully committed to meeting the sustainability objectives needed to achieve our goal of becoming carbon neutral by 2050. It was pleasing to see our work in sustainability recognised externally by EcoVadis, the international CSR ratings agency, which awarded Neuraxpharm Pharmaceuticals a Silver Medal, positioning us in the top 25% of more than 100,000 companies they have evaluated.

We continue to show solidarity with those tackling a whole range of CNS conditions, persisting in our attempts to break down stigmas that still exist around psychological and neurological disorders. Last year, we created and distributed helpful materials on autism, schizophrenia, epilepsy, Alzheimer's and dementia, among others, and supported >15 World Awareness Days related to CNS conditions and the promotion of mental health for everyone, including care givers. We organised social media campaigns and sponsored conferences; we participated in charity runs and made donations to social causes, all in the name of CNS related issues that matter so much to our company.

As we look to the year ahead, we remain committed to a patient-centric approach, driving forward innovative solutions to address unmet CNS needs. We have significantly increased the number of KPIs in this year's ESG Report and we will be doing more each year to give greater visibility to those ESG issues that are most relevant to our business. We know that the road to sustainability is challenging and long, but we are committed to

building on the framework we have put in place to further improve our ESG credentials in all areas of the organisation.

Dr Jörg Thomas Dierks
CEO





What drives us

A LEADING CNS SPECIALIST IN EUROPE

FOCUS ON CNS

+35 YEARS OF EXPERIENCE IN
THE CNS FIELD

OUR PURPOSE & MISSION

A VERTICALLY INTEGRATED COMPANY



Neuraxpharm: A leading CNS specialist in Europe

Neuraxpharm is the leading European specialty pharmaceutical company, dedicated to addressing central nervous system (CNS) disorders. With a deep understanding of the CNS market cultivated over 35 years, we offer a comprehensive and differentiated portfolio of treatment options. These solutions are designed to address the unmet needs of patients suffering from psychiatric and neurological conditions, in order to enhance their health, wellbeing, and quality of life.

Our commitment to patients is reflected in our patient-centric approach, emphasizing social responsibility and a dedication to developing our offerings in an environmentally friendly and sustainable manner. We work closely with healthcare professionals and scientific communities across Europe, striving to go beyond standard therapeutic methods. We pioneer innovative products and solutions that address both existing and emerging unmet needs within the CNS domain.



OUR PURPOSE

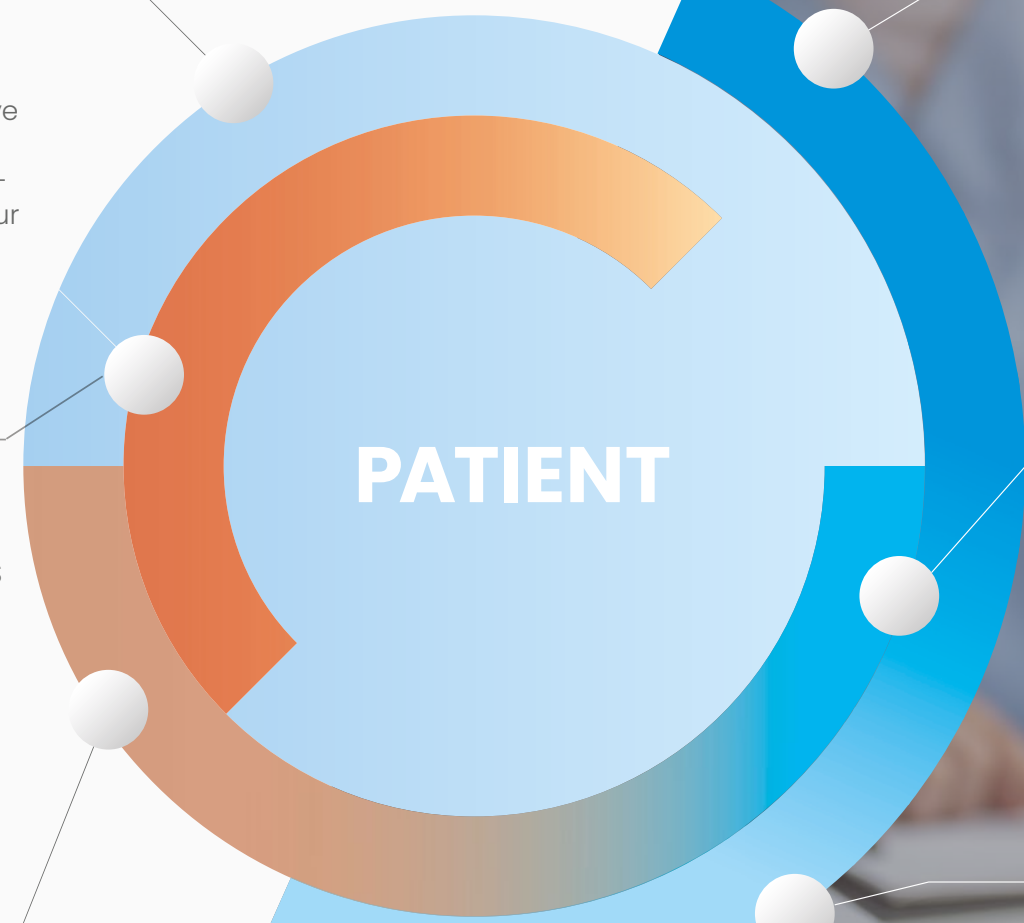
Improving CNS patient outcomes is at the heart of our mission. We offer a comprehensive and specialised range of CNS therapeutic solutions to improve the lives and wellbeing of our patients on a daily basis.

CNS FOCUS

Our specialist CNS portfolio is designed to meet our patients' needs across chronic, severe, standard and mild CNS disorders, playing a vital role in improving the lives of those affected by psychiatric and neurological conditions.

EUROPEAN REACH AND BEYOND

Through our direct presence in 23 countries and emerging presence worldwide, we currently reach 98% of the European CNS market and a population of ~120 million with our products and solutions.



INNOVATION

We are constantly innovating to meet the unmet medical needs of our CNS patients, delivering safe and reliable pharmaceutical products developed using advanced technologies and solutions at the cutting edge of R&D.

SOCIAL COMMITMENT

We strive to give visibility to and strengthen understanding and acceptance of mental health conditions and CNS disorders to break down mental health stigmas.

ENGAGED

Our diverse team is made up of talented and collaborative individuals motivated to bring about better outcomes for our CNS patients and their families.



Direct presence in Europe in 23 countries with own affiliates

Global presence through partners and distributors with our international business in more than 50 countries, as well as own affiliates in Mexico and Brazil.

With a direct presence in 23 European countries, Neuraxpharm has established significant operational synergies in R&D, manufacturing, procurement, licensing, and distribution. This network enables us to effectively tackle a wide range of diseases that can affect individuals at any stage of life. Guided by excellence, scientific rigour, quality, and perseverance, we are motivated by the profound impact our work has on millions of people, and their families, who often live with these challenging conditions for a long time or even a lifetime.

By maintaining one of the most extensive CNS pharmaceutical portfolios in Europe, complemented by value-added services, Neuraxpharm continues to lead in the CNS sector, ensuring a significant positive impact on the lives of those we serve.



Düsseldorf



Headquarters / Local and Corporate activities

Barcelona



Headquarters / Local and Corporate activities

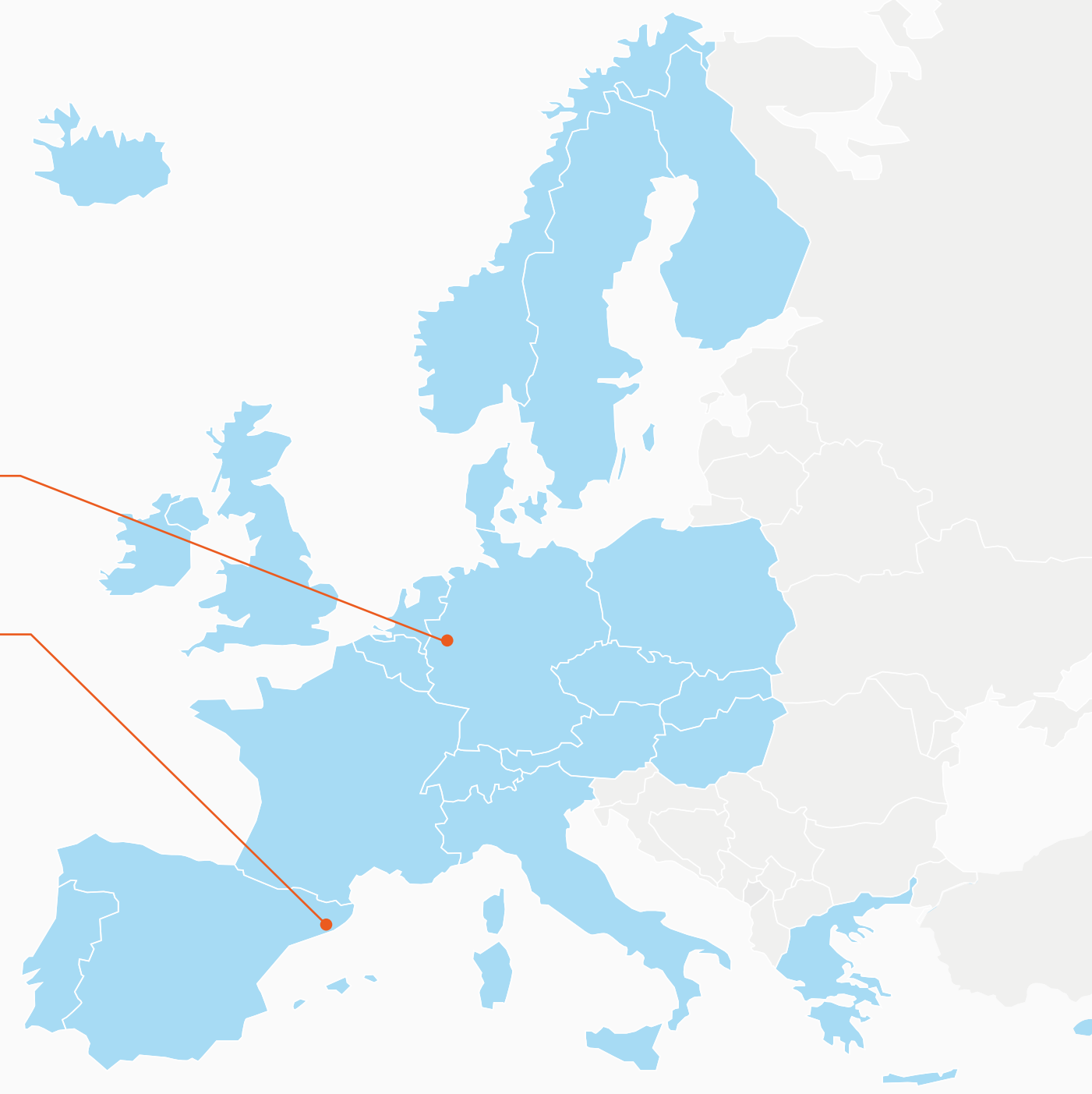


FDF¹ Production (Neuraxpharm Pharmaceuticals)



Research and Development hub

 Own affiliate



 **1** research hub

 **~1000** employees

 **1** manufacturing plant in Europe

 **~120m** target population being offered our product by us²

¹FDF: Finished Dosage Form

²Estimation of 25% of population affected with mental disorders in the 23 countries where Neuraxpharm has direct presence in Europe – WHO Europe. The European Mental Health Action Plan 2013-2020



Focus on CNS

Neuraxpharm is dedicated to improving the lives of individuals suffering from neurological and psychiatric disorders.

Our extensive expertise in pharmaceutical formulations has led to a broad portfolio of CNS products designed to make a positive social impact. With the understanding that one in four people worldwide will experience mental or neurological disorders, our focus is on the wellbeing and quality of life of these individuals.

Centered on patient care, we collaborate closely with healthcare professionals and scientific communities across Europe and beyond to meet the needs of CNS patients and their families. Our portfolio includes over 120 CNS molecules, addressing the unmet health needs of those affected. Beyond standard treatments, we are pioneering research into new areas to enhance our therapeutic approaches and improve patient quality of life. Neuraxpharm is committed to leading advancements in CNS healthcare.

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

- Psychiatrists
- Neurologists
- Geriatricians
- Pharmacists
- Pain specialists

 **+120**
CNS molecules

 **+50**
CNS brands

*ADHD: Attention deficit hyperactivity disorder

**cALD: cerebral adrenoleukodystrophy

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

We address a wide spectrum of CNS disorders:

PSYCHIATRIC DISORDERS

- Anxiety
- ADHD*
- Autism
- Bipolar disorder
- Depression
- Obsessive compulsive disorder
- Psychosis / Schizophrenia
- Substance use disorder

NEUROLOGICAL DISORDERS

- Chronic / Neuropathic pain
- Dementia / Alzheimer's
- Epilepsy
- Headache / Migraine
- Multiple sclerosis
- Parkinson's

MENTAL WELLBEING

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

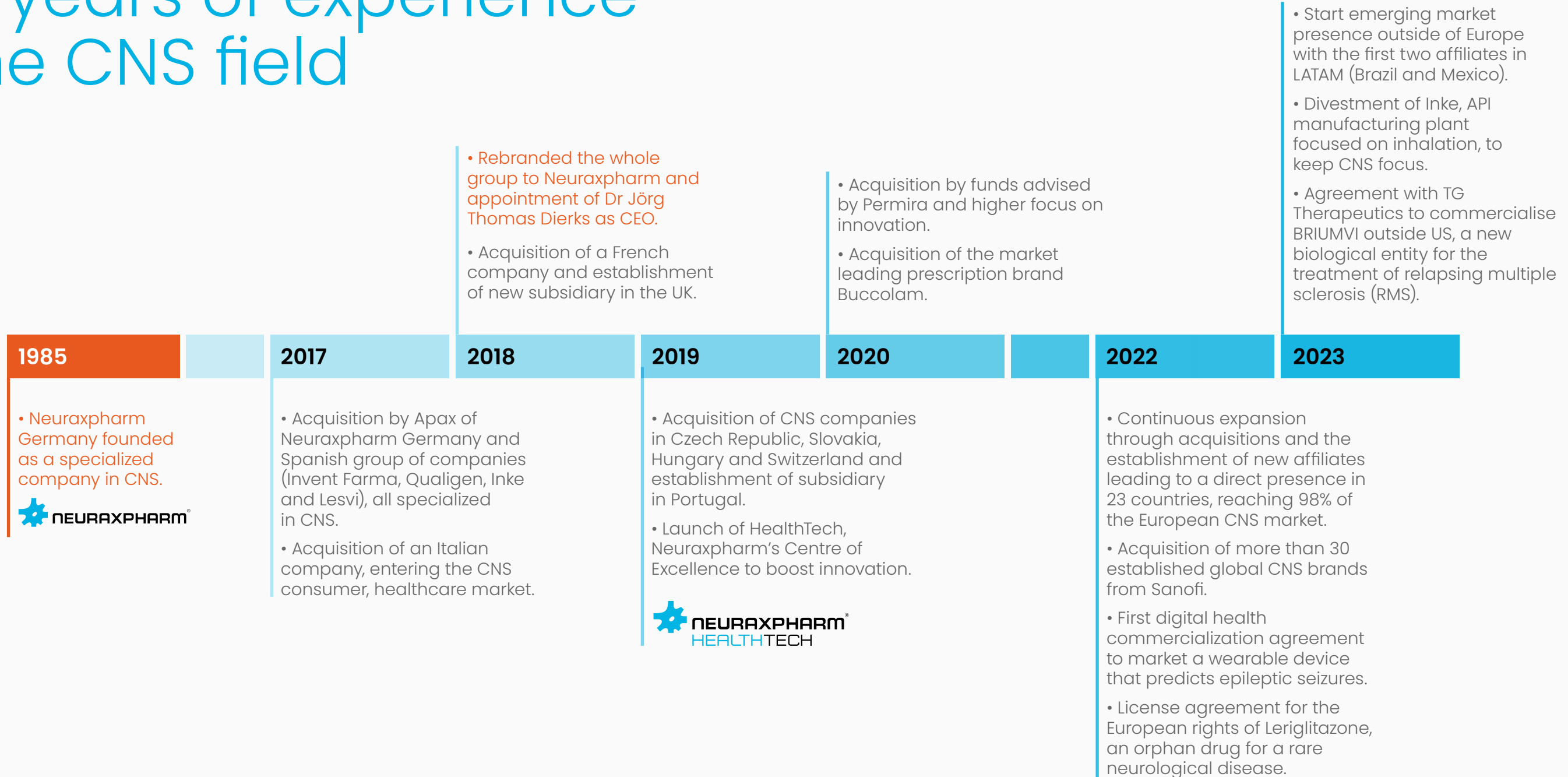
OTHER CNS DISORDERS

- Amyotrophic lateral sclerosis
- cALD**
- Huntington disease
- Meniere's syndrome
- Myasthenia gravis
- Narcolepsy
- Spasticity
- Vertigo
- Smoking cessation





+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 **Product Categories**:



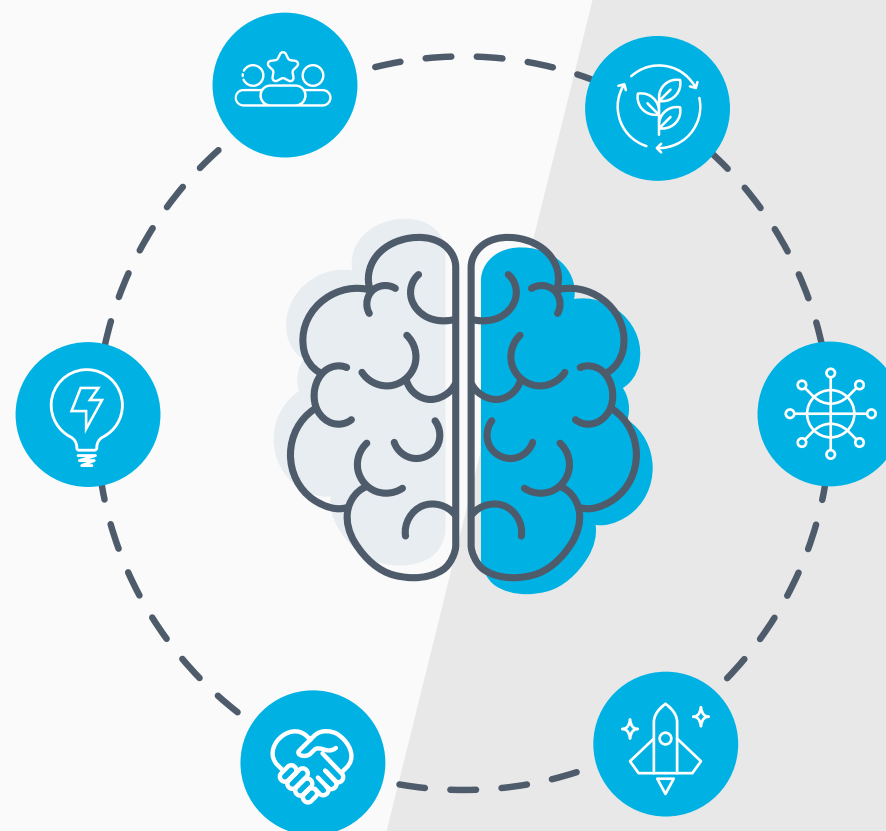
Trusted medicines
ORIGINATOR BRANDS



Unique products
VALUE ADDED MEDICINES



Standard of care
GENERICS



Unmet needs
BIOLOGIC DRUGS



Innovative solutions
BEYOND-THE-PILL medical devices



Rare treatments
ORPHAN DRUGS

Our strategic principles:

CNS experts

Due to more than 35 years of specialisation, focus, knowledge and expertise in the central nervous system (CNS) field, we have a strong market position in CNS in Europe.

European Leaders

We have a direct presence in 23 European markets and an emerging presence outside Europe through affiliates and a global distribution network.

R&D Investment

We offer strong innovative solutions and a pipeline of Value-Added medicines and novel assets to meet our CNS patients' needs.

Strategic Partnerships

By having proven commercial, market access and scientific expertise and capabilities, we are the partner of choice for CNS products in Europe. At Neuraxpharm, we remain close and responsive to the expectations and needs of our key partners.

Dynamic culture

An agile, high performing, and results driven team, our focus is on making a positive impact on the lives of the CNS community.

Flexible structure

A vertically integrated company from molecule to market but with an attractive asset-light business model. Our flexible structure adapts to the capabilities required for the situation.

* Neuraxpharm also commercialises consumer healthcare products and medical cannabis



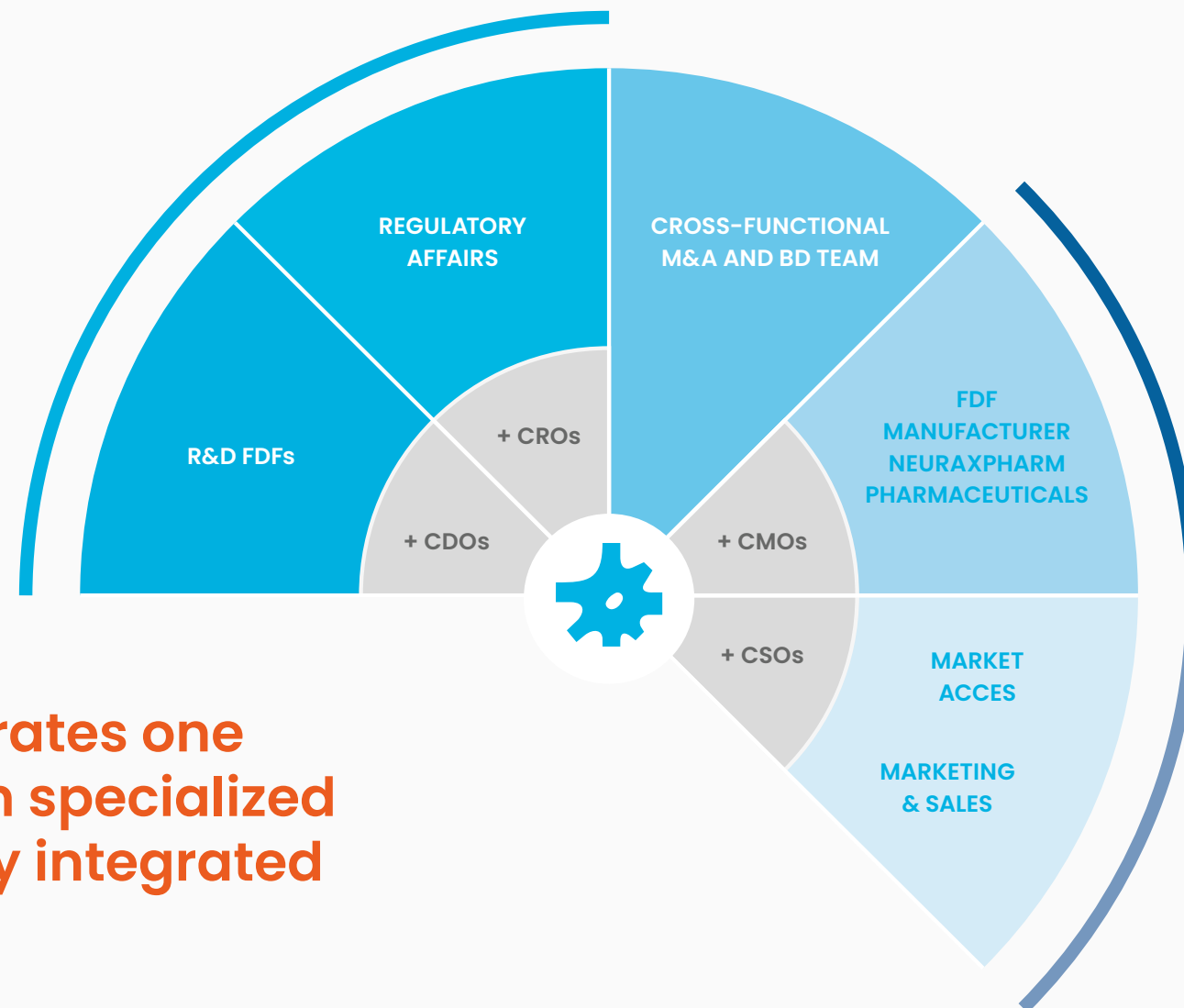
A vertically integrated company

R&D

Strong scientific capabilities

Centre of Excellence combining all R&D and scientific affairs capabilities in bringing products to market.

Neuraxpharm owns and operates one manufacturing plant in Spain specialized in solid forms and is vertically integrated from Molecule to Market.



OPERATIONS

Neuraxpharm Pharmaceuticals*

Manufacturing of finished dosage forms (FDFs) in Spain, focused on solid oral dosage forms:

- ~330 employees.
- 30m packs of production capacity per year.
- Prescription drugs (branded and generics) for Neuraxpharm and 3rd parties.

COMMERCIAL

Strong and growing team, with a highly adaptable structure to different molecules and projects.

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

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



Sustainability mission

ESG STRATEGY

STAKEHOLDER ANALYSIS

MATERIALITY ANALYSIS



ESG strategy

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 & Wellbeing through everyday operations.





ESG Strategy for 2023–2030

In the light of our commitment towards sustainability, 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.

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

SOCIETY

PEOPLE

QUALITY, SAFETY & INNOVATION

ENVIRONMENT

GOVERNANCE



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.

- Active engagement, awareness and social commitment



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 pleasant working space where they are fulfilled, healthy and comfortable. This includes providing a welcoming mindset without discrimination or judgement, where everyone is treated equally. In addition, the talent and teamwork between our collaborators is what propels our projects and fulfils our mission, and therefore, we also value career development, training and transparent communication, both inwards and outwards.

- Our people, our most important asset
- Diversity & inclusion
- Employee wellbeing, health and safety
- Training & professional development
- Communications and transparency



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.

- Product quality and safety
- Research and innovation



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 to mitigate its consequences wherever possible, especially in the fields of emissions and efficient use of resources, as these are most relevant to us because of the impact of medical production.

- Environmental commitment
- Climate change and emissions
- Circular economy and waste
- Water and energy



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.

- Governance, compliance and ethics
- Responsible supply chain



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 interest⁴:

INTERNAL STAKEHOLDERS:

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



Employees



Shareholders

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.



Customers, distributors and wholesalers



Physicians



Pharmacies



Patients & users



Suppliers



EU institutions



Investors and lenders



Banks and financial institutions



Health and medicine regulatory agencies



Certification bodies



Government bodies and policymakers

INDIRECT STAKEHOLDERS:

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



Healthcare centres



Families and caretakers of patients



Scientific community



NGOs and associations



Competitors



Key opinion leaders



Patient associations and advocacy groups



⁴For more details, refer to the section ABOUT THIS REPORT.



Materiality analysis

In 2023, we conducted our first materiality analysis of the Neuraxpharm Group, enabling us to recognise and prioritise 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.

In 2024, we will conduct this exercise again, incorporating a double materiality assessment to meet the requirements of the CSRD.

Critical issues

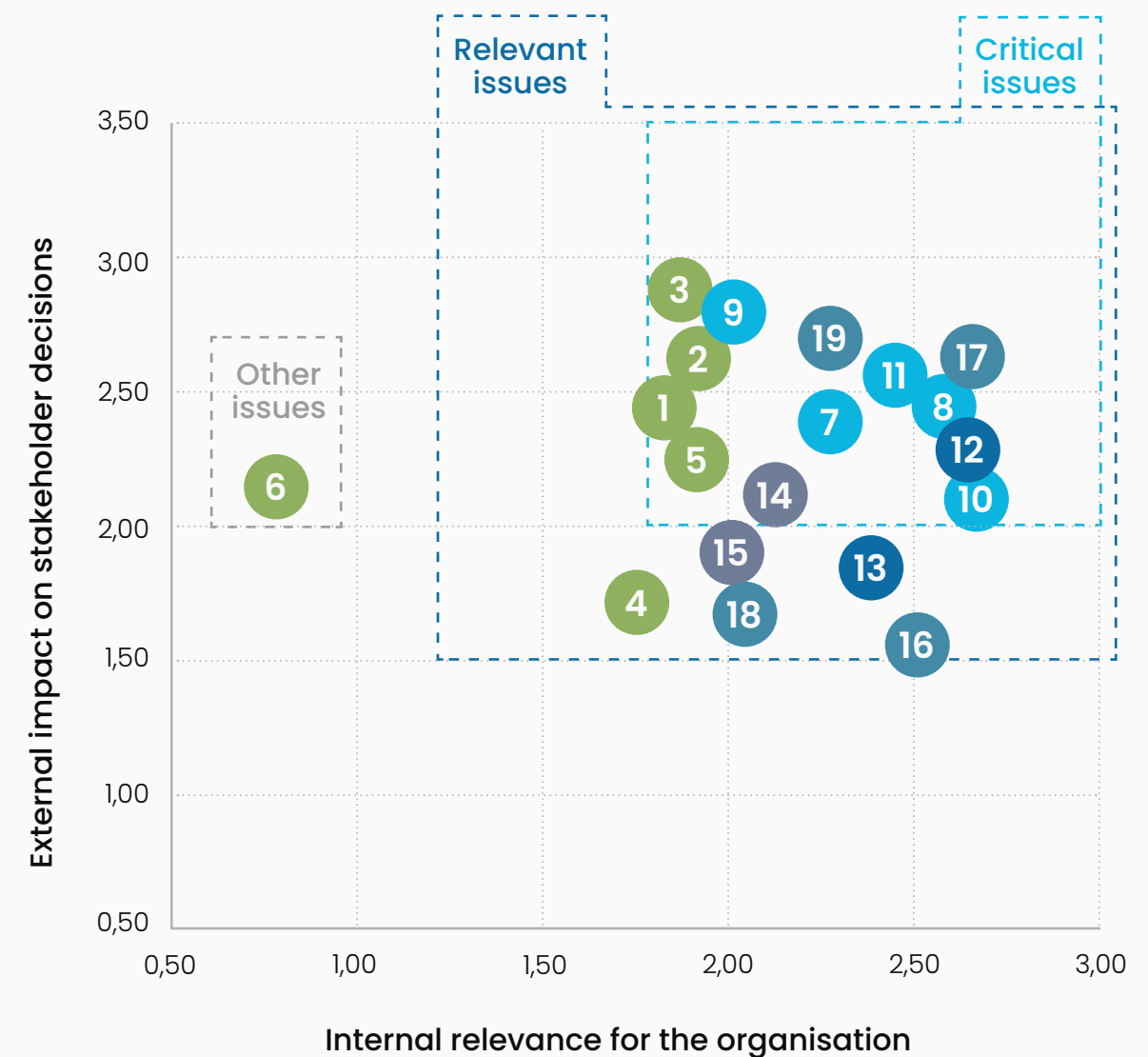
- 1 Environmental commitment
- 2 Water and energy
- 3 Circular economy and waste
- 5 Emissions
- 7 Diversity and inclusion
- 8 Employee wellbeing
- 9 Employee health and safety
- 10 Talent development & leadership
- 11 Human rights
- 12 Commitment towards health and wellbeing of patients
- 17 Responsible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

Relevant 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



*For more details, refer to the section ABOUT THIS REPORT.

Our CNS community

We strongly believe that being a company specialising in the CNS area, it is our responsibility to raise awareness of mental and neurological diseases and disorders, and to reduce the stigma that still exists around patients with many of these health conditions.

A quarter of the global population will be affected by mental or neurological disorders during their lives, equating to at least one afflicted person in every family.

Neuraxpharm is dedicated to raising public awareness about the importance of challenging biases and stigmas. Our educational efforts aim to confront and correct the widespread myths and stereotypes typically linked with CNS diseases and disorders. We endeavour to present accurate information and emphasise that both mental and physical health are equally vital to overall wellbeing.

Active engagement, awareness and social commitment

SERVING OUR COMMUNITIES: Why mental health is important

Mental health is intricate and significantly influenced by various factors such as family dynamics, employment status, poverty, discrimination, and healthcare accessibility. However, with sustained dedication from stakeholders in the CNS field, we can advance mental health awareness and enhance the wellbeing of both individuals and society at large.

Good mental health is an essential part of life, as important to us as good physical health. The two parts work hand in hand, where each can have a positive or detrimental impact on the other. The World Health Organisation defines health as 'a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity.'⁵ This definition has remained unchanged since 1948.

We strive to engage with many aspects of the CNS community. A fundamental aspect of improving the quality of life and mental wellbeing of patients affected by CNS disorders is understanding their needs within the community. We actively engage with the communities in which we operate, fostering collaboration to address local CNS challenges.

Neuraxpharm recognises the critical importance of supporting the communities throughout its network in European countries. This commitment is not only part of being a responsible business but also helps to deepen our understanding of the people we aim to assist. Through patient-centered campaigns, we strive to increase awareness and diminish the stigma associated with CNS disorders by

Neuraxpharm addresses the full spectrum of CNS disorders through our products while increasing awareness around all CNS conditions to help reduce associated stigma.

working alongside the scientific community and encouraging our employees to engage in targeted projects. Our goal is to empower and support individuals with CNS disorders or those at risk. By investing in people, we are committed to developing sustainable, long-term solutions that produce enduring positive effects.

We develop the materials needed to support the CNS community, utilizing our many channels of communication to reach out to our stakeholders and promote these initiatives across the whole community.



⁵World Health Organization. What is the WHO definition of health? Accessed February 2021.

CNS awareness campaigns and social initiatives

Over the years, Neuraxpharm has developed many initiatives to increase visibility of CNS-related diseases and disorders, developing helpful materials for CNS healthcare professionals, patients and families/care-takers.

Some examples of our CNS awareness campaigns and social initiatives are outlined on this and the following pages.

Our objective is to make visible the importance of mental health and to support people with related pathologies.



+15

World Awareness Days related to CNS conditions covered

CNS-related World Awareness Days

Annually, Neuraxpharm demonstrates its dedication to patients, families, and caregivers impacted by CNS disorders by creating and distributing materials that cover various aspects of these conditions. We make these resources accessible through our social media platforms, engage in campaigns with pharmacists and healthcare professionals, and support and encourage all employees to participate in CNS-related awareness days.

During 2023, for instance, we produced and published short videos on aspects of autism, schizophrenia, epilepsy, Alzheimer's and dementia to coincide with the relevant awareness days, with the goal of increasing understanding to help reduce stigma surrounding these conditions while supporting early diagnosis and intervention.



+5,300 €

Raised in 2023 with the social initiative #AKissForMentalHealth

Mental Health Day campaign – A Kiss for Mental Health

For the fifth year in a row, on World Mental Health Day, Neuraxpharm launched its solidarity campaign “A kiss for mental health” (#unbesoporlasaludmental in Spanish) in collaboration with the [Fundación Querer](#), a non-profit institution dedicated to education, research, dissemination and social awareness related to children with special educational needs derived from neurological diseases.

Every time a photo of a kiss is posted on social media, during the month of October under the hashtag #AKissForMentalHealth, Neuraxpharm donates 1 euro to a project chosen by Fundación Querer.

In 2023, the campaign raised over EUR 5,300 and the chosen project was “Create your own company”, investing the fundraising donations in buying special computers and keyboards for the students of El Cole de Celia and Pepe.



+24,000 €

Raised since 2019 with the social initiative #AKissForMentalHealth

Since the start of the campaign in 2019, Neuraxpharm has raised over EUR 24,000 through this social initiative.



Epilepsy Day

On the occasion of International Epilepsy Day, Neuraxpharm collaborated in 2023 with [Young Epilepsy](#), a UK charity that provides support to children and adolescents with epilepsy. The association not only coordinates research to improve diagnosis and treatment, but also supports children and young people with epilepsy to fulfil their potential at school and university, providing them with innovative tools and practical help for everyday life. Materials developed in collaboration with Young Epilepsy, including testimonials from young adolescents living with epilepsy can be found

on our LinkedIn channel and in our social media in Italy.

In addition, Neuraxpharm provides access to evidence-based information about epilepsy on the website www.knowingepilepsy.com, including information to dispel the myths that still exist about epilepsy and advice on how to act if someone has a seizure. Through this initiative, Neuraxpharm aims to improve the quality of life for people with epilepsy and increase awareness of this chronic nervous system disorder, characterized by the occurrence of epileptic seizures.

The green ribbon is the international symbol of mental health awareness.



World Autism Day campaigns supported

On World Autism Day in April 2023, Neuraxpharm joined the #LlamémosloPorSuNombre (#CallItByItsName) campaign, launched by the non-profit institution Autismo España, whose objective was to make visible and raise awareness about essential aspects that contribute to promoting participation and equal opportunities of people with autism and their families.



Through our social media, we encourage people to share an infinity ∞ sign that shows the diversity, specificity and uniqueness that exist within the autism spectrum.

As well as that, we supported the international solidarity campaign “Light it up Blue” – which saw hundreds of iconic buildings and monuments around the world lit up in blue as a show of support and solidarity with people with autism spectrum disorder (ASD) and their families – encouraging people to use our blue filter to light up the world in blue!

Caring for caregivers

“Historias con enfoque” (Stories with Focus) is an initiative whose objective is to make the importance of caring for caregivers visible. Caregivers are those who take on the tasks of caring for and supporting people in the activities of daily living. They play a very important role in the life of the person they care for, and it is important to keep in mind that their work requires a lot of effort and dedication.

As part of this initiative, a book of short stories was published in 2023 as a result of a short story contest in which more than 100 caregivers participated. Among all the proposals, Neuraxpharm selected eight stories and produced a digital book available on the web.



Running for a good cause

In 2023, we participated in the 8th annual EpicRun charity run, organised by [EpiStop](#), a Czech association created as a platform for meetings, co-operation and active work in trying to help people living with epilepsy and improve their position within society.

We also collaborated once again in a solidarity race called CorreBlau where the funds raised were donated to [Aprenem Autisme](#), a Spanish association formed by people with autism and their families.



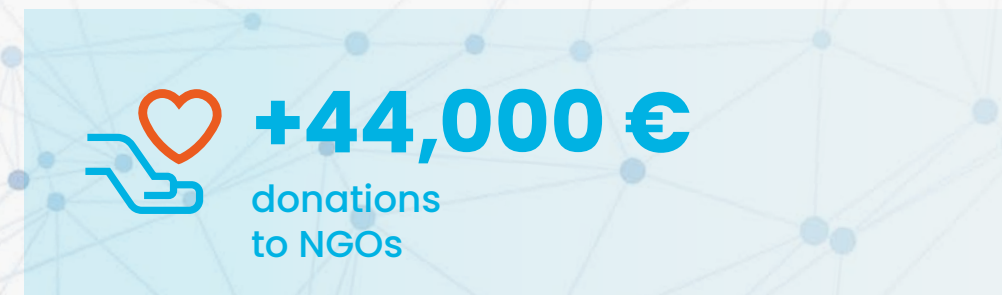
Podcast “La Neurona Azul”

La Neurona Azul (The Blue Neuron) is a podcast programme in Spanish in which we talk about mental health with the participation of professionals from the social and health field. This initiative of Neuraxpharm’s responds to the need for information to raise awareness and destigmatise pathologies and disorders related to mental health. It is available on four major podcast platforms. In 2023, two podcasts titled “Connecting with Autism” and “Caring for the Caregiver” were published.



DONATIONS

As a company committed to society and mental health, it is our duty to support non-profit entities and organisations whose goal is to improve society. That’s why, in 2023, we made donations to NGOs worth €44,340, helping to make a positive impact on society⁶.



⁶The data refers to subsidiaries located in Spain.

Patient and Healthcare Professional Support Services

At Neuraxpharm we create high-value content, prepared by health professionals whose work is based on scientific evidence, always with a patient-centric approach and considering their whole environment. In 2023, we developed the following resources:



Expert Mental Health Pharmacy



The Telegram channel of “Expert Pharmacists in Mental Health” (Farmacias expertas en salud mental) was launched, which aims to offer solutions to pharmaceutical professionals committed to giving visibility to Mental Health from the pharmacy. On this channel, pharmacists can exchange knowledge with other professionals, access exclusive content in Spanish and be in contact with advocates in the sector.



The Importance of Careful Language in Mental Health



“The Importance of Careful Language in Mental Health” ([La importancia de cuidar el lenguaje en Salud Mental](#)), is a dossier addressed to the general public, prepared by psychiatrist, Dr. Justo Pinzón-Espinosa, focused on the need for non-stigmatising language in relation to mental health within society. Dr. Pinzón-Espinosa offers guidelines on speaking respectfully, using non-disabling language, and avoiding trivialising terms with regards to mental disorders.



Living with an Illness Action Plan

The guide “Living with an illness” ([Cómo convivir con una enfermedad](#)), developed in collaboration with Dr. Fernando Mora, offers an action plan to improve how people live with a disease. It provides exercises and strategies focused on eight key areas such as taking control, planning, and managing emotions, aimed at helping patients better manage their disease and improve their quality of life.

In addition, at Neuraxpharm, we are committed to the training of healthcare professionals.



Healthcare professionals trainings

In addition, at Neuraxpharm, we are committed to the training of healthcare professionals. In 2023, we sponsored the fifth “Controversies in neuropsychiatric pharmacy” conference, organised in Madrid by the [Spanish Society of Hospital Pharmacists](#) (Sociedad Española de Farmacia Hospitalaria, SEFH) and the [Spanish Foundation of Hospital Pharmacy](#) (Fundación Española de Farmacia Hospitalaria, FEFH).

We also participated in a course for residents specialising in epilepsy, organised by the epilepsy group of the Spanish Society of Neurology ([Sociedad Española de Neurología](#), SEN) in Malaga.

 *Additional support resources related to CNS disorders and developed for healthcare professionals, pharmacists and patients can be downloaded from our corporate or affiliates’ websites and our social media channels.*

Our team

OUR PEOPLE, OUR MOST IMPORTANT ASSET

DIVERSITY AND INCLUSION

EMPLOYEE WELLBEING, HEALTH AND SAFETY

TRAINING AND PROFESSIONAL DEVELOPMENT

COMMUNICATIONS AND TRANSPARENCY



Our people, our most important asset

At Neuraxpharm, people are our main and most important asset.

We aim to foster a more diverse and inclusive work environment, which empowers us to shape our future with wider and more creative viewpoints.

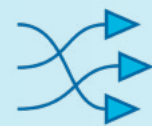
Every person in our organisation plays a crucial role in the sustainable pursuit of our goal to enhance access and meet the unmet needs of CNS patients. This is why we implement action plans that encourage team engagement, support the health and wellbeing of our staff, and nurture people's strengths.



Our values

Our company has a unique culture and set of values that must be nurtured and developed. How a company leads its people play a crucial role in recruitment and engagement, and we understand that employees who are heard are more likely to feel connected, involved and motivated to contribute to the organisation's purpose.

In 2023, we decided to refresh and update our corporate values to adapt them to our cultural evolution. Our renewed corporate values are: Dynamic, Passionate, Expert & Excellent, and Results-focused.



DYNAMIC

Our agility makes the difference

Dynamic spirit - as we are a fast-moving company, active and energetic, always looking for growth and continuous improvement. We are swift in our decision-making and implementation processes to deliver relevant improvements in the lives and wellbeing of patients, while considering the impact on society and the environment.



PASSIONATE

It's not only what we do, but why we do it

Passionate heart - because we love what we do, and why we do it. The future of our patients, families and society depends on what we do in the present. They will always come first.



EXPERT & EXCELLENT

We are the role models in CNS

Expert & Excellent - as we build our leadership position in the CNS market, we offer a broad range of high-quality, cost-effective therapeutic options to improve the lives of patients and their families.



RESULTS-FOCUSED

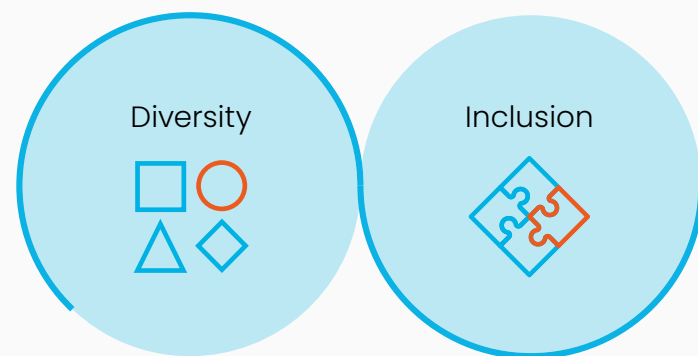
We achieve what we set out to do

We encourage teamwork among our colleagues to set and achieve smart goals. We seek to develop each individual's strengths in the face of every challenge. We never give up on our objectives.

Diversity and Inclusion (D&I)

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

We are dedicated to fostering an inclusive workplace environment where diversity is celebrated, and every individual is valued for their unique perspectives and contributions. We are committed to promoting equal opportunities for all members of our community, regardless of their race, ethnicity, gender, sexual orientation, age, religion, or background. Embracing diversity enriches our culture and drives innovation, enabling us to better serve our employees, customers, and partners. Together, we strive to create a supportive and empowering atmosphere where everyone can thrive and reach their full potential.



Diversity & Inclusion Policy

Our approach is shaped by Neuraxpharm’s Diversity & Inclusion policy, which permeates every aspect of our working environment to foster a business culture rooted in diversity and inclusion.

This policy adheres to European legal standards and outlines the necessary procedures and actions to address any instances of discrimination or harassment against any employee within the company.

In addition, we 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.

Diversity and inclusion are top priorities for the Board of Directors, who actively promote and ensure the enforcement of this policy.

Diversity & Inclusion mechanisms

Mandatory online Diversity & Inclusion training launched for all employees on a regular basis in 2022, alongside the maintenance of our onboarding online training for all newcomers.

An internal Suggestion Box launched in 2022 for ideas on inclusive opportunities to reinforce Neuraxpharm’s inclusive culture. During 2023, we received some requests. All proposals were evaluated for viability, with their applicability considered at both corporate and local levels. Additionally, we have an active form titled ‘Inclusive Opportunities’ to receive and provide practical solutions to reinforce our inclusive culture.

A diverse workforce

We embrace and promote a variety of cultures, seniorities, ages, personalities, and mindsets within our workplace, bringing diverse perspectives, styles, and experiences to our business. We value each unique individual profile, believing it strengthens our company.

Embracing diversity enriches our culture and drives innovation, enabling us to better serve our employees, customers, and partners.


Our people in numbers

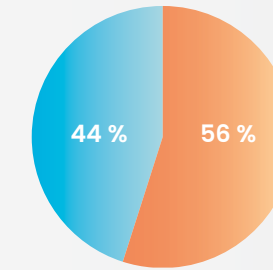
With direct presence in 25 countries and an emerging presence worldwide, we have c. 1,000 employees representing thirty-one nationalities, with a clear focus on a diverse, inclusive and positive company culture.

In addition, Neuraxpharm promotes permanent contracts (which account for 95% of all contracts) and market employment conditions, with more than 61% of employees covered by collective bargaining agreements.

Neuraxpharm total employees in 2023

 **971**

 Women
 Men



 **+30**
Nationalities

Number of employees, by gender identity and region			2023		
CENTRAL EUROPE			WESTERN EUROPE		
Women	122	52%	Women	14	58%
Men	113	48%	Men	10	42%
Total employees	235		Total employees	24	
NORTHERN EUROPE			EASTERN EUROPE		
Women	7	47%	Women	86	75%
Men	8	53%	Men	29	25%
Total employees	15		Total employees	115	
SOUTHERN EUROPE + TERRITORIES OUTSIDE EUROPE			TOTAL WOMEN		
Women	317	54%	TOTAL MEN	425	44%
Men	265	46%	TOTAL EMPLOYEES	971	100%
Total employees	582				

Total number and distribution of contract types by gender identity	2023
PERMANENT CONTRACT	
Women	518
Men	413
Total permanent employees	931
TEMPORARY CONTRACT	
Women	28
Men	12
Total temporary employees	40
FULL TIME CONTRACT	
Women	484
Men	391
Total full time employees	875
PART TIME CONTRACT	
Women	62
Men	34
Total part time employees	96

Percentage of employees covered by collective bargaining agreements	2023
Employees covered by collective bargaining	61%
Employees not covered by collective bargaining	39%

Number and percentage of employees by professional category and age group	2023	
DIRECTOR/HEAD	78	
Under 30 years old	-	-
Between 30 and 50 years old	39	50%
Over 50 years old	39	50%
MANAGER/TEAM LEADER	98	
Under 30 years old	3	3%
Between 30 and 50 years old	54	55%
Over 50 years old	41	42%
COMMERCIAL	226	
Under 30 years old	5	2%
Between 30 and 50 years old	114	50%
Over 50 years old	107	47%
STAFF	419	
Under 30 years old	80	19%
Between 30 and 50 years old	247	59%
Over 50 years old	92	22%
OPERATOR	150	
Under 30 years old	12	8%
Between 30 and 50 years old	88	59%
Over 50 years old	50	33%

Number and percentage of employees by professional category and gender identity	2023	
DIRECTOR/HEAD	78	
Women	25	32%
Men	53	68%
MANAGER/TEAM LEADER	98	
Women	49	50%
Men	49	50%
COMMERCIAL	226	
Women	123	54%
Men	103	46%
STAFF	419	
Women	278	66%
Men	141	34%
OPERATOR	150	
Women	71	47%
Men	79	53%

Number and percentage of people in the Executive Committee by gender identity	2023		2022		2021	
Women	2	20%	2	18%	2	22%
Men	8	80%	9	82%	7	78%
Total	10	100%	11	100%	9	100%

Number and percentage of people in the Executive Committee by age group	2023		2022		2021	
Under 30 years old	0	0%	0	0%	0	0%
Between 30 and 50 years old	6	60%	7	64%	5	56%
Over 50 years old	4	40%	4	36%	4	44%
Total	10	100%	11	100%	9	100%

Integration of people with disabilities

As Neuraxpharm aims to be an inclusive employer and promotes a workplace which actively hires those with special needs, we provide them with a welcoming atmosphere in their work environment, while also following the directives laid out by the countries we operate in, in terms of integration of people with handicaps.

Against discrimination and harassment

The company has established protocols for addressing harassment and discrimination as per our D&I policy, ensuring that all employees can report incidents whenever they encounter potential violations of these policies or find themselves in situations of harassment or discrimination.

We aim to maintain a safe environment and act against inappropriate behaviour, including harassment, grievance, mobbing, discrimination and victimisation.



Employee wellbeing, health and safety

Health and wellbeing are core pillars of our purpose, mission and values. People are the key to our development and for this reason it is our duty to ensure that our employees are satisfied at work and that their physical health, mental health, wellbeing, and safety are being fulfilled.

Wellbeing is a holistic measure that encompasses both physical and mental health, advocating for a comprehensive approach to safeguard the health and morale of our team.

To support this, we offer a range of services designed to ensure flexibility, comfort, occupational health and safety, overall wellbeing, satisfaction, and security.

Wellbeing measures

To guarantee the work-life integration and satisfaction of our collaborators we have policies like:




Flex Office Policy

Since launching a new policy in 2022, our teams can now work from home up to three times a week, providing greater flexibility and comfort. Additionally, each team designates a “team day” when everyone gathers at the office to foster collaboration and strengthen teamwork.

Around 45% of our staff work under the flexible office policy, 1-3 days per week. They value this highly, with 93% voting favourably in the Engagement Survey of 2023, when asked about their productivity or the tools available to them while working from home. One point has been improved compared to the results of 2022.





Recommendations to be followed across the group

Neuraxpharm promotes work-life integration by establishing guidelines for meetings, calls and emails, including, for instance, scheduling meetings during working hours, respecting lunch breaks and avoiding last-minute requests.



Health & Safety in the workplace

Neuraxpharm is committed to providing a safe and healthy working environment for all its employees. This is something the company constantly addresses and reinforces through internal communication and training, the introduction of best practice initiatives, awareness campaigns and internal audits.



We are committed to enhancing the health and wellbeing of our employees and maintaining their long-term performance capabilities, which requires a safe workplace.

We are continuously striving to elevate our health and safety culture to new heights.

Due to the nature of the activities carried out in our manufacturing facilities and laboratories, our plant, Neuraxpharm Pharmaceuticals, has an Occupational Risk Prevention and Environmental Policy that, among other principles, includes compliance with current legislation and internal regulations, the investigation of accidents to determine their causes and promote corrective measures to avoid or reduce them, and the establishment of objectives aimed at reducing the impacts of activities, products and services.

Workplace accident injuries	2023	2022	Variation 2022-2023 (%)
FATALITIES RESULTING FROM A WORKPLACE INJURY			
Total number	0	0	-
Rate	-	-	-
WORKPLACE ACCIDENT INJURIES WITH MAJOR CONSEQUENCES (NOT INCLUDING FATALITIES)			
Total number	4	15	-73%
Rate	0.43	1.71	-75%
RECORDABLE WORKPLACE INJURIES			
Total number	10	27	-63%
Rate	1.07	3.07	-65%
NUMBER OF HOURS WORKED	1,870,922	1,758,266	6%

Training and professional development

At Neuraxpharm, we place great value on our talented team members and are dedicated to actively recruiting, promoting, attracting, retaining, and nurturing talent whenever possible. We understand the immense importance of knowledge-sharing, continual learning, and career advancement, especially within the pharmaceutical sector where we operate.

We want the work experience to be a constant learning path for everyone, which is why we provide training and skill development opportunities.

In 2023, we conducted a variety of training sessions, courses, and workshops to equip employees with the knowledge to develop new ideas and solutions, and also to help employees acquire new skills and improve existing ones.



NeuraxAcademy

The launch of NeuraxAcademy in 2021 was a major milestone for Neuraxpharm. It is a virtual space for employees to learn, enjoy and grow, the aim being to strengthen their knowledge and skills in the new e-learning environment.

In line with our continuous dedication to our workforce, we craft personalised training initiatives designed to meet the unique needs of each employee, fostering their professional growth.



10,918
Total hours⁹
of training

People & Talent Management Programmes

We ask our new People Managers to enroll on our 'Feedback Cares' and 'Celebrate Success & Recognise your team' training sessions on an annual basis. This is a key programme for people managers. Moreover, a new talent program, 'Reconnect with your team', was held last year, where managers and their teams had the opportunity to get to know and communicate better as a team through DISC methodology, a model used to describe human behaviours based on four personalities traits.

Total trainings ⁸	Total participants	Total hours of training ⁹
179	2,946	10,918

Programmes performed	Participants	Total hours
Re-connect with your team	330	140
Feedback Cares	30	300
Celebrate Success	25	62.5

⁸The table lists the total training conducted in 2023, regardless of the number of participants in each session.

⁹Total training hours completed in 2023, taking into account the total number of attendees.

Growth and professional development

Ensuring the professional development and growth of our employees is fundamental to Neuraxpharm’s ongoing prosperity.

We recognise the significance of implementing initiatives to develop and assist each individual, fostering a genuine sense of personal empowerment and reinforcing their value within the company.



Onboarding Programme:

Our customised onboarding programme aims to help newcomers adapt and integrate into their new role and the company’s culture. It provides support and deep guidance to new hires during their initial months in the company. This includes relevant information about the key drivers of Neuraxpharm, its portfolio, processes and procedures, corporate policies, internal tools, and the know-how of the company.

Additionally, the programme includes the assignment of an onboarding colleague and a detailed meeting agenda considering the key roles from different areas, among other topics.

In addition, in 2023, ESG was incorporated as part of the onboarding programme to promote this knowledge and sustainability.

Values Awards:

This employee recognition allows us to acknowledge the role models of our values (Dynamic, Passionate, Expert & Excellent, and Results-focused) annually.

Internal promotions:

We continuously encourage our staff to openly apply for internal vacancies to further boost their career within our company. All our job openings are consistently advertised on our intranet, simplifying the application process for employees. In fact, in 2023, we advanced internal promotions/lateral appointments, allowing individuals within our organisation to explore new areas and enhance their potential for further development.

Referral Programme:

In 2022, we launched the Employee Referral programme to enhance engagement and retention. This allows our employees to play a crucial role as Employer and brand Ambassador, recommending individuals who they believe will contribute positively to the organisation’s success.

Performance & Development Programme:

We ensure that each team member feels supported in working towards their objectives. Our management takes a comprehensive view of each team’s work. It begins with setting SMART goals that align with an individual’s current role and career objectives at the beginning of the year which are reviewed progressively throughout the year, formally mid-year and at the end of the year. Additionally, Neuraxpharm has corporate guidelines for individual development plans.

Our Leadership Standards:

In 2023, we officially announced the Neuraxpharm Leadership Standards to all employees. These standards form the foundation of exceptional leadership, guiding our company towards its goals while offering a framework for our People Managers to enhance their leadership skills and inspire their teams. The Leadership Standards training is an e-learning programme that provides guidance on effectively leading teams, fostering the development and inspiration of how to be an exceptional leader in Neuraxpharm.



Inspire



Develop



Drive performance

Communications and transparency

At Neuraxpharm, transparency towards our employees is a cornerstone of our values. We prioritise ensuring that our staff not only feel heard but also have open channels for communication, allowing them to stay informed about our achievements, opportunities, and support initiatives within the company. This fosters a sense of belonging and ownership within our community, aligning everyone with Neuraxpharm’s objectives.

Internally, we maintain communication and transparency with our employees, with active and dynamic feedback, ensuring that our values and significant projects are disseminated across all levels and categories within our affiliates. This ensures that our team members are well-informed about sustainability initiatives and beyond.

We establish communication channels that facilitate transparent and honest dialogue with our employees, promoting accountability for upholding our ESG policies and practices. Furthermore, we are committed to fostering a culture of accountability, where every team member is held to the same high standards.

Communication channels

Neuraxpharm adopts different internal communication tools, where it publishes weekly content related to the company’s organisation and results, as well as all internal and external projects aimed at patients and our employees. Our main communication channel is NeuraxNet.

Employees can use this tool to get to know all that happens in the company and have access to all HR tools needed.



Engagement survey

A feedback culture provides us with valuable insights to identify areas for improvement and implement necessary changes to foster a healthier and more productive work environment.

A robust internal culture forms the foundation for employee collaboration and engagement, ultimately leading to high retention rates. In our pursuit of fostering a supportive environment, we prioritise understanding the needs of our staff, which is why we annually conduct employee surveys.

These surveys serve as a vital component of our feedback culture, providing employees with the opportunity to express their opinions about working at Neuraxpharm and to identify areas for improvement. By actively listening to our team members, we strive to continuously enhance our workplace and make Neuraxpharm an even better place to work. After gathering all employees’ feedback we propose an annual global action plan that examines our strengths and opportunities.

In 2023, we developed a new engagement survey for all our employees. The survey achieved an 82% response rate, with the highest-rated categories being Flex Office (93%), Organisation (83%), and Client/Market (83%).



CEO regular “town halls” & local regular “town halls”

We arrange regular live virtual CEO “town halls”, bringing together all employees of the Group. During these sessions, our CEO provides updates on the company’s recent performance, ongoing projects, and future plans. Employees have the opportunity to ask questions and offer feedback. We conduct a minimum of three virtual town halls each year, with almost the entire company in attendance.

CEO regular “town halls” are consistently published on the intranet for all employees, with content available translated into multiple languages: German, English, Spanish, Polish, Italian, and Czech. Additionally, local regular “town halls” with leaders are organised, with as many as 12 events a year.



CEO breakfasts

This meeting serves as a distinctive occasion for employees to interact directly with our CEO, Dr. Jörg Thomas Dierks, either in person or virtually. It provides an opportunity for networking with colleagues from various departments and countries while engaging in internal discussions on pertinent business topics relevant to our operations.

In these informal 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.



3

CEO regular “town halls” per year



70%

positive average engagement survey results



82%

engagement survey participation



65

communications or newsletters sent company-wide

Our patients

PRODUCT QUALITY AND SAFETY

PRODUCT RESEARCH AND INNOVATION





Product quality and safety

As a pharmaceutical company, ensuring the highest standards of product quality and safety is a non-negotiable commitment.

At Neuraxpharm, our patients come first. The wellbeing of those suffering from CNS disorders is at the heart of all we do. They are the centre around whom we investigate and create our solutions.

We are committed to continuously understanding the needs of CNS patients and their families, enabling us to develop and provide effective, high-quality medicines and solutions that enhance the health and wellbeing of individuals affected by mental and neurological health conditions.

In addition to advancing standard therapeutic approaches, we explore new frontiers to address even more of the unmet needs in this field.

We acknowledge the pivotal role we hold in the health and wellbeing of CNS patients globally.

Our dedication is evident in our continuous efforts to develop, manufacture, and market products that adhere to rigorous industry standards, ensuring efficacy and maintaining a consistent gold-standard level of service for all our customers.

This commitment is underscored by our comprehensive company-wide policies and management procedures, which are implemented to uphold product quality and safety across all our operations.





Developing and manufacturing quality products

Neuraxpharm Pharmaceuticals is the manufacturing plant owned and operated by Neuraxpharm. It specialises in the development and manufacturing of finished dosage pharmaceuticals (FDFs), with a focus on oral solid and sterile forms, mainly in the CNS area.

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.

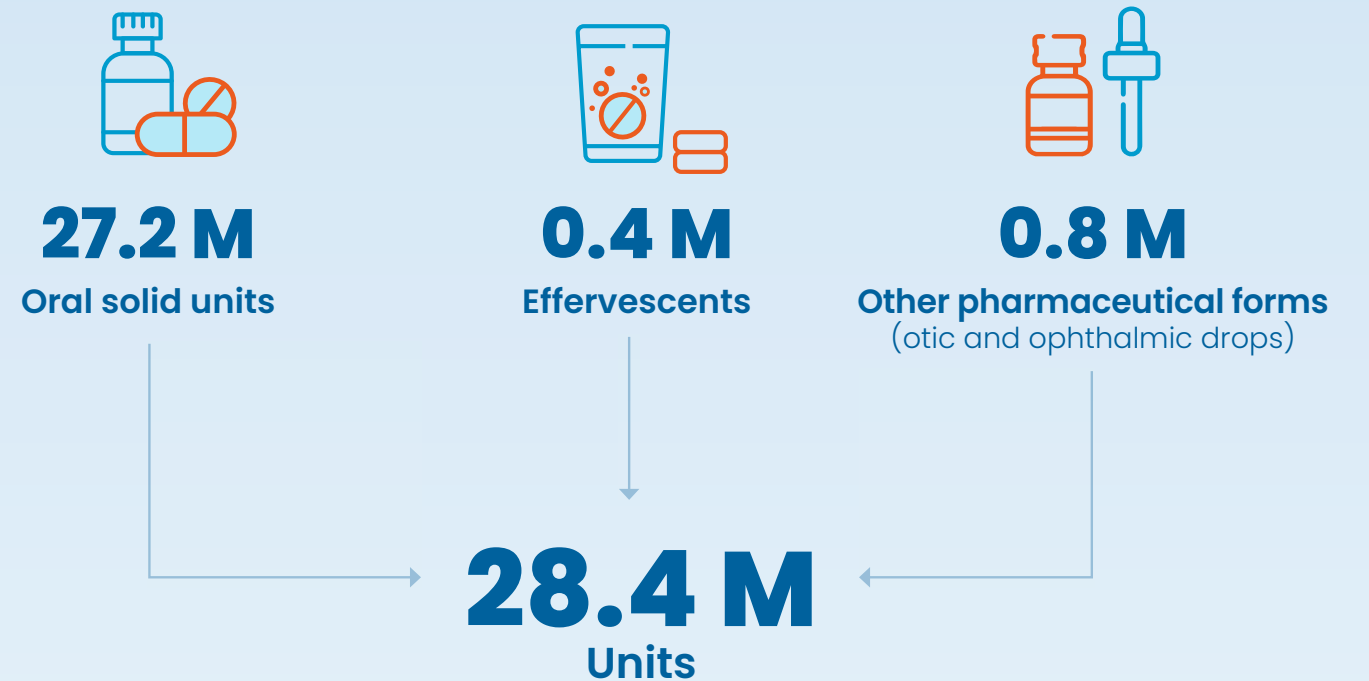
All of our applications undergo a rigorous regulatory review process before any product is introduced to the market. Furthermore, we diligently monitor the performance of our products post-approval, swiftly identifying and implementing any necessary changes to uphold quality standards.

We are committed to maintaining the highest standards of production and quality at our manufacturing facilities.



MANUFACTURING IN 2023 (Neuraxpharm Pharmaceuticals)

TOTAL MANUFACTURING CAPACITY





Supplier Qualifications for our Manufacturing Site

From a quality perspective, we enforce supplier qualifications in accordance with our internal Standard Operating Procedures (SOPs). These procedures are designed to ensure that our suppliers, raw material manufacturers, and service providers meet the stringent requirements of EU-Good Manufacturing Practices (GMPs).

The purpose of these SOPs is to authorise suppliers and service providers to ensure the quality of materials and services utilised across all Neuraxpharm divisions. They are applicable to all materials involved in the manufacturing and packaging processes of our pharmaceutical products, as well as GMP-related services that are crucial for maintaining a reliable supply of medicines. This is vital for the health and wellbeing of patients who rely on our products.

Contract Manufacturing Organisations (CMOs) and Active Pharmaceutical Ingredients (APIs) manufacturers are audited every 3 years.

In 2023, Neuraxpharm Group's auditors conducted in-person inspections of over 50 companies, while also performing annual EU-GMP compliance checks on all CMOs.

Among others, the main quality-ensuring activities related to suppliers' qualifications are:



Review and ensure GMPs of Suppliers' Quality System documentation



Ensure supplier samples (raw material/packaging materials) comply with the registered/ approved specifications



Perform GMP audits on suppliers' facilities before manufacturing the finished products and on a regular basis according to GMP requirements





Pharmacovigilance system: protecting our patients

Our Pharmacovigilance department guarantees Neuraxpharm’s commitment to patient care and safety concerning the use of our marketed products. It focuses on detecting, collecting, monitoring, evaluating, and reporting data related to potential adverse drug reactions associated with our products.

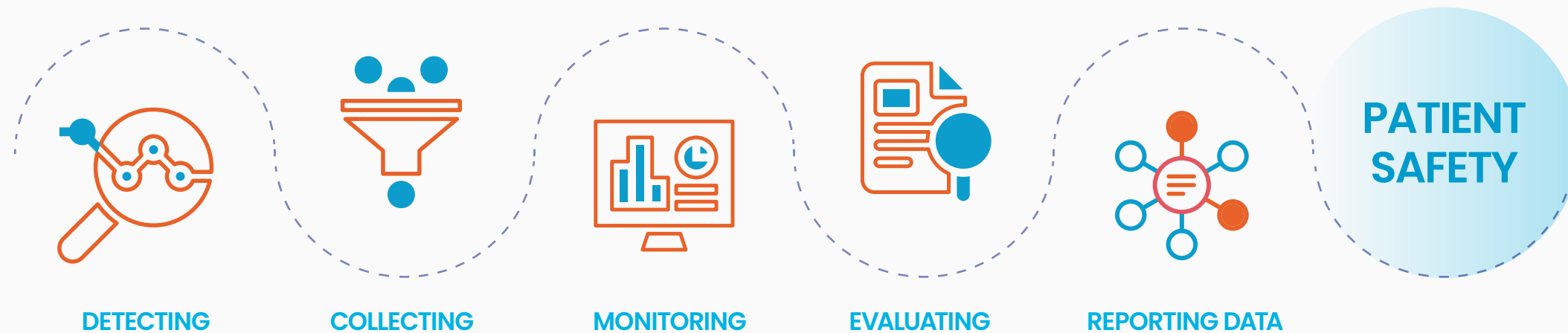
Our medicines undergo thorough investigation through rigorous clinical trials conducted under our pharmacovigilance department, ensuring the delivery of safe medications to patients.

The pharmacovigilance team oversees correct application and compliance with European standards, reviewing the system regularly and ensuring that all Neuraxpharm employees receive appropriate pharmacovigilance training.

Neuraxpharm prioritises patient safety, ensuring that the benefits and risks of our medications are consistently monitored and well-understood by regulators, healthcare providers, and patients.

This system is designed to continually assess and evaluate the benefit/risk profile of our products, identifying any new potential risks that may arise.

All information received through our pharmacovigilance system is processed in accordance with Data Protection laws. In the event of any safety concerns, Neuraxpharm takes the responsibility to promptly inform healthcare professionals, patients, and regulatory agencies.

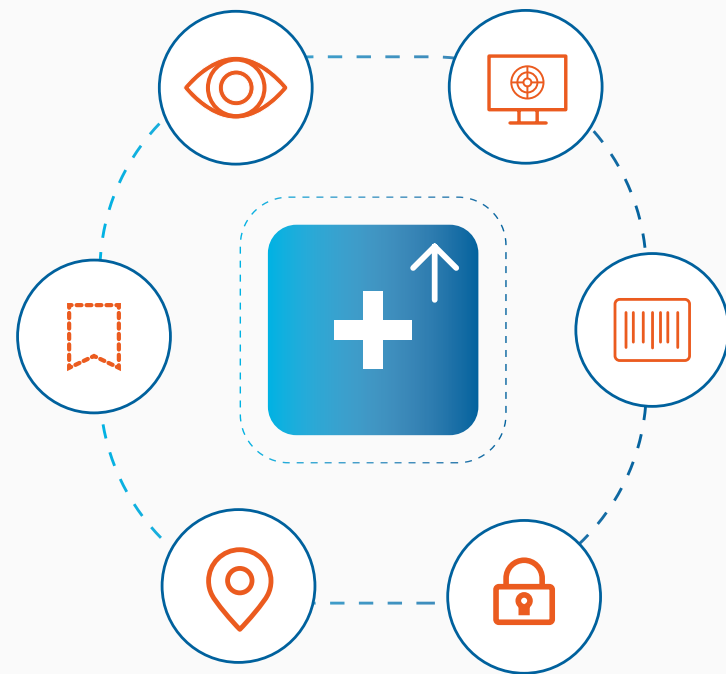


Serialisation

Neuraxpharm is committed to upholding serialisation health regulations, which mandate the tracking of pharmaceutical products marketed in Europe, end to end in the supply chain, to mitigate the risk of counterfeiting. Our robust serialisation system is designed to ensure compliance and enhance patient safety.

Through this system, each drug package receives a unique product identifier during manufacturing, which is presented in both human-readable format and a machine-readable 2D Data Matrix barcode. Additionally, tamper-proof physical safety features, such as transparent seals, are incorporated to preserve product quality and prevent potential adverse effects resulting from product tampering.

Furthermore, our serialisation system seamlessly connects with various software platforms, our internal manufacturing site, and external Contract Manufacturing Organizations (CMOs), facilitating efficient data exchange with health authorities. All unique identifiers within a batch are uploaded to the European Medicines Verification System (EMVS) prior to market release, enabling dispensing points to verify the authenticity of medicines through scanning and comparison with information in national repositories.



By leveraging advanced serialisation technology, Neuraxpharm ensures that patients receive genuine and intact medicines, thus safeguarding their wellbeing and maintaining the highest standards of pharmaceutical quality.

Our robust serialization system is designed to ensure compliance and enhance patient safety.



Customer satisfaction

The company has established a robust procedure for handling quality complaints, aligning with the stringent standards of EU-Good Manufacturing Practices (GMPs).

This protocol ensures prompt investigation of any potential quality issues in our manufactured products, followed by the implementation of corrective measures to prevent their recurrence if deemed necessary.

The procedure outlines clear steps for receiving, investigating, and communicating complaints, ensuring thoroughness and transparency throughout the process.





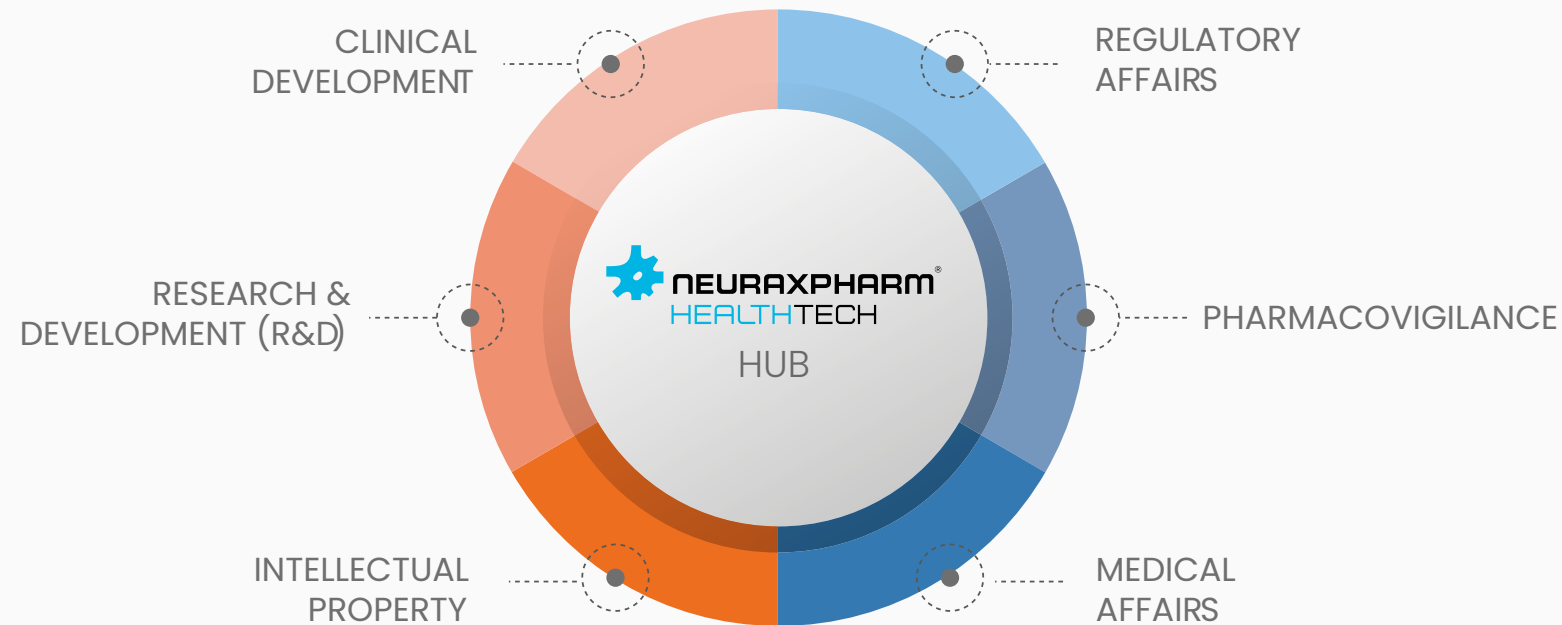
Product research and innovation

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

We firmly believe that research and innovation are intrinsic to our reason for being. 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, adopting a patient-centric approach that involves understanding the needs, preferences, and experiences of patients and involving them in the drug development process.

Through ongoing research investment and the pursuit of strategic industry partnerships, we continuously explore new avenues, challenge limitations, and reshape healthcare landscapes. These efforts enable us to unlock innovative possibilities and drive positive transformation within the healthcare sector.

We are continually researching to discover new pharmaceutical products and solutions that deliver greater added value.



Neuraxpharm HealthTech

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. Our Scientific Centre of Excellence unites all key functions to ensure best practices in every step of bringing innovation to market.



MINDS: an innovation programme

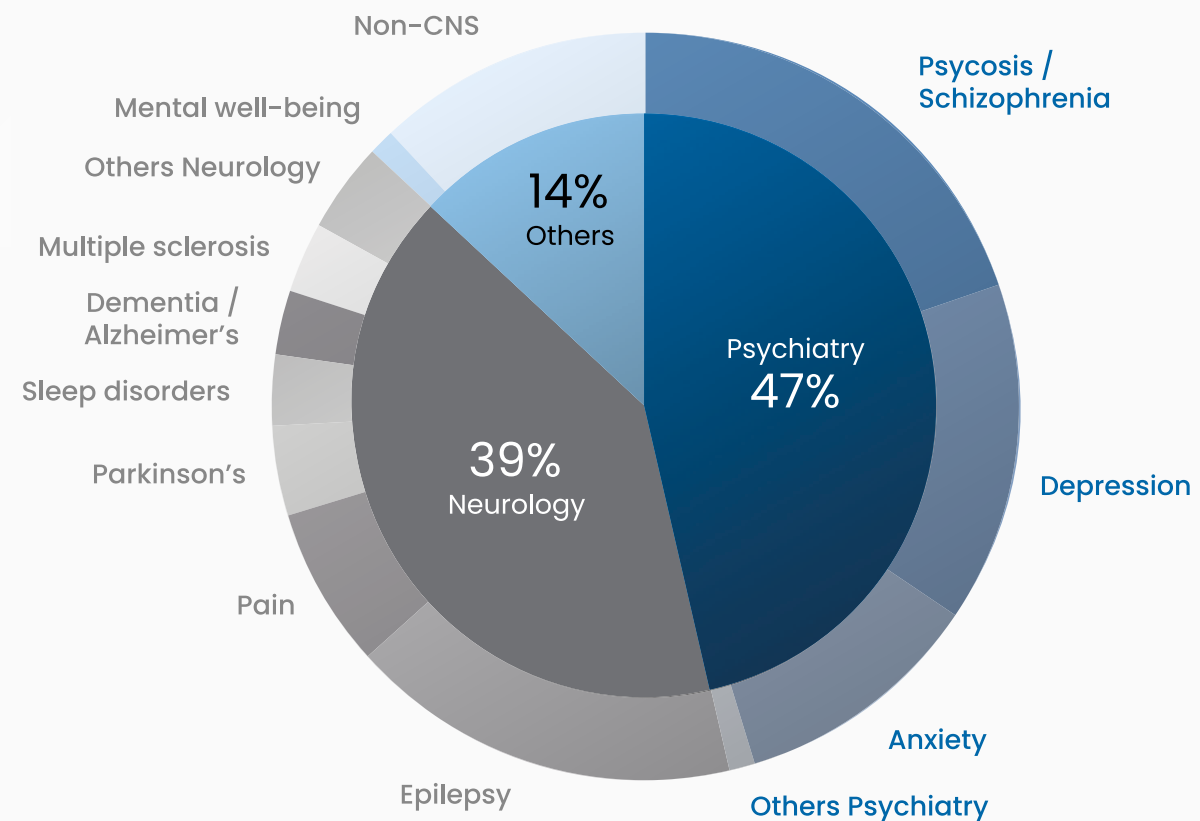
An internal open innovation programme called MINDS, launched in 2022 and still running, aims to encourage our teams to contribute ideas to the business which will be evaluated by a Dedicated Innovation Team who will consider if they are viable, feasible and desirable for Neuraxpharm.

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.

At Neuraxpharm we have a comprehensive CNS portfolio to meet our patients' needs across CNS chronic, severe, standard and 'mild' disorders.



+120 CNS molecules in our portfolio



~ 30 pipeline CNS projects with focus mainly on value Added Medicines and Innovative solutions



~30 Pipeline CNS projects



12% UNMET NEEDS (orphan drugs, beyond-the-pill and biologics)



70% UNIQUE PRODUCTS (value-added medicines and high-tech barrier)



18% STANDARD OF CARE (standard GX)

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



100% CNS pipeline



90% More than 90% of our direct sales are for CNS



+50 We have more than 50 CNS brands in our portfolio



+33% of net sales investment in R&D¹⁰



~10% of employees are scientific specialists

¹⁰Including licensing agreements milestones. (In 2023, we have signed an agreement for the ex-US commercialization of BRIUMVI® (ublituximab-xiyy) – [link to press release](#)).



Alliances to foster innovation

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 work closely with CNS health-care professionals, identifying and responding to emerging needs with our extensive experience and knowledge of the market to improve the quality of research, improve patient outcomes, and advance scientific knowledge by seeking opportunities to make our research collaborative.

Strategic alliances allow us to broaden our therapeutic, technological and scientific reach by combining our expertise with that of our partners.

In 2023, TG Therapeutics and Neuraxpharm announced a significant commercialisation agreement for the drug BRIUMVI® (ublituximab-xiiy), aimed at markets outside the United States¹¹. Under this agreement, Neuraxpharm will handle the commercialisation, excluding the US, benefiting from its extensive network and expertise in the CNS sector.

In the EU, ublituximab is indicated for the treatment of adult patients with relapsing forms of multiple sclerosis (RMS) with active disease defined by clinical or imaging features.

The partnership leverages Neuraxpharm's strong European presence and TG Therapeutics' innovative therapy to enhance the treatment landscape for relapsing forms of multiple sclerosis (RMS) in Europe.

In addition to this, at the end of 2022, Minoryx Therapeutics and Neuraxpharm announced a strategic alliance to introduce a new therapy for patients with rare CNS diseases in Europe.

This collaboration centres around a license agreement granting Neuraxpharm exclusive rights in Europe to leriglitazone, a drug under EMA review for treating X-linked Adrenoleukodystrophy (X-ALD).

Neuraxpharm will handle the commercialisation of leriglitazone in Europe and collaborate with Minoryx on its further development. In 2023, clinical trials were launched.



Entered **+15** strategic alliances



20% of 2023 sales came from products launched in the last 5 years



¹¹Outside the United States, Canada, and Mexico, and excluding certain Asian countries previously partnered.

Our planet

ENVIRONMENTAL COMMITMENT

CLIMATE CHANGE AND EMISSIONS

CIRCULAR ECONOMY AND WASTE

WATER AND ENERGY





Environmental commitment

Neuraxpharm recognises its responsibility to conserve natural resources and integrates environmentally friendly practices into all its activities to uphold environmental stewardship and create a positive impact.

Our commitment extends to mitigating our environmental impact, adhering to current legislation and regulations within our sector.

Furthermore, we actively seek social and institutional recognition for our environmental efforts whenever possible. We are committed to obtaining products from conscious, environmentally-responsible sources to further demonstrate our commitment to sustainability.

The manufacturing operations conducted at Neuraxpharm Pharmaceuticals have the most notable environmental impact within our or-

ganisation. To address this impact, the plant maintains a dedicated Health, Safety, and Environment team. This team oversees environmental management initiatives, ensuring that plant operations are fully compliant with regulations and aligned with Neuraxpharm's environmental commitments.

Beyond our production plant, our administrative, financial, and national and international commercial operations have a comparatively lower environmental impact. However, Neuraxpharm remains steadfast in its commitment to reducing the environmental impact of all its commercial activities. Environmental protection and preservation are integral aspects of our overall business strategy. Throughout the Group, we are actively implementing initiatives to decrease water and energy consumption, as well as greenhouse gas emissions. This includes efforts to reduce fuel consumption within our commercial fleet.

We are committed towards caring for the environment, and we do our best to extend this to our operations at all levels of the organisation through environmentally-friendly policies, processes and recurring actions and initiatives.



Material environmental incidents	2023	2022	2021
	0	0	1*

* Increased external noise due to breakdown of vacuum cleaner at production site, Neuraxpharm Pharmaceuticals, rapidly resolved.



Environmental management system

Our manufacturing plant, Neuraxpharm Pharmaceuticals, has implemented an environmental management system based on ISO 14001¹² to address all environmental aspects of the company. Our management system ensures the establishment of an Environmental Policy and compliance with relevant environmental legislation. We continuously monitor regulatory developments to remain informed and implement necessary preventative and corrective measures. Additionally, we closely monitor key environmental indicators to assess performance and drive improvement initiatives.

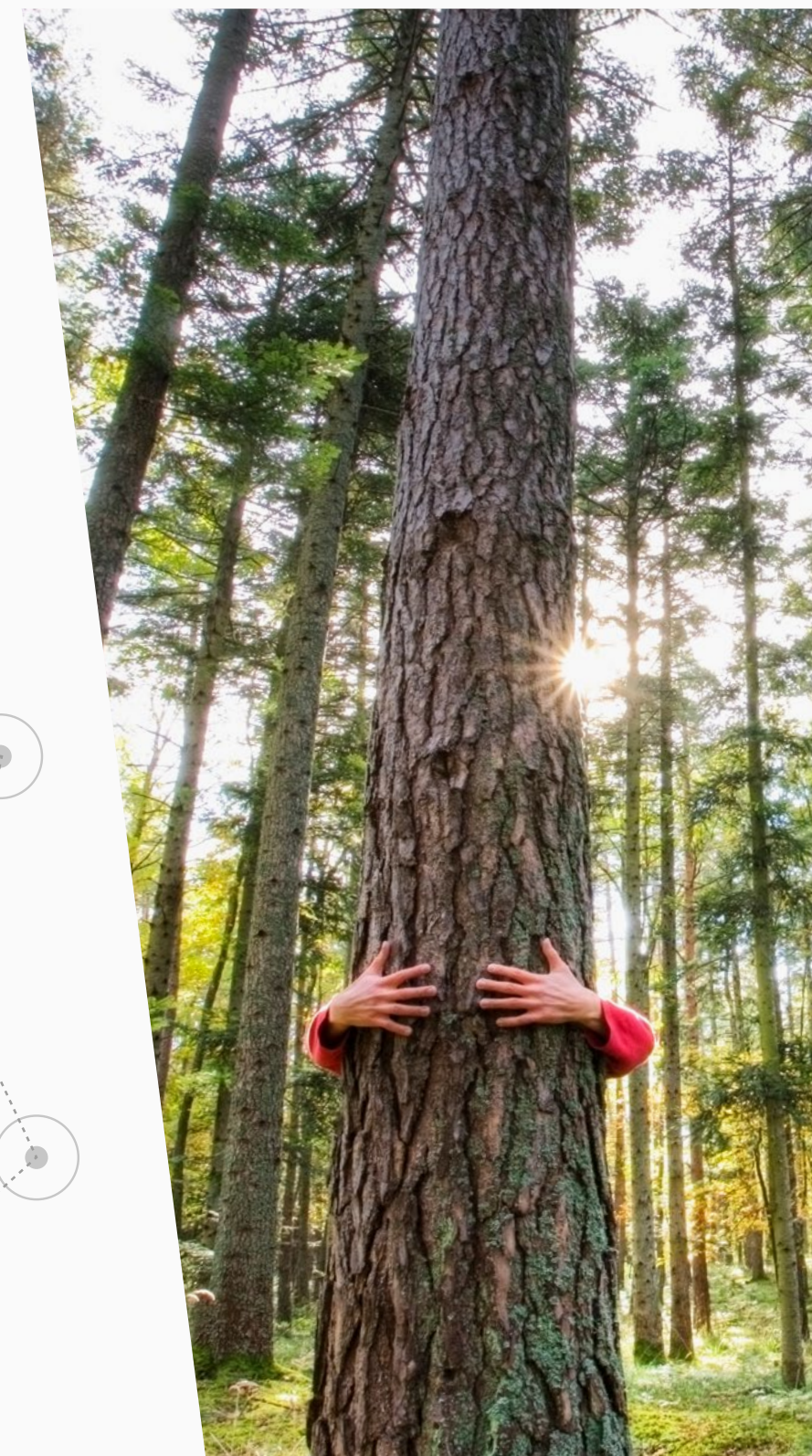
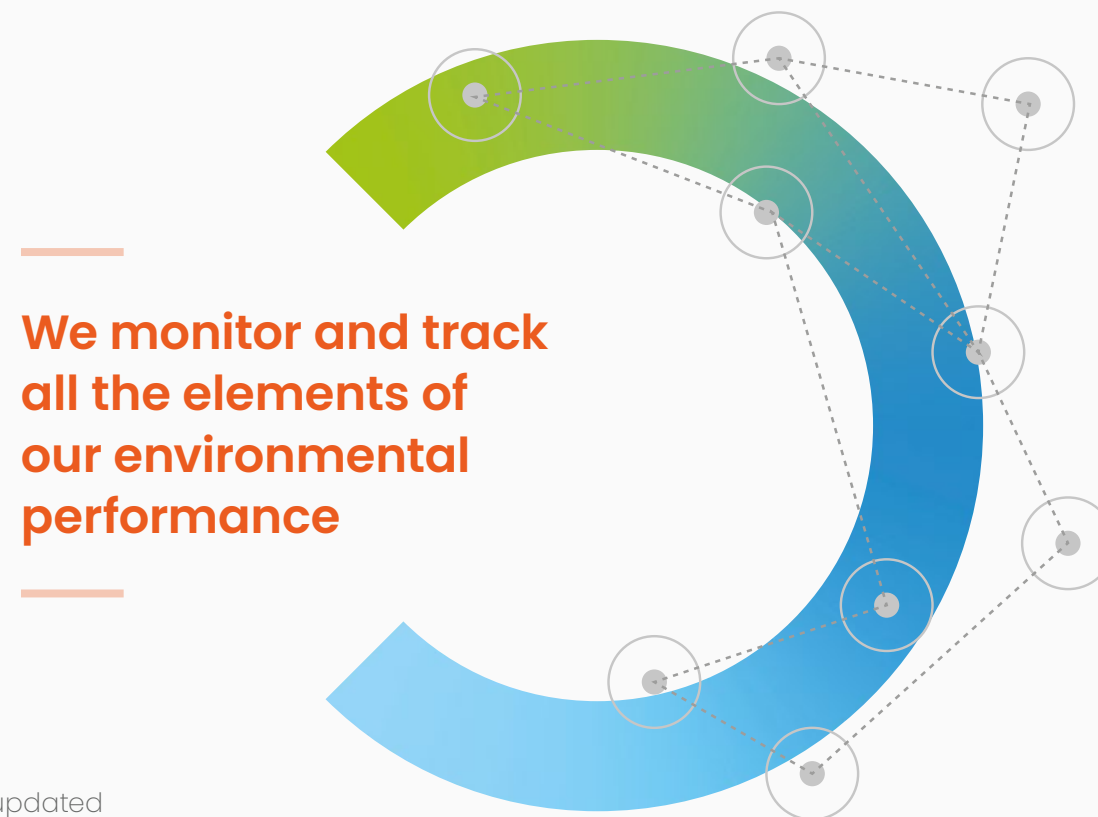
The plant has an integrated Occupational Risk Prevention and Environmental Policy which defines the principles of the company's commitment to risk prevention and environmental protection, under which the appropriate Health, Safety and Environmental management procedures are established. One of the key commitments outlined in the Policy is the adoption of an Integrated Management System of Occupational Risk Prevention and Environment across all levels of the organisation. We strive to engage all members of the organisation in this system, promoting active participation and collaboration in ensuring workplace safety and environmental stewardship.

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 legally be 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 holds all necessary permits and authorisations for wastewater discharge as required by governing authorities. We ensure strict adherence to local discharge limits, thus upholding regulatory compliance at all times.



¹² 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 participate in the European transition towards a Net Zero society. Preserving natural resources and ensuring their sustainable use is of the utmost importance to Neuraxpharm. 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 are dedicated to safeguarding the environment and minimising our carbon footprint. This commitment involves reducing energy consumption and greenhouse gas emissions, as well as responsibly managing natural resources to promote sustainability.

In addition to our core commitments, we are actively working towards achieving carbon neutrality by 2050. This involves implementing measures to reduce emissions and offsetting any remaining emissions through sustainable practices. We are also focused on optimising resource usage across all operations to further contribute to our environmental goals.

In addition, 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 continuously evaluate and identify opportunities to lower our energy demand usage and decrease GHG emissions.

Initiatives to reduce our emissions and make our corporate mobility paths more efficient and sustainable

Carbon footprint calculation:

Calculation of our Carbon footprint (scopes 1, 2 and 3) in 2023 of all affiliates with an external specialised entity.

Minimising CO₂ emissions from the salesforce:

In 2022, we introduced **hybrid cars** for our internal salesforce.

That same year we also implemented a **CRM-OCE tool** and corresponding training for the salesforce which helps them monitor their monthly mileage and fuel usage in order to improve efficiency and reduce daily CO₂ emissions when visiting pharmacies and healthcare professionals. In 2023, we expanded the tool's reach to seven additional countries, bringing its total usage to eleven countries.

Carbon reduction plan:

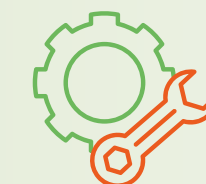
Carbon reduction plan (CRP) carried out in the United Kingdom in 2023 to decrease our carbon dioxide and other greenhouse gas emissions.

Paperless initiatives:

The **e-signature** tool is available across the Group to reduce paper consumption and the need to send documents via couriers across our affiliates and global partners thereby reducing GHG emissions.

We are progressively reducing the quantity of **printed materials** ordered by our salesforce.

In 2023, we extended the functionality of the CRM-OCE tool, which enables the **interactive presentation of digital materials** to doctors, to nine additional countries. This expansion increased our reach from two to eleven countries, significantly reducing the reliance on printed materials.



+200
salesforce use
the CRM-OCE tool



We are committed towards carbon neutrality in 2050 by significantly reducing our emissions in 2030.

Carbon footprint

In 2022, we disclosed for the first time the calculation of our Scopes 1 and 2 carbon footprint for all affiliates of the Neuraxpharm Group. 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, 2 and 3.

Neuraxpharm Group’s GHG emissions inventory for 2023 is 117,214 tCO₂e using the market-based approach for Scope 2 indirect GHG emissions from imported energy. Using the location-based approach for the same scope 2, the GHG emissions inventory is 116,267 tCO₂e.

Our carbon footprint results will serve as a critical basis from which we will set specific targets. In the next 18 months, we will define a plan to reduce our negative environmental impact and emissions.

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.

GHG emissions (tCO ₂ eq) ¹³	2023	2022	Variation 2022-2023 (%)
Scope 1	1,655	2,064	-20%
Scope 2	1,757	1,462	20%
Scope 3	113,801	-	-
Total	117,214	3,526	

¹³ The scope of Neuraxpharm Group’s carbon footprint for the year 2023 includes the activity data from 19 centres: Austria, Czech Republic, France, Germany, Greece, Hungary, Ireland, Italy, Netherlands, Poland, Portugal, Slovakia, Spain, Sweden, Switzerland, United Kingdom, Belgium, Brazil, Mexico.

Neuraxpharm Group’s carbon footprint 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 by our operations, and it is our duty to find ways around it, through a responsible waste management and a circular economy.

Neuraxpharm is dedicated to minimising its waste output. To achieve this goal, we have established comprehensive waste manage-

ment procedures tailored to each type of waste. Additionally, we have implemented recycling campaigns and management initiatives.

We work systematically and continuously to identify ways to reduce our impact on the environment by implementing circularity in our systems and improving waste management.

Our strategy is structured around four main pillars:

We are highly conscious of the amount of waste that is generated along our operations

Reuse of packaging as waste packaging.

Waste **re-evaluation & circular economy practice** by selling part of our waste to specialised companies.

Recycling drive and management.

Monitoring of waste generated (hazardous and non-hazardous).





Drug waste management

As part of our commitment to responsible waste management and environmental stewardship, our Spanish affiliate adheres 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 from primary and secondary packaging.



Materials used¹⁴

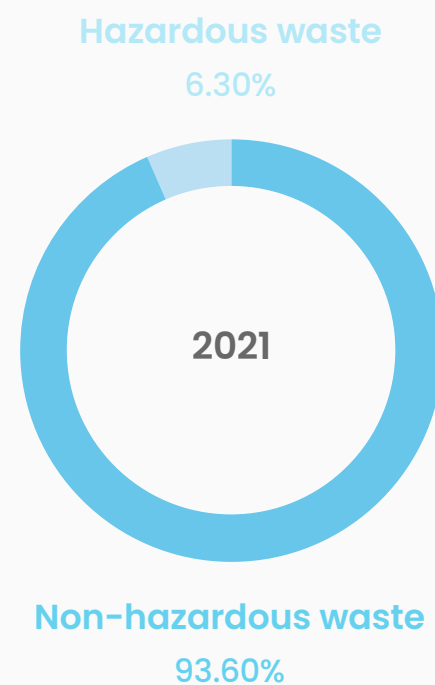
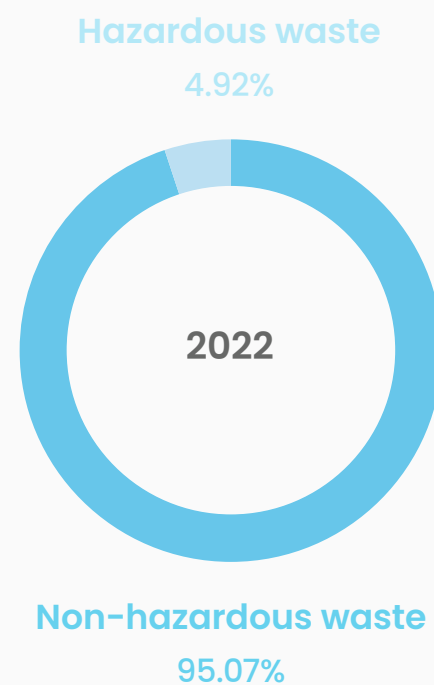
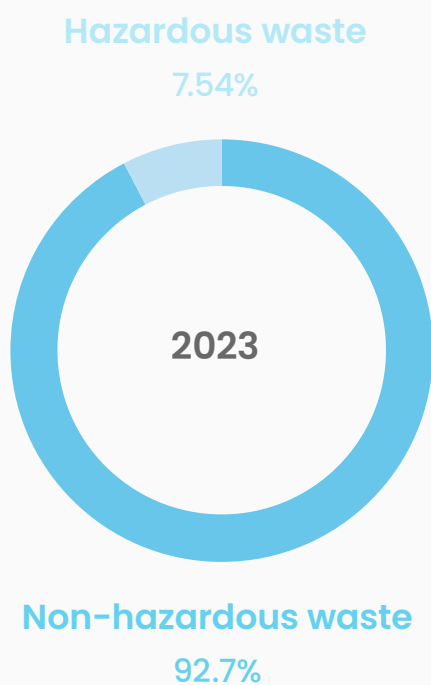
Consumption of materials	2023	2022	2021	Variation 2022-2023(%)
Technical gases (T)	9.46	8.28	17.06	14%
Primary packaging (thousands of units)	126.89	115.06	107.37	10%
Primary packaging (thousands of units)	57,900	54,587	82,177	6%
Secondary packaging (thousands of units)	57,776	47,404	87,405	22%
Tertiary packaging (thousands of units)	54,104	44,383	249	22%
Pharmaceutical active ingredients (T)	78.71	74.30	67.45	6%
Excipients (T)	192.93	212.37	189.21	-9%
Laboratory reagents (T)	0.05	0.04	0.04	25%
Laboratory reagents (l)	750	611	1,012	23%
Laboratory materials and culture media (thousands of units)	37.97	36.98	34.79	3%
Solvents (T)	1.45	1.25	1.91	16%
Solvents (l)	9,318	8,571	11,160	9%

¹⁴ The scope of the data covers Neuraxpharm Pharmaceuticals, where the company has the greatest environmental impact.



Waste generated¹³

Volume of waste generated by type (t)	2023	2022	2021	Variation 2022-2023 (%)
Non-hazardous waste	344	405	337	-15%
Hazardous waste	28	21	23	34%
Total	371	426	360	-13%



¹³ The scope of the data covers Neuraxpharm Pharmaceuticals, where the company has the greatest environmental impact.

Volume of waste by disposal method	2023	2022	2021	Variation 2022-2023 (%)
Non-hazardous waste (t)				
RECOVERY OPERATIONS				
Recycled / Recovered / Valorized	130	192	124	-32%
Treatment	117	130	110	-10%

DISPOSAL OPERATIONS				
Incineration	0	0	0	-
Landfill	97	84	103	15%

Hazardous waste (t)				
RECOVERY OPERATIONS				
Recycled / Recovered / Valorized	16	14	14	8%
Treatment	11	5	7	111%
DISPOSAL OPERATIONS				
Incineration	0.5	1.3	2	-62%
Landfill	0	0	0	-



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 acknowledge the importance of water as a vital resource and are committed to proactively protecting water resources. We continuously strive to enhance our water management practices and systems to ensure responsible and sustainable usage.

Energy is also mainly consumed during manufacturing processes including actions like heating, cooling, HVAC systems, lighting, utilities and services; making it a relevant resource for us whose consumption needs to be moderated and made more efficient.

Some energy types that we consume include electricity, natural gas, renewable energy sources and diesel.

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 acknowledge the importance of water as a vital resource and are committed to proactively protecting water resources.

Energy efficiency measures

Several of our sites have undertaken **initiatives to decrease energy consumption** in recent years. These efforts include upgrading equipment, transitioning to LED lighting, and optimising systems for lighting, air conditioning, ventilation, heating, and compressed air management.

In 2022, we started the installation of **photovoltaic panels** at our Spanish facilities in Sant Joan Despí, in the Barcelona province. The installation was partially executed in 2022 and 2023 and will be completed in January 2024, with a total of 414 panels. The renewable energy generated by the installation of solar panels in 2023 was 72,585 kwh.

In 2023, Neuraxpharm Pharmaceuticals installed **aerothermal equipment** for hot water and continued its policy of **replacing fluorescent lamps with LED lights**.

Also, **energy audits** are periodically carried out in five of our affiliates under the EU Energy Efficiency Directive.

In 2023, we invested €125,000 in **energy efficiency measures**, which formed 26% of our total investment plan focused on environment, health and safety¹⁶.



+4,000
fluorescent lights replaced by LED lights over the last 5 years¹⁷



+505Kw
energetic saving over the last 5 years¹⁸



^{16, 17, 18} In the Neuraxpharm premises in Sant Joan Despí (Barcelona).



Energy consumption

Energy consumption by source (MWh)	2023	2022	2021	Variation 2022-2023 (%)
RENEWABLE				
Electricity ¹⁹	72	-	-	-
NON-RENEWABLE				
Natural gas ²⁰	2,162	1,561	1,920	39%
Electricity ²¹	6,116	5,275	4,995	16%
Total	8,278	6,836	6,915	21%

Water consumption²²

Water consumption by source (m ³)	2023	2022	2021	Variation 2022-2023 (%)
Third-party water	15,260	17,337	15,694	-12%

¹⁹ The scope of the data covers the entire Neuraxpharm Group.

²⁰ For 2021 and 2022, the data scope includes only Neuraxpharm Pharmaceuticals. For 2023, it includes the entire Neuraxpharm Group.

²¹ For 2021, the data scope includes only Neuraxpharm Pharmaceuticals. For 2022 and 2023, it includes the entire Neuraxpharm Group.

²² The scope of the data covers Neuraxpharm Pharmaceuticals, where the company has the greatest environmental impact.

Water efficiency measures

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.

In 2023, we prepared an internal campaign to raise awareness among employees about adequate recycling in offices and responsible water and electricity consumption (in Sant Joan Despí, Spain). The campaign will be launched in 2024. In addition, basic measures were implemented during the year to reduce the amount of water used in the toilet cisterns.

In 2024, we plan to install a purified water plant at Neuraxpharm Pharmaceuticals to increase the production of demineralized water. In 2023, we conducted a search to identify the supplier that will provide this production.



Our method

GOVERNANCE, COMPLIANCE AND ETHICS

RESPONSIBLE SUPPLY CHAIN





Governance, compliance and ethics

At Neuraxpharm, our corporate culture promotes strict adherence to compliance and zero tolerance for any breaches concerning risk or ethics. We cultivate an environment of fairness and equality by formalising our norms and policies, and by adopting a responsible governance framework.

Our commitment encompasses the principles and ethical values pertinent to the economic, social, and environmental landscapes in which we operate.

We are compliant with applicable European regulations, including those related to anti-corruption, anti-bribery, privacy, and intellectual property.



Governance structure

Board of Directors

The Board of Directors is Neuraxpharm's highest decision-making body, responsible for overseeing the company's strategic direction and governance.

It comprises six members: four from the majority shareholder, Permira, and two independent senior industry experts.

Additionally, four executive members of the lead management team participate in Board meetings.

Advisory Board

The Advisory Board at Neuraxpharm serves as the company's Board of Directors. It convenes eight times per year and is supported by two key committees: the Audit Committee and the Remuneration Committee, which convene once a quarter.

The Advisory Board includes representatives from Permira, independent industry experts, and executive members of the management team.

Executive Committee

Neuraxpharm also has an Executive Committee led by the CEO, which convenes biweekly in online meetings.

This committee comprises 10 senior members of the executive management team who play a crucial role in decision-making and operational oversight within the company.



Responsible ESG governance

As a responsible company, Neuraxpharm is dedicated to promoting best practices in sustainability and ESG (Environmental, Social, and Governance) at the corporate level. We periodically review our commitments to ensure they meet our standards.

Additionally, we are committed to transparently communicating our mission, purpose, and ESG values both internally and externally through digital channels, workshops, and reports.

Decisions regarding sustainability are made through committees and meetings that include internal ESG experts. Our Advisory Board and Executive Management Team oversee all ESG and sustainability-related actions and mechanisms.

The Advisory Board addresses all sustainability and ESG matters, receiving support from the Audit Committee, which focuses on financial, governance, and compliance affairs, and from the Remuneration Committee, which handles personnel matters. The Company ESG function reports directly to Neuraxpharm’s Chief of Staff.

Internal audit and risk management

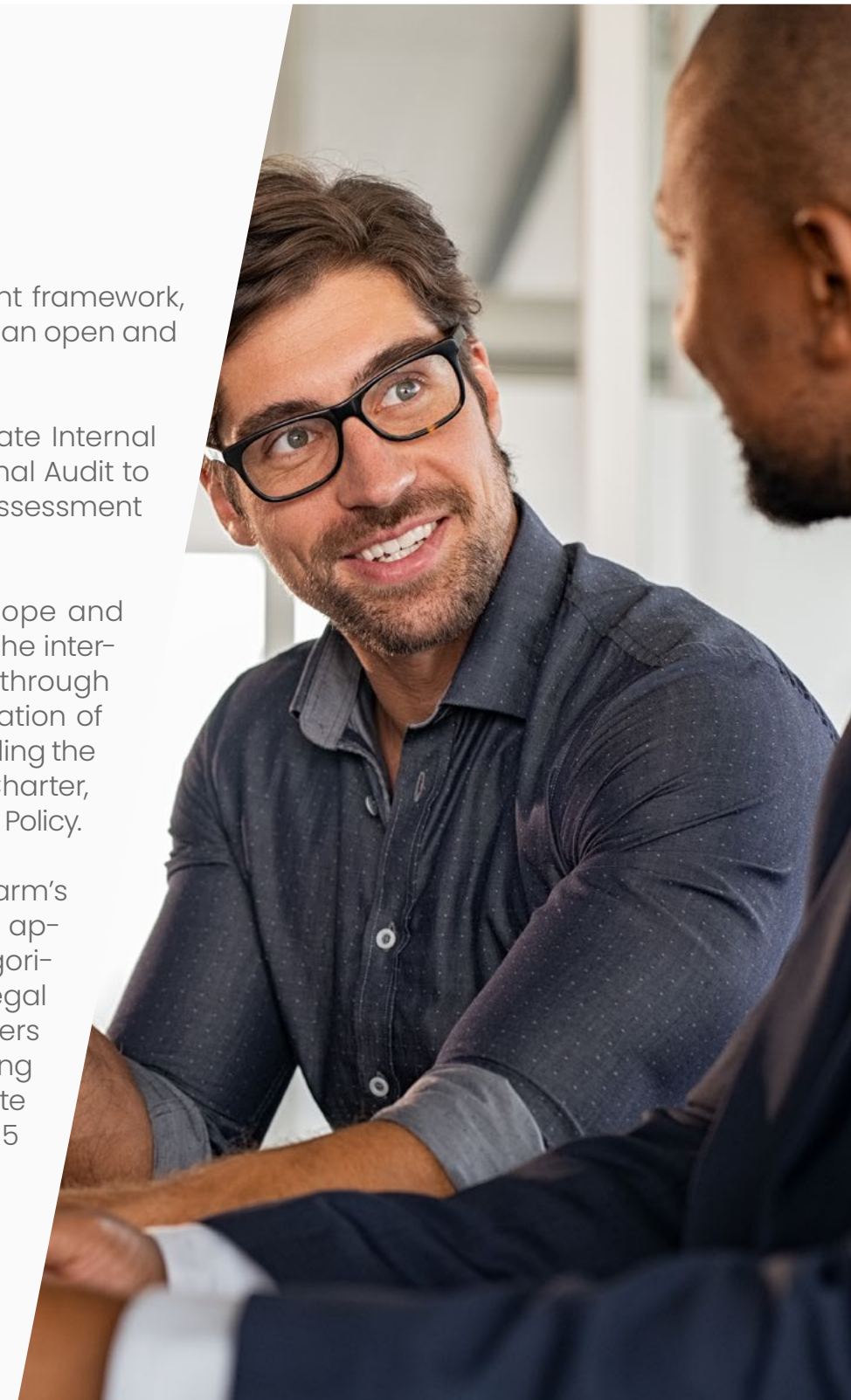
We work towards a holistic risk management framework, backed up by a risk-aware culture based on an open and transparent environment.

At the end of 2022, we created the Corporate Internal Audit area and appointed the Head of Internal Audit to lead internal audit, internal control, and risk assessment functions.

In 2023, we have worked on setting the scope and framework of duties and responsibilities for the internal audit and risk management functions through the development, approval and implementation of key corporate policies and procedures, including the Internal Audit Charter, the Audit Committee Charter, and the Risk Control & Management Corporate Policy.

Furthermore, we have completed Neuraxpharm’s Corporate Risk Map, with a global high-level approach to risks and opportunities, risks categorisation (strategic, financial, operational, ESG, legal and regulatory risks), identification of key drivers for risk mitigation, and risk evaluation, according to the Risk Control & Management Corporate Policy. The result is a prioritization of the top 15 risks for Neuraxpharm.

We periodically review our commitments to ensure they meet our standards.





Ethics and integrity

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.

This Code informs all employees about the principles, ethical values, and behavioral guidelines that they are expected to follow in their professional activities.

In 2023, new annual Compliance training was developed and launched on our internal platform for employees, with 82% participation.



82%

of employees trained in Ethics & Compliance



+250

hours of Ethics & Compliance training done by our employees

Neuraxpharm's Code of Ethics for Third Parties outlines ethical guidelines for suppliers, customers, contractors, and collaborators. It extends Neuraxpharm's internal Code of Ethics, emphasising compliance with local laws, human rights, and ethical values. Key principles include respect for the law, fair treatment of people, professional development, safe working conditions, and environmental conservation. The Code also addresses corruption, bribery, money laundering, and conflicts of interest. Neuraxpharm promotes these guidelines to uphold integrity and trust in all business relationships.

Third parties must adhere to these standards, with mechanisms in place for reporting violations and ensuring compliance.

Additionally, in 2023, we developed a Trade Sanctions and Export Control Policy to ensure that Neuraxpharm's employees follow all applicable trade sanctions and export control regulations in the countries in which we operate.

Corruption & bribery

We are committed to fighting against corruption and bribery, through a comprehensive set of policies, specific committees, a whistleblowing channel and awareness training for all our employees.

We uphold an anti-corruption and anti-bribery policy, along with stringent mechanisms to ensure compliance with both local and international anti-bribery and anti-corruption regulations.

Our corporate culture strictly enforces a zero-tolerance approach to any form of bribery or corruption. We are committed to promoting ethical behaviour across all activities, aligned with our company values. It is categorically prohibited for any employee to engage in or ignore corrupt practices. All employees must adhere to our internal policies and relevant legal standards.



+4,500

minutes of training done by our employees on anti-corruption and anti-bribery

Whistleblowing channel

We believe that transparency and trust are essential to the sustainability and long-term success of the company. We ensure agile decision-making in potential situations of non-compliance and unethical behaviour through our ultimate reporting tool that enables maximum transparency: The Ethics and Compliance Channel.

This channel provides a means for employees, customers, suppliers, and other external partners to report illegal activities such as anticompetitive practices, environmental regulation violations, harassment, corruption, and discrimination. It also allows for the reporting of questionable activities or behaviours that do not align with our Code of Ethics.

In 2023, we received 1 communication through the Whistleblowing Channel and another 1 directly from a third party. Both were thoroughly investigated and reported to the Audit Committee. Neither, were related to fraud or corruption.



Human Rights

We are committed to following international standards of integrity and human rights in all our activities.

At Neuraxpharm we respect the principles of the United Nations Universal Declaration of Human Rights and the declarations of the International Labour Organisation and we are committed to rejecting and preventing any form of discrimination in the workplace and to strictly respecting the regulations in force in employment contracts and social security matters. We have a strict zero tolerance policy against discrimination or human rights violations in the workplace.

In 2024, we will develop a Human Rights Policy that outlines the principles guiding our organisation in this field.

We are committed to following international standards of integrity and human rights in all our activities.

Information security

As we care about cybersecurity, we have deployed different solutions that cover a wide scope of areas including external access, mail, malware, cloud protection, and others. In 2023, we have implemented a SOC (Security Operations Center) to monitor the company's entire technological infrastructure 24/7, which has been a very important improvement.

We also engage in monitoring our users and training 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. The course is accessible in an online training space. In addition, various simulated phishing campaigns were carried out to educate employees in the recognition of misleading messages, thus contributing to the fight against phishing.

In addition, the IT Systems Policy, which establishes internal regulation that guarantees the proper processing, custody, and access to Neuraxpharm's information, has been updated in 2023 to regulate the use of generative artificial intelligence technologies for corporate purposes and introduce rules on password custody.

In 2024 we will continue working on the implementation of security measures, which will include all the necessary assets to effectively address cybersecurity threats and risks.



705 users took a cybersecurity course in 2023

Data protection

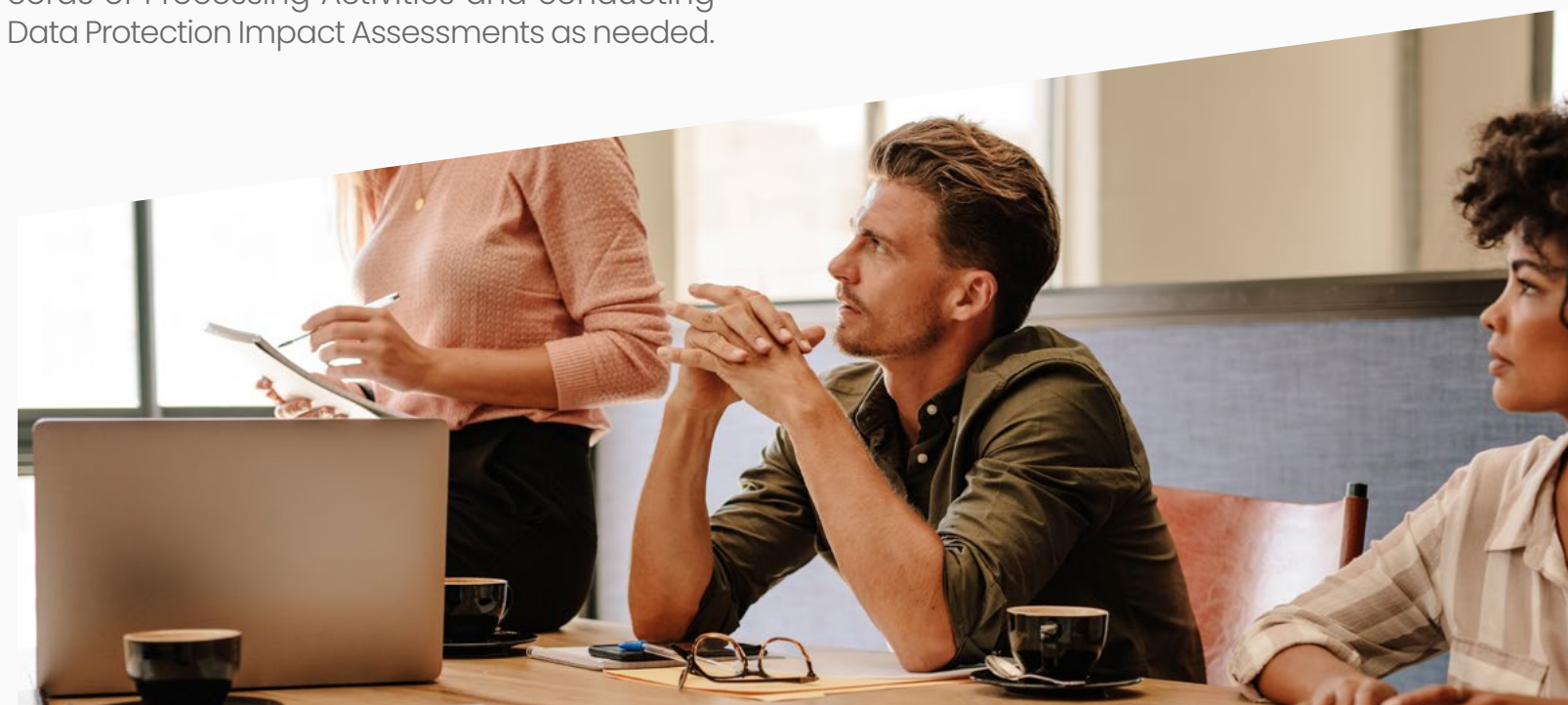
We are committed to respecting the data privacy of our employees and stakeholders. We are also committed to the protection of privacy and personal data of all of our employees and strictly follow General Data Protection Regulation (GDPR) regulations.

Our privacy office acts as the developer of Data Protection Officer (DPO) functions and engages an external supplier to provide recurring GDPR compliance services. This supplier participates in initiatives involving the processing of personal data, ensuring that appropriate technical and organisational measures are implemented in line with GDPR requirements. Additionally, the supplier is tasked with maintaining certain Records of Processing Activities and conducting Data Protection Impact Assessments as needed.

Responsible marketing

Because for our delicate focus on therapeutic options for patients and healthcare professionals, we make sure we 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 supply chain

Our company is dedicated to establishing a dependable and sustainable network of third-party suppliers and internal manufacturing processes. This ensures the delivery of high-quality, affordable, and accessible products to the communities we serve.

We collaborate globally with pharmaceutical companies to enhance pharmaceutical quality and safety standards internationally.

Our products are developed and manufactured to meet the stringent pharmaceutical quality standards of the European Union, which are respected worldwide.

Neuraxpharm-owned manufacturing facilities and our network of suppliers are held to strict quality and safety standards. This commitment helps protect patient health by ensuring the production of high-quality medicines.

We have implemented a purchasing policy and a rigorous approval process for new suppliers to maintain compliance with stringent pharmaceutical industry standards, particularly in procuring active pharmaceutical ingredients (APIs), critical to our supply chain operations.

As a pharmaceutical company, we recognise our unique role and responsibility in promoting ethical and responsible practices throughout our supply chain. This includes prioritising patient health, environmental sustainability, ethical sourcing, and social responsibility.



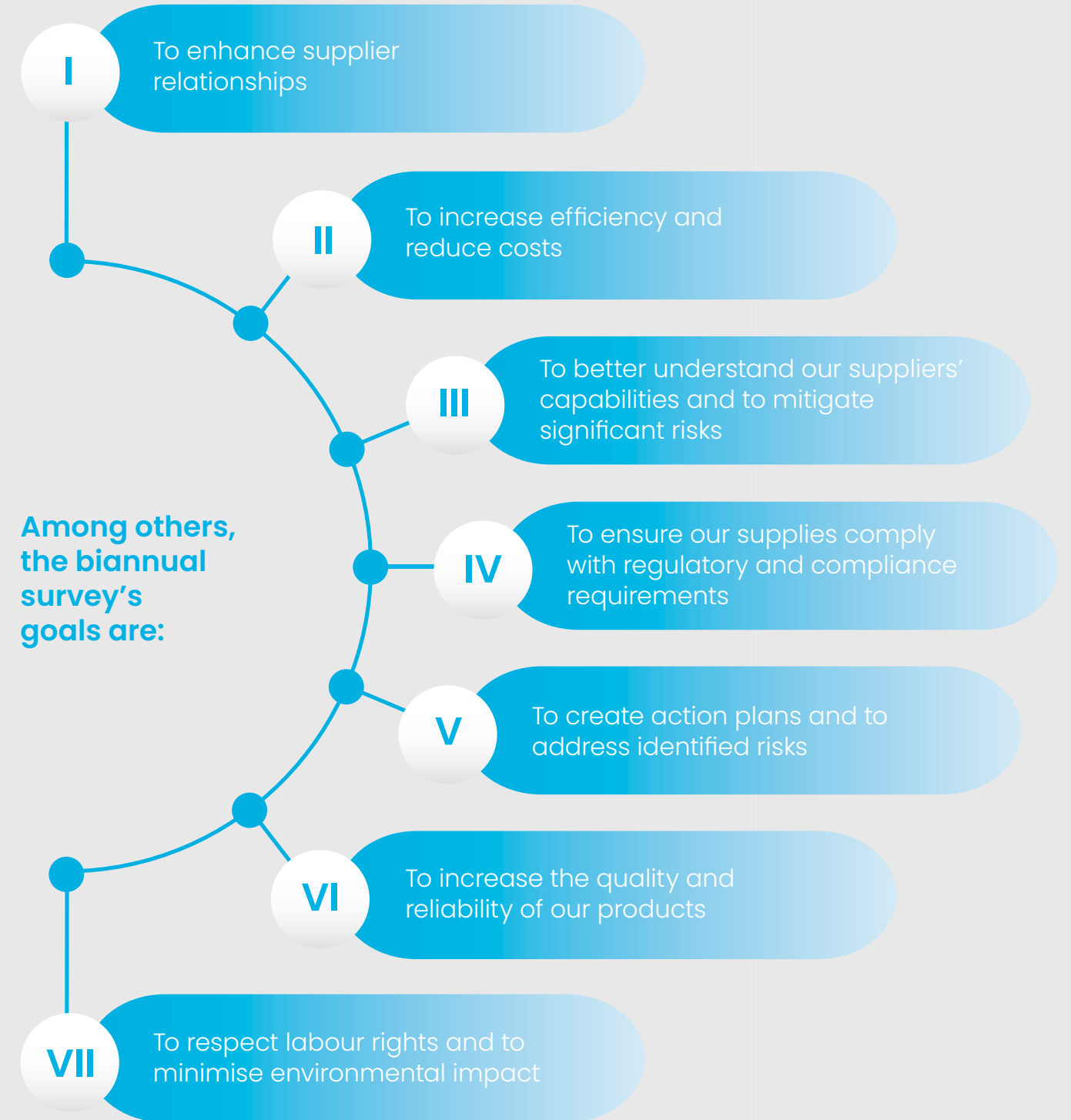
Exemplary Ethics throughout the Chain

We strive to improve both the performance and the social and environmental responsibility of our strategic suppliers, including those providing APIs, FDFs, packaging, and machinery.

To ensure compliance, these suppliers must adhere to our supplier Code of Ethics for third parties. Additionally, we assess them through a Contingency Plan Questionnaire. This biannual survey is conducted proactively to evaluate and mitigate risks throughout our supply chain. The assessment covers various cross-functional levels, including regulatory, logistics, operational, financial, social/ethical, and environmental & safety aspects.

To ensure compliance, our suppliers must adhere to our supplier Code of Ethics for third parties.

Additionally, we use a software programme to mitigate the risk of monetary fines and reputational damage. Before we enter into an agreement with a third party, we screen if this party is listed as an excluded party on the international sanctions list.





EcoVadis rating

In 2023, 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.

ESG questionnaire for suppliers

We are deepening our commitment to sustainability throughout our supply chain. We are committed to assessing, requiring, and regularly monitoring compliance with Neuraxpharm’s ESG requirements from our strategic product suppliers and business partners.

In line with this commitment and to maintain the highest ethical standards, minimise environmental impact, and contribute positively to society, in 2023 we have been developing a questionnaire for our suppliers that focuses on evaluating their commitment to ESG principles, among other aspects. This questionnaire encompasses queries related to:

- Supplier ESG Reporting
- Environmental management
- Health and Safety
- Labour and Human Rights
- Governance compliance, risk management and supply chain
- Waste Management and Circular Economy
- Data Protection and Confidentiality

The questionnaire will be rolled out gradually between 2024 and 2025.



About this report

Scope of the report

The report covers the period from January 1 to December 31, 2023.

The information presented addresses the material topics identified in the company's materiality analysis.

For this report, both Neuraxpharm and its subsidiaries are referred to as "Neuraxpharm" or "Neuraxpharm Group," and the information reported applies to the entire group in an aggregated manner, unless otherwise specified.

Regarding the data in the "OUR PLANET" section, most of the data relates to Neuraxpharm Pharmaceuticals S.L. (formerly Laboratorios Lesvi, S.L.), except for greenhouse gas emis-

sions and renewable electricity consumption data, which include information for the entire group.

With respect to the data in the "OUR TEAM" section, includes all individuals from the Neuraxpharm Group who were active as of December 31, 2023.

In the sections with historical data, figures for the last two years (2022-2023) or the last three years (2021-2023) have been included whenever available.

This report is a manifestation of Neuraxpharm's commitment to transparency, annually highlighting the ongoing efforts made to improve our performance.



Stakeholders

Below are the details of Neuraxpharm's stakeholders:

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

INDIRECT STAKEHOLDERS:



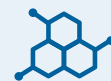
Healthcare centres

Medical and mental health-care 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...)



NGOs and associations

Foundations and organisations who advocate and raise awareness on mental health



Competitors

Direct competitors in the same field of CNS



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

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



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



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



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

The following provides details of the material topics for Neuraxpharm:

Materiality Analysis



SOCIETY



PEOPLE



QUALITY, SAFETY & INNOVATION



ENVIRONMENT



GOVERNANCE

Critical Material Issues

Environmental commitment

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

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.

Circular economy and waste

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

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.

Diversity and inclusion

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

Employee wellbeing

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

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.

Talent development & training

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



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Critical Material Issues

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.

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.

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.

Responsible supply chain

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

Ethics, integrity and compliance

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



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Relevant Material Issues

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.

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.

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 & a research policy.

Purpose

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

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.



ESG REPORT 2023

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