STADA

SUSTAINABILITY REPORT 2024

Caring for People's Health as a Trusted Partner

STADA

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[1] *Content presented in the Section 1 and Section 3 (limited to 31 selected GRI KPIs), marked green and with ✔ has been audited by independent auditor, summarized in its report at the end of this sustainability report.*

SECTION 01

Sustainability at STADA

STADA

CEO'S FOREWORD

Dear readers,

In a complex environment of rapid change and uncertainty, we at STADA put even more our purpose of 'Caring for People's Health as Trusted Partner' in the focus.

This means delivering our preventive and therapeutic healthcare products as a responsible company, in line with our corporate value of Integrity and with great quality and reliability.

Through our broad portfolio of around 25,000 products across consumer healthcare, generics and specialty medicines, we are able to provide preventive and treatment options for a wide range of diseases and conditions. Furthermore, by combining our in-house developments with an extensive network of licensing partners, we have built a comprehensive pipeline that will sustain our offering for years to come.

Our commitment to sustainable Environmental, Social, and Governance (ESG) principles and practices is unwavering. In this context we present the fourth edition of STADA's Sustainability Report.

This report identifies how STADA already contributes to sustaining healthcare systems and patient well-being, while mapping out our goals for further improvement.

By conducting a double materiality assessment aligned with the requirements of the future mandatory Corporate Sustainability Reporting Directive (CSRD), we have established a clear roadmap for adding more value to our contribution to a healthy society and planet through equitable access to medicines.

The structure of this report reflects the core elements of ESG, providing a comprehensive overview of how we integrate sustainable practices across our business operations around the world. From continuous environmental improvements and creating a safe, fair and inspiring workplace based on a strong growth culture, to social welfare initiatives and robust governance frameworks, we remain committed to high standards of accountability, entrepreneurship and ethics. These principles drive our business performance as One STADA.

Thank you for your interest in our sustainability journey. We are excited about the opportunities ahead to create shared value for all our stakeholders, and we look forward to engaging with you as we strive toward a healthier future.

Sincerely,
Peter Goldschmidt
CEO, STADA Arzneimittel AG

Company Profile

ABOUT STADA
STADA Arzneimittel Aktiengesellschaft (STADA Arzneimittel AG), the parent company of the STADA Group (hereafter referred to as STADA), is a leading healthcare and pharmaceuticals company that specializes in Consumer Healthcare, Generics, and Specialty medicines.

STADA ranks as the fourth-largest player by gross sales in Europe in the market for Generics and over-the-counter Medicines (OTC)[2]. In the financial year 2024, the Group generated sales of € 4,058.9 million (+9%) and EBITDA of € 885.6 million (+11%) from continuing operations, adjusted for special items and currency effects.

STADA'S PURPOSE, VISION AND VALUES
STADA's purpose 'Caring for People's Health as a Trusted Partner', along with its vision and values, reflects its core business. These principles are based on the belief that they enhance STADA's performance and quality. Building upon its purpose, the Group launched 1,140 individual products into the market in 2024. STADA's pipeline of new products offers additional opportunities as markets expand, bolstered by 79 business development and licencing (BD&L) deals concluded during the year. With a strong track record of growth, STADA aims to expand its business and enhance profitability by internationalizing successful products.

[2] *According to IQVIA CH Customized Insights European Market Data for calendar year 2023 and YTD November 2024; IQVIA MIDAS European Generics Market Data for calendar year 2023 and YTD November 2024.*

STADA's portfolio is based on three main business segments:

CONSUMER HEALTHCARE
STADA's consumer healthcare segment includes a range of non-prescription medicines, such as OTC-medicine, medical devices, cosmeceuticals and cosmetics, vitamins, minerals & supplements. It also features certain consumer products such as the household disinfectant Zoflora. Consumer Healthcare (CHC) products are marketed, in addition to the product features, with a focus on awareness and trust in the product or company brand as well as through endorsement by healthcare professionals (e.g., pharmacists or doctors).

While the Group has well-established brands with leading positions in their respective markets (241 CHC brands with a leading position (rank 1-3) in their respective categories in their countries), the CHC portfolio is diversified with the top ten consumer healthcare products accounting for 29% of total sales in the CHC segment in 2024.

The top ten STADA's selling CHC brands (and their respective therapeutic areas) in 2024 were: Nizoral (derma), Zoflora (disinfectants), Grippostad (cough and cold), SNUP (cough and cold), Paracetamol STADA (pain and relief), Xylometazoline (cough and cold), Hirudoid (pain and relief), Ibuprofen STADA (pain and relief), Kamistad (pain and relief) and Magne (vitamins, minerals and supplements).

GENERICS
STADA's generic segment focuses on prescription drugs sold under their International Non-Proprietary Name (INN Generics). Generics (Gx) offer a lower-cost therapeutically alternative to the substantially more expensive pharmaceutical originator products. Most of the products in the Generics segment require a prescription and are dispensed through pharmacies, clinics and hospitals. The Generics market is generally characterized by regulated pricing, with competition driven by the reliability of supply and cost competitiveness. Patent expirations and loss of regulatory market exclusivity of originator drugs feed the product pipeline in the Generics segment, allowing the Company to leverage its distribution channels and local market knowledge to launch new products. The Generics portfolio is diversified, with the top ten products accounting for approximately 19% of sales in the Gx segment in 2024.

The top ten STADA's selling products (and their respective therapeutic areas) in this segment in 2024 were: Tilidine (pain and relief), Amoxicillin-Clavulanate (antibiotics), Atorvastatin (cardiology), Rivaroxaban (blood/blood formation), Ezetimibe (cardiology), Pantoprazole (gastroenterology), Olmesartan (cardiology), Omeprazole (gastroenterology), Amlodipine (cardiology) and Rosuvastatin (cardiology).

SPECIALTY
STADA's specialty segment encompasses three distinct product categories:

- **Innovative Specialty Pharmaceuticals:** This category includes innovative medicinal products addressing unmet clinical needs, typically with market exclusivity.
- **Specialty generics:** This category includes prescription generics (in accordance with the definition from IQVIA), which are designed for chronic, complex, rare and genetic indications[3], and prescription generics marketed as branded generics (as opposed to INN generics).
- **Biosimilars:** These are biologic medicinal products that are almost identical to existing originator biologic products by demonstrating bioequivalence, which means they must not differ in terms of bioavailability (drug concentration over time in the bloodstream after drug administration) or in a clinically meaningful way.

The top ten Specialty products accounted for approximately 62% of sales in the segment in 2024.

STADA's top ten Specialty brands (with their active ingredients/ reference products/respective therapeutic areas, where applicable) in 2024 were: Silapo (epoetin biosimilar/nephrology, oncology), APO-go (apomorphine generic/neurology), Oyavas (bevacizumab biosimilar/oncology), Lecigon (levodopa/carbidopa/entacapon/neurology), Hukyndra (adalimumab biosimilar/immunosuppressant), Movymia (teriparatide biosimilar/bone health) Versatis (lidocaine/pain and relief), Uzpruvo (ustekinumab biosimilar), Kinpeygo (budesonide/nephrology) and Corpos (ocrelizumab/neurology).

[3] *For which at least four of the following seven criteria must be met: (i) high annual costs, (ii) initiated and maintained by a specialist for drug therapy, (iii) practitioner administered, (iv) special procedure required (refrigerated, frozen, other biohazard), (v) reimbursement assistance required, (vi) limited distribution and (vii) extensive monitoring or comprehensive patient counselling required.*

2024 FACTS & FIGURES

Financial Key Figures

€ 4,058.9
MILLION TOTAL REVENUES
STADA ACHIEVED IN 2024 (+9% COMPARED TO 2023)

CONSUMER HEALTHCARE
€ 1,536.7 million (+3%)

GENERICS
€ 1,652.1 million (+10%)

SPECIALTY
€ 870.1 million, (+16%)

+11%
(COMPARED TO 2023)[4]

STADA GENERATED AN ADJUSTED EBITDA OF:

€ 885.6
MILLION

€ 266.4
MILLION INVESTMENT VOLUME IN 2024:

€108.4 million
WAS INVESTED IN PROPERTY, PLANT AND EQUIPMENT

€158 million
IN INTANGIBLE ASSETS

This marks the third consecutive year of double-digit EBITDA growth, achieved despite the turbulent macroeconomic context in which we operated. This is a compelling testament to the resilience and high-growth potential of our business model.

Boris Döbler / *CFO*

STADA's Company footprint

FOUNDED IN MARCH 1895 and headquartered in Bad Vilbel, Germany, STADA has established itself as a trusted pharmaceutical brand for **NEARLY 130 YEARS.**[5]

ABOUT
11,650
EMPLOYEES
from 88 COUNTRIES, represent the One STADA family

STADA has a geographically diversified and effective manufacturing footprint with **17 PRODUCTION SITES** located in **11 COUNTRIES** across Europe (Austria, Bosnia-Herzegovina, Czech Republic, Germany, Montenegro, Romania, Serbia, UK, Ukraine) and Asia (China, Vietnam)[6]

The opening of the new **PRODUCTION SITE** and **SUPPLY CHAIN HUB** in **Turda, Romania**, in 2024 marks a significant milestone for STADA. With an investment of over **€70 million**, the project strengthens STADA's position in Eastern Europe and contributes to the reliable supply of medicines across Europe. Nine state-of-the-art production lines for solid dosage forms, with a planned capacity of **150 million packs per year**, and a logistics center for consumer healthcare products support this effort.

In addition to its manufacturing sites, STADA's operations include office and commercial locations, encompassing business activities in:

45 COUNTRIES WORLDWIDE
WITH A STRONG PRESENCE IN EUROPE

Portfolio and Products

STADA's diversified portfolio includes over **25,000 SKUs** (Stock Keeping Unit) with approximately **800 APIs** (Active Pharmaceutical Ingredient)

Thus, STADA covers numerous therapeutic areas with many category leaders, and its products account for **20% OF THE WHO'S LIST OF ESSENTIAL MEDICINES**[7]

1,140
LAUNCHES IN 2024

STADA CONSIDERS ITS DEVELOPMENT PIPELINE TO BE AN IMPORTANT INDICATOR OF OUR FUTURE REVENUES. AS OF DECEMBER 31, 2024, STADA WAS PURSUING MORE THAN 2,500 APPROVAL PROCEDURES FOR OVER 200 APIS AND COMBINATIONS IN MORE THAN 60 COUNTRIES

Besides its own manufacturing, STADA leverages its network with currently more than

400 **Contract Manufacturing Organizations**
along the 'external as internal' approach

1.1 BILLION PACKS
STADA DELIVERED IN 2024
partnering with more than 50 third-party logistics providers as part of its decentralized approach.

571 million packs,
STADA PRODUCED IN-HOUSE IN 2024

4 EBITDA adjusted for special items and currency effects
5 Founded in March 1895 in Dresden, Germany. Detailed STADA's history is available at https://www.stada.com/about-stada/company-history
6 Including Pfaffenhofen which closed on December, 31 2024, bringing the total number of production sites in 2025 to 16
7 Including least-developed countries (LDCs), low-income countries (LICs), low-middle income countries (LMICs) and upper middle income countries.

Peter Goldschmidt
Chairman of the Executive Board (CEO)

Simone Berger
Chief People Officer (CPO)

Miguel Pagan Fernandez
Chief Technical Officer (CTO)

Boris Döbler
Chief Financial Officer (CFO)

Yann Brun
Executive Vice President, Head of Global Development, Portfolio, Regulatory and Business Development/Licensing

Dr. Christoph Dengler
Executive Vice President
Global Legal

Dr. Stephan Eder
Executive Vice President
Western Europe & Germany

Christos Gallis
Executive Vice President
Eastern Europe

Stéphane Jacqmin
Executive Vice President
Emerging Markets

Bryan Kim
Executive Vice President Global
Specialty Pharmaceuticals

Frank Staud
Executive Vice President
Global Communications,
Branding & Sponsoring

Volker Sydow
Executive Vice President
Global Consumer Healthcare

STADA'S MANAGEMENT

STADA Arzneimittel AG has a two-tiered board structure with an Executive Board and a Supervisory Board. The STADA Executive Board which consists of Peter Goldschmidt, Chief Executive Officer (CEO), Boris Döbler, Chief Financial Officer (CFO), Simone Berger, Chief People Officer (CPO) and Miguel Pagan Fernandez, Chief Technical Officer (CTO) is the highest governance and decision-making body and manages the business.

It is supported in this by the STADA Executive Vice Presidents of key business lines, functions and representatives of all geographies of the Group together forming an extended management team – the STADA Executive Committee (SEC). The SEC is headed by the Chairman of the Executive Board/CEO, Peter Goldschmidt. The competence and diversity in the SEC team ensure that STADA takes the best decisions for the company.

The Supervisory Board is a non-executive Board and consists of nine members, of whom six members are shareholder representatives and three members are employee representatives. The Supervisory Board monitors and advises the Executive Board in managing STADA's business operations and appoints and dismisses the members of the Executive Board (CEO, CFO, CPO, CTO).

Managing ESG and Sustainability Reporting

THE STRUCTURE OF THIS REPORT

STADA is consistently continuing its sustainability efforts in financial year 2024. The company's fourth global sustainability report, aligned with the Global Reporting Initiative (GRI) standard, details the effects of its business activities on the environment, society, and governance, and vice versa, while highlighting the progress achieved.

The previous STADA Sustainability Reports were structured along the United Nations Sustainable Development Goals (SDGs) to illustrate STADA's contribution to these goals. STADA's efforts and activities to support the SDGs will continue to be part of STADA's sustainability focus. For the 2024 Sustainability Report, however, we reorganize the structure of reporting along the ESG dimensions – environment, social, governance – and thus sharpen the content. In this way, we want to focus more strongly on our own business activities and place sustainability information more clearly in the context of STADA's corporate governance and management.

The ESG structure offers an established and widely recognized perspective on sustainability that considers the three pillars of environment, social and governance on an equal footing. The change in reporting structure also serves to improve comparability with other companies and their sustainability reports and is a preparation for the upcoming introduction of EU CSRD reporting, which will also be based on ESG criteria.

SUSTAINABILITY MANAGEMENT

STADA has implemented a dedicated governance framework to effectively manage sustainability issues, with the CEO holding ultimate responsibility for Environmental, Social, and Governance (ESG) matters.

STADA Sustainability Management Chart

The STADA Sustainability Steering Committee (SSC) is the main body steering and preparing the decision-making with respect to Sustainability and ESG and has the following members:

- **Board members:** CFO, CTO, CPO
- **SEC members:** EVP Global Legal/ General Council; EVP Global Communication; EVP Global CHC; EVP Eastern Europe

The SSC is responsible for defining the sustainability policy and strategic directions, tracking progress and making strategic decision. It also analyzes all relevant sustainability aspects and their potential future implementation within business operations. The SSC meets at least on a quarterly basis. Decisions are confirmed by the SEC and officially approved by the CEO.

To take even greater account of the importance of sustainability management at STADA, the 'Global Sustainability' function was further expanded and strengthened in 2024.

The Global Sustainability Office is responsible for implementing and operationalizing STADA's material ESG issues through programs lead by the associated business function with the Vice President Global Sustainability reporting directly to the CEO.

The STADA Supervisory Board that monitors and advises the Executive Board is also informed on environmental, social and governance matters. The Supervisory Board receives quarterly reports by the Management covering updates on business development, strategy and company planning as well as ESG activities. The Supervisory Board forms committees, like the Audit Committee and Chairman's Committee, the Nomination Committee and Compliance Committee.

To ensure local implementation and to coordinate ESG topics in line with the strategic direction, the Sustainability Country Network was established. This network is centered around Sustainability Country Coordinators (SCCs), who serve as dedicated local representatives of STADA's affiliates. They support the global ESG program, contribute to sustainability reporting, and implement and drive local ESG initiatives.

STADA has formalized its commitments through the Sustainability and ESG Commitments Policy. This policy is available to all STADA employees via the Intranet and publicly via the Internet.[8]

[8] www.stada.com/sustainability

STADA'S ESG RATINGS AND RECOGNITIONS 2024

STADA's ongoing sustainability efforts are also evidenced by consistent improvements in external ratings.

EcoVadis assesses corporate social responsibility and sustainability performance by evaluating environmental, social, and ethical practices, providing a comprehensive score to help companies improve their sustainability efforts and align them along the supply chains.

- **Improved from Silver to Gold in 2024**
- **Rating score increased from 70 to 76**
- **Top 5% company overall**
- **Top 2% company in industry**

Sustainalytics rates companies based on their ESG performance, focusing on how well they manage ESG risks and opportunities.

- **'Low Risk Score' improved from 18.4 to 18.1 in 2024**
- **Top 3% company in subindustry pharmaceuticals**
- **Inclusion in 2025 ESG Top-rated Companies List for industry performance**

The Carbon Disclosure Project (CDP) evaluates companies' transparency and performance in managing environmental impacts, particularly focusing on carbon emissions and climate change strategies.

- **Improved from 'C' to 'B' rating score**

The Top Employer Institute, an independent body, evaluating companies worldwide for their dedication to culture & people topics, has awarded STADA with the certification as a Top Employer Europe 2024.

- **Top Employer Europe 2024**
- **Top Employer 2024 in Germany, Bosnia Herzegovina, Serbia, Romania, UK (Thornton & Ross)**

UN SUSTAINABLE DEVELOPMENT GOALS

STADA also supports the United Nations Sustainable Development Goals and Ten Principles of the UN Global Compact. In line with its business priorities, purpose, and values, STADA focuses on five of the 17 UN Sustainability Development Goals, to which the Group makes a relevant contribution.

Purpose: "Caring for people's health as a trusted partner"

Agility | Entrepreneurship | Integrity | One STADA

The values as the foundation to operate and improve STADA's positive contribution to the UN SDGs

SDG 3: Ensure healthy lives and promote well-being for all at all ages.

What this means for STADA:
For STADA personal sustainability means good health and well-being. This is reflected in STADA's purpose and enabled through a portfolio of products and relevant pieces of advice in line with preventive education.

SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

What this means for STADA:
STADA constantly extends and improves its product portfolio and production infrastructure together with its employees, stakeholders, and local communities.

SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development.

What this means for STADA:
STADA leads active dialog with its stakeholders and initiates new partnerships to meet the SDGs addressed by STADA's operations.

SDG 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

What this means for STADA:
STADA strives to offer fair and supportive working conditions to its employees. This enables achieving sustainable economic growth.

SDG 12: Ensure sustainable consumption and production patterns.

What this means for STADA:
To achieve positive ESG impacts, STADA is setting its own targets and ensuring compliance with regulatory requirements, while striving to be more sustainable in its operations.

STADA'S DOUBLE MATERIALITY ASSESSMENT

STADA approaches its sustainability by initiating stakeholder dialogue that helps the company to understand its ESG efforts from all aspects of business and impacts while collecting feedback from stakeholders to improve its overall sustainability.

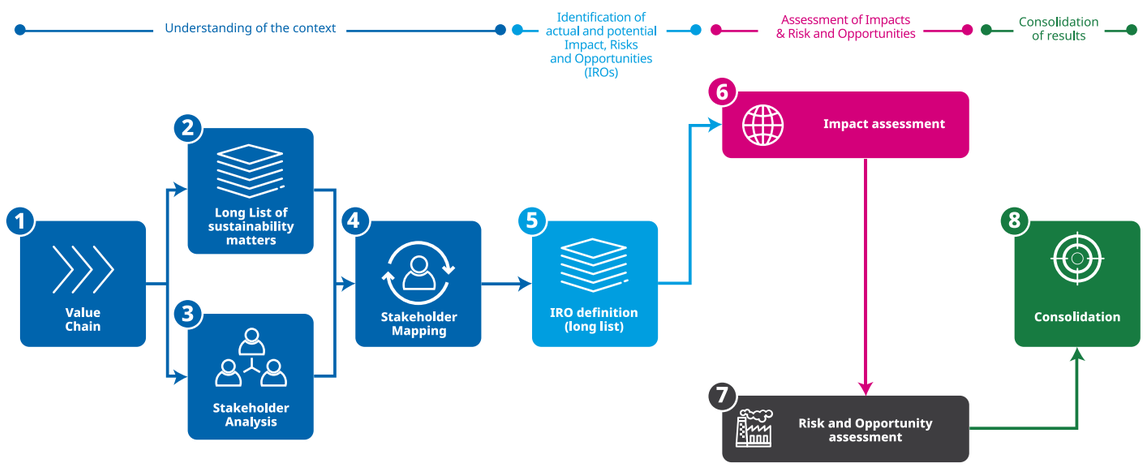
After three yearly cycles of materiality assessment, in line with GRI, STADA initiated its fourth cycle in accordance with the double materiality assessment defined by the CSRD with view to preparations and capacity building for future mandatory CSRD reporting.

Through the materiality assessment STADA aimed at:

- identifying and evaluating the most important issues impacting a business and its stakeholders, helping organizations focus on key areas for decision-making and reporting.
- engaging with stakeholders to gather insights into what is considered important or material in the context of the organization.
- aligning organizational strategies with stakeholder expectations, improving transparency and accountability.

With the previous classical materiality, STADA focused primarily on the impact of non-financial aspects on the organization, the company's performance and operations (outside-in). With double materiality, STADA expanded the focus to include both the impact on the organization and the impact of the organization on society and the environment (inside-out).

The double materiality analysis was carried out in accordance with the European Sustainability Reporting Standards (ESRS) and corresponding guidelines (Annex I & II to Commission Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU).



The process included:

1. Understanding the value chain and STADA's core business activities including upstream and downstream activities. The value chain is divided into three main components: own operations, upstream activities, and downstream activities

2. Creating a list of sustainability matters based on ESRS and further entity-specific topics potentially being material for STADA.

3./4. Clarification of relevant stakeholder groups and identification of potential key stakeholders in these groups as well as persons which could be included in the materiality assessment.

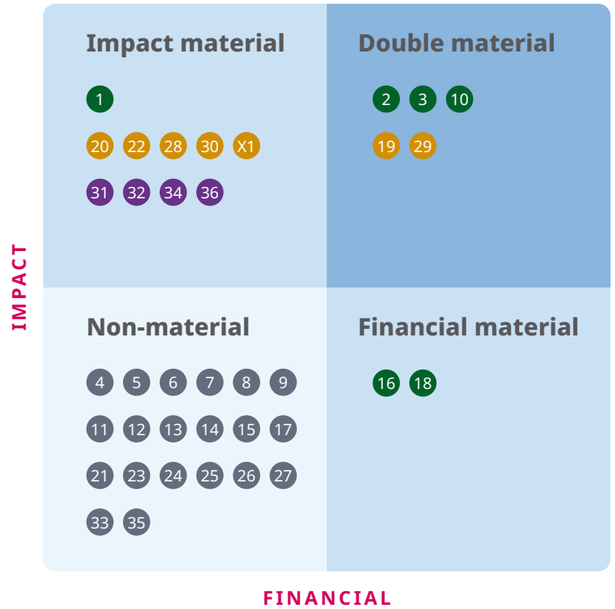
5. Creating a Longlist of impacts, risks and opportunities (IRO) based on the list of sustainability matters.

6. Evaluating the severity of the impacts on sustainability matters by conducting workshops with internal stakeholders to assess positive impacts through scale and scope dimensions and negative impacts through scale, scope, and irremediability.

7. Examination and assessment of the risks and opportunities considering the results of impact materiality and its dependencies on natural, human, and social resources as well as determination of the materiality threshold.

8. Summary of sustainability aspects in a list that are material from the inside-out and/or outside-in perspective.

The following 17 subtopics were examined through the double materiality assessment. The list of material topics is displayed as green, orange and purple topics being material, whereas grey topics were assessed as not material:



E1 Climate change
- 1 **Climate change adaptation**
- 2 **Climate change mitigation**
- 3 **Energy**

E2 Pollution
- 4 Air
- 5 Water
- 6 Soil
- 7 Living organism
- 8 Substances of (high) concerns
- 9 Microplastic

E3 Water & marine resources
- 10 **Water** (consumption, withdrawals discharges)
- 11 Marine (discharges, extraction)

E4 Biodiversity and ecosystems
- 12 Direct impact drivers of biodiversity loss
- 13 Impacts on the state of species
- 14 Impacts on the extent and condition of ecosystems
- 15 Impacts and dependencies on ecosystem services

E5 Circular economy
- 16 **Resource inflows**
- 17 Resource ouflows
- 18 **Waste**

S1 Own Workforce
- 19 **Working conditions**
- 20 **Equal treatment and opportunities for all**
- 21 Other work-related rights

S2 Workers in the value chain
- 22 **Working conditions**
- 23 Equal treatment and opportunities for all
- 24 Other work-related rights

S3 Affected communities
- 25 Economic, social and cultural rights
- 26 Civil and political rights
- 27 Rights of indigeonus people

S4 Consumers and end-users
- 28 **Information-related impacts**
- 29 **Personal safety**
- 30 **Social inclusion**
- X1 **STADA specific: CSR & Public Healthcare Support**

S4 Business conduct
- 31 **Corporate culture**
- 32 **Protection of whistle-blowers**
- 33 Animal welfare
- 34 **Political engagement and lobbying activities**
- 35 Management of relationships with suppliers
- 36 **Corruption and bribery**

MANAGING MATERIAL TOPICS AT STADA

Managing material topics at STADA begins with the outcomes of the DMA process, which identifies material impacts, risks, and opportunities (IROs). All methodologies used in this assessment are aligned with ESRS standards, targeting a balanced and transparent approach. The management of specific material topics is structured around Environmental (E), Social (S), and Governance (G) aspects, based on the identified IROs. The following overview illustrates STADA's material topics, assigned to the identified IROs and the respective ESRS standard.

	TOPICAL STANDARD (ESRS)	GRI Topical Standard	Material Topic	IRO	Description	Type
E	E1 CLIMATE CHANGE (CHAPTER 2.1)	305, 308	Climate Change Adaption (#1)[9]	Climate-related transition risks in upstream value chain	Due to climate change, there is an increased transition risks in the value chain with possible supply chain disruptions or increased costs for suppliers.	Risk
	E1 CLIMATE CHANGE (CHAPTER 2.1)	305, 308	Climate Change Mitigation (#2)	Scope 1 &2 and scope 3 GHG emissions	STADA emits greenhouse gases (GHGs) in its own operations and value chain. The emission of GHGs contributes to climate change.	Impact Actual negative
	E1 CLIMATE CHANGE (CHAPTER 2.1)	302	Energy (#3)	Resource consumption for energy supply of own operations and value chain	STADA consumes energy for the manufacturing of pharmaceutical products within in its own operations, through Contract Manufacturing Organizations (CMOs) and throughout the value chain.	Impact Actual negative
	E1 CLIMATE CHANGE (CHAPTER 2.1)	302	Energy (#3)	Energy costs increase as part of own production costs	Increased energy costs (e.g. due to transition to renewable energy supply markets) might lead to higher costs for STADA's own production and/or for STADA's suppliers.	Risk
	E3 WATER AND MARINE RESOURCES (CHAPTER 2.1)	303	Water (consumption withdrawals, discharges) (#10)	Water withdrawal for own local operations	STADA uses water as part of its own production processes, thereby impacting aquifers.	Impact Actual negative
	E5 CIRCULAR ECONOMY (CHAPTER 2.1)	301, 306	Resource inflows (#16) Waste (#18)	Upcoming packaging requirements and market expectation	Changes in the regulatory requirements for packaging components (e.g. introduction of the Extended Producer Responsibility (EPR) schemes on country level).	Risk

	TOPICAL STANDARD (ESRS)	GRI Topical Standard	Material Topic	IRO	Description	Type
S	S1 OWN WORKFORCE (CHAPTER 2.2)	2-7, 2-30, 202, 401, 402, 403, 408, 409, 410	Working Conditions (#19)	Secure employment and reliable working conditions	STADA seeks to ensure safe and reliable working conditions for all its employees. STADA creates positive impacts by adhering to its onw standards, which in some of the countries where it operates, significantly exceed the legal minimum requirements.	Impact Actual positive
	S1 OWN WORKFORCE (CHAPTER 2.2)	202, 404, 405, 406	Equal treatment and opportunities for all (#20)	Equal (gender, diversity, inclusion) treatment and development opportunities	STADA ensures that all employees are treated equally irrespective of age, gender, ethnic background, race, religion, disability, sexual orientation or any other form of individual trade. In addition, STADA supports and promotes its employees with individual development plans.	Impact Actual positive
	S1 OWN WORKFORCE (CHAPTER 2.2)	404	Equal treatment and opportunities for all (#20)	People development through trainings and competency building	STADA requires highly trained and skilled employees for its business activities in the pharma sector. STADA offers trainings and development programs, that have potential positive impacts on the skillset and knowledge of people.	Impact Potential positive

[9] *Number of the identified material topics as above along the ESRS structure*

	TOPICAL STANDARD (ESRS)	GRI Topical Standard	Material Topic	IRO	Description	Type
S	S2 WORKERS IN THE VALUE CHAIN (CHAPTER 2.3)	2-6, 2-8, 204, 205, 407, 408, 409, 411, 414	Working Conditions (in VC) (#22)	Supplier misconduct related to human rights	STADA sources resources globally, which means supply chain workers operate in countries with lower labor standards. Through its responsible procurement function, STADA aims to ensure good working conditions and equal treatment for all workers throughout its value chain.	Impact Potential negative
	S4 CONSUMERS AND END-USERS (CHAPTER 2.2 AND 2.3)	413, 416, 417, 418	Information-related impacts (#28)	Access to quality product and healthcare information for patients and society	STADA strives to provide consumers and end-users with adequate and high-quality product and healthcare information. STADA has controls and mechanisms in place to ensure product information is available and correct.	Impact Actual positive
	S4 CONSUMERS AND END-USERS (CHAPTER 2.3)	416, 417	Personal safety (#29)	Patient safety risks due to quality issues or incorrect medication	Possible errors in the manufacturing process of pharmaceutical products can result in side effects for consumers and potentially cause harm to people. By following Good Manufacturing Practices (GMP) standards, STADA ensures the quality requirements are met for all manufacturing, testing and approval processes for pharmaceuticals.	Risk
	S4 CONSUMERS AND END-USERS (CHAPTER 2.2 AND 2.3)	203	Social Inclusion (#30)	Reliable supply of affordable and high-quality medicine	STADA provides affordable and high-quality products in the countries where we operate, thereby continuously contributing to public health.	Impact Actual positive
	S4 CONSUMERS AND END-USERS (CHAPTER 2.2)	203, 413	STADA specific: CSR & Public Healthcare Support (#X1)	STADA specific: CSR & Public Healthcare Support	STADA continues to engage in corporate social responsibility (CSR) initiatives, such as supporting local communities, healthcare education and medical research.	Impact Actual positive

	TOPICAL STANDARD (ESRS)	GRI Topical Standard	Material Topic	IRO	Description	Type
G	G1 BUSINESS CONDUCT (CHAPTER 2.3)	2-15, 2-16, 2-23, 2-24, 206	Corporate Culture (#31)	Strong and compliant corporate culture	STADA has established and continuously reinforces and communicates a strong, compliant corporate culture aligned with STADA values, encouraging people to speak up.	Impact Actual positive
	G1 BUSINESS CONDUCT (CHAPTER 2.3)	2-9, 2-16, 2-24, 2-26, 205, 418	Protection of whistle-blowers (#32)	Transparency and business integrity with protection of whistle-blowers	STADA places great importance on transparency and integrity in its business relationships. To facilitate this, STADA has implemented a digital reporting system ("Compliance Reporting Portal") that enables employees and supply chain partners to safely and easily report suspected cases of non-compliance.	Impact Actual positive
	G1 BUSINESS CONDUCT (CHAPTER 2.3)	2-26, 2-27, 205	Policial engagement and lobbying activities (#34)	Expert engagement through ethical lobbying	STADA actively engages in different industry associations providing expertise and know-how for decision makers to help the political system make informed decisions that improve the health care support for patients.	Impact Actual positive
	G1 BUSINESS CONDUCT (CHAPTER 2.3)	2-26, 2-27, 205	Corruption and Bribery (#36)	Misconduct of STADA individuals in relation to anti-bribery/anti-corruption	Business operations are potentially subject to the risk of misconduct with regard to corruption and bribery. STADA has implemented processes, controls and measures to mitigate these risks, including its Code of Conduct, Anti-Bribery and Anti-Corruption Policy, and internal audits.	Impact Potential negative

Sustainability Strategy and Outlook

Building on its purpose, vision, and values, along with the assessment of the key material issues and identified IROs, STADA has internally derived seven strategic fields of action for its sustainability efforts:

- **Decarbonization & Climate Change**
- **Sustainable Product Packaging**
- **Responsible Procurement**
- **Ethical Business Conduct**
- **Uniqueness & Equal Opportunity**
- **Employee Attraction & Retention**
- **Access to Medicine & Health Promotion**

DECARBONIZATION & CLIMATE CHANGE
STADA is committed to reducing its carbon footprint. The company focuses on optimizing its technical operations addressing scope 1 and 2 emissions. Additionally, STADA aims to increase responsibility regarding environmental issues within its supply chain. The company continues to focus on near-term reduction targets from 2020 to 2030 for both Scope 1 and 2 emissions (absolute reduction) and Scope 3 emissions (supplier engagement).

SUSTAINABLE PRODUCTS AND PACKAGING
The role of pharmaceutical packaging is to protect products and medicines, ensuring they remain safe and stable over time, enabling transportation, and facilitating consumer use. While packaging is essential and governed by regulatory standards, STADA actively works to ensure that its packaging solutions are not only compliant but also environmentally responsible.

RESPONSIBLE PROCUREMENT
STADA enhances responsible procurement processes to manage supply chain risks, collaborating with suppliers to promote environmental and social standards using EcoVadis© for ESG assessments. STADA's Business Partners Code of Conduct sets binding standards on human rights, environmental matters, and ethics with its partners.

ETHICAL BUSINESS CONDUCT
STADA upholds a stringent code of conduct and ethics, which encompasses policies on among others anti-corruption and anti-bribery, compliance, and conflict of interests. Adhering to these policies is crucial for maintaining both internal and external trust.

UNIQUENESS & EQUAL OPPORTUNITY
At STADA, the development of people and respect for human rights are core aspects of the business model. The company is dedicated to creating an inclusive workplace that fosters personal and professional growth, recognizing that a variety of perspectives and experiences can lead to more innovative solutions and better decision-making, while maintaining high human rights standards.

EMPLOYEE ATTRACTION & RETENTION
It is in STADA's core interest to attract and retain the best people in the long term in order to grow as a company. Building a strong, skilled and motivated workforce and a rewarding work environment is essential. This approach adds and preserves knowledge and experience, and it fosters an engaged growth culture in which individual development opportunities have their place to unfold in support of STADA's goals.

ACCESS TO MEDICINE & HEALTH PROMOTION
As a manufacturer of consumer healthcare products, generic, and specialty medicines, STADA positively influence health and well-being of patients and customers in the 110 countries we operate. With a wide range of affordable medications for various health conditions and the company's initiatives to expand access to essential medicines, this embodies STADA's purpose 'caring for people's health as a trusted partner'.

Sustainability Commitments for 2025[10]

STADA Sustainability Program area	STADA's Commitments and Achievements 2024	STADA's Commitments for 2025
DECARBONIZATION & CLIMATE CHANGE	**Commitments for 2024:** • Continue reducing carbon emissions in line with our scope 1&2 target for 2030 • Define scope 3 target **Achievement in 2024:** • ✔ Carbon emission reduced by ~13.5% compared to 2023 and ~ 34% compared to baseline year 2020 • ✔ Scope 3 supplier engagement target defined • ✔ Commitment letter to SBTi submitted	**Commitments for 2025:** • Successful validation of the SBTi targets • Continue reducing carbon emissions in line with our scope 1&2 target for 2030 • Enhance supplier engagement for our scope 3 SBTi target • Increase share of renewable electricity consumption to > 65% (out of total electricity)
SUSTAINABLE PRODUCTS AND PACKAGING	**Commitments for 2024:** • Further develop internal processes to embed sustainability aspect in product development process **Achievement in 2024:** • ✔ 5R strategy and processes have been further developed and applied to additional products and categoriesCommitment letter to SBTi submitted	**Commitment for 2025:** • Apply our design-for-recycling principles to any non-medicinal new product design • Define a Packaging Transformation Plan to meet the PPWR requirements
RESPONSIBLE PROCUREMENT	**Commitments for 2024:** • Further implementation of 'Responsible Procurement' processes **Achievement in 2024:** • ✔ Responsible procurement processes further implemented • ✔ Assessment of suppliers via EcoVadis extended to indirect suppliers • ✔ 80% (920) of prioritized suppliers with EcoVadis rating	**Commitment for 2025:** • Cover 90% spend of prioritized suppliers (direct category) with EcoVadis rating • Increase average supplier EcoVadis score by + 10% versus 2024 • Further enhancement of internal processes incl. follow-up on supplier and industry engagement
ETHICAL BUSINESS CONDUCT	**Commitments for 2024:** • Preparation for future EU CSRD reporting • Maintain high compliance training completion rate (> 95% of basic e-learning) **Achievement in 2024:** • ✔ EU CSRD Gap assessment and DMA completed • ✔ 97% Compliance training completion rate (basic e-learning)	**Commitment for 2025:** • Continue preparation for EU CSRD reporting FY 25 • Maintain high compliance training completion rate at ≥ 97% (e-learning)

STADA Sustainability Program area	STADA's Commitments and Achievements 2024	STADA's Commitments for 2025
UNIQUENESS AND EQUAL PAY	**Commitments for 2024:** • To keep the % of women at all management levels on the same level **Achievement in 2024:** • ✔ 51% of women across all management levels (upper, medium, lower) in 2024	**Commitment for 2025:** • Ensure that the proportion of women across all management levels remains at ≥ 50%. • Completion of gender pay gap assessment for prioritized countries
EMPLOYEE ATTRACTION AND RETENTION	**Commitments for 2024:** • Lost Time Incident (LTI) Rate < 0.35 in 2024 • Maintain high level employee engagement level (measured by 'pulse survey' with > 80% participation rate and rating score > 8.0) **Achievement in 2024:** • ✔ Safe working environment reflected by LTI Rate 0,35 in 2024 • ✔ Pulse Survey results with 90% participation rate and rating score 8.1	**Commitment for 2025:** • Further improve workplace safety, measured by LTI Rate < 0,3 in 2025 • Maintain the high employee engagement level measured by Pulse survey with > 80% participation rate and rating score > 8.0
ACCESS TO MEDICINE	**Commitments for 2024:** • Identify existing local initiatives and evaluate potential for strategic partnerships with donation organizations **Achievement in 2024:** • ✔ Partnership with donation organization 'Direct Relief' established • ✔ Donation of onco-product for delivery in 2025 prepared	**Commitment for 2025:** • Define mid-term Access-to-Medicine program • Build on partnership with 'Direct relief' to make further product donations

At STADA, sustainability is both purpose and business driven. Supporting the health of people by improving access to affordable and health promoting medicine is our core promise. We aim to fulfill this promise whilst being a responsible and empowering employer, through ethical corporate governance and partnerships based on integrity and compliance, and by conserving resources within our own business and value chain to mitigate climate change. To effectively steer and implement our initiatives, we have defined seven strategic program areas, each backed by specific goals and actions.

Martin Hess / *VP Global Sustainability*

[10] *Commitments are structured along the 7 strategic fields of actions defined based on the DMA performed in 2024 and therefore do not completely align with the ESG commitments made in Sustainability Report 2023*

SECTION 02

STADA's ESG Commitments

2.1 Environment

THE GLOBAL HSE FUNCTION – REPORTING DIRECTLY TO THE CHIEF TECHNOLOGY OFFICER (CTO) – IS RESPONSIBLE TO STEER AND CONTINUOUSLY DEVELOP THE STADA GLOBAL HSE MANAGEMENT SYSTEM BY DEFINING GLOBAL AND LOCAL ENVIRONMENTAL TARGETS; ENSURING GLOBAL HSE REPORTING; ENGAGING CROSS-FUNCTIONALLY TO ADDRESS ENVIRONMENTAL TOPICS (E.G. PACKAGING, RESPONSIBLE PROCUREMENT); AND SUPPORTING THE SITES WITH IMPROVING THEIR ENVIRONMENTAL PERFORMANCE.

STADA's HSE performance and risk reporting is fully integrated into the overall monthly business performance review process of the sites and to the CTO. The productions have local HSE management systems in place to ensure environmental compliance and to continuously improve their environmental performance with eight sites being ISO 14001 certified as of December 31, 2024.

Decarbonization and Climate Change

STADA has undertaken in 2024 a comprehensive external Climate Risk Assessment to evaluate both transition and physical risks and opportunities associated with climate change for STADA's production sites, as well as the necessary adaptations to enhance resilience and enable sustainable operations.

TRANSITION RISKS

Transition risks refer to the financial and operational challenges that arise from global economy shifts towards a low-carbon future. For STADA, these risks are assessed using climate scenario indicators across multiple time horizons, including short (2030), medium (2040), and long-term (2050) projections. The assessment considers two SSP scenarios.[11]

Overall STADA is exposed to a limited risk (lowest risk score) in the short term and a low risk level in the mid and long-term. The highest risk scores that increase over time are related to increasing energy price volatility caused by disorderly transition away from fossil fuels that can result in supply constraint and an increasing demand for low-carbon products and decarbonized capital assets. Conversely, the highest opportunity score that also increases over time is related to increased resilience to energy and fuel price volatility and describes the decrease of operational expenses (OPEX) spend by implementing energy efficiency measures. The opportunity to sell low-carbon products is the flip side of the expected increasing market demand.

11 IPPC Shared Socioeconomic Pathway scenarios SSP1-2.6 and SSP5-8.5

PHYSICAL RISKS

Physical risks are associated with the changing intensity and frequency of climate events, such as wildfires, water stress and droughts, extreme wind and storms, extreme rainfall flooding and river flooding. STADA's assessment evaluates impacts under different climate scenarios aligned with the Task Force on Climate-related Financial Disclosures (TCDF) recommendations for the time horizons 2030 and 2050 under the SSP1[12] – 2.6 respectively SSP5[13] -8.5 emission pathways. The results indicate that for SSP5 -8.5 2030 horizon, the majority of STADA's sites currently face minimal or low physical risks, with only one site in Miyun Beijing, China identified as high-risk due to exposure to wildfires, water and drought stress and river flooding. The production site based in Miyun accounts for only 1% of STADA's inhouse production volume.

The assessment projects that by 2050, some sites may experience an increase in risk levels, particularly under high emissions long-term scenarios (SSP5-8.5). For instance, the site in Podgorica, Montenegro is expected to shift from moderate to high risk by 2050 due to river flooding and extreme rainfall flooding risks. Podgorica accounts for 6% of STADA's inhouse production volume.

Climate Change Mitigation

Decarbonization and Climate Change is one of the seven key program areas for STADA, reflecting its strong commitment to sustainability. As part of our Sustainability Approach, STADA has committed back in 2021 to reduce its Scope 1 & 2 GHG emissions by -42% (2020 – 2030) in line with the Paris Agreement.

COMMITTING TO SCIENCE-BASED TARGETS

In 2024 STADA committed formally to the Science Based Targets Initiative (SBTi) on near-term targets for Scope 1 and 2 as well as on supplier engagement targets for Scope 3.

The SBTi, established in 2015, aids companies in setting emissions reduction targets that align with the latest climate science. It is a collaboration between CDP, the UN Global Compact, the World Resources Institute, and WWF.

12 Low GHG emission scenario that stays below 2°C warming by 2100, aligned to current commitments under the Paris Agreement
13 High GHG emission scenario where it is likely that average warming greater than 4.4°C would occur by 2100

GHG Emissions	2020	2021	2022	2023	2024
Scope 1 [tons CO_2e]	31,639.7	28,908.5	34,399.1	40,104.5	40,923.1
Scope 2 [tons CO_2e] [14]	75,032.8	62,148.1	59,746.7	41,723.3	29,853.6
Total GHG emissions (Scope 1 + 2)	**106,672.5**	**91,056.6**	**94,145.8**	**81,827.8**	**70,776.7**
Scope 1 and 2 GHG emissions cumulative change from baseline 2020 [%]	**-**	**-14.6**	**-11.7**	**-23.3**	**-33.7**

STADA's involvement with the SBTi underscores its commitment to setting robust, science-based decarbonization targets. The company continues to focus on near-term targets for both Scope 1 and 2 (absolute reduction) and Scope 3 emissions (supplier engagement), with these targets and submission data being planned to be validated by the SBTi in 2025.

SCOPE 1 AND 2 EMISSIONS

In 2024, STADA continued reducing its total GHG emissions (Scope 1 and 2) and remain on track of our GHG absolute reduction target also overcompensating our internal growth. The GHG emissions further reduced from 81,827.7 tons CO2 eq. (2023) to 70,776.7 tons CO2 eq. (2024) which represents a total reduction by 13.5% versus 2023.

In 2024, the company revisited and refined its carbon calculation methodology. This included the introduction of the carbon accounting software Persefoni®, ensuring the use of up-to-date emission factors from reputable databases such as DEFRA, IEA, and AIB. Additionally, STADA has enhanced the precision and coverage of its internal data, particularly concerning refrigerant emissions from production and mobile emissions from company cars. Adjustments were also made to the 2020 baseline and annual emissions figures due to divestments in 2023, mainly the separation of Russian business activities including TechOps and Commercial.

Currently, STADA is on track to achieve its reduction target, having already reached a reduction by 33.7%, compared to 2020.

STADA'S ESG INITIATIVE

Reforestation and Afforestation

Slovakia, Bulgaria

STADA Slovakia participates in the 'Plant a Tree, Make a Home' initiative, an environmental project of TANAP State Forests and FORESTS SR, aimed at restoring Slovakia's forests and enhancing ecological sustainability. Launched in response to a wind disaster in the High Tatras in 2004, which affected approximately 12,600 hectares of forest, the project seeks to plant 1,000,000 saplings by 2027. STADA commits to planting 1,234 trees each year, contributing to the goal of reforesting the region. The project delivers substantial ecological benefits, and it offers opportunities for team-building activities, fostering a sense of community and environmental stewardship. In this spirit, STADA Bulgaria also launched a tree planting initiative across four locations in the country during October and November 2024. This initiative, 130 STADA Bulgaria colleagues participated in, aimed to address the specific ecological needs of each site, contributing to local environmental restoration efforts.

14 Market-based

STADA'S ESG INITIATIVE

Clonmel Healthcare & DPD / Ireland

In 2024, STADA's Irish subsidiary Clonmel Healthcare made a strategic decision to switch couriers for direct distribution to its Hospital and Pharmacy customers. The primary goals were to achieve an improved next-day delivery service, to ensure that customers receive their orders promptly and find a partner that could be incorporated into the Clonmel Healthcare supply chain as the largest distributor of generic medicines in the Irish market.

With view to sustainability, DPD's commitment to reducing carbon emissions was a significant factor. DPD has a carbon rating of 0.25 kg CO2 per parcel, compared to the former carrier, which had a carbon footprint rating of 0.97 kg CO2 per parcel.

The environmental impact of this switch becomes evident when comparing the numbers.

For an increased number of dispatched parcels (from 64,649 in comparison period H2 2023 to 70,672 in H2 2024) the while carbon emissions decreased significantly by more than 70% with the new shipping (from 62.70 tons to 17.67 tons CO2).

The 45 tons of CO2 saved despite higher volume correspond to approximately 300,000 kilometers driven by an average car.

SCOPE 3 EMISSIONS

In 2024, STADA has further improved the processes for calculation of its scope 3 emissions using the Persefoni® carbon accounting software following the GHG Protocol, using a 'spend-based' approach for most of the scope 3 emission categories (detailed breakdown of Scope 3 emissions per emission category is provided in the GRI 305-3).

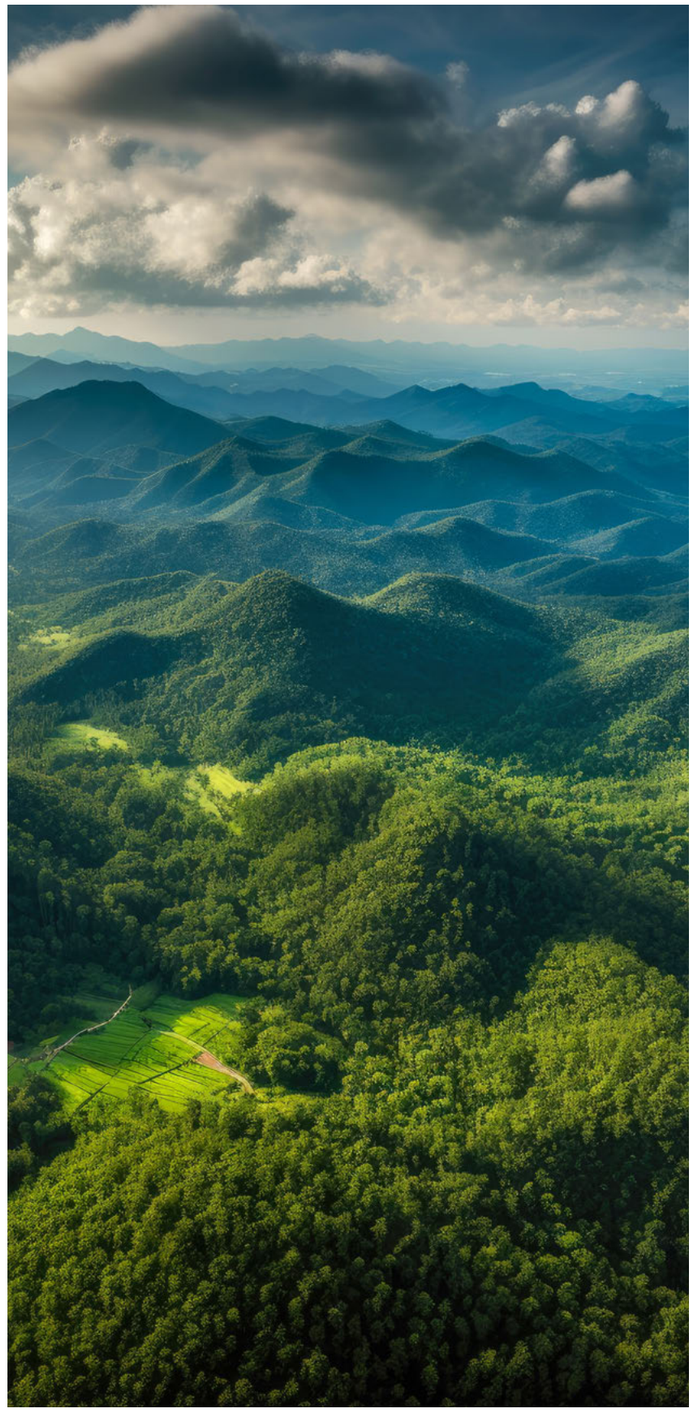
Our scope 3 emissions of 681 ktons CO2e are resulting to ~ 88% (~599 ktons CO2e) from the category 1 'purchased goods and services' followed by category 4 'upstream transportation and services' (35 ktons CO2e or ~5%) and category 3 'fuel and energy related activities' (34 ktons CO2e or ~5%).

In 2024, STADA has defined and submitted its scope 3 target based on the Science-based Target initiative (SBTi) guidelines. STADA aims for suppliers responsible for 50% of its scope 3 emissions from the category 'purchased goods and services' (category 1) to set science-based targets by 2030.

Approximately, 50% of our total scope 3 category 1 emissions in the reporting year result from business with our 80 largest suppliers by spend. By December 2024, suppliers representing ~ 25% of the scope 3 category 1 emissions have either committed to set SBTi-targets or have already SBTi-targets in place.

The company engages its suppliers on ESG matters as part of its 'Responsible Procurement' function and will define and enhance its supplier engagement process regarding scope 3 emissions in 2025 – including our membership in industry supply chain initiatives as RHI (Responsible Health Initiative) and PSCI (Pharmaceutical Supply Chain Initiative).

Notably, STADA was the first pharmaceutical company in Spain to join the 'Lean & Green' European collaboration platform, which focuses on reducing emissions and improving sustainability in logistics and supply chains.



WATER CONSUMPTION (WATER WITHDRAWAL)

Water is a scarce source at many places of the world, and STADA evaluates its water consumption and potential impact on local water bodies. The production sites are supplied by municipal water suppliers and only at the sites in Vrsac and Sabac (Serbia) on-site groundwater extraction wells are operated (2024: ~ 36,900 m^3 extracted). STADA was able to reduce water consumption by 14% last year. The impact of STADA on local water stress (water scarcity) is assessed annually using the WRI Aqueduct Water Risk Atlas with the result that 3 of the 17 productions sites are located in an area with an elevated water risks – namely the site in Miyun (Bejing area, China) is located in an 'extremely high' water stress area and the sites in Uetersen and Bad Vilbel (Germany) are located in an 'high' water stress area. These three sites total water consumption of ~ 76,000 m^3 in 2024 is not expected to have a relevant impact on the local basin water stress situation. Water consumption is closely monitored to identify any potential anomalies and deviations early.

The wastewater effluent from all sites is monitored, controlled and discharged in accordance with local regulatory thresholds as indirect discharge into municipal sewer systems. The sites operated also in 2024 in compliance with local regulations and applicable discharge thresholds.

Climate Change Adaptation

To address the identified risks, STADA continues to enhance resilience and capitalize on opportunities. Transition opportunities include increasing energy efficiency and improving resilience to energy and fuel price volatility. These measures not only mitigate risks but also contribute to value creation and operational sustainability.

In terms of physical risk adaptation, STADA prioritizes enhancing the resilience of high-risk sites through infrastructure improvements and water management strategies. Additionally, continuous monitoring and scenario analysis will be crucial to anticipate and respond to evolving climate conditions effectively.

Energy Consumption

Energy is a critical resource, and the efficient use of energy is one pillar of STADA's carbon roadmap. Energy consumption amounted to 317,224 MWh (295,929 MWh in 2023)[15]. The electricity consumption from renewable sources increased in 2024 to a total of 85,402 MWh (2023: 64,514 MWh) resulting from self-production via photovoltaics, switching further energy supply contracts and purchasing Energy Attribute Certificates.

In total, 65% of STADA's total electricity consumption is from renewable sources supplying its production sites located in the UK, Germany, Serbia, Romania and Czechia. In 2024, STADA has further expanded the self-production of electricity via photovoltaic by new installations at the production site in Bad Vilbel, Germany and the warehouse/office at Clonmel, Ireland. At the Bad Vilbel site, PV modules covering ~ 200m² were installed, generating approximately 30,000 kWh of electricity annually and saving around 10 tons of CO2e each year. The generated electricity is consumed directly on site. Additionally, the conversion of exterior lighting to LED with motion detectors at the sites in Bad Vilbel and the warehouse DSC Florstadt aims to reduce energy costs, resulting in annual savings of more than 35,000 kWh, and 12 tons of CO2 equivalent.

INCREASING ENERGY COSTS
Increasing energy costs and the growing volatility of energy prices have been identified in the Climate Risk Assessment as a current moderate risk, with the potential to become a high risk in the future, that could result in supply constraint increase over time. This risk was also identified within the DMA. Energy efficiency measures and onsite renewable energy production are recognized measures to address risks and generate opportunities.

Resources Consumption and Waste

SUSTAINABLE PRODUCTS AND PACKAGING
Consumers expect sustainable products and packaging, and meeting these expectations is essential for maintaining competitiveness in the marketplace. Pharmaceutical packaging plays a crucial role in protecting products and medicines, ensuring their safety and stability over time, enabling transportation, and facilitating consumer use. While packaging is necessary and governed by regulatory standards, STADA recognizes the importance of designing packaging that minimizes environmental impact

STADA ensures to meet the Packaging Environmental regulations. The company welcomes the objectives of the EU Commission's Packaging & Packaging Waste Regulation (PPWR), which include packaging waste reduction targets and harmonized design requirements across the EU. These measures will help reduce packaging waste and foster a circular economy. STADA thoroughly analyzed the EU Packaging and Packaging Waste Regulation 2025/40 and its impact on its business in the past financial year, preparing to ensure its packaging portfolio meets these new legislative requirements.

In 2024, STADA's focus has been on embedding its Packaging Sustainability strategy, which is based on the 5Rs. This approach ensures a responsible reduction of the environmental impact of our packaging. STADA continued to reduce packaging complexity of its portfolio: STADA eliminated leaflets from products where the information was redundant with that on the folding boxes, sometimes adding a QR code for easy access to information on packs, as seen with Lactoflora.

STADA also provided supporting documentation for pharmacists to explain the initiative. This effort aligns with the first R of our strategy: Remove. As a result of these efforts, STADA's Trinec site reduced the number of leaflets by close to one million units.

In 2024, STADA also continued to ensure new designed packs limit their environmental impacts.

We constantly seek to improve packaging for the benefit of our patients, consumers, and the environment. The safety and quality of the product are always our top priorities, while meeting consumer expectations and minimizing our impact on the environment. With our 5R strategy, we aim to achieve consistent progress in sustainable packaging across all areas of the product life cycle.

Laurent Herault /
Senior Director, Packaging & Medical Devices, Development & Industrialisation

STADA'S ESG INITIATIVE

Reduction in packaging material

STADA seeks to continuously improve and reduce packaging and accompanying materials. In this context, several waste reduction initiatives have been launched across different countries.

STADA AUSTRIA AND GERMANY took a significant step in waste reduction by removing leaflets from CHC products such as Lemocin ProHydro and Proenzi. Additionally, there has been a reduction in packaging for products like CA-D3 (Vitamin D3).

ALIUD PHARMA, a STADA subsidiary in Germany, has improved its product packaging for Femin AL nutritional supplements for pregnancy by eliminating paper leaflets. Instead, these products are marked with a QR code, significantly reducing paper waste.

IN THE NETHERLANDS, STADA is piloting the electronic Patient Information Leaflet (ePIL) to replace traditional paper booklets for medications administered exclusively in hospitals. This initiative aims to reduce paper waste while ensuring that patients and healthcare providers have easy access to essential information.

These pilot projects and small efforts collectively contribute to significant environmental benefits.

[15] *The data has been retrospectively adjusted to exclude the businesses in Russia and Bredbury, which have not been part of STADA since 2023.*

STADA continued to reduce packaging complexity of its portfolio:

Reuse:
STADA launched jars for Oilatum with removable labels, allowing consumers to reuse the jar once empty.

Remove:
Using the Design-for-Recycle principle, STADA launched a new range of Nizoral bottle products without a folding box, reducing its impact by 11 tons. STADA eliminated leaflets from selected products where the information was redundant with that on the folding boxes, sometimes adding a QR code for easy access to information on packs.

Reduce:
STADA decreased plastic consumption for the Nizoral brand by launching tubes with caps of reduced height. A similar approach was taken with Cetraben.

Refill:
STADA's new refill product, launched in 2024, reduced plastic consumption by 99%, saving close to 4 tons of materials.

Recycle:
To make the Zoflora packaging range fully sustainable, STADA launched new trigger bottle variants with a 30% level of PCR to meet UK legislative requirements. For the in-the-bowl products, STADA used mainly recycled plastics: the cage is made of 100% rPP, the blister with 100% rPET, and the blister card with over 80% recycled material.

With regard to the types of materials, procurement at STADA in 2024 included the following top-level categories:

GROUP OF MATERIALS[16]	Total share 2022 (%, value)	Total share 2023 (%, value)	Total share 2024 (%, value)
SEMIFINISHED PRODUCTS FINISHED PRODUCTS[17]	72	74.6	75
API	12.8	11.0	11.2
EXCIPIENTS	5.5	5.4	3.6
PACKAGING	9.5	9.0	10.2

STADA uses recycled cardboard for the secondary and transport packaging of its product. The use of recycled carton for the folding boxes in 2024 amounted to 2,836t (2023: 3,529t) or 41% (2023: 48%) of the total quantity of folding boxes. There was a total decrease in quantities of cardboard used for packaging in 2024 (6,926t compared to 7,351t 2023) for in total 499 million folding boxes used in STADA's own sites.

STADA'S ESG INITIATIVE

Clean-Up

To fight pollution, several STADA sites have organized clean-up initiatives:

TURDA, ROMANIA participated in the National Clean-Up Day, where 60 colleagues took on the challenge of cleaning and sanitizing the banks of the Aries River in the city. Together, they helped to collect 400 bags of waste, demonstrating their commitment to the environment and the community.

STADA BULGARIA dedicated an entire day to the cleanup of three heavily polluted beaches. More than 120 colleagues participated in the initiative and together collected 500 kilograms of waste in 115 bags. In addition to the cleanup, they installed informative signs at the beaches, urging visitors to responsibly dispose of their garbage.

[16] *It is not possible to display the materials in kg, as some groups of materials are reported in kg or t, while others are in the number of pieces. In this regard, the only comparative methodology is the presentation in the value share of the total procurement.*
[17] *Including intercompany sales.*

WASTE MANAGEMENT
Waste management is an integral part of the production sites' environmental management processes, programs and targets. Waste management means to continuously reduce and avoid waste, to increase the ratio between recycling and landfilling and finally to ensure an environmentally safe and compliant disposal.

In 2024, there were notable waste reductions compared to 2023 with a decrease by 700 tons driven by the non-hazardous waste stream. The amount of hazardous waste materially recycled (diverted from disposal) increased (14t 2023 to 23 t in 2024), while the overall amount of hazardous waste remained almost stable. However, of the 1,086 tons of hazardous waste directed for disposal according to GRI definitions, approximately 780 tons were incinerated with thermal recovery. The total waste recycling rate following national definition of recycling from own production sites reached 81% in the reporting year 2024, surpassing the target of at least 80%.

OPERATIONAL EXCELLENCE
Operational Excellence is dedicated to creating a culture of performance that ensures a compliant, cost-effective, and resource-efficient end-to-end reliable supply of product. This methodology is built on the principal of increasing value adding activities and reducing non-value adding activities by creating a right first-time culture and eliminating wasteful activities such as excess motion, conveyance, waiting, inventory, rework, over production and over processing. To aid this STADA created SPS (STADA Production Systems), a set of principles and processes based on financial and supply performance management metrics. SPS provides a framework for planning and controlling all aspects of the manufacturing sites' end-to-end business processes to enhance the safety, quality, efficiency and productivity. SPS is based on the three pillars resource planning, productive maintenance and LEAN manufacturing. It is supported by performance management that focusses on flawless execution, connected thinking in KPI management, and quick, lean, and effective decision-making.

- **Manufacturing Resource planning (MRP2)** is part of the overall approach to Supply Chain Excellence in STADA. It is an established and integrated set of processes designed to connect supply from sites to demand from customers in an effective and reliable way.
- **Total Productive Maintenance (TPM)** aims at equipment reliability and boosts equipment effectiveness, lowering energy costs, and reducing defects.
- **LEAN Manufacturing** focuses on the constant elimination of waste, or non-value-adding steps, in the entire supply chain, from the initial procurement and receipt of materials all the way through to the shipping of products to customers and equipping STADA's teams with problem-solving skills and a performance mindset.

> With our Stada Production System (SPS), we aim to optimize end-to-end processes, workflows and behaviors to secure low-cost production, ensure high supply reliability and provide steady access to medicine for our patients, while operating resource-efficiently on all levels to avoid waste.

Jesus Corchero Romero /
SVP Global Operations

WASTE DATA

WASTE (tons)	Non-hazardous waste diverted from disposal	Non-hazardous waste directed to disposal	Hazardous waste diverted from disposal	Hazardous waste directed to disposal	TOTAL
2022	3,439	952	0	1,047	**5,438**
2023	2,976	1,871	14	1,109	**5,970**
2024	2,571	1,591	23	1,086	**5,270**

Note: 'Waste diverted from disposal' excludes waste incineration incl. energy recovery which is reported as 'waste directed to disposal'

2.2 Social

A FAST-MOVING EXTERNAL ENVIRONMENT REQUIRES AGILE ADAPTATION TO ALL CHALLENGES, INCLUDING CARING FOR PEOPLE'S HEALTH. THIS IS WHY STADA ENCOURAGES ITS EMPLOYEES TO ACT AS ENTREPRENEURS, ENABLED BY ITS CORPORATE VALUES.

Employee engagement and a safe and empowering working culture are among the key driving forces for STADA's growth. With appealing working conditions and a fair and positive workplace environment, STADA aims to attract and retain the best employees, as well as to unlock the full development potential of all its team members.

Fair Working Conditions

STADA BELIEVES THAT FOSTERING A FAIR AND POSITIVE WORKPLACE ENVIRONMENT IS ESSENTIAL FOR ENHANCING EMPLOYEE HAPPINESS, WHICH DIRECTLY IMPACTS BOTH INDIVIDUAL AND COMPANY GROWTH.

STADA is dedicated to promoting equality by providing equal opportunities for all employees while also recognizing and rewarding personal contributions and business achievements.

In addition, the company supports the actions of independent labor unions, ensuring that employment conditions are consistently reviewed from different perspectives. It encourages a business culture where everyone is invited to speak up, while promoting open communication.[18] In 2024, STADA further promoted the global offering addressing mental health issues implemented in 2023, available for all STADA employees and their family members.

With an engaging working environment, STADA aims to attract and retain the best employees. To this end, STADA offers its workforce a wide range of social and monetary benefits in addition to a strong corporate vision, corporate goals and corporate values.

[18] *Family-oriented HR policies are of importance to STADA – they aim to balance family life and career by offering flexible work schedules and provides childcare expenses assistance. Not only that, in different countries, STADA offers counseling and coaching for many situations in life, for example in Germany on the topic of caring for relatives, budgeting and health through the application of an Employee Assistance Program from PME Familienservice.*

STADA has strengthened its position as employer of choice by again receiving certification as a Top Employer Europe 2024. The Top Employer Institute, an independent body, evaluates companies worldwide for their dedication to culture & people topics. STADA's strengths have consistently been Purpose and Values, Integrity and Ethics and a focus on work environment, learning and Diversity, Equity and Inclusion. For 2024, STADA was recognized as Top Employer in Bosnia & Herzegovina, Romania, Serbia, UK and Germany.

Employee engagement is the driving force to STADA's growth. That is why STADA's priority is to maintain a high level of employee engagement and the company conducts at least annual employee surveys that allow employees to provide feedback and to see where they stand as a team.

The results of the 2024 pulse survey showed once again the continuously strong commitment of all teams. The participation rate of 90% of all STADA employees is an expression of the pronounced commitment and engagement and makes the results of the survey highly representative and meaningful: Accordingly, 84% of employees take pride in being part of STADA and 88% express confidence in STADA's capacity to achieve the business objectives. The results also reinforce the ONE STADA and growth culture: 85% of STADA's leaders exemplify collaboration across teams and effectively break down silos. 94% of respondents state they actively reflect and learn from setbacks highlighting a robust growth mindset and empower themselves on their personal growth journey.

STADA fosters an open feedback culture and encourages two-way feedback – from superiors to employees and vice versa. To this end, regular feedback interviews and employee surveys are conducted to assess their work, their supervisor and the working atmosphere, among other things. STADA promotes a "speak-up culture". Within the scope of the employee surveys, employees supplemented their answers with more than 20,000 personal comments, thus sharing their vision of STADA's successful future.

When it comes to recruiting personnel, STADA relies on value-based recruiting and uses various recruitment instruments including job advertisements, career fairs or direct approaches through professional and social networks such as LinkedIn & Xing.

Our success is built on fair working conditions and a culture that drives performance. At STADA, we foster a growth mindset and nurture a work environment where people empower themselves to speak up and take ownership to reach their full potential. This fuels personal development which is the basis for our organizational growth.

Simone Berger / *Chief People Officer*

HUMAN RIGHTS

STADA is committed to upholding human rights. The company's approach to human rights is embedded in its core policies and practices, reflecting a proactive stance towards preventing violations and fostering a culture of accountability and ethical conduct.

In 2024, STADA has reinforced its commitment by establishing a dedicated Human Rights Due Diligence Body, tasked with overseeing the implementation and monitoring of human rights standards across the organization. This body coordinates with various internal functions, including Culture & People, HSE & Sustainability, Responsible Procurement, and Compliance & Legal, to ensure comprehensive coverage and adherence to human rights obligations.

STADA's human rights strategy is articulated through several key documents, including the Human Rights Statement, the STADA Code of Conduct, and the Sustainability Policy. These documents outline the company's principles and commitments, providing clear guidelines for employees and management to follow. The Human Rights Statement serves as a foundational document, detailing STADA's approach and expectations regarding human rights.

The company has implemented various initiatives to raise awareness and ensure compliance, such as regular risk analyses, annual reviews of preventive measures, and the establishment of a secure and confidential complaint procedure. This procedure allows employees to report any potential human rights infringements, ensuring that issues are addressed promptly and effectively.

In 2024, STADA formalized its risk management system through the signing of two Standard Operating Procedures (SOPs), one for internal operations and one for external suppliers. These SOPs outline the processes for identifying, evaluating, and mitigating human rights risks, aiming at a structured and consistent approach across the organization.

In 2024 the power BI based software tool 'AFRY' was implemented. It is utilized for evaluating human rights-related risk items, leveraging sources and indices published by the Federal Office for Economic Affairs and Export Control (BAFA) in addition to the EcoVadis Country Risk Database. This tool allows for detailed investigations into individual human rights and environmental risks, using indices and sources primarily from organizations advocating for human rights.

Health and Safety

STADA'S HSE (HEALTH, SAFETY AND ENVIRONMENT) APPROACH IS AN INTEGRATED PART OF ITS PRODUCTION SITES' BUSINESS PERFORMANCE. HSE MANAGEMENT SYSTEMS ARE IMPLEMENTED ON GLOBAL AND SITE LEVEL TO ENSURE SAFE AND HEALTHY WORKING CONDITIONS FOR EMPLOYEES AND CONTRACTORS.

The total number of sites certified in accordance with ISO 45001 are eight as of December 31, 2024. STADA takes a proactive approach to managing safety through risk assessment of processes and workplace activities with training targeting competency building of its staff.

Safety targets and leading and lagging KPIs are defined at global and local level and are fully integrated in our operational management reporting. Accidents and near-misses are analyzed based on global specification to identify the underlying causes, with lessons learnt shared globally to prevent re-occurrence.

In the reporting year, there were no recorded fatal accidents and no accidents with more severe injuries but 35 recorded accidents that resulted in lost working days (32 in 2023). Although the TechOps-related LTIs showed a reduction due to the rollout of various initiatives, the number of incidents at our commercial operations increased by eight, impacting the overall LTIR for the STADA Group. The rise in the incident rate within commercial operation was primarily related to non-severe car accidents or slip, trip, and fall in public environment, which are areas not directly within the control of STADA.

Occupational health support is provided by external company doctors / occupational health providers which include mandatory health surveillance checkups and additional voluntary health checks. Beyond this, STADA continued to offer global and local programs to address general health aspects including the global mental health offering via the service provider Kyan and local 'Health Days' with specific actions and offers or e.g. voluntary co-funding of fitness center memberships.

LOST TIME INCIDENT RATE[19]	2021	2022	2023	2024
LTIR – STADA Global	0.40	0.35	0.28	0.35

[19] *LTIR calculated based on 200.000 working hours.*

People Development and Equal Treatment

STADA IS UNWAVERING IN ITS COMMITMENT TO EMPOWERING EMPLOYEES THROUGH EDUCATION AND CONTINUOUS PROFESSIONAL DEVELOPMENT. THE COMPANY ACTIVELY SEEKS TO IDENTIFY AND NURTURE UNIQUELY TALENTED PERSONNEL, RECOGNIZING THEIR CRUCIAL ROLE IN GENERATING FUTURE OPPORTUNITIES.

Vocational training and development at all hierarchical levels are vital for maintaining and enhancing the company's competitiveness, which is why STADA places importance on training and development.

The goal is to meet the company's needs for qualified junior staff and to fill as many management and professional positions as possible from within the organization. To achieve this, STADA employs internal promotion and targeted development programs.

Individual training for employees is defined and coordinated by the respective departments based on needs and individual development targets. This includes not only offers to improve professional competence, but also leadership, methodological and social competence as well as foreign language support. Within this framework, development discussions between employees and their supervisors form the basis for individual development plans.

To ensure equal access to training, employees can utilize the 'Learning' module of the SAP-based human resources IT landscape. This allows employees to take part in voluntary computer-based training measures in addition to mandatory compliance and job-specific training.

STADA has a global program for talent promotion aligned with the corporate culture and the goal of future growth. Through three development cycles, participants gain a comprehensive understanding of STADA's purpose, values and strategy. Different development programs are offered based on the seniority of the candidates.

Additionally, STADA offers students the opportunity to gain practical experience in the pharmaceutical industry through internships or clerkships.

STADA'S ESG INITIATIVE

The Power of Learning

Learning is a cornerstone of STADA's growth culture, which emphasizes personal development and stepping outside of comfort zones. In the 'CaringForYou meets Olympia' webinar, Olympic gold triathlete Nicola Spirig shared her journey to the top, inspiring over 350 STADA participants to pursue big dreams, and foster resilience by learning from failures.

Additionally, STADA launched intercultural trainings based on E. Meyer's bestseller "The Culture Map" to leverage cultural differences and foster an entrepreneurial network organization. The interactive sessions provide valuable insights from real STADA cases, encouraging employees to embrace cross-cultural collaboration.

In 2024, the training offerings included over 1,000 learning contents.

EQUAL OPPORTUNITIES AND DIVERSITY

STADA strives to build a team of equals, providing the same opportunities to everyone, regardless of gender, age, origin, affinities, and other factors. Success is driven by professional performance and collegial relationships within the team.[20]

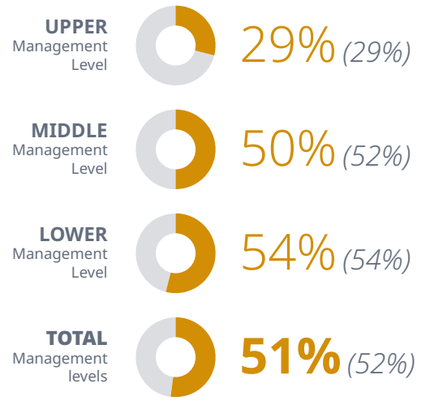
As an international group with locations in 46 countries worldwide, cultural diversity is integral to STADA. STADA Group seeks to position individual personalities and backgrounds as unique assets and views differences as strength. This encompasses personality, experience, gender, ethnicity, sexual identity and more. The Group encourages every employee to embrace their uniqueness, seeing it as a key to success within its growth culture. To highlight and promote this approach, STADA continued its communication campaign "#UniqueStartsWithU". The campaign showcases various aspects of uniqueness, including language, sexual orientation, gender, and more. Regarding equal opportunities for women and men, STADA believes in the importance of balanced gender representation when filling positions. The Executive Board emphasizes this balance in succession planning for managers. However, when filling management positions, the primary focus is always on the candidate's professional and personal qualifications, not their gender.

The proportion of women employed in management positions[21] at the Group in 2024 amounted to approximately 51% (previous year: approximately 52%).

Gender diversity is measured in various levels at STADA, with a division in "upper, middle and lower management levels". The "upper management level" includes all members of the STADA Global Leadership Team. In this Group, women had a share of 29% as of December 31, 2024 (December 31, 2023: 29%). For the "middle management level", the share of women was 50% (2023: 52%). For the "lower management level", the proportion of women was 54% (2023: 54%).

WOMEN IN MANAGEMENT POSITIONS

Share of women as of December 31, 2024
(December 31, 2023)



[20] *25% of the STI scheme is dedicated to STADA values out of which 6,25% of STI achievement is linked to collegial relationship, represented through One STADA value (visible in the SAP Success Factors).*

[21] *All employees with at least 1 direct report are considered managers; lower management = at least 1 direct report; middle management = at least 1 direct report who also has at least 1 direct report; top management = SGLT; overall management = sum of low, middle and top management.*

Access to Medicine and Support of Public Healthcare

FACILITATING ACCESS TO MEDICINES IS AT THE CORE OF STADA'S PURPOSE AND VISION, CONTRIBUTES TO ITS BUSINESS GROWTH WHILE ENABLING MORE PEOPLE TO GAIN ACCESS TO AFFORDABLE MEDICINES, AND SUPPORTS ITS INNOVATION EFFORTS.

By providing access to affordable pharmaceutical products with, STADA also aims to reduce the cost pressure on healthcare systems. Among STADA's products, 20% are currently listed on the World Health Organization's essential medicines list.

As a top 10 supplier of generic medicines globally, including being Europe's fourth-largest generics provider by value, STADA's mission includes promoting the health and well-being of the public. By developing and manufacturing a broad range of generics medicines, both through its own efforts and via an extensive network of trusted partners, the company aims to provide equitable access to essential medicines in the Generics markets in which it operates, aligning with its purpose.

Generic medicines facilitate accessibility by providing patients and prescribers with treatments that offer equivalent safety, quality and efficacy to the original reference branded medicines at often significantly lower prices. In Europe, for example, generics account for around 70% of all medicines dispensed, but less than 30% of medicines expenditure. As a result, over the past ten years, generic medicines have more than doubled access to medicines in 7 key therapeutic areas in Europe without increasing the overall treatment cost.[22]

STADA continues to collaborate with prescribers, payers, patient groups and other stakeholders such as non-governmental organizations to facilitate and accelerate access to affordable, high-quality generic medicines. Such partnerships may lead to bulk-purchasing agreements, distribution deals, or healthcare initiatives in underserved regions.

Educational initiatives aimed at both healthcare professionals and the general public aim to inform about the proven quality, safety and efficiency of generic medicines, thereby helping to overcome any existing stigma or misconceptions about generic drugs that could inhibit patient compliance with prescribed therapeutic regimens.

[22] Our 5 pillars | Medicines for Europe

Our Specialty Pharma segment delivers medicines to improve the lives and clinical outcomes of patients worldwide with chronic, complex or rare conditions.
These medicines are integral to our purpose of Caring for People's Health as they can address unmet medical needs and relieve financial pressures across healthcare systems.'

Bryan Kim / *EVP Global Specialties*

In addition to prescription generic medicines, STADA increasingly offers an assortment of Specialty medicines for specific patient and healthcare professional needs. Typically, these medicines are prescribed and administered by specialist doctors. They also often have specific attributes, such as being administered by infusion or injection, requiring cold-chain storage and transportation, or being approved for niche indications.

At present, STADA has six biosimilar medicines – adalimumab, bevacizumab, epoetin zeta, ranibizumab, teriparatide and ustekinumab – currently marketed and available to patients in different markets. By driving down costs to payers through competition, biosimilars enable more patients to access biological treatments for the same or even lower costs.

STADA's Specialty portfolio also gives patients access to novel treatment options in non-biologic, small-molecule medicines. For example, with budesonide targeted-release capsules, STADA became the first company to obtain approval in the European Union for a medicine to treat the rare and debilitating kidney disease IgA Nephropathy (IgAN) in adults.

Specialty Pharmaceuticals for rare and niche indications

STADA is committed to support people with rare diseases, many of whom currently lack available treatments. This aligns with STADA's core purpose: 'Caring for People's Health'. In recent years, STADA has built capabilities and invested in innovative pharmaceuticals to expand its portfolio and provide care for more individuals with significant unmet needs.

Rare diseases, by definition, affect fewer than 5 in 10,000 people – yet they impact around 300 million people worldwide. Rare diseases pose significant challenges due to their low prevalence, which leads to limited medical expertise, research, and treatment options. Patients often face lengthy diagnostic journeys and substantial financial, social, and emotional burdens, which also impact their families, caregivers, and social environment.

A significant milestone was the introduction of the orphan drug Kinpeygo®, the first EU-approved medication for treating Immunoglobulin A Nephropathy (IgAN). IgAN is a kidney disease where IgA antibodies build up in the kidneys, causing inflammation that can lead to kidney failure. Patients often face a high risk of progressive chronic kidney disease, requiring dialysis or a kidney transplant. Kinpeygo reduces proteinuria and slows the decline in kidney function in patients with IgAN by targeting and reducing the faulty IgA antibodies that cause kidney damage. This treatment is now available to patients in several European countries, including Germany and the UK. Further launches are planned in other European markets.

Beyond such orphan drugs, STADA continues to serve patients in niche indications, not least launch of Lecigon®, a triple combination product with modern pump technology for the treatment of advanced Parkinson's disease. Lecigon® is an intra-jejunal therapy for patients who have not responded to oral therapies. It provides sustained motor symptom control and improves quality of life for advanced Parkinson's disease patients by delivering a continuous infusion of levodopa, entacapone, and carbidopa.

STADA's commitment is to keep supporting patients with rare diseases, or requiring tailored niche therapies, by bringing more innovative Specialty treatments to market.

Amid the ongoing discussions about how best to secure a sustainable supply of critical medicines in Europe, STADA is proud to make this major EU investment that will help to ensure patients can access the medicines they need. Having implemented industry-leading concepts in design, construction and energy conservation, the group is also playing its part on environmental sustainability.

Miguel Pagan / *Chief Technical Officer*

Through its extensive roster of Consumer Healthcare medicines and healthcare products, STADA aims to help patients and consumers to manage their own health for preventive healthcare, limited or minor ailments such as coughs, colds, headaches and certain skin conditions. Such self-medication, often assisted by advice from pharmacy and/or drugstore personnel, reduces pressure on primary health services, such as encouraging patients to visit a pharmacy rather than a doctor's surgery or clinic.

STADA invests into the local footprint covering both its production and commercial operations, through which the company has served approximately 43 million people in low and middle-income countries (according to Company Data Analysis).

Through this extensive and diverse product portfolio STADA's goal is to help prevent and treat diseases and ailments as well as to promote a healthy lifestyle based on scientifically proven research and evidence. Providing access to affordable medicine supports the UN's third SDG – ensuring healthy lives and promoting well-being for all at all ages.

MILESTONE:

First ever FDA accreditation supports Specialty supply

STADA has reached a major milestone in its Specialty and TechOps strategies by being approved to market the epoetin biosimilar Retacrit® via its partner Pfizer in the US. The FDA accreditation is the first for a STADA facility. It allows the Group to expand its partnership with Pfizer to maintain patient access to Retacrit in the US, a therapy for anemia related to chemotherapy and chronic kidney disease. The accreditation proves STADA's rapid progress in Specialty medicines and in expanding global access to high-quality and critical medicines.

RESEARCH AND PRODUCT DEVELOPMENT

STADA's R&D activities primarily focus on product development, especially for oral solid generics and selective CHC dosage forms, which are mainly conducted through in-house development at STADA's own sites. For complex APIs, dosage forms, and specialty products, STADA partners with companies that have specialized R&D expertise. STADA is currently engaged in over 260 in-licensing and product development projects, including more than 150 internal product development projects.

In terms of product development, STADA has an established international network of seven internal development hubs with a skilled workforce in Serbia, Germany, Czech Republic, the UK, Austria, and Vietnam. STADA's in-house development expertise lies in small molecule development, led by the center of excellence in Vršac, Serbia. In 2024, one of the main launches related to prescription-based medicines was developed internally (Rivaroxaban). For CHC innovation, particularly household and dermo-cosmetic products, STADA's UK site in Huddersfield acts as a global center of excellence. STADA's other development centers specialize in food supplements (Preston, UK); Parkinson's disease (Reading, UK); CHC products (Tulln, Austria and Bad Vilbel, Germany); food supplements and probiotics (Trinec, Czech Republic); and generics for local and regional markets and small molecules (Tuy Hoa, Vietnam).

Additionally, STADA has established an international network of more than 100 co-development and in-licensing partners in over 25 countries. In 2024, STADA concluded 79 in-licensing deals for future launches.

SUPPLY INFRASTRUCTURE

Developing infrastructure, together with continuous investments in its production sites, distribution and value chain, STADA adds to improving access to medicines in the countries it operates in either directly or via its affiliates or third parties. That is why it continually invests in the Group's own production facilities and test laboratories. Investments in the modernization and expansion of production plants and production facilities as well as testing laboratories amounted to € 66.8 million in 2024 (previous year: € 86. million).

Consistent and reliable delivery of medicines to all parts of the world where STADA operates, especially remote and rural areas, is critical. That is why STADA invests in improving its logistics and supply chains to ensure that its drugs reach the patients in the markets it operates (directly or indirectly via its affiliates or third parties) in a timely and efficient manner. By operating manufacturing facilities in or near underserved areas, STADA can reduce costs and delivery times. Local production also helps to legally bypass import restrictions or tariffs that may otherwise limit access to medicines. For example, the company's state-of-the-art manufacturing facility in Tuy Hoa, Vietnam, has been certified as conforming with EU Good Manufacturing Practice (GMP) standards, thereby ensuring that medicines supplied from the plant meet the highest quality standards whilst also opening export possibilities that strengthen STADA's global medicines supply chain. An investment in a dedicated packaging center for solid dosage forms located in Turda, Romania furthers to STADA's ability to provide a consistent and reliable supply of products to healthcare professionals and patients.

Turda Opening

The opening of the new Turda facility in Romania marks a significant milestone in STADA's growth journey and enhances the group's capacity to reliably supply medicines within Europe. Following an initial GMP inspection, STADA started operations and supplies from the Turda site in September 2024. The site represents an investment of over €70 million, strengthening STADA's position in Eastern Europe. The facility includes nine state-of-the-art production lines for solid dosage forms, with plans to expand to twelve, and has a production capacity of 150 million packs per year. It will support the supply of prescription medicines and treatments for diabetes, high cholesterol, and hypertension, as well as serve as a distribution center for consumer healthcare products. Focused on sustainability, the facility is expected to create nearly 400 local jobs, attracting both experienced professionals and emerging talent from the region. Additionally, the facility is supplied with renewable electricity.

Turda is expected to be one of the main STADA's distribution hubs, acting as global packaging center, which would improve access to medicines in Romania and other neighboring European countries. Strategically located within the European Union, the facility optimizes synergies with STADA's nearby sites and streamlines product transportation across Europe.

CORPORATE SOCIAL RESPONSIBILITY

STADA, as one of the leading pharmaceutical companies, strives to set an example with its laudable approach to Corporate Social Responsibility (CSR). The organization's efforts are driven by an underlying commitment to public health, underpinning

STADA'S ESG INITIATIVE

Hemofarm Foundation – The most important Call in Life

Hemofarm and Hemofarm Foundation, in partnership with the Serbian Ministry of Health patient associations, initiated the campaign 'The Most Important Call in Life'.

The campaign was launched in 2016 with the goal to increase the number of donors and transplants in Serbia. There are still around 2,000 people in Serbia waiting for organ transplants. In 2024, the campaign continued to raise awareness, educate public opinion on the severity of the issue and the importance of donation and call for solidarity. As part of the campaign, 70 digital billboards were displayed across Serbia, the campaign video was shown 20,000 times before movie screenings in cinemas, had 400,000 views in healthcare centers, and was broadcast 70 times across major TV networks in Serbia.

their central business operations and guiding the broader actions they take within their community. Fueled by the belief that success should be closely balanced with ethical responsibility and societal well-being, STADA offers a broad spectrum of healthcare products that are not only beneficial but also affordable, effectively serving the community at large.

STADA's focus on public healthcare is further reflected through its support of the Hemofarm Foundation and its other affiliates. This foundation, closely aligned with STADA's essence of promoting health, spearheads various charitable initiatives focusing on healthcare support and patient aid (i.e. programs and projects including advocating for raising awareness on the importance of organ donation, mental health support, education on fighting high blood pressure, and many others). Ranging from sponsoring scientific research, educating medical personnel and supporting patient groups, to aiding the general population during health crises, the Hemofarm Foundation's activities embody STADA's commitment to fostering a healthier society. Through these actions, the foundation along with STADA delineates a model path of corporate responsibility in the contemporary pharmaceutical landscape.

STADA engages in corporate social responsibility initiatives, such as supporting local communities, healthcare education, and medical research.

STADA also publishes the annual STADA Health Report. This report helps support the healthcare sector, patients, and consumers in making informed choices regarding managing and protecting their health.

STADA'S ESG INITIATIVE

Healthcare initiative 'STADA immer da' with the German Red Cross

STADA has reached a major milestone in its Specialty and TechOps strategies by being approved to market the epoetin biosimilar Retacrit® via its partner Pfizer in the US. The FDA accreditation is the first for a STADA facility. It allows the Group to expand its partnership with Pfizer to maintain patient access to Retacrit in the US, a therapy for anemia related to chemotherapy and chronic kidney disease. The accreditation proves STADA's rapid progress in Specialty medicines and in expanding global access to high-quality and critical medicines.

STADA'S ESG INITIATIVE

STADA Health Report[23]

The 10th anniversary edition of the STADA Health Report delves into Europeans' health concerns and offers actionable solutions – guided by the company's purpose 'Caring for People's Health as a Trusted Partner.'

The 2024 report, based on a survey of 46,000 adults across 23 countries[24], underscores the urgent need for a comprehensive overhaul of healthcare systems and highlights proactive measures individuals are taking to manage their health.

- **DECLINE IN HEALTHCARE SATISFACTION:** Satisfaction with healthcare systems has fallen to an all-time low, with only 56% expressing contentment.
- **INCREASED TRUST IN CONVENTIONAL MEDICINE:** Despite systemic dissatisfaction, trust in conventional medicine has risen, with 69% of Europeans expressing confidence in it.
- **PROACTIVE HEALTH MANAGEMENT:** Europeans are increasingly taking charge of their health, with 89% engaging in activities to improve their wellbeing.
- **MENTAL HEALTH CONCERNS:** Self-reported mental health has declined, and loneliness is a significant issue, particularly among young adults.

STADA hosted a series of events across Europe, Central Asia, and Vietnam to bring key healthcare stakeholders together to discuss topics based on the unique insights from the Health Report. For example...

...in Belgium,

approximately 150 pharmacists attended a presentation highlighting the key findings on the value of pharmacists and their services within the healthcare system.

...in Vietnam,

key stakeholders came together to discuss German-Vietnamese collaboration and innovations in public healthcare.

...in UK,

a roundtable on health policy was combined with the STADA Expo exhibition at Huddersfield University through a partnership with the National Health Innovation Campus.

STADA'S ESG INITIATIVE

Tour della salute

In Italy, the 'tour della salute' – the health tour – is a travelling event to raise awareness of the importance of prevention and healthy lifestyles. In 2024 the Tour featured 15 stages in 15 different cities across Italy.

At six screening stations, people could consult with healthcare professionals. Furthermore, a stage equipped with a LED wall was utilized for physical activities, training sessions, and educational demonstrations, such as pediatric disobstruction maneuvers and defibrillator use techniques.

During the 2024 Health Tour Edition, 6.454 free screenings were carried out and it is estimated that about 7 million people have been reached through square and media communication.

[23] Can be found at www.stada-healthreport-2024.com/en

[24] Representative online study by Human8 on behalf of STADA. Research time frame: February through March, 2024. Sample: Around 2,000 respondents each from Austria, Belgium, Bulgaria, the Czech Republic, Denmark, Finland, France, Germany, Hungary, Ireland, Italy, Kazakhstan, the Netherlands, Poland, Portugal, Romania, Serbia, Slovakia, Spain, Sweden, Switzerland, the United Kingdom and Uzbekistan.

2.3 Governance

STADA ENGAGES IN ACTIVE DIALOGUE WITH STAKEHOLDERS, PARTNERS, AND INDUSTRY ASSOCIATIONS TO CREATE CONDITIONS AND POLITICAL AND LEGAL FRAMEWORKS FOR EFFECTIVE AND GOOD HEALTHCARE PROVISION.

STADA's corporate values, detailed in the Code of Conduct, formulate clear expectations and behaviors for all employees within the Group, promoting a culture rooted in integrity, respect, and accountability. As a pharmaceutical company, STADA is subject to a multitude of national and international regulatory requirements. Therefore, it is important for STADA to enforce compliance with legal requirements and ethical behavior.

Corporate Culture

STADA fosters a robust, resilient and attentive culture based on integrity.

Together with entrepreneurship, agility and ONE STADA, integrity is one of the company's four core values. Integrity at STADA demands to act ethically in accordance with the company's internal and external standards. This includes all employee's willingness to take responsibility for their own actions, to take a closer look and to speak-up when they face problems. This self-understanding is an essential part of STADA's work culture.

To support the practice of defined values in everyday operations, STADA confers 'Value Awards' in the categories of Integrity, Entrepreneurship, Agility, and One STADA. Through this visible recognition, STADA honors exceptional achievements, projects, and actions that embody its values in a special way.

INFORMATION AND ACCESSIBILITY
STADA enabled the steady transfer of information to its employees through various channels.
One STADA News, covering strategic topics, new business developments, and internal company news, is published four times a year. With translations in twelve different languages and local versions, it facilitates inclusivity and accessibility, as does the STADA Intranet that covers global and local news.

The new ONESTADA App was launched, designed to provide quick access to the latest news, personalized content, and the social feed. In 2024 the App was further developed and enhanced for usability and additional services based on employee feedback. Within the app, employees can subscribe to topics based on their individual needs and receive news that are tailored to their interests. To provide better information to the roughly 5,650 STADA employees in production, logistics, laboratories and the supply chain area, a "TechOps brochure" is regularly published.

The company also holds multiple global town hall meetings, streamed live on the intranet with real-time translations. In addition, nationwide events targeted at employees are held at the country level.

STADA's success relies on building a skilled team that embraces a growth-oriented culture. This culture and the associated values are promoted and embedded at all stages of the employee life cycle through value-based recruiting, leadership development, employee development, yearly initiatives, and recognition offered to all employees (like the Value awards[25]). STADA's core values are also part of the STI (Short Term Incentive) scheme.

STADA's leadership team meetings, together with the CEO, do not solely concentrate on strategic updates, they also highlight and maintain the corporate culture and STADA's growth narrative.

STADA's efforts to bring to life its purpose of caring for people's health as a trusted partner were also acknowledged through various awards. To emphasize one, in August 2024 STADA received the Gold Brandon Hall Excellence Award for the Best Corporate Culture Transformation. It recognizes culture as the product of both STADA's individual and collective behaviors and shaping a unique company culture as a long-term competitive advantage.

[25] *On a semiannual basis, employees with outstanding results are nominated to receive The Value Award for their integrity, agility, entrepreneurship and teamwork (One STADA). The winners are announced at a global townhall meeting with recognition and respect for their business success as a motivation to others.*

GLOBAL CARING DAY

Its purpose of "Caring for People's Health as a Trusted Partner" is STADA's guiding principle and orientation and inspiration for everything its employees do. It unites them as One STADA Team across geographies and functions. This purpose is brought to life, not least on STADA's Caring.

What started in 2023 continued in the reporting year to become an integral part of the STADA corporate culture. At Caring Day in December 2024, across all STADA countries, 2,300 employees engaged in various caring initiatives and donated blood; in total, over 800 blood donations were collected. Blood donation is an essential component of healthcare. Maintaining an adequate supply is critical to treating victims of accidents and patients with chronic conditions who often need regular blood transfusions. Thus, by donating blood at Caring Day, the STADA teams make a direct contribution to the health and treatment of individuals.

STADA'S ESG INITIATIVE

Supporting Volunteering Events for a strong culture

STADA fosters a culture of caring and responsibility. This translates into immediate accountability for one's own tasks and aspects that they touch upon. It also extends to topics and communities that lie to the left and right of core business activities.

STADA **Bulgaria** allows employees to take one day off annually for a volunteering activity, reflecting STADA's commitment to health, environmental protection, and community support. In 2024, 15 employees participated, with over 20 planning volunteer activities for the first half of 2025.

Similarly, in **Croatia**, over 30 volunteers from STADA d.o.o. participated in a Volunteering Day, painting the House for the Elderly in Peščenica.

In the **Netherlands**, Centrafarm contributes with an annual donation, and several times a year, employees volunteer to support Villa Pardoes. Villa Pardoes offers families with children who have life-defining or sometimes even life-threatening illnesses or conditions a chance to relax and spend quality time together.

Governance and Ethical Business

STADA ACTIVELY ENGAGES IN DIALOGUE WITH ITS STAKEHOLDERS AND FOSTERS NEW ESG PARTNERSHIPS WITHIN ITS OPERATIONS.

STADA's corporate values, outlined in its Code of Conduct, establish affirmative models of behavior that apply to all employees across the Group. These models emphasize compliance with the UN Global Compact's 10 Principles, along with relevant ESG aspects that can enhance the positive impact of STADA's operations and the conduct of employees. Through these efforts, STADA aims not only to ensure Compliance of its activities and to reduce its corporate footprint but also to inspire others to follow suit.

As an internationally active Group, STADA is governed by a diverse array of legal frameworks. Compliance with these regulations is fundamental to responsible, sustainable and successful corporate governance. Any unlawful behavior or perceived legal violations can severely harm the company's reputation and market position, potentially leading to significant financial loss.

To mitigate these risks, the principles of diligent, transparent, responsible, and value-driven governance guide the actions of STADA's Executive Board in managing the company and the Supervisory Board in its monitoring and advisory roles. Additionally, beyond legal requirements and external regulations, the company operates within a regulatory framework that includes its Internal Control and Risk Management System, the STADA Code of Conduct, and group-wide corporate policies on various specific topics.

STADA CODE OF CONDUCT[26]

STADA's Code of Conduct and corporate policies not only support STADA's governance but also provide employees with essential guidance on appropriate behavior when faced with legal or ethical challenges in their daily work. These documents are designed to help prevent unethical or illegal practices, including acts of corruption.

The Code of Conduct outlines binding behavioral guidelines on topics such as fairness and respect, anti-corruption, antitrust and fair competition, Conflict of interest, as well as interactions with Third Parties. To ensure employees are familiar with the Code of Conduct, they receive comprehensive training including practical examples.

Since 2022, when STADA implemented an electronic confirmation process, all employees have to acknowledge that they have read the Code of Conduct and agree to adhere to its principles. The declarations must be submitted regularly by all employees worldwide.

COMPLIANCE MANAGEMENT, ANTI-CORRUPTION AND BRIBERY

The successful implementation and review of our Compliance Management System served as a foundation for the continuous development of STADA's compliance activities in recent years and during the reporting year, enabling the company to adapt to evolving regulatory requirements and a dynamic market environment.

STADA has established a robust compliance management system to uphold laws and internal rules, focusing on anti-corruption, antitrust law, export and sanction control, anti-money laundering, and data protection. STADA adheres to the principles of the United Nations Convention against Corruption. We have comprehensive policies in place to prevent corruption and bribery, and we regularly review and update these policies to ensure compliance with international standards.

An essential component of the compliance management system at STADA is the Corporate Compliance Office, which sees itself as an independent and objective advisor. Its task is to protect the company from legal, financial and reputational damage and grievances, to protect STADA's management and its employees from personal liability,

[26] *STADA's Code of Conduct is published on the Company's website at www.stada.com/de or www.stada.com.*

to prevent the emergence of competitive disadvantages and to strengthen the trust of consumers, patients, contractual partners and public authorities in STADA, including its honesty. It follows internal and external information on compliance-related legal violations, clarifies facts, makes recommendations for the optimization of internal company processes and regularly exchanges information with other departments, in particular Internal Audit and Risk Management.

Besides the central Corporate Compliance team, local compliance contacts are operating decentralized, acting as on-site contact points. They support the Corporate Compliance office, ensuring an ongoing dialog. In addition to certain local Compliance Full Time employees, around 30 Compliance coordinators are assigned to local branches. These personnel undertake compliance tasks in addition to their main functions and act as local contacts for compliance-related processes, enhancing the Group's comprehensive compliance coverage.

STADA and its affiliated companies worldwide are committed to achieving their economic success whilst maintaining high standards of ethical, responsible and compliant behavior. STADA does not tolerate any form of bribery and corruption while doing business. It is not allowed to provide, offer or promise nor to ask for, or accept any financial or other advantage to secure an improper business advantage. This holds true for any kind of business partners.

In the reporting year, STADA continued to enhance its compliance activities to align with evolving regulatory requirements and a dynamic market environment. Specifically, STADA refined its processes for determining appropriate compensation, known as "Fair Market Value," when engaging healthcare professionals, such as doctors, across various countries. The "Fair Market Value" tool, initially established in 2022, was further expanded this year to ensure consistent and fair remuneration in all interactions with healthcare professionals.

STADA also updated numerous policies to align with changing market conditions and regulatory requirements (e.g. our sanctions and export policies and our policy for dealing with healthcare professionals, healthcare organizations and patient organizations).

Compliance trainings are conducted regularly through the existing Learning Management System (LMS) called "Hero". This comprehensive digital training management system enables STADA to effectively monitor and ensure the completion of mandatory compliance training by all employees. During the reporting year, we launched a new e-learning module on antitrust regulations. This training was made accessible to the STADA Global Leadership Team and all Compliance employees through the HERO platform.

Another important measure was the introduction of a now fully digitalized process for reporting Conflicts of Interest (CoI), which helped to increase transparency and reporting on this important topic.

In response to the increasing significance of sustainability and the implementation of stricter European Union (EU) ESG regulations, we placed special emphasis on these area in the reporting year. Our goal is to ensure that the group is well-prepared to meet both current and future legal requirements. Among these future requirements are e. g. the Corporate Sustainability Due Diligence Directive (CSDDD) and the Green Claims Directive.

In the reporting year, the Compliance department also provided support to the organization in implementing the EU Deforestation Regulation (EUDR) and the German Supply Chain Due Diligence Act (LkSG), as well as ensuring the execution of measures required by these obligations.

Through a regular exchange with other functions as well as a regular review of the existing compliance management system, including by STADA's Internal Audit function, it is to be further optimized and at the same time the international exchange between those responsible for compliance is to be further intensified. There is also regular reporting by the affiliates to the Compliance Office with the aim of identifying and clarifying potential compliance risks and counteracting them with targeted measures, as this contributes to the continuous further development and optimization of the compliance management system.

WHISTLEBLOWING

At STADA, we believe in the power of open communication and transparency. We are committed to fostering a culture of integrity and accountability, where every voice is valued and heard. STADA's digital reporting system ("Compliance Reporting Portal") which is established as part of STADA's whistleblower program provides a channel for reporting suspected non-compliant behavior. The Compliance Reporting Portal offers employees and third parties outside STADA an easy-to-use and secure way to raise their voice and to report potential misconduct or violations of STADA's internal rules/processes and/or laws, which helps STADA to act and resolve issues timely and appropriately for the benefit of the company, its employees, patients, and customers.

In the reporting year 2024, STADA carried out a broad-based communication campaign to increase awareness of the Compliance Reporting Portal among employees and encourage the reporting of potential violations.

In addition, a neutral and independent ombudsman is available to employees, business partners and other third parties as a point of contact for reporting suspected cases. The ombudsman's contact details are available on the company website at https://www.stada.com/de/compliance. His task is to receive information confidentially and forward it to the Compliance Office with the consent of the whistleblower or anonymously. Every report received is investigated and a decision is then made on how to proceed depending on the individual case.

Our Global Whistleblower Policy underscores the commitment to upholding high ethical standards in all our business operations by fostering a culture of honesty and integrity, which are integral to our core values. The Policy serves as a crucial framework for guiding employees who wish to report actual, suspected, or potential violations of laws, regulations, human rights, or STADA policies and the Code of Conduct. It clearly outlines the procedures that will be followed in response to any reported violations, ensuring that concerns are addressed promptly and effectively.

At STADA, we strongly encourage every employee to speak up and raise concerns without fear of retaliation. Under our Global Whistleblower Policy, no employee will face retaliation for submitting a report in good faith, provided they had reasonable grounds to believe that the information regarding violations of the rules was truthful and accurate at the time of reporting.
Our commitment to non-retaliation extends to instances where the outcome of an investigation reveals that the reported information, submitted in good faith, may be false or incorrect. Non-retaliation implies that STADA does not tolerate any negative consequences, including termination of employment, harassment, discrimination, intimidation, or any other action against any employee for reporting violations of the rules in good faith.

We understand that speaking up can be challenging, and we aim to create a safe environment for our employees. If employees believe they have experienced retaliatory action as a result of raising concern in accordance with the Whistleblower Policy, they are encouraged to report this to e. g. their supervisor, STADA's appointed Ombudsman, Corporate Compliance or regional / local Compliance employees. STADA is committed to addressing such concerns promptly and thoroughly to ensure a respectful and supportive workplace culture.

By empowering our employees to speak up and report violations, STADA reinforces its ethical culture and commitment to sustainability, ensuring that we operate responsibly and transparently in all facets of our business.

Building on a robust and compliant culture, we seek to ensure a "clean company" through strong business ethics throughout our operations. We aim to shield the group from any legal and compliance risks while contributing to STADA's growth engine by closing transactions as quickly as possible, supporting product launches, and managing license agreements.

Christoph Dengler /
General Counsel

POLITICAL ENGAGEMENT
STADA offers its expertise by participating in various industry-wide initiatives, engaging in numerous trade associations, and regularly interacting at an international level with authorities and organizations that facilitate access to medicines.
Globally, STADA CEO Peter Goldschmidt serves on the CEO Advisory Committee of the International Generic and Biosimilar Medicines Association (IGBA). STADA senior management held discussions with UNICEF on supporting ongoing and planned programs. Through membership and participation in industry associations such as the International Generic and Biosimilar medicines Association (IGBA), the company has also over recent year participated in discussions around access to medicines with representatives from the World Health Organization (WHO), the World Trade Organization (WTO) and the World Intellectual Property Organization (WIPO).

In Europe, STADA works to enhance patient access to high-quality, affordable, off-patent medicines through its board-level involvement in Medicines for Europe. This includes shaping policies and positions via working groups addressing issues related to generic, biosimilar, and specialty or value-added medicines.
In 2024, Stephan Eder, STADA Head of Western Europe & Germany, was appointed president of Medicines for Europe for a two-year term. In this role, he will continue to advocate for sustainable market policies that recognize the full value of the off-patent medicines sector in providing access to patients. He will also support a vibrant off-patent medicines manufacturing sector in Europe and work on building a robust environmental, social, and governance agenda for medicines, with patient access as its central focus.

Nationally, STADA engages with several industry associations, including Medaxes in Belgium, Pro-Generika and Pharma Deutschland in Germany, Egualia in Italy, and Aeseg in Spain. STADA holds leadership roles such as president or chairperson in many of these associations. In key countries like Germany, Serbia, and the UK, STADA supports the free movement and trade of medicines and healthcare products through active membership and collaboration with local chambers of commerce. Notably, STADA was the first pharmaceutical company in Spain to join the 'Lean & Green' European collaboration platform, which focuses on reducing emissions and improving sustainability in logistics and supply chains.

> The off-patent medicines industry plays a critical role in public health and must be central when adopting industrial, economic and environmental policies. 7 out of every 10 medicines dispensed in Europe are generic medicines, including 9 out of 10 on the EU Critical Medicines List, while the industry directly employs almost 200,000 highly qualified people. Ensuring the sustainability of this essential sector will be vital for healthcare systems throughout Europe.
>
> **Stephan Eder** / *EVP Western Europa & Germany*

Additionally, STADA is a member of the United Nations Global Compact

Through its annually published STADA Health Report, STADA contributes to education and dialogue on health topics based on representative data. The report focuses on patient needs and aims to improve healthcare services for their benefit.

ETHICAL MARKETING
STADA and its affiliated companies worldwide are committed to achieving their economic success whilst maintaining high standards of ethical, responsible and compliant behavior. STADA does not tolerate any form of bribery and corruption in the course of doing business. It is not allowed to promise, offer, make or authorize, any financial or other advantage in order to secure an improper advantage. This holds true for any kind of business partners.

Marketing and product labeling in the pharmaceutical sector requires STADA to conduct ethical reviews of product-related information, ensuring not just legal compliance, but also confirmation from relevant scientific sources. Therefore, being compliant with the applicable laws is only the first step for STADA; the company goes further by fostering accessibility, transparency and ethical conduct, while ensuring that its pharmaceutical product information is accurate, validated, and ethically obtained.

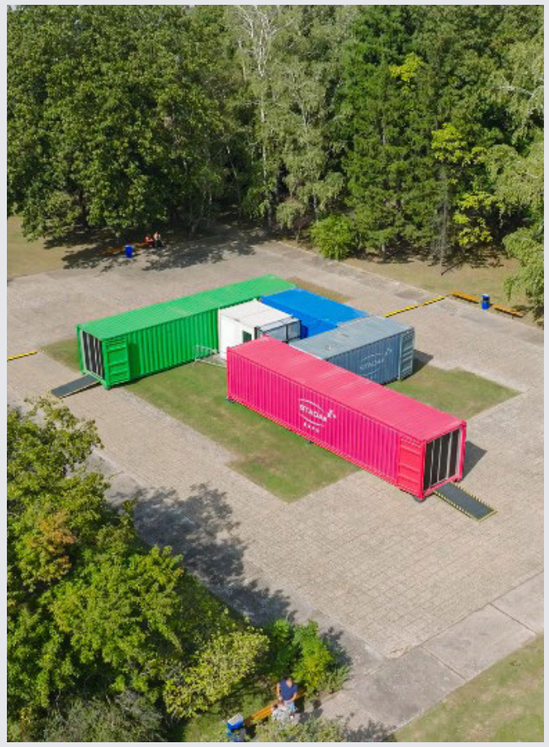
In line with legal requirements, STADA communicates the intended uses, therapeutic benefits and usage guidelines of its pharmaceutical products (in respect of their specific category, being either prescription-only or non-prescription product) through ongoing interaction with relevant stakeholders, particularly medical professionals and pharmacists. Its insistence on therapy being directed solely by legitimate professional judgment also fosters a sense of duty among the public to report any presumptive adverse reactions to drugs. STADA employees undergo regular, compulsory training on how to react to and process any such reports of adverse reactions.

STADA proactively offers scientifically backed information on proper drug use out of relevant and approved clinical studies, together with advice on preventive care and developing healthy lifestyle (i.e., Health Report, #HealthStories, etc.). In addition to the compliance with legal requirements, the relevant information is also checked internally by the Legal Affairs and Quality Compliance Division to protect interests of all parties involved.

STADA's global guideline on Marketing & Sales[27] serves as the framework for the marketing of pharmaceuticals within the Group in line with international applicable laws and regulations and based on a legal, ethical and patient-focused foundation. It is to ensure that the interaction with healthcare professionals is appropriate and in line with the applicable laws and regulations.

STADA supports transparency of the interactions with the healthcare community in line with the Medicines for Europe Code of Conduct to prevent any unethical and illegal behavior. STADA reports all transfer of values made to healthcare professionals, healthcare organizations and patient organization on a yearly basis that are within the scope of the Code of Conduct and in strict compliance with data protection regulation.

STADA'S ESG INITIATIVE



STADA EXPO
Roadshow in 2024

The STADA EXPO represents the concept of immersing visitors in the world of STADA, offering educational insights – all presented in an engaging and entertaining way. Launched in 2023, the STADA EXPO as a traveling interactive exhibition continued into 2024 with stops in Třinec, Czechia, Huddersfield in the UK and at the German headquarter in Bad Vilbel.

This interactive exhibition invites employees, potential recruits, journalists, politicians, and other interested individuals to discover more about the company. With the use of virtual reality, holograms, and interactive touchscreens, the STADA EXPO provides a captivating journey through the history and future of healthcare, sustainability, and pharmaceutical innovations. It also stimulates discussion formats, school and student activities, thereby promoting and educating about health topics.

With more than 4,000 visitors, the STADA Expo was the biggest communication platform in 2024 to present STADA as an innovative company.

[27] *Global Policy on the Interaction with Healthcare Professionals, Healthcare Organizations & Patient Organizations*

RISK MANAGEMENT

STADA's Group-wide risk management system aims to ensure the systematic and forward-looking handling of non-financial and financial risks and is capable to include ESG risks as well. STADA's risk management system is based on the international risk management standard COSO II Enterprise Risk Management – Integrated Framework (2004) and has been adapted to STADA's requirements. It fulfills the legal requirements of an early warning system in accordance with Section 91 (2) of the German Stock Corporation Act (AktG) and German audit standard IDW PS 340. All departments at STADA AG and all operative affiliates of STADA are linked to the risk management system so that – in addition to the investigation and assessment of new risks – a comprehensive and ongoing risk monitoring is possible. Generally, for each recorded risk, indirect effects of the risk are assessed and presented in addition to the direct effects on a quantitative level. The inclusion of indirect effects ensures that non-financial risks are also recorded in such a way that their indirect, financially measurable effects can be determined and mapped in the risk management system.

The STADA Group risk management process is composed of the following phases:

- 01 Identification
- 02 Measurement
- 03 Control
- 04 Monitoring
- 05 Aggregation
- 06 Reporting

The Risk Management System is subject[28] to annual external audits, as well as internal audits in periodical intervals.

[28] *Aligned with Sections 289 Paragraph 4 and 315 Paragraph 4 HGB (Germany's commercial code and accounting standards for how companies must prepare and report financial statements).*

Responsible Procurement

GIVEN THAT STADA'S LICENSE TO OPERATE AND BUSINESS SUCCESS BASES ON RELIABLE SUPPLY CHAINS, HIGH QUALITY PRODUCTS AS WELL AS COST-SENSITIVE OPERATIONS, AN EFFICIENT, FLEXIBLE AND RESPONSIBLE SUPPLIER MANAGEMENT IS ESSENTIAL.

STADA's responsibility hinges on close cooperation with its suppliers, including contract manufacturing organizations (CMOs) to ensure the reliable supply of a large portion of its portfolio. STADA's External Supply Chain Organization (ESO) focuses on managing long-term business relationships with these CMOs, fostering trust and promoting the company's values. ESO acts as the single point of contact for all matters relating to CMOs, including those related to new in-licensing agreements, launches, commercial product life cycle management and partner development. ESO provides operational support to other business functions to integrate our 'external as internal' approach across the organization.

In 2024, STADA has reinforced its commitment to human rights within its supply chain, aligning with the German Supply Chain Due Diligence Act (LkSG). To align with LkSG requirements, STADA established a comprehensive risk management system, including risk analyses and preventive measures and formalized its approach both for internal operations and external suppliers. STADA's approach to human rights in the supply chain also involved back in 2023 the establishment of the dedicated 'Responsible Procurement' (RP) function. The RP function is responsible for defining and steering STADA's sustainable procurement practices as part of the Global Procurement function, supported by other functions including HSE, Legal and Culture & People.

In response to LkSG, STADA established the cross-functional 'Human Rights Due Diligence Body' which assessed and implemented relevant processes and procedures to ensure the adoption of responsible procurement principles at STADA. This included also the introduction of grievance procedures, publicly available on STADA's website, allowing stakeholders to submit their grievances. Additionally, a Human Rights Policy Statement was launched and made publicly available, supported by STADA's Business Partner Code of Conduct, to ensure fair working conditions at STADA and partners in the value chain.[29] With the introduction of STADA's Business Partners Code of Conduct the company establishes binding ESG standards on human rights, environmental issues, and ethical standards for partners within its direct sphere of influence.

Starting in 2023, STADA defined its critical supplier categories, began evaluating them using the EcoVadis platform, and committed to covering more than 80% of prioritized suppliers with an EcoVadis rating by 2024. This commitment has been achieved with a coverage rate of 80%, amounting to 920 suppliers with an EcoVadis ESG rating by the end of 2024. This comprehensive assessment process has enabled STADA to effectively prioritize and engage with suppliers to ensure compliance with human rights and environmental standards. Within this approach, indirect procurement for high-risk non-EU suppliers was introduced for the first time in 2024, with 93 indirect suppliers being assessed as part of the EcoVadis assessment.

STADA is also an active member in industry supply chain initiatives such as the Responsible Health Initiative (RHI) and the Pharmaceutical Supply Chain Initiative (PSCI), which were founded to accelerate sustainability in the company's operations and collective value chains, aiming to make significant progress in sustainable procurement practices.

[29] *See: Compliance - Company | STADA and Supply Chain Act | STADA*

Product Quality and Personal Safety

PHARMACEUTICALS ARE PRODUCTS THAT HAVE A DIRECT IMPACT ON PEOPLE'S HEALTH. FOR THIS REASON, STADA, AS A PHARMACEUTICAL AND HEALTHCARE COMPANY, IS RESPONSIBLE FOR ENSURING THE GROUP-WIDE SAFETY OF ITS PRODUCTS AND THUS ALSO THE SAFETY OF PATIENTS.

In order to ensure that patients are provided with the best possible care, STADA's products are subject to strict product safety and quality requirements across the entire value chain – from clinical studies and production to pharmaceutical risk assessment.

Internationally valid frameworks such as "Good Clinical Practice", "Good Manufacturing Practice" and "Good Pharmacovigilance Practice" are therefore particularly important for STADA and build the regulatory framework the company operates in.

GOOD CLINICAL PRACTICE

To ensure product safety and quality, STADA complies with legal requirements and guidelines in its development activities or, in the case of local developments, with the respective national requirements. In addition, for the planning and execution of clinical trials, the Group follows so-called Good Clinical Practice (GCP), an international ethical and scientific standard for the planning, conduct, documentation and reporting of clinical trials in humans. Compliance with this standard ensures that the rights, safety and well-being of trial subjects are in accordance with the Declaration of Helsinki. It also ensures the credibility of data collected during clinical trials. Contract research organizations for the execution of clinical trials in Germany and internationally are qualified by STADA and regularly audited in order to ensure GCP compliance during the conduct of a study. In addition, all clinical trials are monitored at trial sites so that any deviations from the GCP standard can be recognized at an early stage and corrected if necessary. With regard to testing policy, STADA is committed to conducting no animal testing, except where such testing is required by law. For this reason, STADA conducted animal testing studies in rabbits (irritation test for eyedrops) in Serbia in 2024.

GOOD MANUFACTURING PRACTICES

STADA follows guidelines summarizing Good Manufacturing Practices (GMP) at its production sites that are subject to GMP. EU GMP constitutes the quality requirements for all manufacturing, testing and approval processes for drugs, active pharmaceutical ingredients and cosmetics that apply within the EU. For certain products, several STADA sites are also certified in accordance with selected non-EU quality assurance systems or relevant ISO standards for medical products. Group-wide quality assurance is carried out centrally through STADA Arzneimittel AG, whereby individual national companies or local sites are supported by regional and local quality assurance officers. Within the scope of GMP audit programs, compliance with GMP quality standards is regularly reviewed at both STADA's production facilities and at suppliers and contract manufacturers. In 2024, there were 37 (36 in 2023) inspections by supervisory authorities. Furthermore, 17 other external audits/ISO certifications were carried out. No critical or recurring significant deviations were identified.

GOOD PHARMACOVIGILANCE PRACTICES[30 31]

As part of a Group-wide global pharmaceutical safety system – the STADA Global Pharmacovigilance System – the safety of all STADA pharmaceuticals worldwide is monitored and ensured through the collection and evaluation of reported pharmaceutical risks. Here, STADA's subsidiaries work in accordance with standard operating procedures (SOPs) issued by the Corporate Pharmacovigilance department. In accordance with Good Pharmacovigilance Practices (GVP) and as part of the Global Pharmacovigilance Quality System, adherence to legal requirements and STADA standard operating procedures is monitored globally by means of a pharmacovigilance auditing system. Pharmacovigilance audits required in accordance with GVP are conducted by auditors from the Medical Affairs/Corporate Pharmacovigilance department. Additionally, STADA's GVP conformity is regularly inspected by authorities such as the German Federal Institute for Drugs and Medical Devices (BfArM). In 2024, there were four inspections by authorities (Germany, Austria, Croatia, Latvia), all without critical findings.

Global Quality supports the STADA Strategy by providing 'Fit for Purpose' Quality Management Systems. Our proven track record of successful inspections at our manufacturing sites, performed by multiple global regulatory agencies, reflects our target for a 'Zero Failure Culture'. Quality at STADA is an 'invisible' enabler for success.

Jörg Puhlmann / *SVP Global Quality*

In addition to the assurance of product safety, quality and effectiveness, STADA is also equally responsible for the safe use of its products by patients. In this context, the readability and comprehensibility of a drug's package insert take on a special meaning. As part of a pharmaceutical approval procedure, readability tests for package inserts – so-called "readability user tests" – are conducted early on with representative test subjects. Through the optimization of the layout, explanations for technical terms and the use of simple sentence structures, it is possible to ensure that patients can easily read and understand the data. As a result, both compliance (therapy adherence) for the patients is increased and abuse is also avoided.

An Adverse Drug Reaction (ADR) in pharmacovigilance is defined as an unintended or undesired harmful reaction occurring at doses normally used by a patient for the diagnosis, treatment, or prevention of a disease. Simply put, these are unexpected medical issues that occur due to medication use.

30 *Pharmaceutical manufacturers and marketing authorization holders, along with the entire healthcare system, are obliged to continuously monitor, detect, analyze, understand and prevent adverse drugs reactions and effects. This is globally regulated by pharmacovigilance in order to share all relevant findings in a timely manner to prevent drugs' adverse effects.*

31 *STADA's R&D, QA and QC divisions, in addition to pharmacovigilance, are responsible for verifying the compliance of STADA's products and the absence of possible negative impact.*

ADRs are key concerns in pharmacovigilance, the science and activities related to the detection, assessment, understanding, and prevention of adverse effects or any other possible drug-related problems. Unintended reactions could be minor like a rash, or more severe like organ failure, and in extreme cases can even lead to death. They can occur immediately after administration, or they can take time to develop. Identifying ADRs and working to reduce their occurrence is a crucial part of pharmacovigilance. This includes post-market surveillance where the safety of drugs is monitored in large numbers of patients in the 'real-world' setting post approval, in addition to regulated clinical trials carried before the drug's approval. This also involves communicating the risk associated with medicines to healthcare professionals and the public, as well as implementing strategies to minimize any potential risk.

All stakeholders (including professionals – doctors and pharmacists, business partners in the supply chain as well as end users of STADA's products and its employees) are encouraged to submit any suspicion of a drug side effect. The individuals to contact to report potential adverse drug reactions are shown on the global corporate website[32], as well as on the websites of all subsidiaries within the Group. In addition, all employees are informed about the pharmacovigilance procedures.

Overview of the number of ADR reports at STADA in 2024 (2023), by reporting party and ADR severity:

Qualification of reporter	No. of ADR reports	Serious ADRs	Non-serious ADRs
Physician	425 (445)	94 (120)	331 (325)
Pharmacist	917 (759)	82 (93)	835 (666)
Other health professional	5,600 (4,350)	599 (537)	5,001 (3,813)
Consumer or other non-health professional	2,961 (2,553)	195 (166)	2,766 (2,387)
TOTAL	**9,903 (8,107)**	**970 (916)**	**8,933 (7,191)**

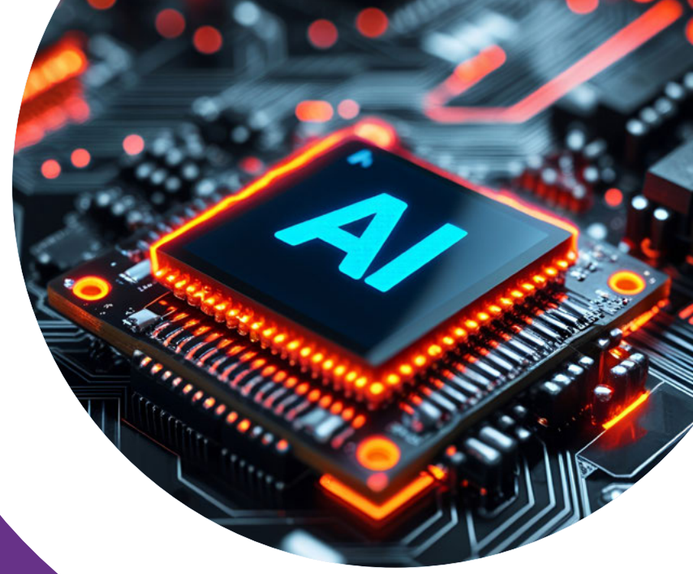
Note: We suppose that the increased number of ADRs is not a consequence of compromised quality and safety, but the development of awareness among key stakeholders to be ready to report any suspicion of a potential side effect of medicines.

Data Privacy and Security

STADA is committed to respecting the personal rights of its stakeholders and processes personal data solely for specific business purposes while safeguarding it against unauthorized access.

The company implements essential measures to ensure that personal data is handled with confidentiality and collected, processed, and utilized in compliance with applicable data protection regulations. In addition, STADA again conducted online data protection training in the reporting year to raise employee awareness of data protection requirements. Also, special attention is paid to all pharmacovigilance data in accordance with all applicable laws and regulations. STADA is committed to maintaining the highest standards of cybersecurity to protect critical data and infrastructure across its operations. This includes safeguarding business processes, intellectual property, knowledge and personal data of employees and partners. STADA focuses on ensuring the integrity, confidentiality and availability of its communication infrastructure and devices. Through robust programs and proactive measures, STADA continually strengthens its security while meeting regulatory requirements. The company's cybersecurity efforts are supported by top management commitment, strategic technology partnerships with companies like Microsoft and Google as well as a dedicated, qualified team. STADA also places emphasis on protecting Operational Technology (OT) together with a strong IT security framework to ensure complete protection. Third-party risks are actively managed by regularly assessing the security of suppliers and partners. Cybersecurity resilience is central to STADA's strategy, ensuring quick recovery from incidents while minimizing operational disruption. By addressing modern threats and tactics used by cybercriminals, STADA continuously improves its ability to detect and respond to attacks. Penetration testing and Red Team exercises are key methods for challenging the status quo. This comprehensive approach demonstrates the commitment to protecting assets, ensuring business continuity and creating long-term value.

[32] *https://www.stada.com/products/adverse-drug-reaction-report offering the following contacts: phone: +49 (0) 6101 603 0 (Monday to Friday 7:30 to 18:00), fax: +49 (0) 6101 603 259, email: info@stada.de or a contact form.*



STADA GPT
AI within STADA

Since 2022, with the release of ChatGPT, access to functionalities such as getting summaries, creating concepts, or having interactive conversations with AI has become significantly more accessible and can assist in daily work.

Furthermore, the automation of processes for efficiency improvement, scalability, and reduction of errors, especially with large volumes, is a potential business benefit. While AI and automation are making rapid advances and increasingly impacting various aspects of life and work, the requirements for data security in handling AI applications are also rising.

STADA's approach is proactive, aiming to ease and enhance work efficiency and accuracy with the automation of business processes, when there are robust use cases for it. To support the use of the company's own STADA GPT and Microsoft Copilot, STADA offers AI training sessions, including monthly beginner and advanced training sessions, as well as regular drop-in sessions where AI-related topics can be discussed. Additionally, on-demand tailored training and demonstrations are provided. Simultaneously, the 'closed' nature of STADA GPT ensures that confidential company information is protected from misuse. Regular information is also provided on the safe use of generative AI tools and potential risks.

'It is part of our understanding of entrepreneurship and agility that we recognize and use the opportunities offered by automation and generative AI. Specifically, this means that we are constantly examining which use cases make sense for us and add value. STADA GPT for example can already support us in a variety of ways in our work to implement tasks faster and more precisely, to have a sound basis for decision-making, and sparring for more creative approaches. At the same time, the security of the application and the integrity of the data are our top priorities.

Maurice Engelhardt / *Director Data Science & Process Mining*

SECTION 03

Reporting Framework

Reporting Principles

THE STADA GROUP SUSTAINABILITY REPORT IS BEING PREPARED FOR THE FOURTH CONSECUTIVE YEAR, IN ACCORDANCE WITH THE GLOBAL REPORTING INITIATIVE (GRI) STANDARDS AND PUBLISHED ANNUALLY. THIS REPORT WAS PUBLISHED ON ON MAY 19, 2025.

The reporting period covers January 1, 2024, to December 31, 2024. This report includes 31 selected Key Performance Indicators (KPIs) of STADA Group's global operations, managed from the headquarters in Germany. These audited KPIs are marked with "(✔)". PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft conducted a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). The independent auditor's opinion can be found on pages 130 and 131.

GRI Content Index

STATEMENT OF USE	STADA Arzneimittel AG has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2024.
GRI 1 USED	GRI 1: Foundation 2021

DISCLOSURE	REFERENCES
2-1 Organizational details (✔) [33]	
a. Report its legal name;	Section 1 of this Report / Chapter Company Profile.
b. Report its nature of ownership and legal form;	STADA Arzneimittel AG is a German stock corporation. It is a 100% direct subsidiary of Nidda Healthcare GmbH as its sole shareholder. Related companies: Bain Capital Investors, LLC, Wilmington, Delaware, USA, and Cinven Partnership LLP, UK, who are deemed to have indirect joint control via Nidda Topco S.à r.l., which in turn directly and indirectly controls the following subsidiaries: Nidda Midco S.à r.l., Nidda German Topco GmbH, Nidda German Midco GmbH, Nidda BondCo GmbH and Nidda Healthcare Holding GmbH. Nidda Healthcare GmbH (which holds all outstanding shares in STADA Arzneimittel AG) is a 100% direct subsidiary of Nidda Healthcare Holding GmbH.
c. Report the location of its headquarters;	Section 1 of this Report / Chapter Company Profile.
d. Report its countries of operation.	Section 1 of this Report / Chapter Company Profile.
2-2 Entities included in the organization's sustainability reporting	
a. List all the entities included in its sustainability reporting;	Sustainability reporting includes STADA's countries of operations in Europe (Austria, Belarus, Belgium, Bosnia-Herzegovina, Bulgaria, Czechia, Croatia, Denmark, Estonia, France, Germany, Hungary, Ireland, Italy, Latvia, Lithuania, Moldova, Montenegro, Netherlands, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine, United Kingdom) and worldwide (Armenia, Australia, Azerbaijan, China, Georgia, Hongkong, India, Kazakhstan, Kyrgyzstan, Philippines, Thailand, Saudi-Arabia, United Arab Emirates, USA, Uzbekistan and Vietnam).
b. If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;	No additional entities are included in the sustainability reporting that are not included in its financial reporting.
c. If the organization consists of multiple entities, explain the approach used for consolidating the information, including:	STADA is consolidating the information from its entities of operation through regular reports within separate workstreams (including TechOps, C&P, Legal and Compliance, Communication, HSE, Commercial, etc.). These reports are collected through monthly business reviews, quarterly reports and final annual reports and are structured compatible to GRI, including mergers, acquisitions, and disposal of entities or parts of entities as well as adjustments to information for minority interests where applicable.
i. whether the approach involves adjustments to information for minority interests;	
ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities;	
iii. whether and how the approach differs across the disclosures in this Standard and across material topics.	Not applicable.

[33] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
2-3 Reporting period, frequency and contact point	
a. Specify the reporting period for, and the frequency of, its sustainability reporting;	Section 3 of this Report / Chapter Reporting Framework | Reporting Principles.
b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	Section 3 of this Report / Chapter Reporting Framework | Reporting Principles.
c. Report the publication date of the report or reported information;	Section 3 of this Report / Chapter Reporting Framework | Reporting Principles.
d. Specify the contact point for questions about the report or reported information.	See 'Imprint'; Back cover page of this Report.
2-4 Restatements of information	
a. Report restatements of information made from previous reporting periods and explain:	STADA carried out a business reorganization in the financial year 2023. In this context, STADA transferred its shareholdings in the former Russian subsidiaries to Nidda Lynx S.a r.l., a holding company based in Luxembourg and held by Nidda Midco S.a r.l., in September 2023. Since that time, the Russian companies are no longer subsidiaries of the STADA Group. In 2024, STADA had no changes in ownership. With regard to previous sustainability reports, historic data has been adjusted, where indicated (GHG, Energy), reflecting the current organizational structure.
i. the reasons for the restatements;	
ii. the effect of the restatements.	
2-5 External assurance	
a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;	STADA's Sustainability Report adhering to the GRI Standards has been subject to a limited assurance, the audited KPIs are marked (ü). STADA Executive Board, based on the inputs from its Sustainability Steering Committee, seeks for an independent auditor.
b. If the organization's sustainability reporting has been externally assured:	
i. provide a link or reference to the external assurance report(s) or assurance statement(s);	Section 3 of this Report / Chapter Independent Auditor's Report.
ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;	Section 3 of this Report / Chapter Independent Auditor's Report This report includes 31 selected Key Performance Indicators (KPIs) of STADA Group's global operations. These audited KPIs are marked with "(✔).
iii. describe the relationship between the organization and the assurance provider.	PwC is an independent auditor to STADA.
2-6 Activities, value chain and other business relationships	
a. Report the sector(s) in which it is active;	Section 1 of this Report / Chapter Company Profile.
b. Describe its value chain, including:	Section 1 of this Report / Chapter Company Profile.
i. the organization's activities, products, services, and markets served;	The term 'operation' for STADA is defined as a country where STADA has either its production facility, local subsidiary or partner offering its products.
ii. the organization's supply chain;	Section 1 of this report / Chapter Company Profile.
iii. the entities downstream from the organization and their activities;	Section 1 of this Report / Chapter Company Profile.
c. Report other relevant business relationships;	Not applicable.
d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	Not applicable.

DISCLOSURE	REFERENCES
2-7 Employees (✔) [34]	
a. Report the total number of employees, and a breakdown of this total by gender and by region;	All employee numbers listed in the GRI Content Index include Nidda. In previous reporting years, employee data partly referred to Nidda and partly to the STADA Group. For better traceability, the scope is consistent in this reporting year.

STADA employees	12/2023	12/2024
FTE (Full Time Equivalent)	11,714	11,649
Headcount	12,348	12,291
Female	6,370	55%
Male	5,278	45%
Diverse	1	0,01%

Split by gender is based on FTE Data as of December 31, 2024.
Breakdown by region is available under b.
As of the balance sheet date December 31, 2024, approximately 5% of employees throughout the Group were employed on a part-time basis (thereof 93% female and 7% male employees).

b. Report the total number of:

i. permanent employees, and a breakdown by gender and by region;

ii. temporary employees, and a breakdown by gender and by region;

iii. non-guaranteed hours employees, and a breakdown by gender and by region;

iv. full-time employees, and a breakdown by gender and by region;

v. part-time employees, and a breakdown by gender and by region;

Figures presented on due date 31/12/24.
i/ii/iv/v.

Country	Full Time			Full time total	Part time		Part Time total	Fix-term		Fix-term total	Permanent			Permanent total
	F	M	D		F	M		F	M		F	M	D	
European Markets	3,757	2,692		6,449	5	2	8	384	290	674	3,379	2,404		5,738
Emerging Markets	749	865		2,163	3	0	3	229	322	551	523	543		1,066
Germany	705	747		1,507	175	11	186	50	44	94	830	713		1,544
Rest of the World	56	35		1,729	6	1	6	1		1	61	36		96
Rest of Europe	834	912	1	91	80	13	93	8	6	14	905	919	1	1,826
TOTAL	6,101	5,437	2	11,733	11,353	27	615	672	662	1,334	5,699	4,616	1	10,315

iii. Not applicable, as no such employee category exists.

c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:

i. in head count, full-time equivalent (FTE), or using another methodology;

ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;

SAP software-based data collection is used to track the data and present it as required. Data is generally presented in head count, deviations are explicitly highlighted. Figures presented on due date 31/12/24.

d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;

No contextual information necessary to understand the data reported under 2-7 a and b.

e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.

Total Hires in 2024: 2,074
Total Leavers in 2024: 1,833
Fluctuation: 14.8% (12.4% in 2023)

2-8 Workers who are not employees

a. Report the total number of workers who are not employees and whose work is controlled by the organization and describe:

i. the most common types of worker and their contractual relationship with the organization;

ii. the type of work they perform;

Contractor workers total in 2024	**91** (mainly active within STADA's Technical Operations)	
Gender structure:	M 43%	F 57%
Locations:	Belgium 3, Czech Republic 4, Kazakhstan 2, Germany 24, Montenegro 57	

b. Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:

i. in head count, full-time equivalent (FTE), or using another methodology;

ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;

b. SAP software-based data collection is used to track the data and present it as required.

c. Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.

Not applicable.

[34] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
2-9 Governance structure and composition	
a. Describe its governance structure, including committees of the highest governance body;	STADA Arzneimittel AG has a two-tiered board structure with an Executive Board and a Supervisory Board. The Executive Board is the highest governance and decision-making body and manages the businesses; it is supported in this by STADA Executive Vice Presidents of important STADA business lines and functions together forming an extended management team (the STADA Executive Committee, SEC). The SEC is headed by the Chairman of the Executive Board/CEO. The competence and diversity in the SEC team ensure that STADA takes the best decisions for the company. The Supervisory Board appoints and dismisses the Executive Board and monitors and advises the Executive Board in the management of the business.
b. List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people;	The STADA Executive Board meets physically every month together with the extended management team (SEC). ESG topics and impacts have been on the Agenda in 2024 as required. The Global Sustainability and STADA's ESG Strategy are the responsibility of the Chief Executive Officer. The STADA Sustainability Steering Committee (SSC) is the main body steering and preparing the decision-making with respect to Sustainability / ESG and has the following members (board members: CFO, CTO, CPO and SEC members: EVP Global Legal; EVP Global Communication; EVP Global CHC, EVP Eastern Europe and the non SEC member Vice President Global Sustainability. The STADA Supervisory Board monitors and advises the Executive Board in the running of its business operations. Through a regular dialogue with the Executive Board, the Supervisory Board is informed of the business development, strategy and company planning and also on environmental, social and governance matters. The Supervisory Board receives quarterly reports by the Management also covering updates on ESG activities. Supervisory Board meetings take place in presence in general twice a year and in between the Board convenes or passes resolutions as required. The Supervisory Board forms committees, like the Audit Committee and Chairman's Committee, the Nomination Committee and Compliance Committee.
c. Describe the composition of the highest governance body and its committees by:	
i. executive and non-executive members;	The Executive Board consists of 4 members (Chief Executive Officer, Chief Financial Officer, Chief Technical Officer; Chief People Officer). The Supervisory Board consists of nine members, of whom six members are shareholder representatives and three members are employee representatives. In the German 2-tier System, the Supervisory Board takes a non-executive role.
ii. independence;	All members of the Executive Board are independent. The Executive Board by law manages the Company on its own responsibility. STADA entered into a domination and profit and loss transfer agreement with its 100% shareholder Nidda Healthcare GmbH which grants Nidda Healthcare GmbH the right to issue instructions to the Executive Board of STADA Arzneimittel AG with regard to the management of the Company. STADA, however, is a legally independent entity with the previously described highest governance bodies. Insofar as no instructions are issued, the Executive Board of STADA can and must manage the Company on its own responsibility. STADA Executive Board is also responsible for the representation of the Company. The Supervisory Board consists of six shareholder representatives and three employee representatives. Two members from the six shareholder representatives are independent, four of the shareholder representatives are related to the 100% shareholder of STADA. The three employee representatives are independent from the shareholders.

DISCLOSURE	REFERENCES
iii. tenure of members on the governance body;	**Executive Board:** • Peter Goldschmidt (CEO): 2018 – 2026 • Boris Döbler (CFO): 2023 – 2026 • Simone Berger (CPO): 2021 – 2026 • Miguel Pagan Fernandez (CTO): 2018 – 2026 **Supervisory Board:** • Dr. Günter von Au (Chair of the Supervisory Board) • Andrea Wende (Deputy Chair of the Supervisory Board) (employee representative) • Tim Philipp Baltin • Dr. Eric Cornut • Dr. Graciela Hoffmann (employee representative) • Benjamin Kunstler • Sarah Mühlberger (employee representative) • Bruno Schick • Dr. Michael Siefke
iv. number of other significant positions and commitments held by each member, and the nature of the commitments;	In 2023, our CEO Peter Goldschmidt was appointed to the external position as chairman of the Supervisory Board of SCHOTT Pharma AG & Co. KGaA and SCHOTT Pharma Management AG. Besides this, there are no other external mandates of the members of the Executive Board in 2024. Some of the Supervisory Board members have positions in other committees, however it is ensured that they have enough time to fulfil their tasks and duties in the STADA Supervisory Board and thus such positions are not "significant". In addition, the rules of procedure of the Supervisory Board contain the self-commitment that the members shall not exercise directorships or similar positions or advisory tasks for main competitors of the enterprise. The members of the Supervisory Board shall ensure that they have sufficient time to fulfill their mandate. The mandates of Supervisory Board members are published in the CVs at the company's website https://www.stada.com/about-stada/management/supervisory-board.
v. gender;	Executive Board: Female: 1 (25%), Male 3 (75%), Total 4 (100%) Supervisory Board: Female: 3 (33%), Male 6 (67%), Total 9 (100%)
vi. under-represented social groups;	Not evaluated.
vii. competencies relevant to the impacts of the organization;	The extended management body of STADA (SEC) consists of the Chief Executive Officer, the Chief Financial Officer, the Chief Technical Officer and the Chief People Officer as well as STADA Executive Vice Presidents of important STADA business lines and functions and represents all geographies of the STADA Group. The competence and diversity in the SEC team ensure that STADA takes the best decisions for the company. Further information and details on the broad competencies can be found on https://www.stada.com/about-stada/management/stada-executive-committee. The Supervisory Board members have the required knowledge, abilities and specialist experience in order to appropriately assume their tasks at STADA and in line with the strict legal requirements set in particular in the German Stock Corporation Act (personal requirements, sector competence, financial expertise). The members of the Supervisory Board in its entirety are familiar with the pharmaceutical and health care sector and with the responsibilities and requirements of the two-tier board structure of German stock corporation law. The Supervisory Board Members are aware of the importance of ESG and related requirements and will ensure to continuously expand their knowledge also to reflect the increased monitoring tasks with respect to ESG matters.
viii. stakeholder representation.	Within the STADA Supervisory Board, the sole shareholder of STADA is represented with 4 seats and the STADA employees are represented with 3 seats.

DISCLOSURE	REFERENCES
2-10 Nomination and selection of the highest governance body	
a. Describe the nomination and selection processes for the highest governance body and its committees;	The Members of the Executive Board are appointed and dismissed by the Supervisory Board who ensures the long-term succession planning in alignment with the Executive Board. Within the framework of legal requirements and the Articles of Association, the Supervisory Board decides on the number of members of the Executive Board (currently 4), the qualifications required and the appointment of suitable individuals to the individual positions. The personnel decisions of the Supervisory Board and aspects regarding Executive Board remuneration are in general prepared by members of the Chairman's Committee. The STADA Supervisory Board is composed in accordance with the provisions of the One-Third Participation Act and consists of nine members, of whom six members are shareholder representatives (elected by the General meeting) and three members are employee representatives (elected by the employees). The members of the committees of the Supervisory Board are nominated by the Supervisory Board.
b. Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:	
i. views of stakeholders (including shareholders);	Besides other criteria, the ownership structure of STADA is a relevant aspect for the selection and nomination of Supervisory Board members and thus the sole shareholder of STADA is represented with 4 seats (out of 9). STADA employees are represented with 3.
ii. diversity;	In the composition of both, the Executive and Supervisory Board, diversity is an important criterion. The Supervisory Board stipulates in its rules of procedures to consider diversity of the Executive Board's composition and in particular gives due consideration to the participation of women. With a 25 %-woman representation in the STADA Executive Board, the target set by the Supervisory Board for woman representation is met. The Supervisory Board has specified an objective of a heterogeneous and diverse Supervisory Board composition with respect to age structure/ experience, diversity, educational and professional background as well as cultural diversity and internationality with the aim to enrich the Board's work from various perspectives. The Supervisory Board has set a target proportion of at least one woman in the Supervisory Board to be achieved until 31 December 2027. With three women in the STADA Supervisory Board, this target is exceeded.
iii. independence;	Executive Board: By law, the Executive Board is appointed by the Supervisory Board. The Executive Board must manage the Company on its own responsibility. Supervisory Board: The representation of the ownership structure on the one hand and independence on the other hand are relevant criteria for the composition of the Supervisory Board to represent the ownership (STADA being 100 % owned by Nidda Healthcare GmbH) and have an appropriate number of independent members. See for shareholding structure Section 1 of this Report.

DISCLOSURE	REFERENCES
iv. competencies relevant to the impacts of the organization.	Executive Board: The rules of procedure for the Supervisory Board regulate the appointment of the members of the Executive Board. In particular, the Chairman's Committee prepares the long-term succession planning for personnel decisions of the Supervisory Board. Within the framework of legal requirements and the Articles of Association, the Supervisory Board decides on the qualifications required with respect to our sector, products and geographics and the appointment of suitable individuals to the individual positions. There is also a general age limit for Executive Board members (appointed members should not reach the end of their 70th year). SEC: The extended management committee SEC is composed of Executive Vice Presidents of important business lines and functions and represents all geographies of the STADA Group. The competence and diversity in the SEC team ensure that STADA takes the best decisions for the company. Supervisory Board: The members of the Supervisory Board shall collectively be in possession of the knowledge, skills and professional experience required to correctly perform their duties and shall be familiar with the pharmaceutical and health care sector and with the responsibilities and requirements of the two-tier board structure of German stock corporation law. The Supervisory Board includes at least one member with expertise in the field of accounting and at least one other member with expertise in the field of auditing.
2-11 Chair of the highest governance body	
a. Report whether the chair of the highest governance body is also a senior executive in the organization;	The Chair of the Supervisory Board is not an executive of the organization. The Chair of the Supervisory Board has a non-executive supervising role in the two-tier system of the German Stock Corporation.
b. If the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	Due to the two-tier system with two separate Bodies - Supervisory Board as monitoring body and Executive Board as managing and decision making body, there is no such risk.
2-12 Role of the highest governance body in overseeing the management of impacts	
a. Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	The Executive Board of STADA Arzneimittel AG (CEO, CFO, CPO, CTO) is extended by Executive Vice Presidents of important STADA business lines and functions together forming an extended management team (the STADA Executive Committee, SEC). The Chairman of the Executive Board (CEO) is also heading the SEC. The STADA SEC is involved in developing, approving and updating the organization's purpose, value and mission statement, strategies, policies, and goals related to sustainable development (based on quality inputs from the STADA SSC (including the Executive Board members CFO, CTO and CPO) or other SEC members and experts).
b. Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:	
i. whether and how the highest governance body engages with stakeholders to support these processes;	In SEC meetings the members regularly discussed the organization's impacts which was reported by the responsible member of the Executive Board, the CTO for environmental, health and safety topics as well as aspects of responsible procurement and CPO for Culture & People-related ESG-topics.
ii. how the highest governance body considers the outcomes of these processes;	The Executive Board and SEC members have approved a detailed "Sustainability Policy and ESG Commitments" which is published on the STADA website. This Policy and commitment of the highest governance body also includes the results of an ESG materiality analysis (including stakeholder participation).
c. Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	The regulatory framework in which the Company operates encompasses the provisions of its Internal Control and Risk Management System, the STADA Code of Conduct and Group-wide corporate policies on specific topics derived from it. In order to ensure compliance with applicable law and internal rules, STADA implemented a comprehensive Compliance Management System comprising the main areas of anti-corruption, competition law, export and sanctions control, prevention of money laundering and data protection.

DISCLOSURE	REFERENCES
2-13 Delegation of responsibility for managing impacts	
a. Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:	
i. whether it has appointed any senior executives with responsibility for the management of impacts;	The Global Sustainability and STADA's ESG Strategy are the responsibility of the Chief Executive Officer. Within the Executive Board, the management responsibility for health, safety and environmental matters falls within the area of responsibility of the Chief Technical Officer. People, corporate culture and diversity falls within the area of responsibility of the Chief People Officer. The STADA Sustainability Steering Committee is the main body steering and preparing the decision-making with respect to Sustainability / ESG and has the following members: CFO, CTO, CPO and SEC members: EVP Global Legal; EVP Global Communication; EVP Global CHC, EVP Eastern Europe and the non-SEC member VP Global Sustainability.
ii. whether it has delegated responsibility for the management of impacts to other employees;	Depending on the topic, the respective global function (headed by SEC member) takes the leadership to develop respective programs and initiatives addressing and improving sustainability aspects within their area of responsibility (e.g. CTO via Global HSE function for climate change and occupational health & safety and responsible procurement; CPO via Global C&P function for diversity and training).
b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	The VP Global Sustainability reports quarterly to the STADA Sustainability Steering Committee on progress and other topics regarding STADA's sustainability program. The VP Global Sustainability reports directly to the CEO and keeps him informed as required.
2-14 Role of the highest governance body in sustainability reporting (✔)[35]	
a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;	The STADA Executive Board is responsible for reviewing and approving the reported information. This body confirms the sustainability policy, material topics and aspects of sustainable development, initiated by the SSC. STADA SSC prepares all the information and steps from locating potential material topics, through stakeholder dialogue, to finalizing the list of material topic, together with proposing reporting KPIs, while the SEC reviews and gives feedback inputs to the SSC. When all the topics are aligned, the SEC finally approves reporting concept (including topics and KPIs). Data collecting for reporting, as well as reporting content is presented both to the SSC and the SEC. The same process follows reviewing and approving of sustainability reporting: the first level is the SSC, while the second, and final one, is the SEC.
b. If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	Not applicable.

[35] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
2-15 Conflicts of interest	
a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	Since 2022, all employees worldwide, including SEC members, are required to submit electronic confirmations regarding potential conflicts of interest and to make a declaration that they read and understood the Code of Conduct. In 2024, we further enhanced our efforts by implementing a fully digitalized process for reporting Conflicts of Interest (CoI). This new system improved transparency and facilitates the reporting process, demonstrating our ongoing dedication to ethical business practices.
b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:	No major/unsolved conflicts of interest were disclosed in 2024.
i. cross-board membership;	
ii. cross-shareholding with suppliers and other stakeholders;	
iii. existence of controlling shareholders;	
iv. related parties, their relationships, transactions, and outstanding balances.	
2-16 Communication of critical concerns	
a. Describe whether and how critical concerns are communicated to the highest governance body;	Monthly business reviews (MBRs) of all SEC members with the CEO, as well as SEC meetings, are used for communicating all critical concerns and acting in accordance with conclusions and proposed action measures. Ad-hoc communication is applied in case of critical concerns.
b. Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	In 2024, there was a constant communication on the war in Ukraine, global supply difficulties, rising inflation and the uncertain economic situation.
2-17 Collective knowledge of the highest governance body	
a. Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Monthly business reviews (MBRs) of all SEC members and country heads with the CEO, as well as, SEC meetings, are used to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.
2-18 Evaluation of the performance of the highest governance body	
a. Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people;	The Supervisory Board receives reports of the Executive Board on the intended business policy and other fundamental issues of corporate planning (in particular financial, investment and personnel planning), the profitability of the Company, the course of business (in particular sales and the situation of the Company) and transactions that could be of material significance for the profitability or liquidity of the Company. The Supervisory Board ensures that it is appropriately informed through the ongoing reporting from the Executive Board and will, if necessary, exercise its right to demand reports from the Executive Board on matters affecting the company. ESG aspects are part of the listed reports. In Supervisory Board meetings, the Board gets into direct exchange with the Executive Board members also on the organization's impacts on the economy, environment, and people. The members of the Executive Board have ESG-connected remuneration targets which are evaluated by the Supervisory Board.
b. Report whether the evaluations are independent or not, and the frequency of the evaluations;	Evaluations are internal (not independent). See also 2-18.a.
c. Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	Section 1 of this Report / Chapter Company Profile.

DISCLOSURE	REFERENCES
2-19 Remuneration policies	
a. Describe the remuneration policies for members of the highest governance body and senior executives, including:	Data is currently not publicly available in accordance with applicable corporate procedures and rules.
i. fixed pay and variable pay;	
ii. sign-on bonuses or recruitment incentive payments;	
iii. termination payments;	
iv. clawbacks;	
v. retirement benefits;	Harmonization of benefit plan obligations and retirement plans at the Group level is ongoing. Data is currently not publicly available in accordance with applicable corporate procedures and rules.
b. Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	Data is currently not publicly available in accordance with applicable corporate procedures and rules.
2-20 Process to determine remuneration	
a. Describe the process for designing its remuneration policies and for determining remuneration, including:	The Supervisory Board has a Chairman's Committee whose members in general prepare the personnel decisions from the Supervisory Board including the signing, amending and termination of employment contracts with the members of the Executive Board and determination of the remuneration. The Supervisory Board approves an adequate total remuneration of the individual members of the Executive Board in the sense of Article 87 of the German Stock Corporation Act and reviews the compensation on a regular basis. When determining the total compensation of individual Executive Board members, the Supervisory Board ensures that it is in reasonable proportion to the duties and performance of the member of the Executive Board and to the situation of the Company and does not exceed the customary level of compensation without special justification. The members of the Executive Board have ESG-connected remuneration targets.
i. whether independent highest governance body members or an independentremuneration committee oversees the process for determining remuneration;	
ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;	
iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;	
b. Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	Not applicable.

DISCLOSURE	REFERENCES
2-21 Annual total compensation ratio	
a. Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual);	All available data presented within STADA Annual Report 2023: https://www.stada.com/media/8669/fy2023-annual-report-stada.pdf p. 207. Additional data is currently not publicly available in accordance with applicable corporate procedures and rules. By internal rules STADA is limited to disclose more details on remuneration policies. According to local data from its significant locations of operation that cover all of its 17 production sites in 11 countries (elaborated in detail in the report), standard entry level wages at STADA are above minimum wage rules for all of its employees, with no gender variations.
b. Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);	
c. Report contextual information necessary to understand the data and how the data has been compiled.	
2-22 Statement on sustainable development strategy (✔)[36]	
a. Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Section 1 of this Report / Chapter CEO's Foreword.
2-23 Policy commitments	
a. Describe its policy commitments for responsible business conduct, including:	Global policies, which are available to the internal public at all levels via the corporate intranet (and internally promoted), define all behaviors, rules and mechanisms related to these specific and related topics.
i. the authoritative intergovernmental instruments that the commitments reference;	
ii. whether the commitments stipulate conducting due diligence;	
iii. whether the commitments stipulate applying the precautionary principle;	STADA has established global and local policies, commitments and processes addressing relevant sustainability topics for e.g., environmental impacts, business ethics as corruption or supply chain responsibility. These policies and processes apply the precautionary principle.
iv. whether the commitments stipulate respecting human rights;	Sustainability & ESG Commitments Policy stipulate respecting human rights with strong commitments to this important topic.
b. Describe its specific policy commitment to respect human rights, including:	STADA respects and promotes human rights in accordance with the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. The detailed commitment is determined in the Statement of principles on STADA Human Rights Strategy. The Statement was signed by the highest governance body, the STADA Executive Board and was published in December 2023.
i. the internationally recognized human rights that the commitment covers;	
ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;	All supply chain and stakeholders are expected to share the same approach as STADA considering the respect of human rights and as stated in its Human Rights statement.

[36] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

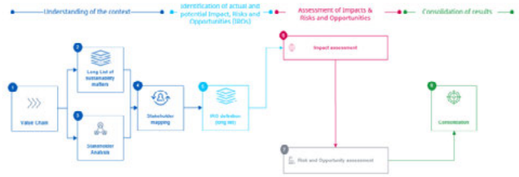
DISCLOSURE	REFERENCES
c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;	https://www.stada.com/media/8198/stada-sustainability-policy-v01.pdf
d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;	This Sustainability & ESG Commitments Policy Policy was signed by CTO, EVP Global Legal / General Counsel & Head of Corporate Policy Committee, as well as CPO.
e. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships;	The policy covers all activities and operations of STADA.
f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	The policy was announced over Intranet article, available to all employees, and uploaded into the section of Global Policies (also available to all employees over Intranet). It was also presented in senior management meetings.
2-24 Embedding policy commitments	
a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	Policy commitments are integrated into creation of corporate culture that puts one of its focuses on ESG, which is actively communicated through internal and external communication channels.
i. how it allocates responsibility to implement the commitments across different levels within the organization;	Responsibility is allocated through STADA SEC.
ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;	Commitments are integrated into organizational strategies, operational policies and procedures top down – from SEC to functions. Commitments are also addressed through the implementation of planned risk analysis, planned risk management process, the setting up of certain preventive measures, planned trainings and workshops.
iii. how it implements its commitments with and through its business relationships;	Commitments and their requirements are transparently communicated through STADA's affiliates and supply chain, with expectations to share the same values. EcoVadis platform is used for suppliers' assessment.
iv. training that the organization provides on implementing the commitments.	Regular trainings are organized through responsible workstreams (i.e. ESG training over SAP HERO learning platform).
2-25 Processes to remediate negative impacts	
a. Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;	a. In line with its purpose and its Sustainability Policy, STADA is committed to preventing and mitigating all significant negative impact. STADA's approach to identify and manage sustainability impact is described in this Sustainability Report. See Section 1 of this report / Managing ESG and Sustainability Reporting | Sustainability Strategy and Outlook. b./c. See Section 2.3 Governance / Governance and Ethical Business.
b. Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;	
c. Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;	
d. Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;	See Section 2.3 Governance / Governance and Ethical Business. Information about the STADA Ombudsman and STADA Compliance Reporting portal is also available at https://www.stada.com/about-stada/compliance
e. Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	

DISCLOSURE	REFERENCES
2-26 Mechanisms for seeking advice and raising concerns	
a. Describe the mechanisms for individuals to:	
i. seek advice on implementing the organization's policies and practices for responsible business conduct;	The relevant department gives guidance regarding the implementation of their policies to the individuals seeking advice.
ii. raise concerns about the organization's business conduct.	There are several ways available to the individuals wishing to raise concerns about the organization's business conduct, including, whistleblowing hotline, Compliance, HR department, their relevant managers, ombudsman, STADA Compliance Reporting portal etc. Relevant information and the contact details are published on the intranet and internet sites.
2-27 Compliance with laws and regulations	
a. Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:	In 2024, the overall business operations of STADA Arzneimittel AG and STADA Group were in line with applicable legislation. Accordingly, no material fines or non-monetary sanctions related to non-compliance with laws or regulations incurred.
i. instances for which fines were incurred;	
ii. instances for which non-monetary sanctions were incurred;	
b. Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:	Nothing material.
i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;	
ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;	
c. Describe the significant instances of non-compliance;	There are no material instances of non-compliance.
d. Describe how it has determined significant instances of non-compliance.	A material instance of non-compliance is determined as an instance having a group-wide effect or an instance in major compliance risk areas (e.g. anti-bribery, anti-corruption, export control, sanctions regulations, anti-monopoly and anti-trust, money laundering, etc.).
2-28 Membership associations	
a. Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	See also Section 2.3 Governance / Governance and Ethical Business /Political Engagement of this report. At a global level, STADA CEO Peter Goldschmidt is a member of the IGBA (the International Generic and Biosimilar Medicines Association) CEO Advisory Committee. On a pan-European level, the company works to ensure and improve patient access to quality, affordable, off-patent medicines through its board-level participation in the industry association, Medicines for Europe. As of 1 January 2025, STADA's EVP Western Europe & Germany, Dr Stephan Eder, serves as President of Medicines for Europe. Also at a national level, STADA is active in several industry associations, such as Medaxes in Belgium, the German generics and biosimilars body ProGenerika, Italian off-patent industry group Egualia and the Spanish generics association Aeseg.

DISCLOSURE	REFERENCES
2-29 Approach to stakeholder engagement (✔)[37]	
a. Describe its approach to engaging with stakeholders, including:	
i. the categories of stakeholders it engages with, and how they are identified;	Internal and External stakeholders are included into STADA's stakeholder engagement process. Stakeholders are identified with the aim to cover both internal and external parties that could have an interest in a company and could either affect or be affected by the business. In this way STADA ensures capacities for the assessment of its double materiality impacts (outside-in and inside-out). Stakeholder groups, divided into internal and external stakeholders, then have further subcategories with the aim to cover the business aspects and STADA's operations for creating the a balanced overview of its ESG footprints. Internal stakeholders represent management and employee levels aimed at the best understanding of operational and management processes. STADA each year chooses relevant categories for the upcoming stakeholder dialogue, based on the intention to include both internal and external stakeholders, with some groups already involved in the previous stakeholder engagement cycle (to track comparability of STADA's materiality assessment over years), but also including some new stakeholders groups (to enable updates, upgrades and further improvements of STADA's materiality assessment).
ii. the purpose of the stakeholder engagement;	STADA seeks feedback from its stakeholders to gather feedback and insights into what is considered important or material in the context of the organization.
iii. how the organization seeks to ensure meaningful engagement with stakeholders.	STADA seeks to ensure meaningful engagement with its stakeholders through the process of materiality assessment of its business operations and impacts as well as through the partnerships that the group is initiating, developing and maintaining regarding efforts to achieve health improvement of communities and lower pressure on public healthcare systems. STADA prepares its stakeholder engagement / double materiality assessment respecting the principles of transparency, objectivity and continuity, aligned with GRI standards and reporting requirements.
2-30 Collective bargaining agreements	
a. Report the percentage of total employees covered by collective bargaining agreements;	STADA continues to express a clear commitment to the freedom of association as well as to the right of its workforce to unionize. Approximately 63% of the employees within the group are covered by a collective bargaining agreement (CBA) concluded between STADA and either a union representing the employees or internal employee representation bodies. The CBAs applicable within STADA cover either a whole specific entity, industry, or sector. STADA's German employees are covered by the Federal Employers' Association for the Chemical Industry (BAVC) collective agreement and its benefits.
b. For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	STADA strives to offer the same working conditions also to the employees not covered by CBA (even in the areas/countries) where it is not obligatory by the law.

[37] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

Material Topics

DISCLOSURE	REFERENCES
3-1 Process to determine material topics [✔][38]	
a. Describe the process it has followed to determine its material topics, including:	See Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting / Double Materiality Assessment. Potential ESG topics were identified through the assessment of all business operations of STADA and its actual/potential ESG downstream/upstream impacts. 
i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;	A list of sustainability matters based on ESRS and further entity-specific topics potentially being material for STADA was created. Based on this list, a longlist of impacts, risks and opportunities (IROs) were derived. Selected stakeholders evaluated the severity of impacts through workshops. For the negative impacts on sustainability matters based on scale, scope and irremediability, for positive impacts based on scale and scope. The impacts can be actual or potential in the future. For potential impacts, the likelihood of occurrence is determined. See also Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting / Double Materiality Assessment.
ii. how it has prioritized the impacts for reporting based on their significance;	The outcome of double materiality assessment (including both outside-in and inside-out impacts) within the fourth cycle of stakeholder dialogue (explained in Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting at STADA / STADA's Double materiality Assessment of this Report) resulted in a list of material topics and identified IROs. These material topics were prioritized, considering the results of impact materiality, dependencies on natural, human, and social resources are examined, and risks and opportunities are identified during workshops. These are then assessed using established thresholds.
b. Specify the stakeholders and experts whose views have informed the process of determining its material topics.	See Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting / Double Materiality Assessment.

[38] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
3-2 List of material topics [✔][39]	
a. List the material topics;	See Section 1 of this Report / Managing ESG and Sustainability Reporting / Double Materiality Assessment.
b. Report changes to the list of material topics compared to the previous reporting period.	Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting / Double Materiality Assessement. In the previous stakeholder dialogue, STADA confirmed 18 topics as material, while this time, through double materiality assessment, 17 topics were recognized as material.

Old Material Topic	New Material Topic
Product quality and safety G	Personal safety (consumers and end users)
Fair working conditions S	Working conditions
Respect for human rights G	Working conditions (Supply Chain)
Transparency and ethical marketing G	Information-related impacts
Corporate culture and values S	Corporate culture
CSR and support to public healthcare S	STADA specific: SR & Public Healthcare Support
Governance and ethical business G	Protection of whistle-blowers
	Political engagement and lobbying activities
	Corruption and bribery
Employee engagement and retention S	Equal treatment and opportunities for all
Data privacy and security S	Personal safety
Access to medicines G	STADA specific: SR & Public Healthcare Support
Occupational health and safety S	Working conditions
Responsible procurement G	Resource inflows
Employee development S	Equal treatment and opportunities for all
Sustainable products E	Resource inflows
Portfolio development G	STADA specific: SR & Public Healthcare Support
Diversity, inclusion and gender equality S	Equal treatment and opportunities for all
	Social inclusion
Resource consumption and waste E	Energy
	Water (consumption, withdrawals discharges)
	Resource inflows
	Waste
Decarbonization and climate change	Climate change adaptation
	Climate change mitigation

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DISCLOSURE	REFERENCES
3-3 Management of material topics [(✔)40]	
a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	See Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting / Double Materiality Assessment.
b. Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	See Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting / Double Materiality Assessment.
c. Describe its policies or commitments regarding the material topic;	See Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting / Double Materiality Assessment and Section 1 of this Report / Sustainability Strategy and Outlook. The STADA Sustainability Policy also defines its commitment to manage material topics and is published on www.stada.com (https://www.stada.com/media/8198/stada-sustainability-policy-v01.pdf).
d. Describe actions taken to manage the topic and related impacts, including:	STADA SSC and SEC members responsible for specific material topics are in charge for locating, defining, understanding and preventing potential negative impacts with strategic support from the whole STADA SEC. Referent functional departments have operational processes in place, in line with global policies, to prevent, minimize and mitigate potential negative impacts. In order to understand and comprehend the overall impacts of its business, STADA regularly analyzes and records its positive and negative impacts through stakeholder dialogue and the risk management process. The Global Sustainability Office is responsible for implementing and operationalizing STADA's material ESG issues through programs and key performance indicators. The Vice President Global Sustainability reports directly to the CEO. Details of the impact analysis are presented in Section 1 of this Report / Chapter Managing ESG and Sustainability Reporting at STADA.
i. actions to prevent or mitigate potential negative impacts;	
ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	
iii. actions to manage actual and potential positive impacts;	
e. Report the following information about tracking the effectiveness of the actions taken:	
i. processes used to track the effectiveness of the actions;	Monthly business reviews, regular STADA SSC meetings and updates to the SEC as well as STADA Sustainability Report are used to track STADA's progress in sustainability.
ii. goals, targets, and indicators used to evaluate progress;	ESG Outlook, with particular workstreams' KPIs (in line with SDGs) act as a blueprint to evaluate progress. Collection of lessons learned resulted in initiating and establishing new Sustainability & ESG Commitments Policy. STADA's goals, targets and indicators considering its ESG efforts and managing material topics are presented in Section 1/ STADA (Sustainability Outlook of this Report.
iii. the effectiveness of the actions, including progress toward the goals and targets;	
iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;	
f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Double materiality assessment offered stakeholders overview on current progress of STADA in sustainable development, while sustainability reporting and regularly updated contents on the website and intranet, offer transparency on the actions taken.

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DISCLOSURE	REFERENCES
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed: [(✔)41] a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; ii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	a. Financial Results 2024 (Mio EUR) Total Group Sales 4,058.9 (+9%) EBITDA 885.60 (+11%), EBITDA margin 21.8% (+0.5pp) Gross profit 1,972.7 (+7%), Gross margin 48.6% (-0.8pp) b. Will not be disclosed; EVG by business segments is displayed in Section 1 / Facts and Figures.
201-2 Financial implications and other risks and opportunities due to climate change: Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity.	No case of a crisis situation that inflicted material damage to the company or the environment and local communities was recorded in 2024. Climate change has been identified as material topic. According to our conducted risk assessment, climate change does not significantly affect the company's operations, nor does the company contribute significantly to climate change by performing its activities, as presented in Section 2.1 / Climate Mitigation and Adaptation.
201-3 Defined benefit plan obligations and other retirement plans a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	Harmonization of benefit plan obligations and retirement plans at the Group level is ongoing and country-specific conditions will not be highlighted separately in this report. This topic will be presented in more detail in future reports.

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DISCLOSURE	REFERENCES
201-4 Financial assistance received from government a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.	No Group wide global data tracking on this topic has been established yet.
GRI 202: Market presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	Standard entry level wages at STADA are above minimum wage rules for all of its employees, with no gender variations.
202-2 Proportion of senior management hired from the local community a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'.	The "upper management level" (equivalent to senior management) includes all members of the STADA Global Leadership Team, which consist of 128 members from all countries where STADA operates.

DISCLOSURE	REFERENCES
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported (✓)[42] a. Extent of development of significant infrastructure investments and services supported; b. current or expected impacts on communities and local economies, including positive and negative impacts where relevant; c. whether these investments and services are commercial, in-kind, or pro bono engagements.	a. Investments (EUR) Total of 266.4 million (2023: 321.9 million): • 41% (45% in 2023) investments in property, plant and equipment or 108.4 million (145 in 2023) or 2.7% of Group sales (3.9% in 2023); • 59% (55% in 2023) investments in intangible assets or 158.0 million (176.7 million in 2023). b. Positive impact of STADA's investments is primarily directed towards improving reliability of supply chain to enable future improvement of availability of medicines. c. The investments are commercial.
203-2 Significant indirect economic impacts a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts; b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	According to IQVIA, generics account for around 70% of all prescriptions dispensed in Europe, but less than 30% of medicines expenditure. Spending in the top 3 therapeutic areas has decreased from 37% to 8% since 2000 thanks to generic medicines. Future opportunities for small molecules facing Loss of Exclusivity (LoE) by 2027 are forecasted to be nearly €10 billion. The German Association of Generic and Biosimilar Companies 'ProGenerika' calculates that in Germany, generics make up almost 80% of medicines, while they only account for around 7% of the pharmaceutical expenses for health insurance funds. More information available: 'Beneath the Surface: Unravelling the True Value of Generic Medicines', 2024 https://www.iqvia.com/-/media/iqvia/pdfs/library/white-papers/iqvia-true-value-of-generic-medicines-04-24-forweb.pdf
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally); b. The organization's geographical definition of 'local'; c. The definition used for 'significant locations of operation'.	STADA is aware of the importance of developing local economies by spending on local suppliers where applicable. a. Global data tracking on spending is available by 2024 for STADA operations connected to SAP in Western and South-eastern European countries, where more than 50% of spending come from local suppliers. b. 'local' is defined by within the same country. c. All STADA's legal entities are characterized as 'significant' locations; that includes STADA production sites as well as commercial sites. Since the company seeks to foster local economic development and understands the importance of investing in local suppliers, STADA aims at onboarding more operations to SAP to increase availability of globally tracked data in future.
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption (✓)[43] a. Total number and percentage of operations assessed for risks related to corruption; b. Significant risks related to corruption identified through the risk assessment.	a. All operations (100%) are in the scope of STADA's compliance management system (including STADA's global Code of Conduct, global Anti-Bribery and Anti-Corruption Policy, and subject to internal audits). Whistleblowing Policy and STADA Compliance Reporting portal enables employees to submit any suspicion of a corruption case. Therefore, all operations within all subsidiaries are in scope of STADA's compliance management system and the operation in all entities are covered by respective regulations. The list of countries with entities is presented in 2-2.) b. No significant risks (zero cases) related to corruption were identified in STADA in 2024.

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43 Only GRI KPIs marked green and with (✓) in this table are audited by the independent auditor.

DISCLOSURE	REFERENCES
205-2 Communication and training about anti-corruption policies and procedures a. Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region; b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region; c. Total number and percentage of business partners that the organization's anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations; d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region;. e. Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.	Global Anti-Bribery and Anti-Corruption Policy, along with other global policies and the Code of Conduct, have been presented to all STADA's employees and made available to them over STADA's intranet. All STADA employees have been enrolled to the Compliance e-learning covering anticorruption topics, with high overall participation rate.
205-3 Confirmed incidents of corruption and actions taken a. Total number and nature of confirmed incidents of corruption; b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption; c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption; d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	In 2024 there were no confirmed incidents of corruption.
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant; b. Main outcomes of completed legal actions, including any decisions or judgements.	STADA's compliance management system is monitoring and preventing the occurrence of any anti-competitive behavior, anti-trust, and monopoly practices in all Group's operations. By the Code of Conduct, STADA is committed to a free, fair and undistorted competition. STADA expects its employees to act in the course of business in accordance with antitrust laws and must always be aware and comply with applicable laws and regulations and adhere to the principle of fair competition. Whistleblowing Policy enables employees to submit any suspicion of a case relevant for the addressed aspects.

DISCLOSURE	REFERENCES
GRI 207: Tax 2019	
207-1 Approach to tax a. Description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.	As a corporate group with global operations, Nidda Group is aware of it's responsibility to customers, partners, employees and the general public. Each Group Company (incl. STADA Arzneimittel AG) must meet the applicable tax law requirements in its respective country and abroad. Failure to comply with tax law regulations can result in both substantial financial loss and a damage in reputation for the Group. A Global Tax Governance Guideline has been implemented to ensure compliance, reliability, effectiveness and efficiency with respect to the tax law and regulatory provisions relevant to its activities. It sets out the framework – general principles and approaches – for management of tax matters. The Tax strategy of the Nidda Group includes the following principles: - The Group acknowledges the obligation to contribute appropriately to the financing of public budgets within the scope of its entrepreneurial activities through the payment of taxes and duties based on the applicable tax laws. - The Group is committed to complying with all tax law requirements. - The Group places great emphasis on working in partnership with the tax authorities. - The Group supports global trends and standards on tax transparency and coordination of national tax systems. - All activities of Group are subject to a legality and legitimacy check. According to this, only activities that are compatible with the intention of the applicable law will be executed. Arrangements, based solely on tax considerations, and which do not make economic sense without tax advantage, should be avoided. - The Group does not engage in tax evasion nor in tax fraud. Tax planning at Nidda Group is driven by business considerations and supported by substantive business transactions, where tax is to be managed actively and efficiently as a key cost factor. However, the tax regulations must always be observed. - When a specific Group's tax position is subject to uncertainty, it is based on an interpretation, in good faith, of the applicable tax laws and regulations and is duly supported by external tax advice. The relevant information and documentation are made available for examination to tax authorities. When an uncertain tax position is considered probable, a tax risk provision is recognized. - The Group is transparent with respect to its tax matters in its financial reporting without compromising its competitiveness. - The Group has a set of internal controls for tax processes the same as for other business, to support operational effectiveness and compliance of the tax management, which is regularly checked by internal and external audits. The Global Tax Governance Guideline is an internal document. The CFO is responsible for the annual review of the Global Tax Governance Guideline to ensure it remains aligned with regulatory developments and internal business needs. This review ensures that the Group's tax approach continues to support compliance, efficiency, and risk management across its operations. The Nidda Group follows a decentralized approach to tax compliance, with local entities taking ownership of their respective tax matters. While day-to-day tax compliance is managed locally, the headquarters monitors global tax trends and oversees key group-wide topics such as transfer pricing. When needed, external tax advisors are consulted to ensure compliance with complex tax matters.

DISCLOSURE	REFERENCES
207-2 Tax governance, control, and risk management a. A description of the tax governance and control framework, including: i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated.	Ultimate accountability for tax governance and compliance within the Nidda Group lies with the Group CFO and the Global Head of Tax. The Global Head of Tax reports directly to the Group CFO, ensuring close alignment between tax strategy and the Group's overall financial and business objectives. Tax is also represented at the highest executive level as part of the STADA Global Leadership Team, reinforcing its strategic importance. The Corporate Tax function, led by the Global Head of Tax, provides oversight and strategic direction while relying on a network of qualified tax experts within Local Finance. While overall responsibility is centralized, tax operations are executed through a decentralized structure. Accountability for tax matters at a regional level lies with the Regional CFO, who may delegate tax-related tasks to the Finance Director. However, the Regional CFO remains responsible for tax management and must consult with Corporate Tax on any significant tax-related organizational changes within Local Finance. At a local level, Finance Directors and/or Managing Directors (depending on local legal requirements) are responsible for managing tax matters and fulfilling tax obligations within their respective jurisdictions. Local Finance teams ensure that all tax matters and obligations are processed in a timely manner, complying with all local regulations. Accountability for tax compliance at the local level lies with the Finance Director and the Managing Director. According to the STADA assessment scale, there are no relevant tax related risks.
b. A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax.	STADA's business activities in the individual national markets is subject to the applicable national or supranational legal tax regulations. Changes to the tax laws and their jurisdiction as well as different interpretations as part of external audits can result in risks with impacts on tax expenses, tax revenues, tax receivables and tax liabilities. The Group tax department identifies, evaluates and monitors tax risks as early as possible and systematically and initiates measures to reduce risk, where appropriate.
c. A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).	Furthermore, STADA takes advantage of an international network and carries out strategic Group functions centrally through STADA Arzneimittel AG. This means an overarching tax transfer-pricing model for the billing of the corresponding Group internal services is of increasing importance. Potential risks of non-recognition of these transfer prices for tax purposes, for example from retro-active tax claims of the local tax authorities against a subsidiary of the STADA Group, are limited by advance pricing agreements and a comprehensive documentation.
207-3 Stakeholder engagement and management of concerns related to tax A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders.	The Nidda Group maintains a transparent and cooperative relationship with tax authorities, adhering to the legal frameworks in each jurisdiction. Where appropriate, the Group utilizes Advance Pricing Agreements (APAs) to proactively manage tax risks and ensure compliance with transfer pricing regulations. Tax audits are handled in a constructive and cooperative manner, with the aim of resolving matters efficiently and in compliance with local tax laws. The Nidda Group does not participate in tax policy discussions or engage in lobbying activities to influence tax legislation. The Group's approach is to comply with applicable tax laws and regulations rather than actively shaping tax policy. The Nidda Group does not have a formal process for collecting external stakeholder views on tax matters, nor does it engage in public communication regarding its tax approach. The Group ensures compliance with tax laws and focuses on internal tax governance rather than external engagement on tax transparency or policy discussions.

DISCLOSURE	REFERENCES
207-4 Country-by-country reporting a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes; b. For each tax jurisdiction reported in Disclosure 207-4-a i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4.	The Nidda Group complies with legal reporting requirements but does not currently publish its Country-by-Country Report externally. The filing is made directly to the German tax authorities and is shared with relevant jurisdictions through established exchange mechanisms.

GRI 301: Materials

301-1: Materials used by weight or volume

Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
i. non-renewable materials used;
ii. renewable materials used.

Group of materials	Total share 2022 (%, value)	Total share 2023 (%, value)	Total share 2023 (%, value)
Semifinished products + Finished products[44]	72	74.6	75
API	12.8	11.0	11.2
Excipients	5.5	5.4	3.6
Packaging	9.5	9.0	10.2

301-2: Recycled input materials used (✔)[45]

Percentage of recycled input materials used to manufacture the organization's primary products and services.

STADA uses recycled cardboard for the secondary and transport packaging of its product. The use of recycled carton for the folding boxes for in-house production in 2024 amounted to 2,836t (2023: 3,529t) or 41% (2023: 48%) of the total quantity of folding boxes.

There was a total decrease in quantities of cardboard used for packaging in 2024 (6,926t compared to 7,351t 2023) for in total 499 million folding boxes used in STADA's own production sites.

301-3: Reclaimed products and their packaging materials

a. Percentage of reclaimed products and their packaging materials for each product category;

b. How the data for this disclosure have been collected.

Given that pharmaceutical production involves the creation of products that have a high impact on human health, this kind of reuse of products is currently not possible, in accordance with the laws and regulations of the industry itself.

[44] *Including intercompany sales.*
[45] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
GRI 302: Energy	
302-1: Energy consumption within the organization [(✓)46 47] a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	a. /b. /c:/e. The total fuel energy consumption by fuel type of STADA group:*

Per energy type	2022	2023	2024 (✓)
Fossil Fuel [MWh]	114,083	114,642	108,709
Mobile Combustion	29,235	40,804	55,851
Steam/district heating [MWh]	15,763	16,779	20,762
Electricity – non-renewable [MWh]	81,374	59,190	46,501
Electricity – renewable [MWh]	38,677	64,514	85,402
Total energy consumption [MWh]	**279,132**	**295,929**	**317,224**

*For data from 2023 and earlier Russian business activities in Obninsk and Nizhny Novgorod that are since 2023 no longer subsidiaries of the STADA Group were excluded retroactively.

Data marked with (✓) has been audited by PwC.

a./b. Total energy consumption from production sites, pure office sites and company cars;

c. i./ii. Data see above. STADA is collecting energy consumption for fossil sources (incl. purchased steam) which is used mainly for heating purposed and electricity;
c iii./iv. No separate energy monitoring for cooling and steam available as consumption is covered either in fossil fuel and/or electricity consumption;

d. STADA is not selling energy;

f. Energy consumption data is based on meter readings (e.g. production site electricity consumption), invoice data and estimates (e.g. heating consumption for leased offices). Persefoni carbon accounting software is used as main tool;

g. UK DEFRA 2024 (e.g. heating values) and CIBSE TM46 Energy Benchmark(offices/warehouses) via Persefoni.

302-2: Energy consumption outside of the organization a. Energy consumption outside of the organization, in joules or multiples; b. Standards, methodologies, assumptions, and/or calculation tools used; c. Source of the conversion factors used.	Not applicable as STADA's products are pharmaceutical products and do not consume energy.

46 Only GRI KPIs marked green and with (✓) in this table are audited by the independent auditor.
47 The data from previous years (2022 & 2023) was adjusted retroactively in accordance with the GHG protocol. This is due to the divestment of STADA's business activities in Russia and Bredbury UK, as well as a changed and improved calculation method. Only the 2024 energy consumption within the organization figures are audited by the independent auditor.

DISCLOSURE	REFERENCES
302-3: Energy Intensity a. Energy intensity ratio for the organization; b. Organization-specific metric (the denominator) chosen to calculate the ratio; c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all; d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	a. The energy intensity ratio of STADA is as follows:

	2022	2023	2024
Energy consumption in MWh per 1 million packs (internal production)	504.2	486.0	555.3
Energy consumption in MWh per k€ Sales	84.6	79.2	78.2

	b. Per 1 million packs: Energy consumption from STADA Group per 1 million produced product packages from internal production; per Net revenue: Energy consumption from STADA Group per net revenue of STADA Group, (net revenue resulting from internally and externally produced and sold products); c. Energy includes all fuel types as disclosed in GRI 302-1; d. Energy intensity ratio is based on energy consumption of STADA Group.
302-4: Reduction of energy consumption a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples; b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all; c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it; d. Standards, methodologies, assumptions, and/or calculation tools used.	a. Energy reduction as result of energy efficiency projects is tracked internally only; b. Energy reduction opportunities address in principle all types of energy including electricity, fossil fuel and others; c./ d. Energy reduction potential is estimated as part of business case calculation.
302-5: Reductions in energy requirements of products and services a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples; b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it; c. Standards, methodologies, assumptions, and/or calculation tools used.	Not relevant for STADA product portfolio.
GRI 303: Water and Effluents	
303-1: Interactions with water as a shared resource a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).	The efficient use of water is essential for STADA. Water is used at STADA's production sites for manufacturing (incl. cleaning) and associated auxiliary processes. Water withdrawn is from third-party supplies (municipal water suppliers) and groundwater wells are operated at our sites at Vrsac and Sabac, Serbia site. Global water consumption from our production sites reduced by 2.8% from 904,546 m3 (2023) to 879,495 m3 in 2024. Water from STADA's production sites is discharged as in-direct discharge to public sewer networks and are subject to discharge permit requirements.
b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used;	The impact of STADA on local water stress (scarcity) is assessed annually using the WRI Aqueduct Water Risk Atlas. The site in Miyun (Bejing area, China) is located in an 'extremely high' water stress area and the sites in Uetersen and Bad Vilbel, (Germany) are located in an 'high' water stress area. These sites total water consumption totaled 76,181 m3 in 2024 is not expected to have a relevant impact on the local basic water stress situation.

DISCLOSURE	REFERENCES
c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts; d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.	Water consumption is reported quarterly for monthly consumption data and evaluated on site and global level to understand trends and initiate action as required. The regular management business review meetings are used to address relevant water-related impacts and aligning them with stakeholders' requirements and public policies.
303-2: Management of water discharge-related impacts A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered.	Wastewater management is part of STADA's site HSE MS standards and processes to meet applicable regulatory requirements. Wastewater is discharged from all sites as in-direct discharge to public sewer networks subject to local discharge permit (incl. physical and chemical threshold parameters as well as monitoring requirements). At some sites we also operate waste-water treatment plants before discharge into the municipal sewer and the subsequent treatment by the urban wastewater treatment plant. Wastewater discharge is subject to permit requirements which define our internal specification and therefore there are no specific internally developed water discharge-quality standards or guidelines. STADA started in 2022 to evaluate the application of the AMR IA Antibiotic Manufacturing Standard and continued to evaluate relevant internal production sites in 2024 accordingly. The profile of the receiving waterbody was not considered by STADA as the discharge is in the municipal sewer (indirect discharge) and is subject to the discharge thresholds specified by the operator of the receiving wastewater treatment plant.
303-3: Water withdrawal a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water.	Water withdrawal of STADA 2022, 2023 and 2024 is as follows:

Water withdrawal	2022	2023	2024
Surface water (freshwater (< 1,000 mg/L total dissolved solids) [m³]	-	-	-
Seawater [m³]	-	-	-
Produced water (groundwater) [m³]	39,668	34,174	36,862
Third-party water [m³]	973,141	987,242	842,633
Total water withdrawal	**1,012,809**	**1,021,416**	**879,495**

DISCLOSURE	REFERENCES
b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	Information is not fully available as the final source and location of water withdrawal from the municipal supplier is not known. The 2 sites with own groundwater-wells are not located in an area with high water stress.

Water withdrawal (areas with water stress)	2022	2023	2024
Surface water (freshwater (< 1,000 mg/L total dissolved solids) [m³]	-	-	-
Seawater [m³]	-	-	-
Produced water (groundwater) [m³]	-	-	-
Third-party water [m³]	51,539	59,563	76,181
Total water withdrawal (areas with water stress)	**51,539**	**59,563**	**76,181**

Assumption: Third-party water consumed by sites located in areas with water stress (high / extremely high – according to Aqueduct Water Risk Atlas by World Resources Institute (WRI) – is withdrawn in these areas by the municipal supplier.
Overall water consumption from sites located in areas with elevated water stress was in 2024 76,181 m³ which represents 8,7% of total water withdrawal.

d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Data is based on water meter readings.

DISCLOSURE	REFERENCES
303-4 Water discharge a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	Water of STADA production sites is discharged into municipal sewer and a constant measurement of discharge quantities is not required at most sites. Reported water discharge therefore is based on water intake (withdrawal) used for production, sanitary and auxiliary processes. The amount of collected stormwater runoff discharged into municipal sewer; not collected rainwater runoff (e.g. from roof areas) penetrated into the surface ground or water input into products is not monitored and considered in reported data. Water discharge to all areas 2022, 2023 and 2024:

Water discharge	2022	2023	2024
Surface water [m³]	-	-	-
Seawater [m³]	-	-	-
Third-party water (total) [m³]	1,012,809	1,021,416	879,495
Third-party water (sent for use to other organisations) [m³]	-	-	-
TOTAL	**1,012,809**	**1,021,416**	**879,495**

c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	Water discharge to areas with water stress 2022, 2023 and 2024:

Water discharge	2022	2023	2024
Surface water [m³]	-	-	-
Seawater [m³]	-	-	-
Third-party water (total) [m³]	51,539	59,563	76,181
Third-party water (sent for use to other organisations) [m³]	-	-	-
TOTAL	**51,539**	**59,563**	**76,181**

	Assumption: Third-party water is discharged by municipality in the areas where our sites (located in areas with water stress (high / extremely high)) are located.
d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	d: i., ii.: Discharge limits are defined by the local authority as part of our indirect-discharge permits; iii: No discharge incident in 2024; e. No further contextual information necessary.

DISCLOSURE	REFERENCES
303-5 Water consumption a. Total water consumption from all areas in megaliters; b. Total water consumption from all areas with water stress in megaliters; c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact; d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	Please refer to GRI 303-3 in which STADA discloses its 'water withdrawal' data which is considered as water intake at its production sites. As the company is not legally obliged to continuously measure its water discharge volumes (see GRI 303.4), STADA considers quantity of water discharge = water withdrawal. With this approach, its 'water consumption' according to GRI guidance is zero. Information regarding STADA's impact on water bodies is disclosed in GRI 303-3.
GRI 304: Biodiversity	
304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	Based on internal evaluation (e.g. using EEA GIS Map application) none of STADA production sites is located in or adjacent to protected areas and areas of high biodiversity value outside protected areas.
304-2: Significant impacts of activities, products, and services on biodiversity a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). b. Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	STADA's business operations do not exert a significant negative impact on the environment or biodiversity surrounding its manufacturing plants or on the business premises of the company in which its core activity is carried out. In that regard, there are no protected habitats, areas of high biodiversity value outside protected areas or endangered animal and plant species under special protection at the sites at which STADA operates.

DISCLOSURE	REFERENCES
304-3 Habitats protected or restored a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals; b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures; c. Status of each area based on its condition at the close of the reporting period; d. Standards, methodologies, and assumptions used.	STADA's business operations do not exert a significant negative impact on the environment or biodiversity surrounding its manufacturing plants or on the business premises of the company in which its core activity is carried out. In that regard, there are no protected habitats, areas of high biodiversity value outside protected areas or endangered animal and plant species under special protection at the sites at which STADA operates.
304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	There are no IUCN Red List species and national conservation list species with habitats in areas affected by STADA's operations.

GRI 305: Emissions

305-1 Direct (Scope 1) GHG emissions [✓][48] [49]

a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent;

b. Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all;

c. Biogenic CO2 emissions in metric tons of CO2 equivalent;

d. Base year for the calculation, if applicable, including:
i. the rationale for choosing it;
ii. emissions in the base year;
iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source;

f. Consolidation approach for emissions; whether equity share, financial control, or operational control;

g. Standards, methodologies, assumptions, and/or calculation tools used.

a. The scope 1 GHG emissions STADA from baseline 2020 to 2024 are as follows:

GHG emissions	2020	2021	2022	2023	2024 [✓]
Scope 1 [tons CO2e]	31,639.7	28,908.5	34,399.1	40,104.5	40,923.1

*The data from previous years was adjusted retroactively in accordance with the GHG protocol. This is due to the divestment of STADA's business activities in Russia and Bredbury UK, as well as a changed and improved calculation method.

b. All gases in line with GHG protocol included;

c. Not material;

d. Base year is 2020 (i) group wide reporting started in 2020, (ii) 2020, (iii) no recalculation of base year;

e. Sources are AIB Residual Mix emission factors and IEA emission factors for purchased electricity and UK DEFRA - Conversion Factors for purchased steam/heating;

f. Consolidation approach based on 'operational control';

g. GHG protocol as underlying standard; production sites: based on monitored primary energy consumption; offices: based on measured primary energy consumption (if available) or estimated based on floor space and average energy consumption factor; company cars: based on reported mileage and average fuel consumption factor.

48 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.
49 The data from previous years (2020-2023) was adjusted retroactively in accordance with the GHG protocol. This is due to the divestment of STADA's business activities in Russia and Bredbury UK, as well as a changed and improved calculation method. Only the 2024 direct (Scope 1) GHG emissions figures are audited by the independent auditor.

DISCLOSURE	REFERENCES
305-2 Indirect (Scope 2) GHG emissions [✓][50] [51] a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	a. / b. The scope 2 GHG emissions (market-based) from baseline 2020 to 2024 are as follows:*

GHG emissions	2020	2021	2022	2023	2024 [✓]
Scope 2 [tons CO2e] location-based	68,381.0	71,377.4	75,844.2	72,737.9	79,412.6
Scope 2 [tons CO2e] marked-based	75,032.8	62,148.1	59,746.7	41,723.2	29,853.6

*The data from previous years was adjusted retroactively in accordance with the GHG protocol. This is due to the divestment of STADA's business activities in Russia and Bredbury UK, as well as a changed and improved calculation method.

c. All gases in line with GHG protocol included;
d. Base year is 2020 (i) group wide reporting started in 2020, (ii) 75,033 t CO2e, (iii) no recalculation of base year;
e. Sources are AIB Residual Mix emission factors and IEA emission factors for purchased electricity and UK DEFRA - Conversion Factors for purchased steam/heating;
f. Consolidation approach based on 'operational control';
g. GHG protocol as underlying standard; production sites: based on monitored electricity consumption; offices: based on monitored electricity consumption (if available) or estimated based on floor space and average energy consumption factor).

DISCLOSURE	REFERENCES
305-3 Other indirect (Scope 3) GHG emissions [✓][52] a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	STADA is using the Persefoni accounting software to calculate its scope 3 emissions and has calculated scope 3 for the first time for FY 2023:

GHG emissions	2023 [✓]	2024 [✓]
Gross scope 3 emissions [tons CO2e]	672,806	680,611

DISCLOSURE	REFERENCES
b. If available, the gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent	b. Footprint Breakdown by GHG (tCO2e);

	CO_2	CH_4	N_2O	HFCs	PFCs	SF_6	NF_3	Unspecified
2023 [✓]	517,847	65,604	14,734	34,722	1,960	29,107	0	8,831
2024 [✓]	523,422	59,396	12,269	39,342	2,129	34,209	0	9,844

c. STADA does not calculate biogenic emissions within its scope 3 value chain due to lack of available data and uncertainty of supplier activity.

DISCLOSURE	REFERENCES
d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	Scope 3 emissions per material category [tons CO2e]:

GHG emissions	2023 [✓]	2024 [✓]
Category 1	574,800	598,516
Category 2	18,444	10,765
Category 3	31,606	34,440
Category 4	41,617	35,163
Others (incl. cat. 5, 6, 7, 9)	6,340	1,727

50 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.
51 The data from previous years (2020-2023) was adjusted retroactively in accordance with the GHG protocol. This is due to the divestment of STADA's business activities in Russia and Bredbury UK, as well as a changed and improved calculation method. Only the 2024 indirect (Scope 2) GHG emissions figures are audited by the independent auditor.
52 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.

DISCLOSURE	REFERENCES
e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Consolidation approach for emissions; whether equity share, financial control, or operational control. h. Standards, methodologies, assumptions, and/or calculation tools used.	e. Base year for calculation is 2023: i. Strategic decision as part of STADAs Sustainability and ESG commitments; ii. See above; iii. Not applicable. f. The GWP that has been used is AR5; g. Operational control; h. Methodology is built on GHG Protocol, and the calculations applied are in line with this standard. The specific methodologies differ across the various emission sources and data available, e.g. Exiobase - Monetary 3.8.2 model is used for spend- and revenue based calculations (Cat. 1,2,4), IEA 2023, UK DEFRA for Fuel-/Energy-related activities and waste (Cat. 3,5).
305-4 GHG emissions intensity a. GHG emissions intensity ratio for the organization; b. Organization-specific metric (the denominator) chosen to calculate the ratio; c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3); d. Gases included in the calculation; whether CO_2 , CH_4 , N_2O, HFCs, PFCs, SF6, NF3 , or all.	The STADA GHG emissions intensity (scope 1 and 2) is as follows: **GHG emissions (Scope 1&2)** / **2022** / **2023** / **2024** Tons CO2e / packs: 170.1 / 134.4 / 123.9 Tons CO2e / Revenue: 28.5 / 21.9 / 17.4 * Data from 2022 / 2023 was adjusted compared to Sustainability 2023 in accordance with the GHG protocol. This is due to the divestment of STADA's business activities in Russia and Bredbury UK in 2023. b. Per 1 million packs: Scope 1&2 GHG emissions from STADA Group per 1 million produced product packages from internal production; per Net revenue: Scope 1&2 GHG from STADA Group per net revenue of STADA Group, (net revenue resulting from internally and externally produced and sold products); c. Includes scope 1 and scope 2 emissions as disclosed in GRI 305-1 and 305-2; d. Gases includes according to GHG protocol.
305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent; b. Gases included in the calculation; whether CO_2 , CH_4 , N_2O, HFCs, PFCs, SF6 , NF3 , or all; c. Base year or baseline, including the rationale for choosing it; d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3); e. Standards, methodologies, assumptions, and/or calculation tools used.	a. The reduction of STADA's scope 1 and 2 GHG emissions from baseline 2020 to 2024 are as follows: **GHG emissions** / **2020** / **2021** / **2022** / **2023** / **2024** Total GHG emissions (Scope 1 + 2): 106,672.5 / 91,056.6 / 94,145.8 / 81,827.7 / 70,776.7 Scope 1 and 2 GHG emissions cumulative change from baseline 2020 [%]: - / -14.6% / -11.7% / -23.3% / -33.7% STADA has committed in 2021 reducing its Scope 1 & 2 emission based on the 1.5°C global warming target and has set the goal reducing its own absolute greenhouse gas emissions (scope 1 and 2) by -42 % (2020 – 2030). Over the last four years STADA has achieved an absolute GHG emission reduction of 33.7%. STADA's involvement with the SBTi underscores its commitment to setting robust, science-based decarbonization targets. The company is working on near-term targets for both Scope 1 and 2 (absolute reduction) and Scope 3 (supplier engagement), with these targets and submission data being planned to be validated by the SBTi in 2025. b. CO2 gases included from fossil fuel consumption; HFCs; c. Base year is 2020 when STADA defined its GHG reduction target; d. Scope 1 and 2 reported together; e. GHG protocol as underlying standard; assumptions/estimates applied in case measured data not available (e.g. GHG emissions resulting from average company car fuel consumption and mileage; energy consumption from offices when measured data not available).

DISCLOSURE	REFERENCES
305-6 Emissions of ozone-depleting substances (ODS) a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent; b. Substances included in the calculation; c. Source of the emission factors used; d. Standards, methodologies, assumptions, and/or calculation tools used.	STADA is not involved in production of ODS but is using ODS in its cooling units which are mainly required for HVAC, cooling of production equipment and offices. Equipment is subject to regular inspection as legally required. ODS losses are reported and included in GHG reporting.
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used; c. Standards, methodologies, assumptions, and/or calculation tools used.	STADA is emitting NOx, SOx and other air pollutants by the combustion of fossil fuel (mainly natural gas). Sites are subject to regular emission monitoring following applicable concentration thresholds. Absolut air emissions in kilograms are therefore not monitored and available.
GRI 306: Waste	
306-1: Waste generation and significant waste-related impacts *(✔)*[53] For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	Waste originates from production (main inputs are raw materials, packaging material) and office activities. Waste streams are segregated for recycling or disposal based on local regulatory requirements and local market options for recycling. Outputs include mainly plastic, paper / cardboard, general waste, laboratory waste and others. Data regarding waste generation refers to STADA's own activities.
306-2 Management of significant waste-related impacts a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	Waste management is an integral part of STADA sites' environmental management processes, programs and targets. Waste management is based on the principle to continuously reduce and avoid waste, to increase the ratio between recycling and landfilling and finally to ensure an environmentally safe and compliant disposal via certified waste management companies.
b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.	Waste is further handled by third party waste management companies which are subject to internal control processes (e.g., certified waste management companies; site visits).
c. The processes used to collect and monitor waste-related data.	Waste is segregated and collected on-site following defined internal processes. Waste data is monitored by dedicated personnel (e.g., waste records) and recorded for local purposes and reported to global function.

[53] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
306-3 Waste generated a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled.	306-3 a; 306-4 a; 306-5 a:

Waste generated*	2022	2023	2024
Hazardous waste – diverted from disposal [tons]	0	14	23
Hazardous waste – directed to disposal [tons]*	1,047	1,109	1,086
Incineration with energy recovery	900	876	778
Incineration without energy recovery or send to landfill	147	233	308
Total hazardous waste generated [tons]	**1,047**	**1,123**	**1,110**
Non-hazardous waste – diverted from disposal [tons]	3,439	2,976	2,571
Non-hazardous waste – directed to disposal [tons]	952	1,871	1,597
Incineration with energy recovery		989	904
Incineration without energy recovery or send to landfill		882	686
Total non-hazardous waste generated [tons]	4,391	4,847	4,161
Total waste generated [tons]	**5,438**	**5,970**	**5,270**

*Data from previous reporting years include STADA's discontinued operations in Russia and Bredbury, UK.

b. Reported waste generated includes waste from STADA production sites. Waste generated from stand-alone office locations is not included. Waste data is reported and consolidated at site level according to applicable legal requirements and reported and consolidated at global level.

306-4 Waste diverted from disposal a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	a. See GRI 306-3; b/c. See GRI 306-3; breakdown by recovery operation not available; d. No waste recovery is executed on-site; e. Waste data is covering production sites reported and consolidated at site level according to applicable legal requirements and reported and consolidated at global level.

DISCLOSURE	REFERENCES
306-5 Waste directed to disposal a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste; b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	a. See GRI 306-3; b. / c. See GRI 306-3, breakdown possible by 'incineration with energy recovery' and 'incineration without energy recovery or send to landfill'; d. No waste disposal is executed on-site; e. Waste data is covering production sites and is reported and consolidated at site level according to applicable legal requirements and reported and consolidated at global level.

GRI 308: Supplier Environmental Assessment

308-1: New suppliers that were screened using environmental criteria (✔)[54] Percentage of new suppliers that were screened using environmental criteria.	In 2024, each new supplier (100%) from direct procurement category has been screened using the EcoVadis IQ solution for environmental criteria (abstract risk analysis). 40% of these new suppliers (26 suppliers) have completed the full scope ESG assessment by EcoVadis.
308-2: Negative environmental impacts in the supply chain and actions taken a. Number of suppliers assessed for environmental impacts; b. Number of suppliers identified as having significant actual and potential negative environmental impacts; c. Significant actual and potential negative environmental impacts identified in the supply chain; d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment; e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	a. In total 920 suppliers have a (valid) EcoVadis ESG assessment against environmental criteria; b. In total 14 suppliers had an EcoVadis environmental rating score < 25 which STADA considers as an indication for a potential negative environmental impact. As part of EcoVadis 360°Watch service, no information on actual negative environmental impact has been identified. The low rating score is – according to EcoVadis scorecard - due to inconclusive documentation of policies; c. See point b; d. As rating results have been available only at the end of 2024, the follow up was initiated beginning 2025; e. No relationships were terminated as a result of the assessment.

[54] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES

GRI 401: Employment 2016

401-1 New employee hires and employee turnover *(✔)*[55]

a. Total number and rate of new employee hires during the reporting period, by age group, gender and region;

b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.

a. STADA offers its employees both performance-oriented as well as demand and market-oriented compensation.
Employee fluctuation in 2024:

	12/2024	09/2024	06/2024	03/2024	Average 2024
Headcount	12,291	12,340	12,237	12,256	12,281

	2024
Total Hires	2,074
Total Leavers	1,833
Fluctuation	14.9% (12.4% in 2023)

New hires split by gender: F: 1,087 (52.4%); M: 987 (47.6%) (total: 2,074 (16.9% of Average Headcount in 2024)).
Turnover by gender is not disclosed.
Data collection on age group and region, considering new employee hires, is established on the Group level, while the reporting on such data is not established, and not planned to be established.

b. Data collection on age group, gender and region, considering turnover, is established on the Group level, while the reporting on such data is not established, and not planned to be established.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees *(✔)*[56]

a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.
These include, as a minimum:
i. life insurance;
ii. health care;
iii. disability and invalidity coverage;
iv. parental leave;
v. retirement provision;
vi. stock ownership;
vii. others.

b. The definition used for 'significant locations of operation'.

a. The same benefits are offered to temporary, part time and full time employees.
i./ii./iii. Social security for employees is an important part of the corporate culture. For this reason, STADA offers a wide range of voluntary additional benefits;
All STADA's legal entities are characterized as 'significant' locations; that includes STADA production sites as well as commercial sites;
In Germany for example, these benefits include payments or subsidies for the commute to the workplace, supplementary occupational disability insurance in the chemical industry (BUC) for every employee covered by collective agreements and those covered by similar agreements, the promotion of the ChemiePensionfonds, as well as group accident insurance which also covers private accidents. Since 2021, STADA has been pressing ahead with the permanent implementation of new forms of work. It has been possible to work in a mobile office up to two days a week, to the extent that this is operationally feasible;
Voluntary health care insurance is also offered to STADA employees (i.e. in Serbia);
iv. Covered by Collective bargaining agreement (more details on CBA could be found in GRI 2-30 in Section 3 of this Report);
v. / vi. / vii. Not available; data currently not planned to be reported on the Group level.

b. All STADA's legal entities are characterized as 'significant' locations; that includes STADA production sites as well as commercial sites. The benefits listed above are exemplary for Germany.

55 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.
56 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.

DISCLOSURE	REFERENCES

401-3 Parental leave

a. Total number of employees that were entitled to parental leave, by gender;

b. Total number of employees that took parental leave, by gender;

c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender;

d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender;

e. Return to work and retention rates of employees that took parental leave, by gender.

In accordance with national regulations, STADA employees have the opportunity to take parental leave. In the 2024 financial year, 91 women and 21 men took advantage of this opportunity. In the same year, the re-entry rate was 98%. 1) The re-entry rate is the ratio between the total number of employees who returned to work after parental leave and the total number of employees whose return to work after parental leave was agreed. 2) These include employee resignations and employer terminations, severance agreements and resignations after the expiration of the contract.

	Women		Men		Total	
Re-entry rate in leave / Employees by headcount Germany after parental leave / Employees by headcount	absolut	in%	absolut	in%	absolut	in%
Employees on parental leave in 2024	91	81%	21	19%	112	100%
thereof still on parental leave/ resting contract as of December 31, 2024.	50	96%	2	4%	52	46,43%
thereof returned from parental leave in 2024from parental leave in 2024	41	68%	19	32%	60	53,57%
thereof left from parental leave in 2024	6	86%	1	14%	7	6,25%

Parental leave data is not collected Group wide yet but only within subsidiaries. Global data would be available in the upcoming reporting cycles.

GRI 402: Labor/Management Relations 2016

402-1 Minimum notice periods regarding operational changes

a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them;

b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.

The defined notice period (minimum notice period) for acceptance of any change within the contract, scope of work, position, remuneration, and other working factors is defined by law in all countries where STADA operates (i.e., in Serbia, Bosnia-Herzegovina and Montenegro it is 8 days) and is offered to employees throughout the SAP Success Factor online tool with referent email notification. The minimum notice period is defined in the Collective Bargaining Agreement. All compensation changes are monitored via SAP Success Factors approval flows, including HR and the one-over-one approval principle to ensure full compliance with audit standards. Stakeholders, and also shareholders, are involved in remuneration practices via global approval governance.

DISCLOSURE	REFERENCES
GRI 403: Occupational Health and Safety	
403-1: Occupational health and safety management system [(✔)57] a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.	STADA has a global HSE management system in place providing and defining global processes and requirements for different aspects (e.g. reporting, risk assessments, contractor management) based on EU legislation (e.g. Framework Directive 89/391/EEC; Directive 89/654/EEC; Directive 2009/104/EC). All production sites have implemented local HSE management systems to ensure compliance with local regulations, the global HSE management system and good practice to ensure safe and healthy working conditions for employees and contractors. The following production sites are certified in accordance with ISO 45001 (occupational health & safety) and/or ISO 14001 (environmental) as of December 31, 2024:

Location	ISO 45001	ISO 14001
Vrsac/Dubovac, Serbia	X	X
Sabac, Serbia	X	X
Podgorica, Montenegro	X	X
Banja Luka, Bosnia and Herzegovina	X	X
Huddersfield, UK	X	X
Tuy Hoa 1, Vietnam	X	X
Tuy Hoa 2, Vietnam	X	X
Miyun, China	X	
Bila Tserkva, Ukraine		X

b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	STADA's global HSE management system is covering all employees at the sites incl. contractors and visitors.
403-2: Hazard identification, risk assessment, and incident investigation a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.	STADA's global and site level H&S processes on Risk Assessment and Management sets its guidance and requirements based on the hierarchy of risk control, to ensure that a) the risks and impacts of its operations and of external risks to people, the environment, equipment, operations, and property are identified, assessed, and understood; b) appropriate controls are selected to eliminate or reduce risks and environmental impacts; c) issuance of safe work permits for specified high risk activities; d) controls are monitored continually to ensure their effectiveness and the risk re-evaluated in response to incidents or any deterioration in controls; and e) risks and controls are communicated across our organization.
b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	STADA encourages and promotes a culture of safety where everyone is mindful of hazards and helps to resolve and avoid them by doing the right thing. STADA operates a no blame culture and actively promotes employees to report unsafe acts & unsafe conditions via its near miss program. These are reported and investigated with appropriate actions implemented, to continually look to reduce the likelihood of harm within STADA's work environments and keep its employees safe. Every employee has also the option to report any issues via the STADA ombudsman or the Compliance Reporting Portal.

57 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.

DISCLOSURE	REFERENCES
c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	STADA's global and site level H&S processes are defining responsibilities by line management to ensure compliance, show active leadership and promote pro-active HSE culture and for employees to support positive H&S culture and being responsible for their own and other colleagues' safety and report any H&S non – compliance, incident or near miss situation. Every employee has also the option to report any issues via the STADA ombudsman. Where employees have safety concerns, they are encouraged to stop work and report to line management who can carry out the necessary investigation to evaluate concerns and take any measures required to ensure the work environment is safe for work to continue.
d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	Health and safety performance at STADA is managed via internal processes that define the requirements for the classification, recording and investigation of accidents. When accidents do occur, our investigations focus on understanding causal factors, identifying the root cause and identifying both corrective & preventative measures to prevent re-occurrence. STADA shares information and lessons learnt from incident investigations across all its operational sites via the HSE Global community. STADA reports lagging indicators (as Lost Time Incident Rate) and leading indicators (as Near Miss Reporting rate). The company analyzes data to identify and initiate areas for improvement at the site or global level with each site having discrete individual targets in place.
403-3: Occupational health services A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	Occupational health support is provided by external professional company doctors / occupational health providers. The services provided to our employees include mandatory medical surveillance, return to work advice and – depending on the local organization – different voluntary health checks-up or consultancy services. Where relevant due to the associated hazards, company doctors are involved in the workplace risk assessments process.
403-4: Worker participation, consultation, and communication on occupational health and safety a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers; b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	The active participation of employees is for STADA a critical element to enable a safe and healthy working environment. Safety communication is fully embedded at our production site's TIER – meeting process which ensure a structured daily communication about H&S at the shop floor. Through regular communication, training and site-level activities (e.g. ILO World Day for Safety and Health at Work) we ensure workforce engagement and awareness. Health & safety committees are in place as legally required and managed locally. These committees typically include representatives from unions/ workers council, management representatives, H&S experts and company doctor.
403-5: Worker training on occupational health and safety A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	Occupational health and safety training is provided as integral part of STADA's site-level HSE management system (e.g. ISO 45001 certified) and are based on training matrix/need assessment. Trainings include general induction training for new employees, training on the specific work-related hazards and prevention measures and external for specific functions trainings as legally required.
403-6 Promotion of worker health a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided; b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	STADA offers on local level different programs to address general health aspects. This includes local health activities (e.g. during health days), voluntary well-being offers (e.g. fitness centres/sport apps and global initiatives as the 'Kyan' mental health program.

DISCLOSURE	REFERENCES
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.	There are no significant negative occupational health and safety impacts identified that are directly linked to STADA's operations, products or services by its business relationships, and the related hazards and risks.
403-8 Workers covered by an occupational health and safety management system a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded; c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	All employees (100%) as well as all workers who provide services to STADA at company's sites (100%) are covered by an occupational health and safety management system.
403-9: Work-related injuries (✔)[58] a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	Work-related injury data for STADA employees:

STADA Employees	2022		2023		2024	
Number / Rate of recordable injuries	120	1.06	101	0.89	131	1.31
Number / Rate of injuries resulting in lost days	38	0.35	32	0.28	35	0.35
Number / Rate of high consequence injuries	2	0.02	2	0.02	0	0
Number / Rate of fatalities	0	0	0	0	0	0
Main type of work-related injuries	Machine related		Machine related		Machine related	
Number / rate of lost days (resulting from injuries)	858	7.6	1,241	10.89	545	5.45
Number of working hours	22,578,288		22,786,580		19,983,309	

[58] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	Work-related injury data for workers who are not employees but whose work and/or workplace is controlled by STADA:

STADA Contractors	2022		2023		2024	
Number / Rate of recordable injuries	3	NA*	5	NA*	3	NA*
Number / Rate of injuries resulting in lost days	3	NA*	5	NA*	3	NA*
Number / Rate of high consequence injuries	0	0	0	0	0	0
Number / Rate of fatalities	0	0	0	0	0	0
Main type of work-related injuries	Slip/trip/falls		Slip/trip/falls		Slip/trip/falls	
Number / rate of lost days (resulting from injuries)	NA*	NA*	NA*	NA*	NA*	NA*

* and v.: Data not available; lost days resulting from injuries of contractors are not tracked, contractors are not legally obliged to report these information

c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls; e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked; f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded; g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	c. i. Work-related hazards are determined by systematic risk assessments, job hazard analyses, safety audits and incident reviews following global guidelines and local legal requirements, e.g. for Germany TRBS 1111; ii. Not applicable as no high-consequences injuries occurred during the reporting period; iii. Not applicable as no high-consequences injuries occurred during the reporting period. See also below (d.). d. The ESTOP – hierarchy principle is defined as principal approach within STADA safety management system. Global and local programs and actions are in place to continuously eliminate or reduce hazards and risks including e.g. pro-active safety talks, near miss/unsafe condition reporting programs and technical measures; e. Calculation of work-related injury data is based on 200.000 working hours; f. No worker or group of workers has been excluded; g. Not applicable.

DISCLOSURE	REFERENCES
403-10: Work-related ill health a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	a. No work-related cases of recognized occupational diseases were recorded in 2024. b. Data not available. c. Work-related hazards that pose a risk of ill health are mainly evaluated through workplace risk assessment. d. / e. Not applicable.
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee *(✔)59* a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	LMS (Learning Management System) data system is used to aggregate data for the average hours of training per employee, that amounted at 5 hours per employee in 2024. The system contains e-learning modules in various areas, such as compliance trainings, educational trainings, personal learning, etc., which are implemented sequentially. i. / ii. The data on gender and employee category split considering the average hours of training per year per employee is being collected but it has not been reported on the Group level yet. Due to internal guidelines at STADA, training hours individually (per gender and/or employee category) are not tracked and reported.
404-2 Programs for upgrading employee skills and transition assistance programs a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Employee training is defined and coordinated by the respective departments on a needs-oriented basis and in accordance with individual development plans (IDP) offered to all employees. Several talent development programs (for all leaders and for high potentials) took place and organizational talent reviews (OTRs) were conducted twice during the year. STADA developed its own learning approach consisting of 3 main pillars: learning on the job (70%), social learning (20%), and formal learning (10%).
404-3 Percentage of employees receiving regular performance and career development reviews Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	100% - All employees within the STADA group did receive feedback.

59 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.

DISCLOSURE	REFERENCES
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees *(✔)60* a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:	
i. Gender	Executive Board: Female: 25%, Male 75%, Total 100% Supervisory Board: Female: 33%, Male 67%, Total 100%
ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	Executive Board: under 30 years old: 0 / 30-50 years old: 2 (50%) / over 50 years old: 2 (50%) Supervisory Board: under 30 years old: 0 / 30-50 years old: 4 (44%) / over 50 years old: 5 (56%)
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Not applicable.
b. percentage of employees per employee category in each of the following diversity categories:	Calculations based on HC, full-time and permanent employees.
i. Gender	Female 56.3%, Male: 43.7%, Other 0.01%, Total 100%
ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	under 30 years old: 15.7% / 30-50 years old: 64.8%, over 50 years old: 19.5% / Total 100%
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	88 nations are represented in STADA's team.
405-2 Ratio of basic salary and remuneration of women to men a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	Standard entry level wages at STADA are above minimum wage rules for all of its employees, with no gender variations (including ratio of basic salary and remuneration of women to men).
GRI 406: Non- discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken *(✔)61* a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	STADA complies with existing regulations, and therefore is committed to the principle of equal treatment, and pursues violations of the German Non-Discrimination Act (AGG; due to the location of its headquarters or adequate local complementary laws and regulations with other subsidiaries) with disciplinary consequences. In order to promote protection against discrimination in the workplace, employees at German locations are, for example, instructed in the applicable non-discrimination policy upon entering the company, and an internal complaints office serves as a contact point. No incidents of discrimination, together with corrective actions taken, were recorded in the reporting period at STADA. According to the Whistleblower Policy STADA's employees are enabled to submit potential cases of violation their rights. No such whistleblowing cases were reported in the reporting year 2024.

60 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.
61 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.

DISCLOSURE	REFERENCES
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	In accordance with the CSDDD and the German LkSG a risk analysis was performed and has shown no elevated net risk (higher than ,low') Therefore, no corrective actions have been identified in addition to the existing processes.
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	a. For STADA Operations no such significant risk has been identified. For suppliers, STADA has further developed its Responsible Procurement program (RP program) in 2024 in line with the requirements of the German Supply Chain Act. As part of the program, STADA conducted the risk assessment of its supply chain and evaluated the ESG risk and performance of prioritized suppliers through EcoVadis ESG assessments (920 suppliers assessed in 2024). No significant risk which required immediate action has been identified. b. The own operations considered include the operations of the STADA group including the manufacturing site and office locations. The suppliers evaluated included suppliers of production input materials as API, excipients and packaging materials as well as CMOs and key suppliers of the 'indirect spend category'. The country location of suppliers was not restricted and includes suppliers worldwide. c. For 2024, the company has not received reports of cases of the employment of minors, or any cases of the violation of labor rights of its employees, on any grounds whatsoever.
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	a. For STADA Operations no such significant risk has been identified. For suppliers, STADA has further developed its Responsible Procurement program (RP program) in 2024 in line with the requirements of the German Supply Chain Act. As part of the program, STADA conducted the risk assessment of its supply chain and evaluated the ESG risk and performance of prioritized suppliers through EcoVadis ESG assessments (920 suppliers assessed in 2024). No significant risk which required immediate action has been identified. b. For 2024, the company has not received reports of significant risks for accidents of forced or compulsory labor.
GRI 410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security; b. Whether training requirements also apply to third-party organizations providing security personnel.	Security personnel (either STADA's own or third party) has to comply with STADA Code of Conduct and its ethical principles.

DISCLOSURE	REFERENCES
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples a. Operations and suppliers considered to have significant risk for a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	a. There have been no identified incidents of violations involving the rights of indigenous people. b. Not applicable
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs *(✔)*[62] Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:	STADA is engaging with local communities, including impacts assessments and development programs through Hemofarm Foundation, its subsidiary from Serbia (covering Serbia, Bosnia and Herzegovina, Montenegro) as well as through ad hoc initiatives within different subsidiaries. Since only Hemofarm Foundation has formal local community engagement programs, it is considered here as the only data source. Compared to number of employees in those countries where the Foundation is active, to all STADA employees, the percentage of STADA's operations with local community engagement, impacts assessments and development programs amounts at around 39.7%.
i. social impact assessments, including gender impact assessments, based on participatory processes;	Hemofarm Foundation directs its activities into 3 main programs - Program for Health, Program for Education and Program for Culture. The transplant-donor initiative "Most important call in life" organized by our Hemofarm Foundation resulted in receiving consent of 9 donors for 44 organ and tissue transplants that were performed in 2024. It was a significant increase from 32 in 2023. Through this initiative 15 lives were saved in 2024 in Serbia. Since gender balance and diversity stand as important ESG KPIs for the Foundation, it strives to enable full respect for offering the same opportunities to all within its programs.
ii. environmental impact assessments and ongoing monitoring;	In 2024, STADA conducted an external Climate Risk Assessment to evaluate both transition and physical risks and opportunities associated with climate change for STADA's production sites. See also Section 2.1 Environment / Decarbonization & Climate Change. Regarding the impact of climate change on the environment in Serbia, Bosnia and Herzegovina and Montenegro, the Hemofarm Foundation initiated a continuous afforestation of endangered areas,with a special focus on preventing soil erosion due to floods. In 2024 Hemofarm's employees afforested its factory sites in Banja Luka (Bosnia and Herzegovina) with 350 new trees and 70 new trees and plants in Vršac (Serbia; as addition to 120 new trees on the same factory site in 2023).
iii. public disclosure of results of environmental and social impact assessments;	Regular activity reports are publicly available at https://www.fondacijahemofarm.org.rs/eng/ko-smo-mi/izvestaji-o-radu

[62] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
iv. local community development programs based on local communities' needs;	The Hemofarm Foundation's initiatives embody the purpose of STADA 'Caring for People's Health'. Among them, one of the outstanding projects is the "Unbreakable" Campaign. As of July 1, 2024, the SOS helpline, established as part of the "Unbreakable" project to combat depression and the stigma surrounding mental health, was taken over by the Special Psychiatric Hospital Gornja Toponica and its doctors. The helpline is free and anonymous. Another project is "A Cup Of Coffee With A Psychologist" Panel Sessions. In its 5th anniversary year, "A Cup of Coffee with a Psychologist" project continued to attract a large audience. From January 1 to December 31, 2024, nine panel sessions were held featuring influential experts and individuals on various mental health topics. Discussions covered post-holiday depression, love, perimenopause and menopause, unresolved trauma, youth under pressure, loneliness, andropause, and New Year stress.
v. stakeholder engagement plans based on stakeholder mapping;	More than 200 experts in the fields of health, education, social responsibility, sustainable development, philanthropy, and culture wrote blogs for HFF on the most current topics in these fields. Content available at https://www.fondacijahemofarm.org.rs/eng/blog Stakeholder mapping and selection is being managed according to the following criteria: based on their reputation and influence in the sphere of public action.
vi. broad based local community consultation committees and processes that include vulnerable groups;	Hemofarm Foundation is the founder and member of the Serbian Philanthropic Forum and a member of the European Philanthropic Association, which gathers 10,000 profit and non-profit foundations from 30 European countries. These institutions include assessing the needs of vulnerable groups. Humanitarian aid, inter alia, has been collected for NURDOR (National Association of Parents of Children with Cancer in Serbia), Shelter for Parentless Children, Shelter for Adults and Elderly People, and others.
vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;	All STADA's formal employee bodies in the countries where Hemofarm Foundation is active are encouraged to participate in the process of social partnership for the benefit of the community.
viii. formal local community grievance processes.	The entire public in the areas where the Foundation is active is invited to point out all key issues of social importance, including complaints and objections, to publicly available contacts. The Foundation actively considers all types of externally initiated communication and, in accordance with the conclusions, proposes further action, addressing institutions of public importance, which can be involved in solving localized social problems. Contacts are available from the Foundation's website https://www.fondacijahemofarm.org.rs/eng
413-2 Operations with significant actual and potential negative impacts on local communities Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations.	No case of a crisis situation or significant actual and potential negative impacts on local communities in the areas of STADA's operations was recorded in 2024.
GRI 414: Supplier Social Audit	
414-1: New suppliers that were screened using social criteria (✔)[63] Percentage of new suppliers that were screened using social criteria.	In 2024, each new supplier (100%) from direct procurement category has been screened using the EcoVadis IQ solution for social criteria (abstract risk analysis). 40% of these new suppliers (26 suppliers) have completed the full scope ESG assessment by EcoVadis.

[63] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
414-2: Negative social impacts in the supply chain and actions taken a. Number of suppliers assessed for social impacts; b. Number of suppliers identified as having significant actual and potential negative social impacts; c. Significant actual and potential negative social impacts identified in the supply chain; d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment; e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	a. In total 920 suppliers have been assessed via EcoVadis ESG assessment against social criteria; b. In total 12 suppliers had a social rating score < 25 which STADA considers as an indication for a potential negative social impact. As part of EcoVadis 360°Watch service, no information on actual negative negative social impact has been identified. The low rating score is – according to EcoVadis scorecard - due to inconclusive documentation of policies; c. See point b; d. As rating results have been available only at the end of 2024, the follow up was initiated beginning 2025 and all 12 suppliers have been contacted for follow up by end of February 2025; e. No relationships were terminated as a result of the assessment.
GRI 415: Public Policy 2016	
415-1 Political contributions a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary; b. If applicable, how the monetary value of in-kind contributions was estimated.	In 2024, as in the previous reporting cycles, STADA did not grant any types of donations, either in kind or in money, to political parties, politically active persons, or political and state institutions.
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories (✔)[64] Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Within pharmacovigilance all products (100%) are obligatory monitored for health and safety impacts (pharmaceutical industry requirements) according to international and national laws and regulations (e.g. Directive 2010/84/EU, Deutsches Arzneimittelgesetz). An Adverse Drug Reaction (ADR) in pharmacovigilance is defined as an unintended or undesired harmful reaction occurring at doses normally used by a patient for the diagnosis, treatment, or prevention of a disease. Simply put, these are unexpected medical issues that occur due to medication use. ADRs are key concerns in pharmacovigilance. Unintended reactions could be minor like a rash, or more severe like organ failure, and in extreme cases can even lead to death. They can occur immediately after administration, or they can take time to develop. Identifying ADRs and working to reduce their occurrence is a crucial part of pharmacovigilance. Overview of the number of ADR reports at STADA in 2024, by reporting party and ADR severity:

Qualification of reporter	No. of ADR reports	Serious ADRs	Non-serious ADRs
Physician	425 (445)	94 (120)	331 (325)
Pharmacist	917 (759)	82 (93)	835 (666)
Other health professional	5,600 (4,350)	599 (537)	5,001 (3,813)
Consumer or other non-health professional	2,961 (2,553)	195 (166)	2,766 (2,387)
Total	**9,903 (8,107)**	**970 (916)**	**8,933 (7,191)**

[64] *Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.*

DISCLOSURE	REFERENCES
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services *(✓)65* a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	STADA's quality and pharmacovigilance management system is monitoring and preventing the occurrence of incidents of non-compliances with regulations and/or voluntary codes regarding the health & safety of our products. There were no material instances of non-compliance of STADA products with the regulations resulting in a fine or penalty or warning over the course of 2024.
GRI 417: Marketing and Labelling 2016	
417-1 Requirements for product information and labelling a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	Labelling is defined as written, printed or graphical matter on any article or container, which provides adequate and necessary information about the product. The purpose of labelling of medicines is the clear unambiguous identification of the medicine and the conditions for its safe use. A drug label is required by legal regulations and pharmaceutical standards for the marketing of any drug. STADA applies mandatory information to its products to meet the standards of product safety.
417-2 Incidents of non-compliance concerning product and service information and labelling *(✓)66* a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	a. There were no material instances of non-compliance of STADA products with the regulations resulting in any material fine or penalty or warning over the course of 2024 concerning product and service information and labelling. b. STADA's quality and pharmacovigilance management system is monitoring and preventing the occurrence of incidents of non-compliances with regulations and/or voluntary codes regarding product and service information and labelling.
417-3 Incidents of non-compliance concerning marketing communications a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	In 2024, there were no material incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications at STADA, including advertising, promotion and sponsorship.

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DISCLOSURE	REFERENCES
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data *(✓)67* a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	a. There have been no substantiated complaints concerning breaches of customer privacy by outside parties, organizations or regulatory bodies. b. There were no leaks, thefts, or losses of customer data in 2024. Cyber Security has no material breaches to report for 2024. c. There are no identified substantiated complaints.

67 Only GRI KPIs marked green and with (✔) in this table are audited by the independent auditor.

STADA

Overview of selected STADA Global Policies and Procedures related to Sustainability[68]

SUSTAINABILITY

- STADA Sustainability Policy
- STADA Code of Conduct

ENVIRONMENT

- HSE Management
- Environmental Protection

SOCIAL

- STADA Code of Conduct

- HSE Management
- Occupational Health & Safety Management

- Human Rights Policy Statement
- STADA Grievance Mechanism

GOVERNANCE

- Anti-Bribery and Anti-Corruption Policy
- Anti-Money Laundering Policy
- Antitrust Policy
- Conflict of Interest Policy
- Sanction Control Policy
- Global Policy on the Interaction with HCP, HCO and patient organizations

- Data Protection Policy
- Information security Policy
- Whistleblowing Policy

- Quality Policy
- Pharmacovigilance Policy

- Responsible Procurement Policy
- Business Partner Code of Conduct

[68] *The independent auditor confirms that the listed policies exist, but has not performed a review of their respective content.*

Independent Practitioner’s Report on a Limited Assurance Engagement on Sustainability Information

To STADA Arzneimittel AG, Bad Vilbel

We have performed a limited assurance engagement on the disclosures denoted with “√“ in section 1 and 3 of the Sustainability Report of STADA Arzneimittel AG, Bad Vilbel (hereinafter “the Company”), for the period from 1 January to 31 December 2024 (hereinafter the “Report”). Our engagement in this context relates solely to the disclosures denoted with the symbol “√“.

Responsibilities of the Executive Directors

The executive directors of the Company are responsible for the preparation of the Report in accordance with the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter the “GRI-Criteria”) and for the selection of the disclosures to be evaluated.

This responsibility of Company’s executive directors includes the selection and application of appropriate methods of sustainability reporting as well as making assumptions and estimates related to individual sustainability disclosures, which are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal controls as they have considered necessary to enable the preparation of a Report that is free from material misstatement whether due to fraud or error.

Audit Firm’s Independence and Quality Management

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors (“Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer“: “BS WP/vBP”) as well as the Standard on Quality Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagementstandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis - IDW QMS 1 (09.2022)), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

Practitioner´s Responsibility

Our responsibility is to express a limited assurance conclusion on the disclosures denoted with “√” in the Report based on the assurance engagement we have performed.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to allow us to conclude with limited assurance that nothing has come to our attention that causes us to believe that the disclosures denoted with “√” in the Company’s Report for the period from 1 January to 31 December 2024 have not been prepared, in all material aspects, in accordance with the relevant GRI-Criteria. This does not mean that a separate conclusion is expressed on each disclosure so denoted.

In a limited assurance engagement the assurance procedures are less in extent than for a reasonable assurance engagement and therefore a substantially lower level of assurance is obtained. The assurance procedures selected depend on the practitioner’s judgment.

Within the scope of our assurance engagement, we performed amongst others the following assurance procedures and further activities:

- Obtaining an understanding of the structure of the sustainability organization and of the stakeholder engagement
- Assessment of the process for conducting the materiality analysis in accordance with the GRI criteria
- Inquiries of personnel involved in the preparation of the Report regarding the preparation process, the internal control system relating to this process and selected disclosures in the Report
- Identification of the likely risks of material misstatement of the Report under consideration of the GRI-Criteria
- Analytical evaluation of selected disclosures in the Report
- Evaluation of the presentation of the selected disclosures regarding sustainability performance

Assurance Conclusion

Based on the assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the disclosures denoted with “√” in the Company’s Report for the period from 1 January to 31 December 2024 have not been prepared, in all material aspects in accordance with the relevant GRI-Criteria.

Intended Use of the Assurance Report

We issue this report on the basis of the engagement agreed with the Company. The assurance engagement has been performed for purposes of the Company and the report is solely intended to inform the Company as to the results of the assurance engagement. The report is not intended to provide third parties with support in making (financial) decisions. Our responsibility lies solely towards the Company. We do not assume any responsibility towards third parties.

Hamburg, May 15, 2025

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Claudia Niendorf-Senger
Wirtschaftsprüferin
(German Public Auditor)

ppa. Michelle Sommer

STADA'S SUSTAINABILIT
REPORT 2024

IMPRINT

The authors of this report are representatives of STADA's Sustainable Development Team (M. Heß, K. Hempe, D. Stojakovic, W. Cornel, F. Schaller), as well as of various workstreams that follow the company's structure.

Any questions, suggestions, and dialog on the topic of sustainable development can be addressed by e-mail to sustainability@stada.com.

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