



Midas[®] Pharma

Trust. Expertise. Added Value.

Midas Pharma GmbH

Rheinstraße 49, 55218 Ingelheim, Germany

CSR-Report 2024

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1. Preface

Dear Readers,

We are pleased to present to you the first Corporate Social Responsibility (CSR) report from Midas Pharma Group. As a successful, family-owned pharmaceutical company, we have always been committed to sustainability and social responsibility. In this report, we are publishing key figures on HSE topics for the first time to give you a comprehensive insight into our efforts and results of our sustainability strategy.

We aim to become systematically even more sustainable together with our partners. To achieve this goal, we have established an HSE management which is directly reporting to our top-level management. The HSE Manager has a team to support the development in achieving our sustainability goals and ensuring that we act responsible in all areas of our business operations.

Another major step towards transparency is our collaboration with EcoVadis. Through regular assessments and improvements, we develop our systems further and document our progress in a comprehensible manner. A major footprint of our operations is related to our various supply chains and supplier base. In this aspect EcoVadis also plays a major role in helping us understand the efforts and status of our trusted suppliers. We are proud of what we have achieved so far and look forward to continuing this journey with our suppliers and customers.

Best regards,

X

Dr. Marcus Stumpf
Managing Director

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Dirk Weidenbach
Managing Director / COO

2. About this Report

This section outlines the basis, scope and methodology of our annual sustainability report. It provides detailed information on the data sources, calculation methods, and reporting standards used to ensure transparency and comparability.

Basis of the report

This annual report is based upon data from 01.01.2024 to 31.12.2024, including the comparative period of the previous year where available. Information in this sustainability report includes Midas Pharma GmbH and its representative offices and has been prepared based on the same period as the financial statement. To assure the comparability of the report the CSR criteria are reported in reference to the “Global Reporting Initiative”. At the end of the document the GRI index will show transparently our reference to their reporting criteria.

The report will be publicly available starting from the 29.04.2025. If any reader has questions regarding the reported information, please get in contact with HSE@midas-pharma.com.

Data and calculation

All reported metrics are based on data from various internal and external sources. The calculation methods are transparently presented to ensure the comparability and traceability of the data. The sources of factors are referenced in the respective calculations.

Determination of material contents

The material contents have been determined via a double materiality assessment that has been prepared according to basic requirements of CSRD / GRI. This analysis includes impacts, risks, and opportunities along our upstream and downstream value chain.

External assurance

This CSR report has not been externally assured. From 2026 onwards, we intend to have an external and independent review conducted by a certified auditor to further enhance the credibility and transparency of our reporting.

3. Business Model

This section provides an overview of Midas Pharma GmbH's business model, detailing our operations, market presence, and the comprehensive range of products and services we offer.

Midas Pharma GmbH was founded in 1988 and is operating as an independent pharmaceutical enterprise in the Business to Business (B2B) market. The family-owned (privately owned) company is the holder of a manufacturing license, wholesaler license as well as of other product specific licenses. Headquartered in Ingelheim, Germany, with offices in China, India, and Türkiye as well as affiliated companies in France, Italy, Denmark, USA, Poland and Spain.

Midas Worldwide

More than 1000 customers in 60 countries.

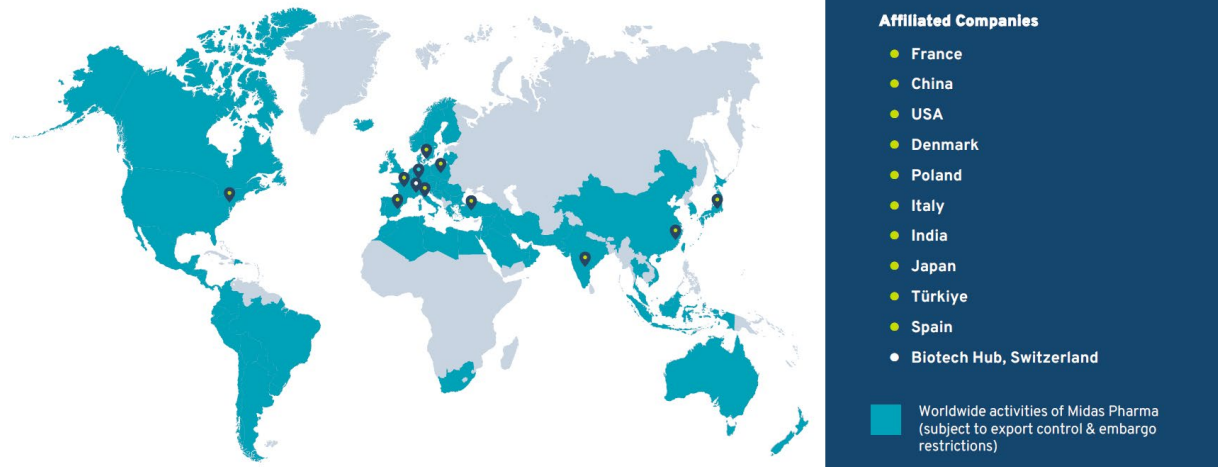


FIGURE 1 MIDAS PHARMA WITH AFFILIATES AND THEIR CUSTOMERS AROUND THE WORLD

While developing products, obtaining marketing authorisations and licensing, we foster long-term business partnerships with our customers and suppliers, that are contractual, and project based. We operate in all major pharmaceutical markets.

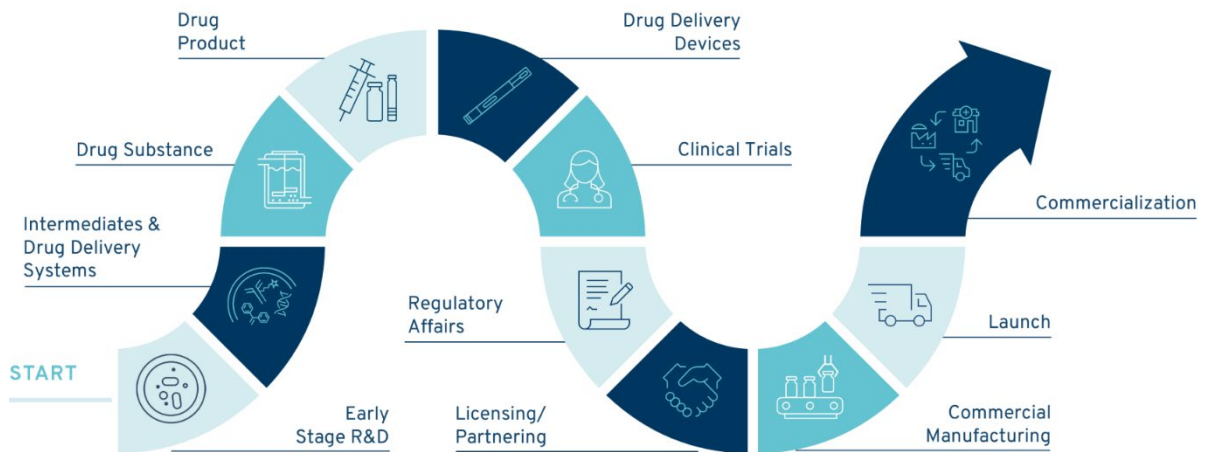


FIGURE 2 PHARMACEUTICAL VALUE CHAIN SUPPORTED BY MIDAS PHARMA

Our products and services cover the entire pharmaceutical value chain. We constantly develop our portfolio with intermediates, active ingredients, finished products and medical devices, as well as our range of complementary services.



FIGURE 3 MIDAS PHARMA CORE BUSINESS AREAS

Our products and services include:

Products:

- Small Molecules and Biologics
 - Representation of 3rd Parties and Own Products (API & FDF)
 - Combination Products (FDF)
 - Reference Products (API & FDF)

Services:

- Manufacturing Authorisation Holder (MAH)
- In- and Out-Licensing of Drug Products
- Contract Development and Manufacturing
- Batch Certification and Market Release (EU Import)
- Quality Management
- Regulatory / Medical Affairs
- Pharmacovigilance
- Supply Chain and Launch Management
- Supplier Relationship Management (Business Process Outsourcing)
- Technology Transfers
- Intellectual Property Services
- Wholesale and Distribution Services
- Warehousing

4. Sustainability at Midas Pharma

This section describes our sustainability strategy, highlighting our systematic approach to understanding, improving, and finally reducing our environmental footprint.

4.1 Stakeholder Engagement

We have identified various stakeholder groups, including employees, customers, suppliers, investors, local communities, and regulatory authorities. To understand their expectations, we have considered their positions and influence on our business and development as well as any requirements towards our stakeholders. The results are incorporated into our sustainability strategy and help us to set priorities for the right measure towards our stakeholders.

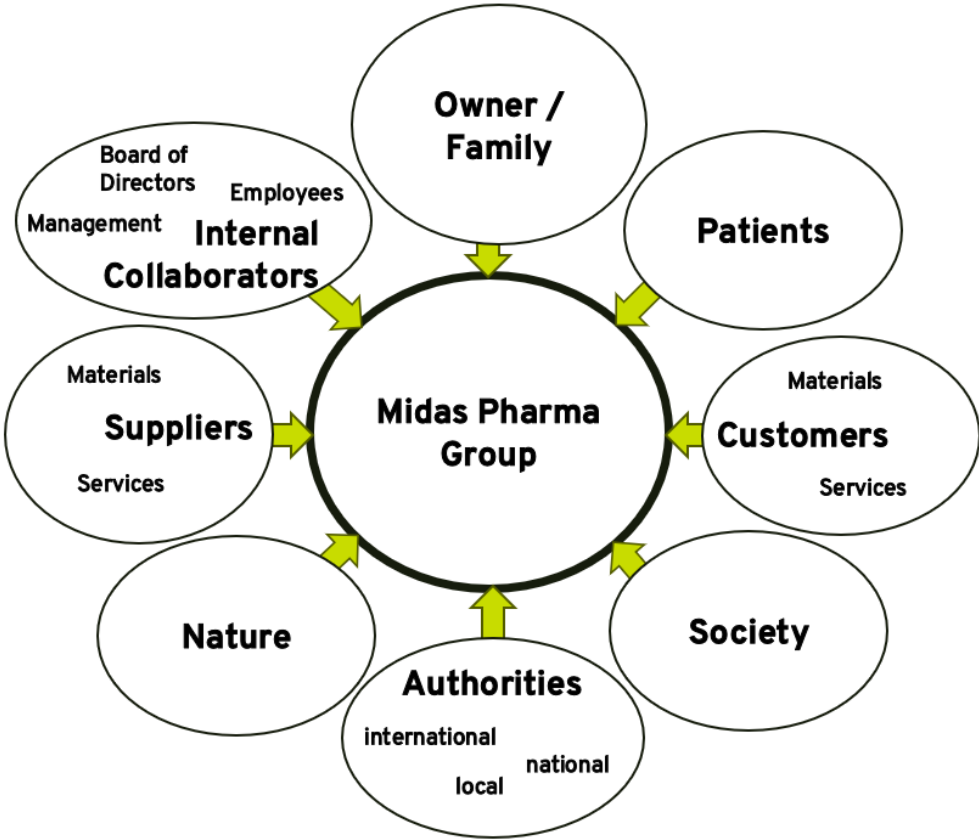


FIGURE 4 STAKEHOLDER ANALYSIS OF MIDAS PHARMA GROUP

Our stakeholders are:

- Owner / Family
- Internal collaborators
- Patients
- Suppliers
- Customers
- Authorities
- Nature
- Society

4.2 Materiality Analysis

Our materiality analysis is based on a double materiality approach that considers both financial impacts and environmental / social impacts. We conducted a comprehensive assessment to identify the key topics that are important to our stakeholders and our business. The complete value chain was considered. These topics were prioritized accordingly and integrated into our sustainability strategy. The material topics apply to Midas Pharma Group.

The materiality analysis conducted in 2024 identified 61 impacts, which were grouped into 13 topics. As shown in the table below, the following 10 topics were deemed material:

- 1. Customer Health and Safety
- 2. Talent Attraction & Retention
- 3. Digitalisation
- 4. Data protection
- 5. Health, Safety and Well-Being
- 6. Labor Practices and Human Rights
- 7. Sustainable Procurement
- 8. Business Ethics
- 9. Sustainable Solutions
- 10. Diversity, Equity & Inclusion

Materiality Analysis

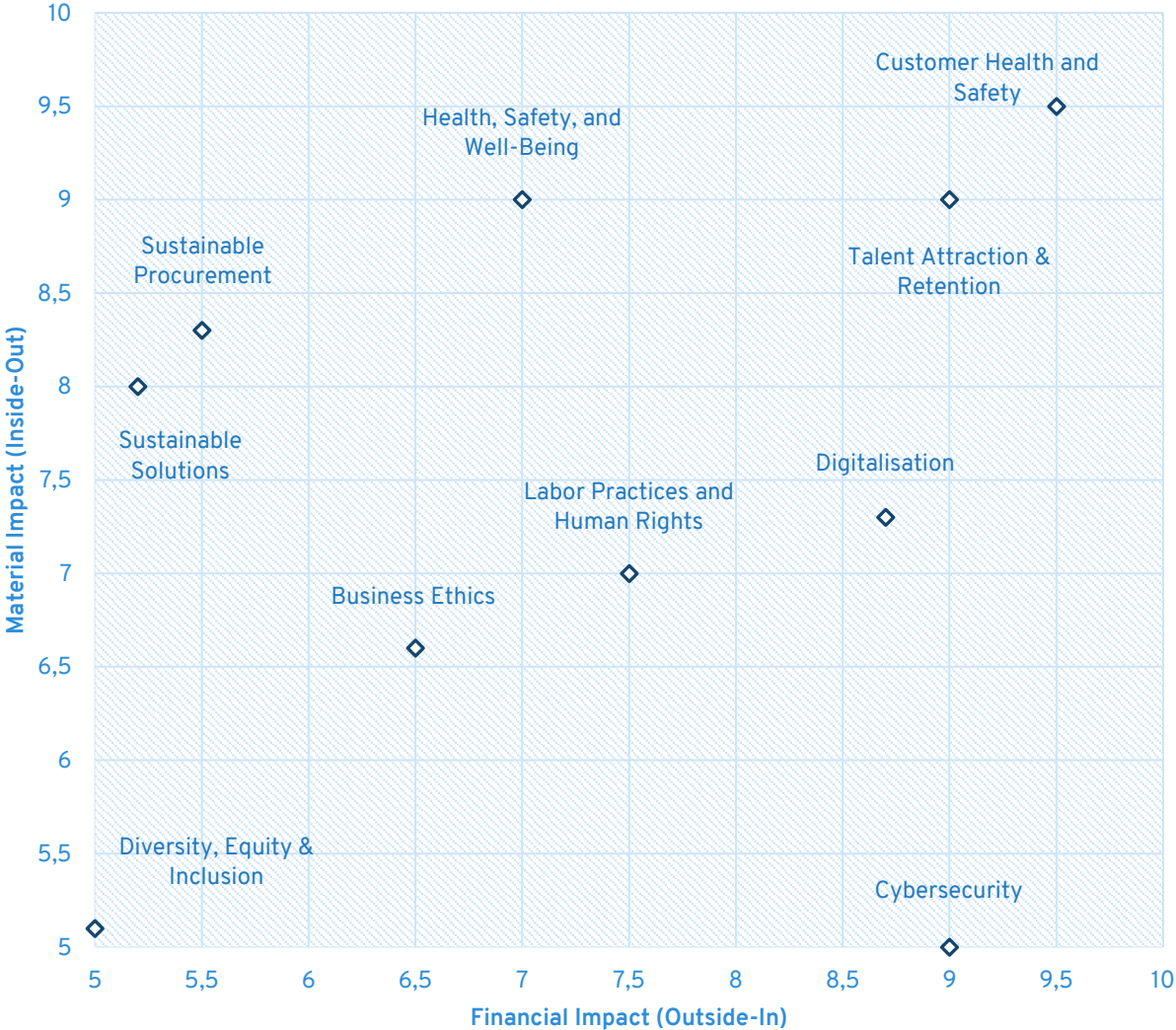


FIGURE 5 MATERIALITY ASSESSMENT OF MIDAS PHARMA GROUP

4.3 HSE Strategy

Combating man-made climate change and its negative consequences is one of the greatest challenges facing society today. Climate protection is a crucial component of Midas Pharma's HSE strategy, as the entire value chain is affected. Our activities produce CO₂ emissions and the products we purchase also contribute to greenhouse gas emissions during their manufacture and transport.

Midas Pharma HSE strategy is based on three different and equally important components:

- Transparency
- Systematic Approach
- Reduction of our Environmental Footprint

While we already have acted plenty in the HSE field, this is the first time that we report transparently about our activities in this field. We aim to improve our systematic approach for acting in a sustainable way. This will start with shrinking our environmental footprint by reducing emissions relative to our turnover and targets an absolute reduction of our environmental footprint, including CO₂ emissions.

Our HSE strategy covers all material topics identified in our materiality analysis. The material topics are addressed according to their magnitude of impact. There is an emphasis on topics which are more relevant and where we have a higher leverage. For each material topic, we have developed goals, actions, responsibilities, and monitoring mechanisms. We have defined quantitative key performance indicators (KPIs) for all material topics, including historical data and future targets. These KPIs are monitored, will get regularly reported and expanded. This approach helps us to systematically pursue our sustainability goals and measure our progress. Our KPIs can be found in the respective sections as well as in the following chapter, showing our progress towards the UN Sustainable Development Goals.

Through regular assessments and improvements, we continuously develop our systems and document our progress in a comprehensible manner.

4.4 Sustainable Development Goals

SDG 5 – Gender Equality



Gender equality is an important part of our values. We strictly prohibit all forms of discrimination, including violence and verbal abuse. We foster a corporate culture that views diversity as a strength. Our progress is evident in our significantly higher quota of women in leadership compared to the top 200 companies in Germany.

Goal: 0 incidents of discrimination or harassment

Actual: 0 incidents of discrimination or harassment in 2023 and 2024

SDG 7 – Affordable and Clean Energy

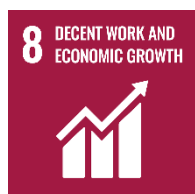


We contribute to clean energy by reducing fossil fuels use and investing in solar energy. In 2024, 7 % of our car fleet was electric. To cut our gas consumption, we installed a heat exchanger in an old building and a heat pump in a new one. Our headquarters run on 100 % renewable energy, and our first photovoltaic modules will utilize 60 kWp in 2025.

Goal: 100 % renewable energy in all our own operations and own energy production matching 10 % of our own energy consumption. New heating systems will consist only of heat pumps or heat exchangers.

Actual: 100 % renewable energy in our headquarters in 2023 and 2024. In 2024, a 60 kWp photovoltaic plant was installed but is not yet active. Our new building has a heat pump installed (no more fossil energy used).

SDG 8 & 17 – Decent Work and Economic Growth & Partnerships for the Goals



Both goals are interconnected, and we recognize our responsibility to improve the lives of our employees and those within our supply chain. Our business model involves close collaboration with our customers and suppliers. We strive to promote decent work within and outside our organization by setting fair working standards that our suppliers must adhere to. The adherence to our third-party supplier code and commitment to sustainability enhances our resilience and creates positive impact.



Selecting and supporting suppliers who respect and follow our values is essential for sustainable growth. Forming solid partnerships enables us to advance together, making informed decisions, and achieving greater results. Our strategy ensures all new business relationships include our third-party supplier code and meet our sustainable procurement policy criteria.

Goal: 100 % of suppliers must adhere to criteria of the sustainable procurement policy

Actual: In 2024, 63.5 % of our suppliers adhered to our criteria of the sustainable procurement policy.

SDG 16 – Peace, Justice and Strong Institutions



As a global hub, we recognise our heightened responsibility to remain vigilant against corruption and bribery. By maintaining robust anti-corruption measures, we ensure that our operations and partnerships uphold our standards of integrity. Our key contribution is that we have maintained a record free of any bribery cases.

Goal: Zero non-conformities due to bribes or corruption, especially regarding officials

Actual: Zero non-conformities have been observed in 2023 and 2024

5. Economic Ethical Management Structure

This section shows our commitment to ethical integrity. It details our core business values, governance structure, and the measures we take to ensure ethics in all our operations.

5.1 Business Values

The business principles of Midas Pharma are based on our core values leading to high loyalty, service orientation and solution targeting. Midas Pharma is dedicated to two core values as there are:

- We always perform on a top level and with the highest possible commitment
- To always live a true partnership with our suppliers and customers

By thinking ahead and by living above-mentioned values it is always our aim to create added value for all our partners. These principles have been summarized in our corporate credo: Trust. Expertise. Added Value.

5.2 Governance Structure

Our governance structure for sustainability includes a full commitment by the Board of Directors, a responsible HSE manager and our HSE core team. This team consists of employees from different departments to ensure a diversity of perspectives and full interaction of HSE with all business areas. The Board of Directors oversees the sustainability strategy and is regularly informed about progress and challenges.

5.3 Ethics and Integrity

As an international active company, Midas Pharma is subject to many local, national, and international laws and regulations. It is the responsibility of all employees to comply with these rules without exceptions.

Midas Pharma has traditionally prioritized responsible, forward-thinking, and sustainable business practices. Our ethical standards and values are outlined in our code of conduct, which is binding for all employees. In 2024, we enhanced our compliance processes to ensure adherence to new relevant laws, regulations, and guidelines. Compliance is promoted through regular training sessions, which are mandatory for all employees. Midas Pharma offers training via an e-learning platform to share knowledge about our internal guidelines and practices. The code of conduct is specifically trained face-to-face during the onboarding period. Refresher trainings are held regularly, keeping our employees up to date. To ensure ethical integrity, we have established an internal whistleblowing channel managed by an external law firm. This system allows employees to report violations anonymously and protects them against retaliation. The Board of Directors is informed of any incidents reported and is committed to follow up and to eliminate any noncompliance issue.

Since our founding, there have been no cases of violations against the law and voluntary codes regarding ethical conduct, resulting in zero terminated contracts and zero legal cases. We have achieved our goal of zero violations of competition law, customs regulations, export control, and trade sanction laws.

In 2024 and 2023, no political contributions like donations or lobbyist activities were performed.

Corruption Risk Assessment

To understand which suppliers are the most prone to corruption risk, we are performing a risk analysis. The analysis was designed by us and is a best estimate based on:

- Business value transacted with the supplier
- Location of the supplier
- Compliance training rate of our employees

In 2024, we did analyse 100 % of our suppliers. We did not identify any high-risk suppliers regarding corruption risk. 94 % of our suppliers were in the lowest risk category.

Customer Health and Safety

Midas Pharma is dedicated to ensuring the health and safety of our customers and consumers. Our corporate quality system is designed to protect patients and ensure that all products meet the highest safety standards.

To guarantee the quality of our supply chain, 100 % of GMP-relevant suppliers are regularly audited. Supplier qualification gets reviewed at least every 3 years and only verified and qualified suppliers can be used according to our validated quality and ERP systems. This maintains the quality of our commercial products.

Pharmacovigilance (PV)

To ensure the patient safety after the product launch, we are monitoring all new information regarding our own FDF product. This includes literature as well as information from medical doctors. For the monitoring of information coming directly from the patient (adverse effects), 100 % of employees are trained in recording and reporting cases to PV division. This Training is mandatory and valid for three years or until there is a change within the training material. The material must be updated every three years. Responsible for these processes is our EU-QPPV (European Union Qualified Person for Pharmacovigilance).

Product Safety

Patient safety is of the utmost importance to us. Product safety is a major contributor to patient safety. Therefore, a 100 % of product batches were reviewed and released according to their specifications and all applicable guidelines and regulations. All products come with a complete set of documentation, making it possible to track every quality related information.

Every FDF includes correct labelling according to all applicable laws. This includes the information provided to our clinical trial research centres: information material with safety information and a patient brochure.

Also, for our B2B customers, we ensure that all substances are properly labelled and packaged. Labels include information on the source, content, potential dangers, and handling instructions. This includes that 100 % of shipments are accompanied by a CLP-conform Material Safety Data Sheet (MSDS). In these, we communicate detailed handling

conditions to service providers for the hundreds of substances our customers handle. This information is meticulously documented based on the experience of our manufacturing partners and specialized service providers.

In 2024 and 2023, there were no law violations resulting in fines, warnings, or breaches of voluntary codes regarding product safety. Additionally, there were zero non-compliances with marketing communication regulations. All advertised products comply with applicable laws and regulations.

Data Protection

At Midas Pharma, we are committed to ensuring the security and privacy of data throughout the company. We adhere to stringent data protection standards and have implemented comprehensive guidelines and measures to assure data protection. In this regard we also installed systems and trainings to prevent attacks on data from the outside (cybersecurity).

A data protection manager is nominated at Midas Pharma. Locally, we ensure protection by limiting access to physical or digital archives, our server room and securing access from the internet with a firewall and, many additional measures which are not disclosed in this report for safety reasons.

Regular training is provided to all employees through videos, reading materials, and live presentations. Our goal is to have all employees complete a series of online training courses to stay informed about data protection practices.

In 2024 as in 2023, we identified zero breaches of privacy, and no breaches were reported from external sources. This reflects our ongoing commitment to maintaining the highest standards of data security and privacy.

Sustainable Procurement

As a pharmaceutical company we are responsible for managing all supply chains related to our products. We understand the review of our entire supply chain as a continuous process. Our overarching strategy is therefore based on supplier evaluation and qualification by documentation, sustainability criteria, risk analysis and visits / audits.

In 2024 and 2023, no violations of ecological or social laws or regulations have been reported.

It is part of our supply chain management to comply with REACH laws. We have set the goal to be 100 % REACH compliant in our import operations, and that our products comply with the restrictions of SVHC & Annex XVII. We were able to obtain a REACH registration for every product that we were importing since foundation of our company, and we have not violated the product restrictions listed in SVHC & Annex XVII since then.

To actively manage the supply chain, we trained our procurement staff in sustainable procurement. In 2023, 49 % of our procurement staff has been trained. This was reduced to 45 % in 2024, since no additional training was provided, while there were new hires, and trained personnel left the company.

We are signing our or a comparable supplier code of conduct with all our partners. On top of this measure, we have added environmental clauses into our supplier contracts. Both documents, the third-party supplier code, and the supplier contracts include the following topics:

- Ethics
- Labor
- Health and Safety
- Environment
- Management Systems

HSE Safety Assessment

While paper-based assessments help to minimize the risk of violations, only on-site check-ups can effectively evaluate the efforts of our suppliers. Initially, we assess our suppliers based on public information and their EcoVadis rating before conducting visits or audits. As part of our obligation to qualify and maintain the status of our suppliers, we regularly audit our GMP suppliers. Over the past three years, 100 % of our active GMP suppliers have been audited, which make up 50 % of our total suppliers. These audits are quality focused but also review certain aspects of sustainability.

It is a prerequisite for business interaction with any supplier, including our non-GMP suppliers, that we perform a paper and document-based qualification including HSE relevant topics. On top of this measure, there is an additional HSE dedicated paper-based assessment, where we monitor the HSE progress of our suppliers.

The following criteria is monitored and it to pass the HSE dedicated assessment is to at least have one of the following five achievements:

- EcoVadis score of not less than 40
- Member of the PSCI or a comparable initiative
- Positive own audit reports or third-party audits according to SQAS, SMETA or TfS
- Adherence to UN Global Compact
- Certifications according to DIN ISO 14001, 45001 or 50001

If a supplier is not following any system / initiative, we invite them to join the EcoVadis program within one year.

In 2024 we achieved our goal to assess all top suppliers contributing to 50 % of our turnover. In 2025 our goal is that all top suppliers contributing to 80 % of our turnover should be assessed.

CSR Risk Analysis

To understand which suppliers are the most prone to HSE risk, we designed and performed a CSR risk analysis. The analysis is based on:

- Business value transacted with the supplier
- Location of the supplier
- Type of industry of the supplier
- Certificates / sustainability achievements of the supplier

In 2024 we overachieved our goal of analysing the top suppliers contributing to 80 % of our turnover. Every following year we wanted to at least add 15 suppliers (top down by turnover), extending our risk analysis until every supplier is covered. This is not necessary anymore, as 100 % of suppliers have been analysed. In 2024, we did analyse 100 % of our suppliers. We did not identify any high-risk suppliers regarding CSR risk. 88 % of our suppliers were in the lowest risk category. This includes the risk for child labour and forced labour.

6. Talent Attraction & Retention

This section focuses on Midas Pharma's strategies for attracting and retaining talent. It covers employee data, personnel development and training, health, safety, and well-being initiatives, and our commitment to diversity, equity, and inclusion.

6.1 Employee Data

At the end of 2024, we had a total of 252 employees in Germany, and 272 employees in total. Among all, only 3 % were temporary employees. We did not employ any non-guaranteed hours employees or workers who are not employees. All benefits available for full-time employees were applicable for part-time employees, too. We ensure equitable treatment across all our workforce.

Diversity, Equity and Inclusion

We foster a corporate culture where all employees have equal opportunities, regardless of ethnic origin, gender, sexual identity, religion, or any other characteristics.

Diversity at Midas Pharma encompasses several aspects, such as employees' different cultural backgrounds, qualifications, and skills. Through the exchange of knowledge, ideas, and experience, diversity supports to our success.

On our career pages we show that we see diversity as a strength. In every job advertisement, the company points out that we offer a fair, respectful, and supportive work culture where all employees are able to develop and grow in line with their individual skills.

We employ in Midas Pharma people from 24 different nations. Additionally, the diversity of our workforce is also reflected in gender distribution: 56 : 44 (female : male). In 2024 as well as in 2023, on the first two management levels, the proportion of women is 36 %, and on the first management level, even 40 %, which remains well above the average female quota in the boards of the 200 largest German companies by value creation (2024: 19 %).

6.2 Personnel Development and Training

At Midas Pharma, personnel development is a priority, as we aim to enable all employees to reach their full potential. We are committed to consistently training and developing our staff to ensure its long-term commitment to the company.

We believe in fostering open and productive dialogue on equal footing. Therefore, we conduct feedback talks with our employees at the end of their probation period and thereafter on an annual basis during employment. These personal talks are based on a

model that reflects the fulfilment of expectations and offers opportunities for further development.

Our training programs are categorized into three types: internal face-to-face training, e-learning, and external training. New employees undergo an initial six-month training program covering not only the basics of their tasks but also provides a holistic view on all areas of Midas. We also provide comprehensive training programs for staff and managers, along with additional training for employees in new roles. Regular refresher sessions with success control are held to keep up with all requirements in cGxP, compliance, and internal processes. External training is offered to bring new knowledge into the company or to develop specific skills of employees. In 2024, employees received an average of 1.5 days of internal training. The expenditure for external training was €300,000, translating to €1,181 per employee with an average of 1-2 days external training per employee.

We offer internships to students at various stages of their academic education. By providing attractive and challenging positions for working students, we present ourselves as an attractive employer for future talents. In 2024, we employed 15 working students. Additionally, we welcomed four trainees and apprentices, with the aim of retaining them as future employees.

6.3 Health, Safety and Well-Being

Working Condition and Health Services

We prioritize the occupational health and safety of our employees, recognizing them as the most critical resource for all operations. The company is committed to providing wages above the living wage of the respective city where employees work, with the lowest possible wage being 147 % above the local living wage.

Regular risk assessments of workplaces are conducted by both independent external auditors and trained internal staff from HSE and facility management. These assessments aim to prevent incidents by ensuring employees are familiar with and adhere to internal safety regulations and guidelines.

We not only address the prevention of workplace accidents and immediate protection from hazards but also prioritize supporting a healthy lifestyle at work. As constant sitting is the biggest issue contributing to health problems, we have ergonomically designed and flexible workstations to allow different working positions. For a healthy nutrition, we offer fresh and balanced food in our bistro. Additionally, we have a gym at our headquarters and offer a subsidised gym pass that can get used nationwide (Germany and Austria) in gyms (EGYM Wellpass). With JobRad we offer our employees an additional way to stay fit.

We are proud to offer and maintain a family atmosphere working environment. Part-time models and flexible working hours are standard practices to facilitate the balance between work and family life. We do not employ shift work or require employees to be on call outside of business hours. Each employee is entitled to at least one day of remote work per week,

with an additional contingent of 30 assignable remote workdays per year to ensure flexibility.

We offer 30 vacation days per year and 6 flex days. Upon the birth of a child, marriage, or long-term company affiliation, we provide additional benefits. Employees can also take additional vacation days for family reasons.

To live our family culture, we host an annual summer festival including partners and children. Furthermore, we have our Christmas festival to thank our employees for their work, motivation, and dedication. During the year, we run the feelgood@midas program, inviting employees to participate in after-work parties, enjoy ice cream, and other nice surprises.



FIGURE 6 MIDAS PHARMA GROUP SOCIAL BENEFITS

Safety at Work

As a pharmaceutical company with office-based operations, the primary safety concerns are stairway accidents and organic solvents in the laboratory.

Besides the offices, we operate a QC laboratory in our headquarters in Ingelheim. For the safety within our laboratory, we have documented all procedures of safe handling and actions for unforeseen events. Our employees are trained regularly. Without training, access to the laboratory is denied. 100 % of our employees accessing the laboratory are trained before the first entry. The access is controlled physically, for entry a chip and passcode are necessary. To keep our employees safe within the laboratory, they have personal safety equipment. All handled solvents and hazardous materials are labelled and stored according to CLP. The handling itself follows defined procedures.

All premises are regularly inspected by an external safety consultancy company. They control our adherence to the applicable laws and regulations, while making suggestions for improvements. The consultancy works closely with our internal safety group, which meets up every three months to discuss safety-related topics. These meetings are documented in writing.

To maintain the safety of our sales managers within the domestic area, our car fleet is maintained by a service provider, including tire changes and maintenance. Keeping our employees on business trips into foreign countries safe, they are vaccinated by the medical officer wherever it is recommended by the medical authorities in regard to their traveling destination.

Midas Charity Run

In 2024, we had again our Charity Run event in May. This event is an annual tradition at Midas where we run, walk, swim or cycle a certain distance which is later paid as a donation by the company (1 km = 2 €).

During the event a lot of international groups of colleagues collected miles together, took pictures together, having a great time and making good memories. In this way we supported:

- Yanomami-Hilfe e.V. supports the Yanomami as the last remaining indigenous people in South America. In 2024 they finished the construction of a local health center, including a pump to filter water, powered by solar energy.
- Hoffnungswerk e.V. supports the families affected by the Ahrtal flood. Important aspects are still not addressed as the bureaucratic hurdles are big to receive help from the respective relief funds. To rebuild houses, infrastructure and offer psychological support, money is collected by the non-profit organization Hoffnungswerk e.V.
- The third supported project is "A light for India". It is a children's, youth and women's project, focused on education, work and health. In addition to tutoring programs for children, young women are supported with a study program and the associated cost coverage.

7. Environmental Footprint

Midas Pharma started energy reporting for its headquarters in 2022. Information on energy consumption at our sites in Germany is collected annually. The sustainability team centrally consolidates this data, evaluates it, and calculates the associated direct and indirect greenhouse gas emissions. Environmental protection and efficiency measures are implemented at our sites in accordance with local and regional conditions and legislative requirements.

Environmental protection and efficiency measures are implemented at our sites in accordance with local and regional conditions and legislative requirements. Our focus areas include energy consumption and car fleet management.

Not only CO₂ emissions were considered in our scopes, but also the NO_x emissions of our diesel cars have been included as CO₂ equivalents. We do not emit any other greenhouse gases.

Scope 1 emissions are generated by our own local activities, including gas consumption for heating and fuel consumption for our car fleet. To reduce these emissions, we are gradually replacing company cars with low-carbon alternatives and substituting heating systems with sustainable options like heat pumps.

KPIs of Midas Pharma GmbH	Unit	2023	2024
Scope 1 Germany	[t CO ₂]	201	230
Scope 1 Midas Pharma Group	[t CO ₂]	217	249
Scope 1 Midas Pharma Group	[t CO ₂ /Employee]	0.9	0.9
Scope 2 Germany	[t CO ₂]	0	0
Scope 2 Germany	[t CO ₂ /Employee]	0	0
Scope 2 Midas Pharma Group	[t CO ₂]	16	16
Scope 2 Midas Pharma Group	[t CO ₂ /Employee]	0.1	0.1

TABLE 1 SCOPE 1 & 2 EMISSIONS OF MIDAS PHARMA GROUP

Scope 2 emissions are calculated by using the information given by our local supplier. This method allows us to transparently present company-specific purchases of renewable energy. Our goal is to source 100 % renewable electricity, and we have been covering 100 % of our energy use in Germany with renewable energy for over a decade. In 2024, we installed our first photovoltaic modules, and we plan to utilize 60 kWp in 2025. It is intended to install solar panels at buildings where this is technically possible.

While ensuring that our used energy is clean, we have implemented measures such as limiting hallway lighting with sensors and timers and activating a special low-energy program outside office hours to control lighting and heating. Additionally, we are also replacing traditional heating systems with sustainable options such as heat pumps that run on green electricity and heat exchangers. In 2022 we replaced one of our fossil fuel-based heating system with a heat exchanger. The heat exchanger increased our energy use, but in return, it reduced the amount of fossil fuel needed.

Scope 1 - 3 Emission Ratio of Midas Pharma GmbH

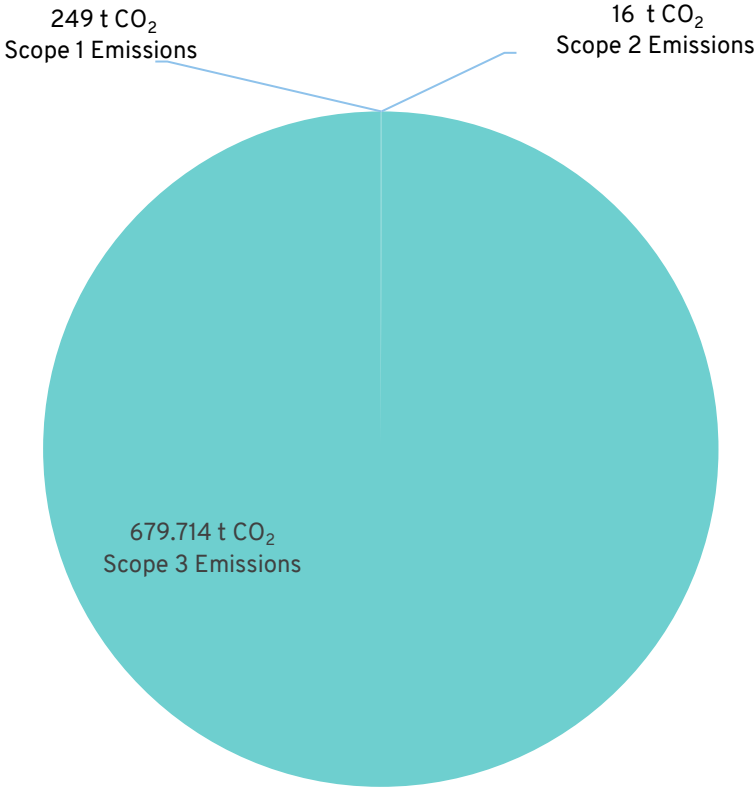


FIGURE 7 MIDAS PHARMA GROUP 1, 2 AND 3 EMISSIONS COMPARED

Our scope 3 emissions are accounting for more than 99 % of company emissions. These emissions primarily originate from purchased chemicals and account for more than 99 % of total calculated emissions. Emissions from outbound transport carried out by external companies are calculated based on values provided by our logistics partners. We aim to work with suppliers and data service providers to create a better data set for Scope 3 emissions.

KPIs of Midas Pharma GmbH	Unit	2024
Scope 3 Midas Pharma Group	[t CO ₂]	679,714
Scope 3 Midas Pharma Group	[t CO ₂ /Employee]	2,499
Purchase of Goods	[t CO ₂]	678,587
Commuting CO ₂ -Emissions	[t CO ₂]	133
Up- and Downstream Logistics and Sales	[t CO ₂]	218
Business Trip CO ₂ -Emissions	[t CO ₂]	776

TABLE 2 CURRENT SCOPE 3 COMPONENTS AT MIDAS PHARMA GROUP

The purchase of goods emissions in table 3 are estimates based on the average of some our products. These results are best estimates currently available and show clearly that our purchased goods form the main part of our emissions. Notable are our business trip emissions, where flights make more than 99 % of emissions.

We reduce our scope 3 emissions by minimizing the use of paper. Digitalizing numerous processes, including training materials, supplier qualification processes, and contracts, reduces our paper needs. We encourage avoiding printing whenever possible, and as a standard, black-and-white and double-sided printing are pre-set.

Recognizing that commuting with fossil fuel-reliant cars results in high CO₂ emissions, we promote commuting by bike through our JobRad offer. Additionally, company travel contributes significantly to CO₂ emissions. To address this, we recommend domestic travel by public transportation. For necessary flights, we regularly book the least CO₂-intensive option.

Non-hazardous Waste

Most of our waste is composed of residual waste. In 2023 we disposed of 8,073 Kg waste in Germany that was handled by the public refuse collection. The amount in 2024 has been the same. According to our public service provider, 82 % has been recyclable waste.

Hazardous Waste

At Midas Pharma we are analysing the quality of pharmaceutical ingredients, which involves the use of organic solvents and minimal amounts of hazardous chemicals (APIs). Since the required purity of these chemicals is very high and the amount used per process is low, it does not make sense to recycle the different solvents.

KPIs of Midas Pharma GmbH	Unit	2023	2024
Domestic Waste	[Kg]	8,073	8,073
Hazardous Waste	[Kg]	297	1,243
Total Waste	[Kg]	8,370	9,316
Recycled Waste	[%]	79	71
Non-Recycled Waste	[%]	21	29

TABLE 3 WASTE DOCUMENTATION AT MIDAS PHARMA GERMANY

Because of our limited solvent use we let take care of our hazardous waste by a third-party that adheres to German law. In 2024 we disposed of 1,243 Kg hazardous waste, which was very high for us, as we disposed in 2023 only 297 Kg. 0 % of this waste has been transported over the borders of the country the laboratory is in (Germany).

As we disposed of commercial FDF samples for several of our customers, the hazardous waste increased spontaneously. While it is common for us to dispose of very limited amounts of reference and retention samples, we usually do not store commercial samples, as they are sent directly to the requesting customers.

8. Abbreviations

Abbreviation	Meaning
API	Active Pharmaceutical Ingredient
B2B	Business to Business
cGxP	Compliant Good x Practice
CLP	Classification, Labelling and Packaging
CO ₂	Carbon Dioxide
CSR	Corporate Sustainability Report
CSRD	Corporate Sustainability Reporting Directive
DIN	German Institute for Standardisation
ERP	Enterprise Resource Planning
EU-QPPV	European Union Qualified Person for Pharmacovigilance
FDF	Finished Dosage Form
GmbH	German legal form, "Gesellschaft mit beschränkter Haftung"
GMP	Good Manufacturing Practice
GRI	Global Reporting Initiative
HSE	Health, Safety and Environment
ISO	International Organization for Standardization
KPI	Key Performance Indicator
MAH	Manufacturing Authorisation Holder
MSDS	Material Safety Data Sheet
NO _x	Nitrogen Oxide
PSCI	Pharma Supply Chain Initiative
PV	Pharmacovigilance
QC	Quality Control
QP	Qualified Person
R&D	Research and Development
REACH	Registration, Evaluation and Authorisation of Chemicals
SDG	Sustainable Development Goal
SMETA	Sedex Members Ethical Trade Audit
SQAS	Safety- & Quality Assessment for Sustainability
SVHC	Substances of Very High Concern
TfS	Together for Sustainability
UN	United Nations
USA	United States of America

9. GRI Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	1. Preface, S. 1
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	2. About this Report, S. 2
GRI 2: General Disclosures 2021	2-5 External assurance	2. About this Report, S. 2
GRI 2: General Disclosures 2021	2-1 Organisational details	3. Business Model, S. 2-3
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	3. Business Model, S. 2-4
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	3. Business Model, S. 2-3, 4.2 Materiality Analysis, S. 6
GRI 3: Material Topics 2021	3-1 Process to determine material topics	4.2 Materiality Analysis, S. 6
GRI 3: Material Topics 2021	3-2 List of material topics	4.2 Materiality Analysis, S. 6
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	5.3 Ethics and Integrity, S. 9
GRI 2: General Disclosures 2021	2-23 Policy commitments	5.3 Ethics and Integrity, S. 9
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	5.3 Ethics and Integrity, S. 9
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	5.3 Ethics and Integrity, S. 9
GRI 205: Anti-corruption 2018	205-3 Confirmed incidents of corruption and actions taken	5.3 Ethics and Integrity, S. 9
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	5.3 Ethics and Integrity, S. 9
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5.3 Ethics and Integrity, S. 9
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	5.3 Ethics and Integrity, S. 9, 6.3 Health, Safety and Well-Being, S. 14, 7. Environmental Footprint, S. 17
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	5.3 Ethics and Integrity, S. 9
GRI 2: General Disclosures 2021	2-7 Employees	6.1 Employee Data, S. 13
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	6.1 Employee Data, S. 13

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.1 Employee Data, S. 13
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.2 Governance Structure, S. 9
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6.2 Personnel Development and Training, S. 14
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	6.2 Personnel Development and Training, S. 14
GRI 415: Public Policy 2016	415-1 Political contributions	5.3 Ethics and Integrity, S. 10
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	6.3 Health, Safety and Well-Being, S. 7
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	6.3 Health, Safety and Well-Being, S. 14-15
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	6.3 Health, Safety and Well-Being, S. 16
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	6.3 Health, Safety and Well-Being, S. 16
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	5.3 Ethics and Integrity, S. 11, 13
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.3 Ethics and Integrity, S. 13
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	5.3 Ethics and Integrity, S. 11
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	5.3 Ethics and Integrity, S. 11
GRI 416: Customer Health and Safety 2016	417-1 Requirements for product and service information and labeling	5.3 Ethics and Integrity, S. 10-11
GRI 416: Customer Health and Safety 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	5.3 Ethics and Integrity, S. 11
GRI 416: Customer Health and Safety 2016	417-3 Incidents of non-compliance concerning marketing communications	5.3 Ethics and Integrity, S. 11
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	7. Environmental Footprint, S. 17
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7. Environmental Footprint, S. 17

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	7. Environmental Footprint, S. 17
GRI 306: Waste 2020	306-3 Waste generated	7. Environmental Footprint, S. 19
GRI 306: Waste 2020	306-4 Waste diverted from disposal	7. Environmental Footprint, S. 19
GRI 306: Waste 2020	306-5 Waste directed to disposal	7. Environmental Footprint, S. 19