

# STADA



Corporate Presentation  
Investor Relations, April 2016

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The anticipated opportunities and risks to STADA's activities have been described in detail in the Executive Board's management reports in the annual reports. Current possible opportunities and risks are discussed in the respective interim report.

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This STADA Arzneimittel AG presentation (hereinafter "STADA") contains certain statements regarding future events that are based on the current expectations, estimates and forecasts on the part of the company management of STADA as well as other currently available information. They imply various known and unknown risks and uncertainties, which may result in actual earnings, the business, financial and earnings situation, growth or performance to be materially different from the estimates expressed or implied in the forward-looking statements. Statements with respect to the future are characterized by the use of words such as "expect", "intend", "plan", "anticipate", "believe", "estimate" and similar terms. STADA is of the opinion that the expectations reflected in forward-looking statements are appropriate; however, it cannot guarantee that these expectations will actually materialize. Risk factors include in particular: The influence of regulation of the pharmaceutical industry; the difficulty in making predictions concerning approvals by the regulatory authorities and other supervisory agencies; the regulatory environment and changes in the health-care policy and in the health care system of various countries; acceptance of and demand for new drugs and new therapies; the results of clinical studies; the influence of competitive products and prices; the availability and costs of the active ingredients used in the production of pharmaceutical products; uncertainty concerning market acceptance when innovative products are introduced, presently being sold or under development; the effect of changes in the customer structure; dependence on strategic alliances; exchange rate and interest rate fluctuations, operating results, as well as other factors detailed in the annual reports and in other Company statements. STADA not assume any obligation to update these forward-looking statements.

The Executive Board of STADA Arzneimittel AG:

H. Retzlaff (Chairman), H. Kraft, Dr. M. Wiedenfels

# History

- 1895**      Founded in Dresden as a pharmacists' cooperative
- 1970**      Stock corporation with restricted registered common shares for pharmacists only
- 1975**      Market entry in the young generics market
- 1986**      Beginning of internationalization
- 1998**      Start of trading on the stock exchange
- 2001**      Inclusion in MDAX on July 23, 2001
- 2004-2008**    Start and expansion in Eastern Europe: Acquisition of Nizhpharm and Makiz-Pharma, Russia, as well as Hemofarm Group, Serbia
- From 2011**    Accelerated shift in business mix toward branded products, among other things, acquisition of the portfolio of Grünenthal in Central and Eastern Europe as well as in the Middle East, the OTC manufacturer Thornton & Ross in the UK and the Aqualor® product portfolio in Russia
- Today**      Enterprise value as of December 31, 2015: €3.5 billion  
                   Employees as of December 31, 2015: approx. 10,530  
                   Represented in around 30 countries  
                   Shareholder structure: approx. 10% pharmacists and doctors  
                   Free float: 100%



# Strategy and Outlook

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# Strategy for continuous growth and constant value creation

## Consumer focus: expansion of branded products

- Aspiring higher share of branded products in adjusted operating profit of core segments (2015: 49%) based on both organic growth and acquisitions

## Expansion of generics portfolio across market regions

- Focus on markets with high share of self-pay patients (e.g. CIS, Asia, MENA)
- Expansion of biosimilar portfolio with risk-averse approach

## Full pipeline

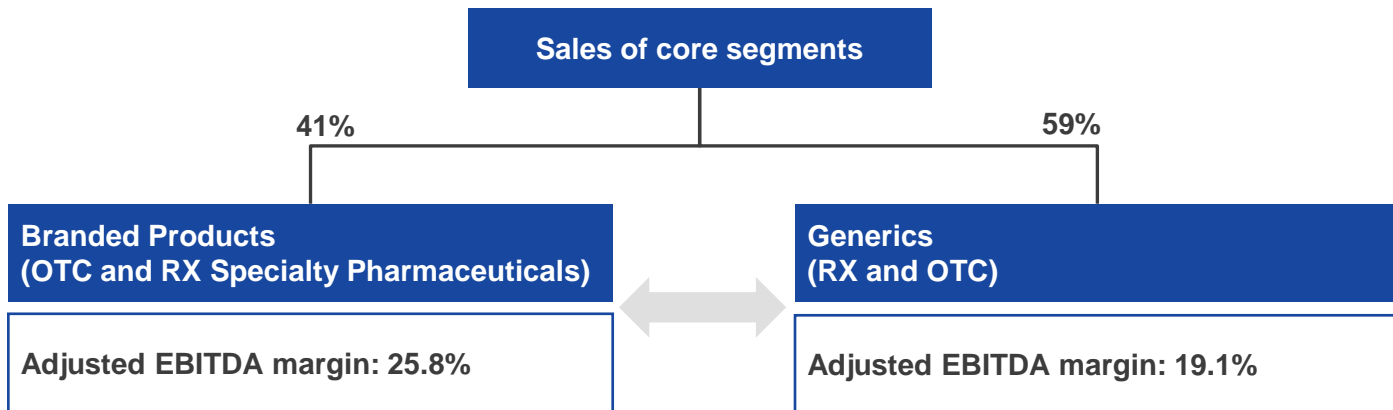
- Generics: over 1,300 running approval procedures as of Dec. 31, 2015
- Development partnerships
- Branded products: Center of OTC Excellence

## Disciplined capital allocation

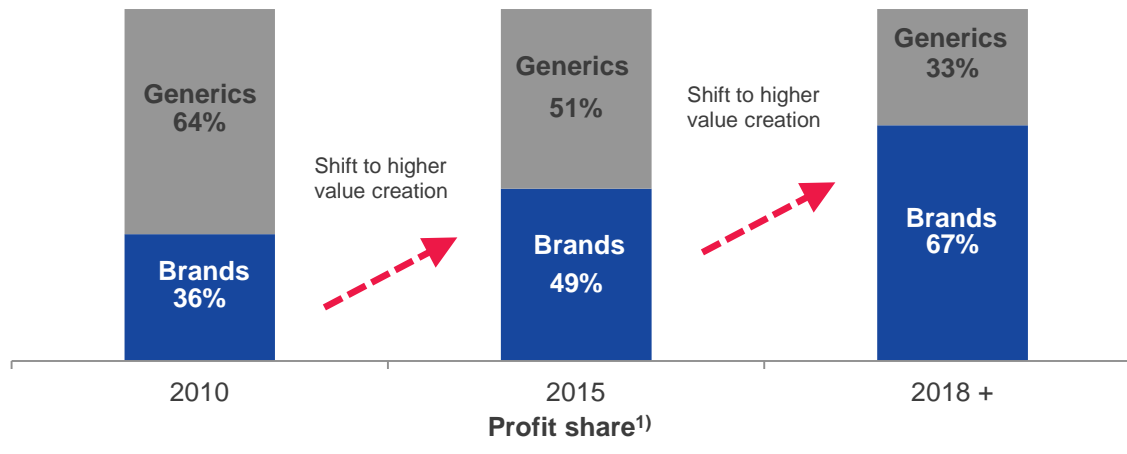
- Value-adding acquisitions with concentration on high-margin OTC product portfolio and/or growth markets

**Risk-averse business strategy: no risk concentration or liability risk**

# Sales split 2015



# Strategic and financial plan: Focus on brands with existing generics business



- Shift in business portfolio mix
  - Brands sales growth above market average (CER)<sup>2)3)</sup>
  - Low single-digits percentage growth in generics (CER)<sup>2)</sup>
  - Accelerated by smart acquisitions focused on brands

1) Share of adjusted operating profit of the two core segments

2) Using a constant exchange rate

3) Global OTC market: 3.6% p.a. by 2020, IMS September 2015



## Product pipeline (branded products)

### Center of OTC-Excellence for branded products


- Think tank for the entire STADA Group
- Multidisciplinary team: market research, consumer marketing, OTC branding, R&D, production and business development
- Objective: long-term pipeline and portfolio development in the areas of OTC, dermatology and bone health
- Ongoing development of the Group's branded product portfolio
- Support of expansion strategy for branded products
- Under the umbrella of STADA Arzneimittel AG, supported by the British subsidiary Thornton & Ross



# Product pipeline (biosimilars)

## Portfolio expansion

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- Comprehensive experience with the approval process for EMA resulting from the development of Epo
  - Exploiting opportunities with adequate consideration of risks and benefits
  - Decision to choose an in-licensing approach, among other things, due to the experiences made with the European marketing of Epo
  - Avoidance of high R&D costs – milestone payments backloaded and performance related
  - Selection of an experienced partner
- 
- Epoetin zeta (Silapo®) – since 2008
  - Filgrastim (Grastofil®) – since 2014 (Apotex)
  - Pegfilgrastim – in EMA approval process (Gedeon Richter)
  - Teriparatid – in EMA approval process (Richter-Helm)
  - Rituximab (Gedeon Richter)
  - Adalimumab (mAbxience)

## Product pipeline (traditional generics)

### Full pipeline

- Introduction of 578 individual products worldwide in 2015 (626 in 2014)
  - Over 1,300 ongoing approval procedures for more than 150 active pharmaceutical ingredients in over 55 countries worldwide
  - Development partnerships increase pipeline security
  - Planning horizon beyond 2024
  - Over 800 active pharmaceutical ingredients, over 16,000 product packagings marketed by the Group
-

# Assumptions for market regions for 2016

Operational influence factors	
Central Europe	<ul style="list-style-type: none"> <li>• Sales growth, operating profitability at Group average</li> <li>• Positive development of the top markets of UK, Belgium, Italy and Spain with relatively high profitability</li> <li>• UK: strong dynamic at Thornton &amp; Ross and Britannia (APO-go®), weak pound sterling</li> </ul>
Germany	<ul style="list-style-type: none"> <li>• Decrease in sales as a result of the withdrawal of STADApHarm from the discount business, improved operating profitability, but below Group average</li> <li>• Brands relatively stable</li> </ul>
CIS/Eastern Europe	<ul style="list-style-type: none"> <li>• Sales growth in local currencies, operating profitability adjusted for negative currency effects above Group average</li> <li>• Burdens from currency weakness and reluctance to buy; sales growth in Russia in local currency</li> </ul>
Asia/Pacific & MENA	<ul style="list-style-type: none"> <li>• Sales growth, operating profitability above Group average</li> <li>• Substantial sales growth in Vietnam, China and MENA</li> </ul>

# Outlook for the Group

## 2016

- Slight growth in sales adjusted for currency and portfolio effects
  - Slight growth in adjusted EBITDA and adjusted net income
  - Ratio of net debt, excluding further acquisitions, to adjusted EBITDA at a level of nearly 3
- 

## Q1/2016

### Subdued development

- Strong currency weakness in CIS/Eastern Europe
  - Possible Brexit burdens the British pound sterling
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# Market Regions

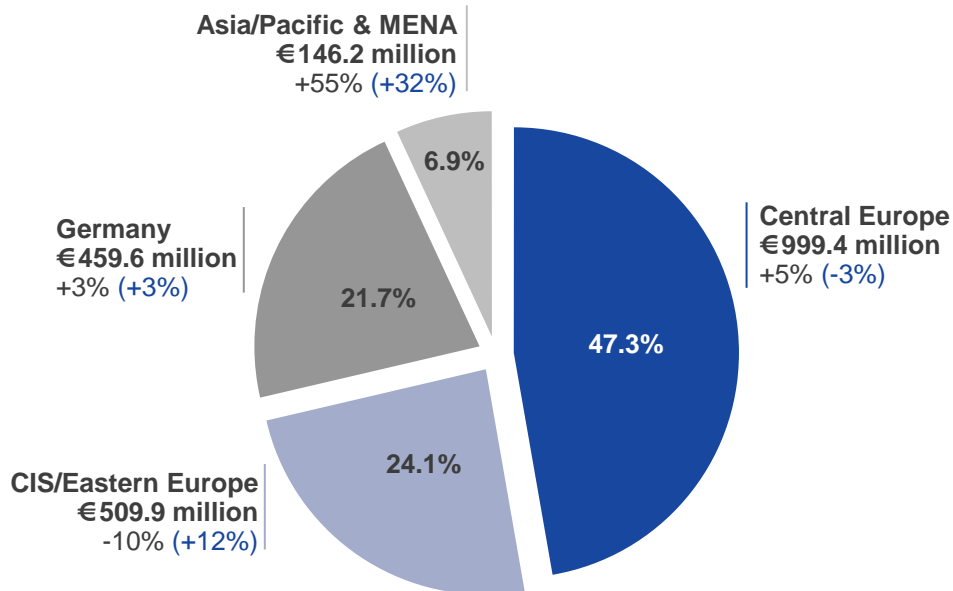
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# Sales 2015

## By market region

Total group €2,115.1 million

+3% (+4%)



(x) = Adjusted for changes in the Group portfolio and currency effects.

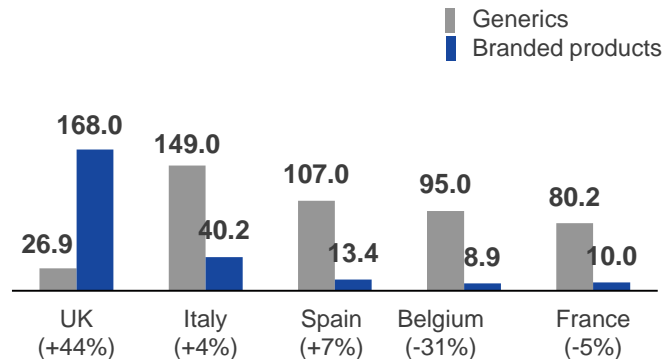
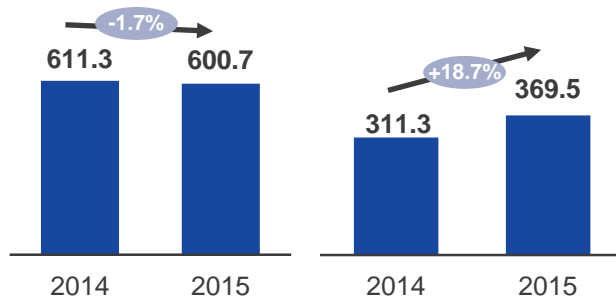
# Market region Central Europe

## Generics sales (in € million)

## Branded product sales (in € million)

## Most important countries (sales in € million)

Total sales 2015: €999.4 million (+5%, adjusted<sup>1)</sup> -3%)



## 2015

- UK, Spain and Italy with positive development
- Belgium influenced by temporary reluctance on the part of wholesalers
- Difficult market environment in France

## Outlook 2016

- Sales growth
- Operating profitability at Group average
- For Europe<sup>2)</sup> in 2015-2020, IMS Health expects sales growth of +5.3% for Generics and +2.1% for OTC products

1) Adjusted for changes in the portfolio and currency effects.

2) Definition: EU28+RU+CH+NO+RS; Source: IMS Health



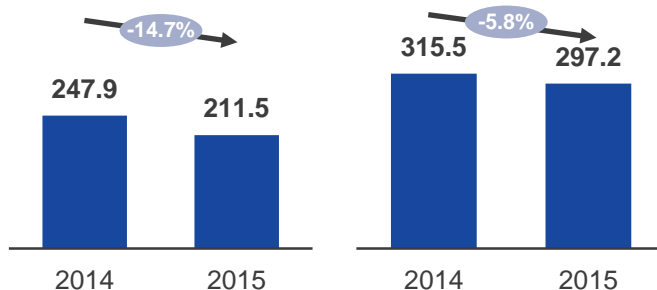
# Market region CIS/Eastern Europe

## Generics sales (in € million)

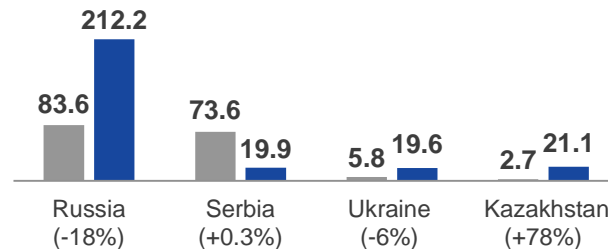
## Branded product sales (in € million)

## Most important countries (sales in € million)

Total 2015: €509.9 million (-10%, adjusted<sup>1)</sup> +12%)



■ Generics  
■ Branded products



## 2015

- Dampened by CIS crisis, burdened by currency weakness
- Generics segment in Serbia burdened by regulatory interventions; strong growth of Branded Products
- Sales growth in Russia +7% in local currency, driven by price increases

## Outlook 2016

- Earnings increase in local currencies
- Operating profitability adjusted for currency effects above Group average

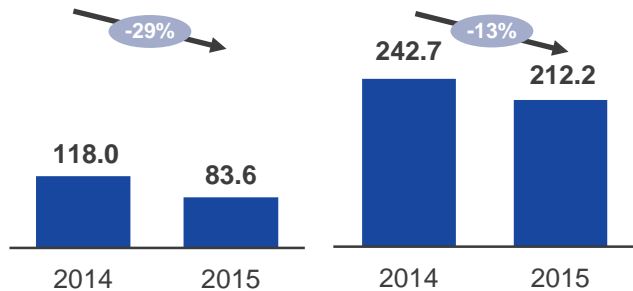
1) Adjusted for changes in the portfolio and currency effects.

# Development in Russia

## Generics sales (in € million)

## Branded product sales (in € million)

Total 2015: €295.8 million (-18%, adjusted<sup>1)</sup> +8%)



## Measures in the currently difficult market environment

- Balanced portfolio
- No delay in the launch of new products
- Selective price increases
- Support of successful regions, redistribution of resources in sales
- Focus on strategic and high-margin products

## Market

- STADA: No. 2 among local suppliers/producers
- 87% of the market are "out of pocket" (STADA: 94%)
- High degree of loyalty to the Nizhpharm and Hemofarm brands
- Limited government regulation

## Outlook 2016

- Sales and earnings contributions strongly influenced by the development of the currency relation and end consumer demand

<sup>1)</sup> Adjusted for changes in the portfolio and currency effects

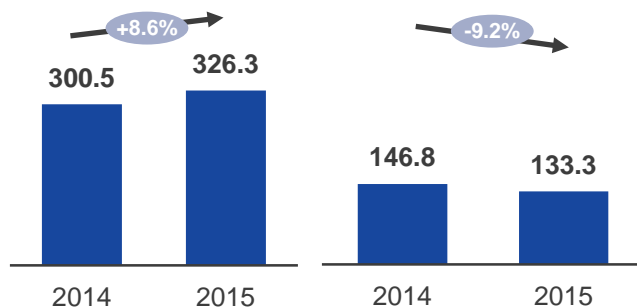
# Market region Germany

## Generics sales (in € million)

## Branded product sales (in € million)

## Strategic initiatives

Total sales 2015: €459.6 million (+3%)



### 2015

- Generics +8.6%, Branded Products -9.2%, export sales decreased by 47% due to a reclassification
- Local development in Germany (not including export): Generics +15%, Branded Products -1%

 **ALIUD PHARMA®**  
Gesunde Kompetenz.



- Transfer of the German discount business to ALIID Pharma
- Strengthening of the aesthetics area

### Outlook 2016

- Sales below the level of the previous year
- Operating profitability below Group average

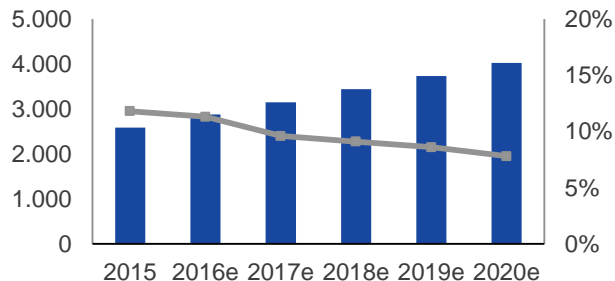
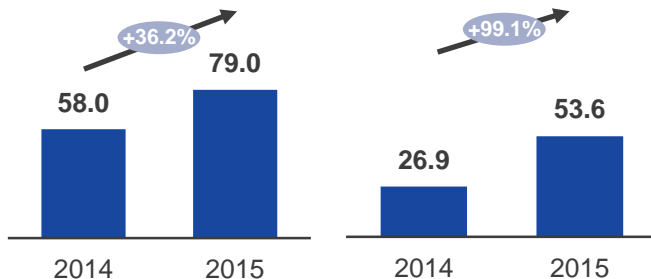
# Market region Asia/Pacific & MENA

## Generics sales (in € million)

## Branded product sales (in € million)

## Development Vietnam (in million EUR in CER<sup>2)</sup>)

Total 2015: €146.2 million (+55%, adjusted<sup>1)</sup> +32%)



## 2015

- Strong growth in Vietnam, China and MENA
- Integration of the MENA region into the expanded market region Asia/Pacific & MENA

## Outlook 2016

- Significant sales growth
- Operating profitability above Group average
- IMS forecast market growth 2015-2020: 9.3% (with constant exchange rates)

1) Adjusted for changes in the portfolio and currency effects.

2) Constant exchange rates.

# Branded Products

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# STADA branded products



**Cetraben®**  
As close to your skin as you are



## Wide range of product categories

Cough and Cold	Skin Treatments / Cosmetics	Vitamins, Minerals & Nutritional Supplements	Pain	Others
аквалор (Aqualor®)	<b>Ladival</b>	<b>Fultium®-D<sub>3</sub></b>	<b>Mobilat®</b>	<b>APO-go</b>
<b>Grippostad</b> C	<b>Cetraben®</b> As close to your skin as you are	<b>Magnetrans®</b>	<b>versatis®</b> 5% lidokain medicinski flaster ZALIJEPITE GDJE BOLI!	<b>ЛЕВОМЕКОЛЬ®</b> (Levomecol®)
<b>SNUP®</b>	<b>Zeroderma®</b>	<b>EUNOVA®</b>	<b>Tramal®</b>	<b>Витапрост®</b> 15 ЭКСПЕРТ В ЛЕЧЕНИИ ПРОСТАТЫ лет (Vitaprost®)
<b>COVONIA</b>	<b>Flexitol.</b>	<b>Curazink®</b>	<b>ZALDIAR®</b>	<b>Hedrin®</b>
<b>CLAIRE FISHER</b> NATUR CLASSIC		<b>RYDEX 375</b> IMMUN-POWER	<b>Transtec®</b> Transdermalni buprenorfin Za kontrolu kronične boli	<b>HIRUDOID®</b>
	<b>SWYZZSUN</b>	<b>DAOSin®</b>	<b>PALEXIA®</b>	<b>Hoggar®</b>

# Strategic focus on OTC

2011<sup>1)</sup>

	OTC corporation	Sales in €million
1	Bayer	1,257
2	Novartis	1,125
3	Sanofi	1,087
4	Johnson & Johnson	966
5	GlaxoSmithKline	780
6	TEVA	533
7	Reckitt Benckiser	485
8	Boehringer Ingelheim	440
9	Roche	392
10	Bristol-Myers Squibb	379
<b>11</b>	<b>STADA</b>	<b>358</b>
12	Pierre Fabre	340
13	Menarini	327
14	Meda	318
	Gesamtmarkt	20,375

2015<sup>1)</sup>

	OTC corporation	Sales in €million
1	Bayer	1,224
2	Novartis	1,193
3	Sanofi	1,120
4	Johnson & Johnson	945
5	GlaxoSmithKline	734
6	Reckitt Benckiser	572
7	TEVA	559
8	Boehringer Ingelheim	459
<b>9</b>	<b>STADA</b>	<b>396</b>
10	Roche	369
11	Meda	312
12	Braun-Melsungen	309
13	Fresenius	305
14	Bristol-Myers Squibb	296
	Gesamtmarkt	21,241

1) Definition of overall market: EU28+RU+CH+NO+RS – Panel: Retail + Hospital – MAT/12/2015, not including cosmetics and Rx branded products; Source: IMS Health MIDAS

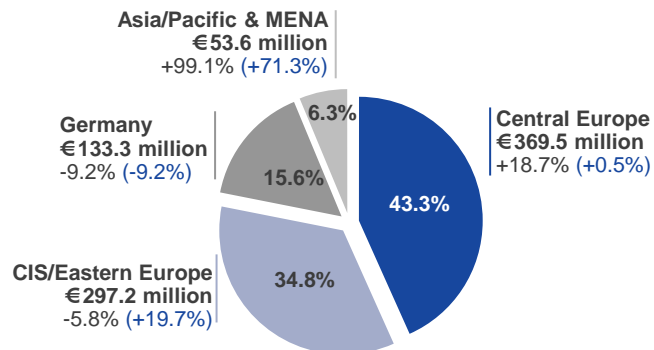
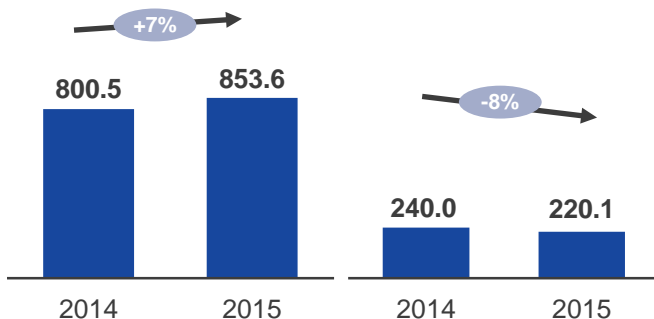


# Branded Products 2015

**Sales**  
(in € million)

**Adj. EBITDA**  
(in € million)

**Regional sales development**



## 2015

## Strategy

- Organic growth +9%
- CIS burdened by currency weakness
- Thornton & Ross highly dynamic
- APO-go® on growth path
- Germany "Like-for-like" -1%
- Asia/Pacific & MENA with excellent performance

- Internationalization of leading brands
- Expansion with focus on growth niches
- Support through advertising and strong position in pharmacies

(x) = Adjusted for changes in the Group portfolio and currency effects.

# Top 10 brands in 2015

No.	Branded Product	Growth in %	Sales in €million	Indication
1.	APO-go® (RX)	+23	62.9	Parkinson's
2.	Aqualor® (OTC)	+6	42.9	Cough and cold
3.	Grippostad® (OTC)	+25	42.2	Cough and cold
4.	Snup® (OTC)	-9	30.0	Rhinitis
5.	Vitaprost® (OTC)	+5	21.7	Prostate hyperplasia
6.	Fultium® (OTC, RX)	Launch	20.5	Vitamin D deficiency
7.	Ladival® (OTC)	-25	19.7	Sun Protection
8.	Care® <sup>1)</sup> (OTC)	+14	19.7	Umbrella brand
9.	Covonia® (OTC)	+22	18.6	Cough and cold
10.	Levomecol® (OTC)	+9	18.0	Infection

**All Branded Products**

**+7 (adj. +9)<sup>2)</sup>**

**853.6**

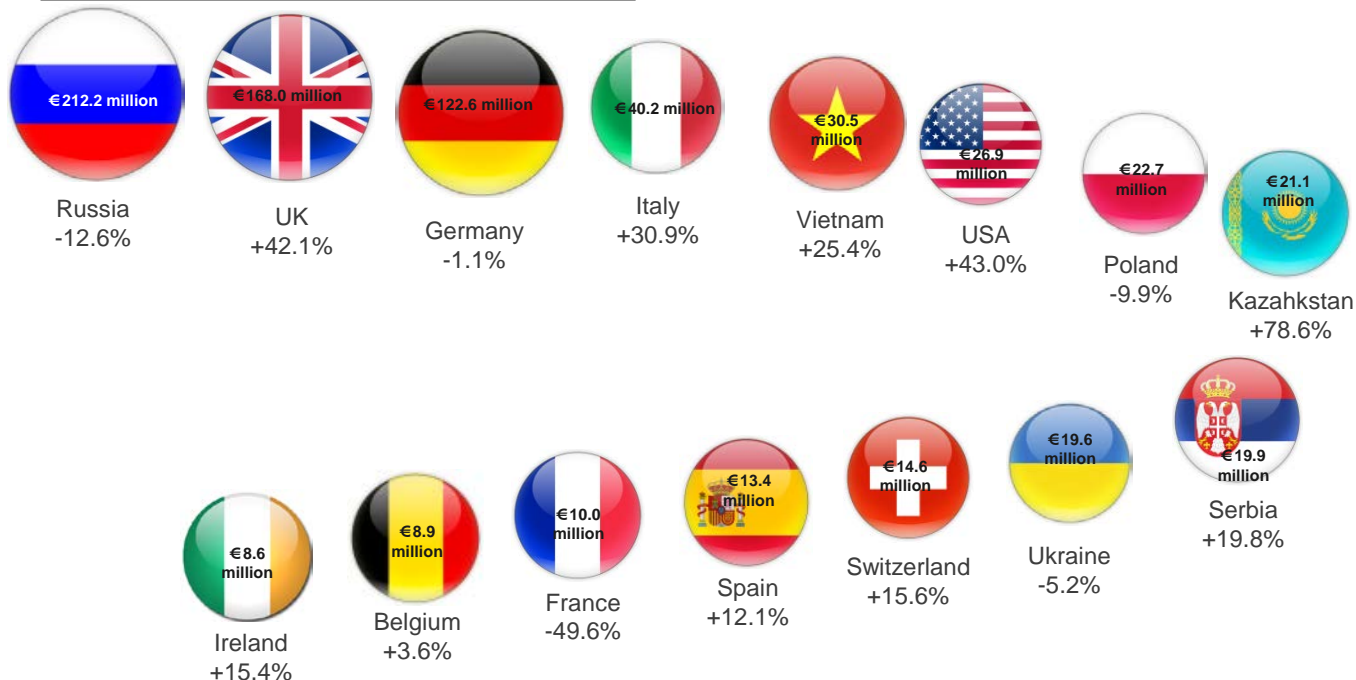


1) Umbrella brand for various indications such as skin care, cold medicine, gastrointestinal disease, pain medication, among others.

2) Adjusted for changes in the Group portfolio and currency effects

# Strong sales growth in the branded products area<sup>1)</sup> in 2015

Branded product sales: +7% (adj. +9%)



1) Related to the market region.

# Brand acquisitions







## Acquisitions 2014/2015

- Claire Fisher (Cosmetics)
- Aqualor® (Cough and cold)
- Flexitol® (Dermatological hand and foot care)
- Fultium® (Vitamin D3 deficiency)
- AndroDoz® and NeroDoz® (Men's health)
- Rydex® Immun-Power\* (Nutritional supplement)
- DAOSIN® (Enzymatic food intolerances)
- Combigesic® (analgesic combination – distribution since Q4/2015)
- Binosto® (bisphosphonate/ osteoporosis – distribution since Q4/2015)
- SWYZZ SUN (Sun protection)
- Princess® (Cosmetics/Aesthetics) – exclusive trademark license rights



# Generics

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Belgium: #1	Eurogenerics	
Serbia: #1	Hemofarm	
Russia: #2 <sup>1)</sup>	Nizhpharm, MAKIZ	
Germany: #3	ALIUD, STADapharm	
Spain: #2	Laboratorio STADA	
Italy: #4	EuroGenerici	

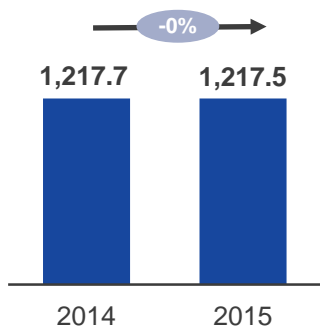
*Agility, flexibility and long-standing expertise to manage heterogenous markets and complex portfolios is our plus – supported by a competitive cost basis and the highest quality*



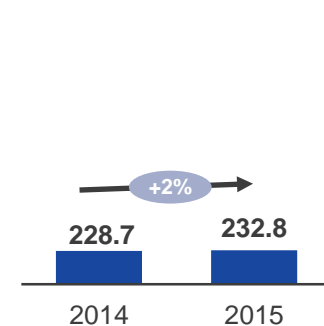
1) Local suppliers/producers

# Generics 2015

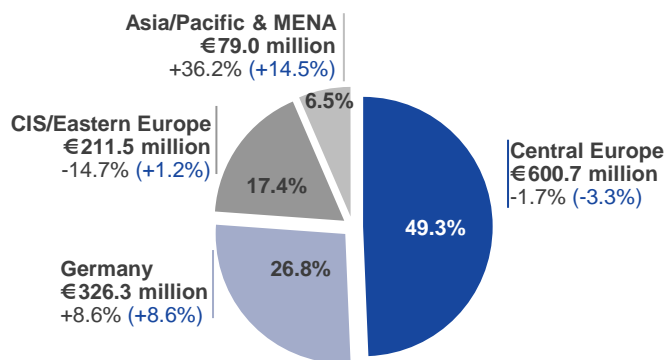
**Sales**  
(in € million)



**Adj. EBITDA**  
(in € million)



**Regional Sales Development**



## 2015

- CIS burdened by currency weaknesses, subdued demand
- Central Europe affected by reluctance on the part of wholesalers in Belgium, Spain strong
- Improved product mix in Germany, focus on costs
- Positive development in Asia/Pacific & MENA

## Strategy

- Focus on growth markets with high share of self-payers, e.g. CIS, Asia and MENA
- Development of the portfolio of biosimilars based on risk-averse in-licensing approach
- Production focus in Serbia
- Development partnerships

(x) = Adjusted for changes in the Group portfolio and currency effects.

# Environment analysis

## Growth markets health care & pharma

- Global population growth
- Ageing society in industrialized countries
- Medical progress
- International pharmaceutical market prognosis to 2020: 5 to 7% p.a.<sup>1)</sup>

## Growth opportunities for generics

- Progressive generics penetration
- Continuous patent expirations, especially in biologicals with high sales potential
- Global generics market prognosis to 2020: up to 7.9% p.a.<sup>1)</sup>



**Growth  
opportu-  
nities**

## Specific challenges and additional risks

- Regulatory interventions
- Exchange rate volatility
- Default risks, among other things

1) IMS Market Prognosis, September 2015; IMS Market Prognosis Global, September 2015; IMS Syndicated Analytics Service (September 2015; prepared for STADA February 2016. The market data on generics fluctuate in some cases substantially due to differing market definitions from source to source.

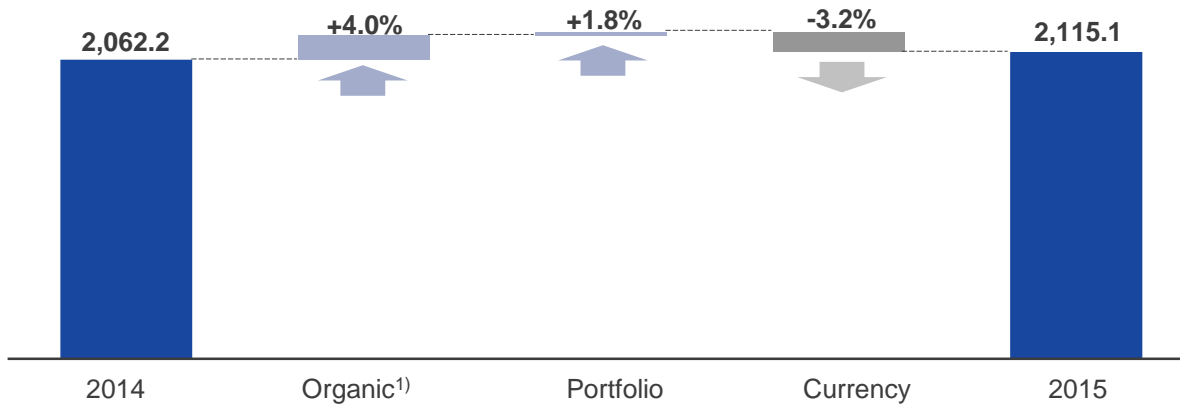


# Finance

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# Growth components 2015

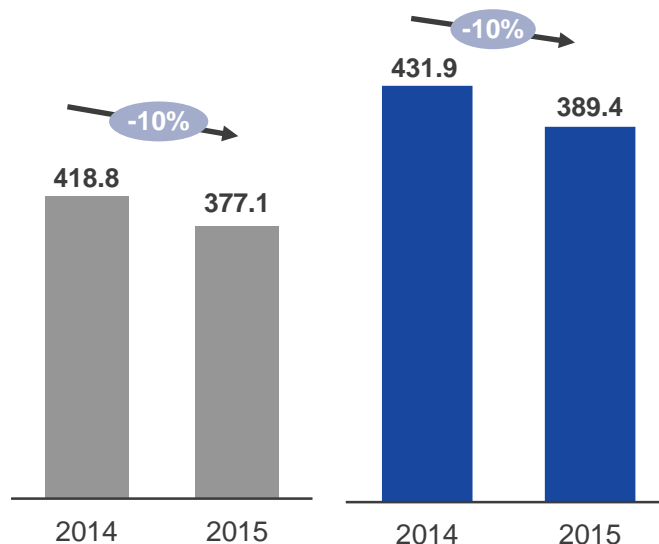
Group sales: €2,115.1 million (+2.6%)



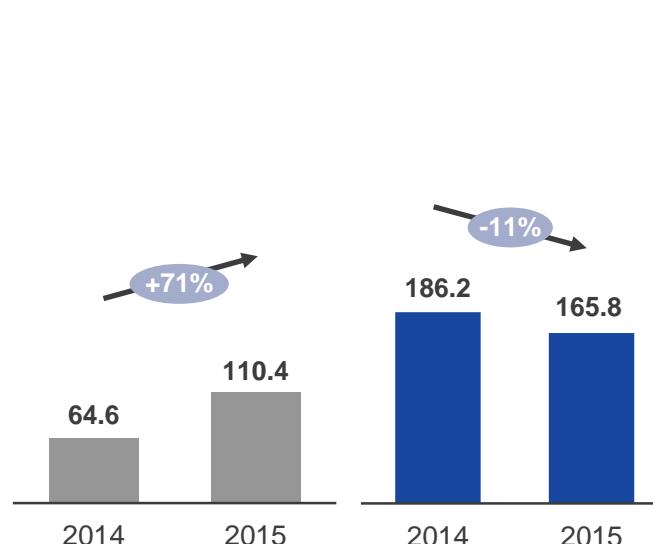
<sup>1)</sup> Adjusted for changes in the Group portfolio and currency effects.

# Key earnings figures 2015

EBITDA (in €million) 2015 vs. 2014  
reported                      adjusted<sup>1)</sup>



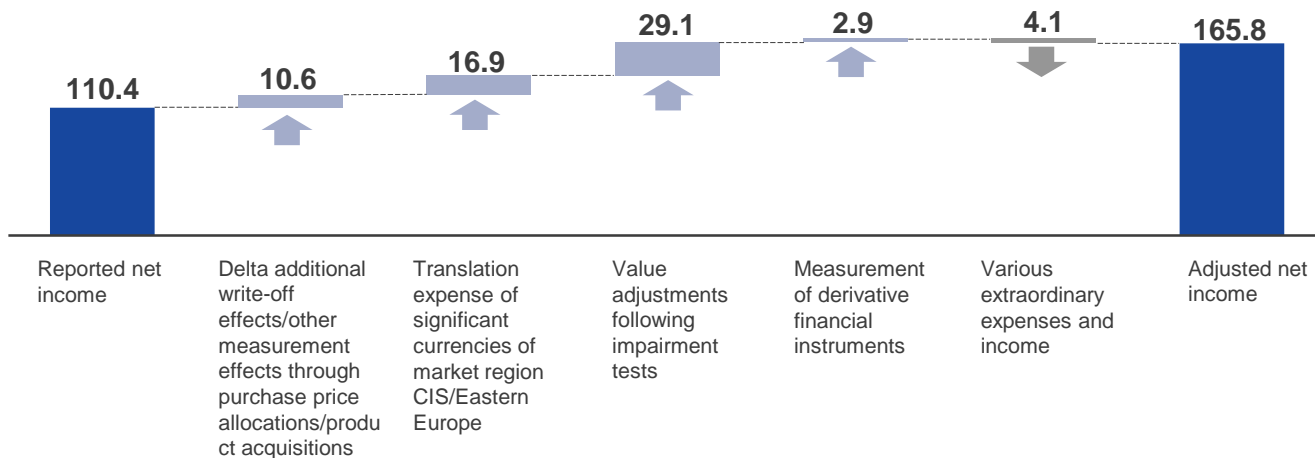
Net income (in €million) 2015 vs. 2014  
reported                      adjusted<sup>1)</sup>



1) Adjusted for one-time special effects.

# Net income adjustments in 2015<sup>1)</sup>

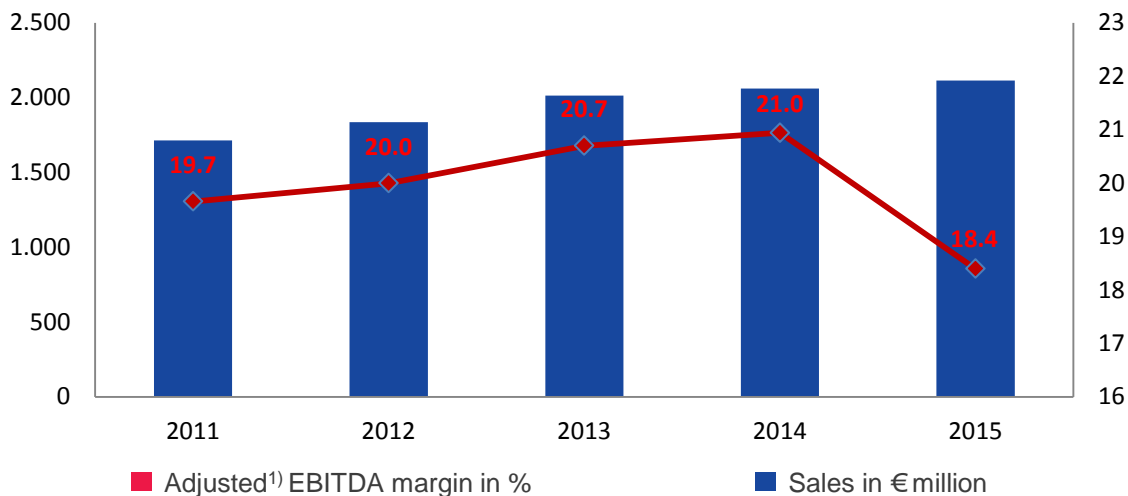
in € million



<sup>1)</sup> For a detailed definition, see STADA's Annual Report 2015.

# Development of sales and margins

2011-2015



- Expansion of self-pay portfolio
- Shift to high margin product/country mix
- Scale effects (volume gains)

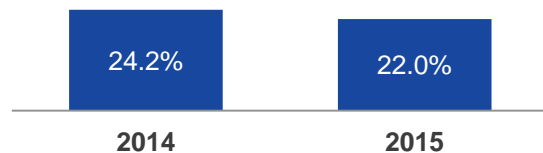
- 2015 burdened by CIS crisis and temporary reluctance on the part of Belgian wholesalers
- Substantial investment in advertising

*1) Adjusted for one-time special effects (2009-2015) and non-operational effects from currency influences (2009/2010).*

# Tax efficiency

## Development of the adjusted tax rate

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## Outlook adjusted tax rate

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### Significant reduction in the tax rate in 2015:

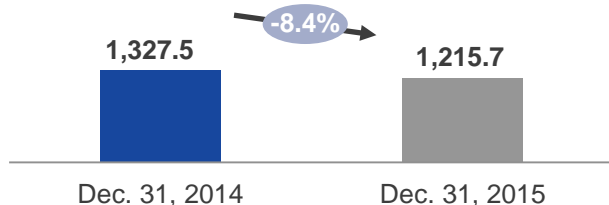
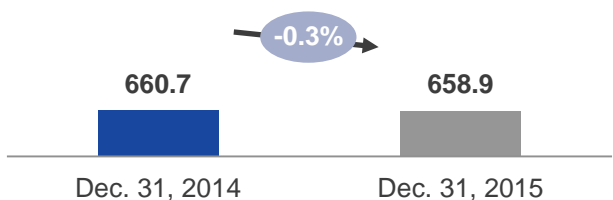
- In 2015, the reported tax rate decreased to 22.0% (previous year: 24.2%), which was primarily a result of a changed profit allocation.

# Balance sheet structure

Assets in €million	Dec. 31, 2015	Dec. 31, 2014
A. Non-current assets	2,032.3	2,013.8
B. Current assets	1,255.1	1,321.7
<b>Total assets</b>	<b>3,287.4</b>	<b>3,335.5</b>
Equity and liabilities in €million	Dec. 31, 2015	Dec. 31, 2014
A. Shareholders' equity	1,018.5	903.4
B. Non-current liabilities	1,282.6	1,246.7
C. Current liabilities	986.3	1,185.4
<b>Total equity and liabilities</b>	<b>3,287.4</b>	<b>3,335.5</b>

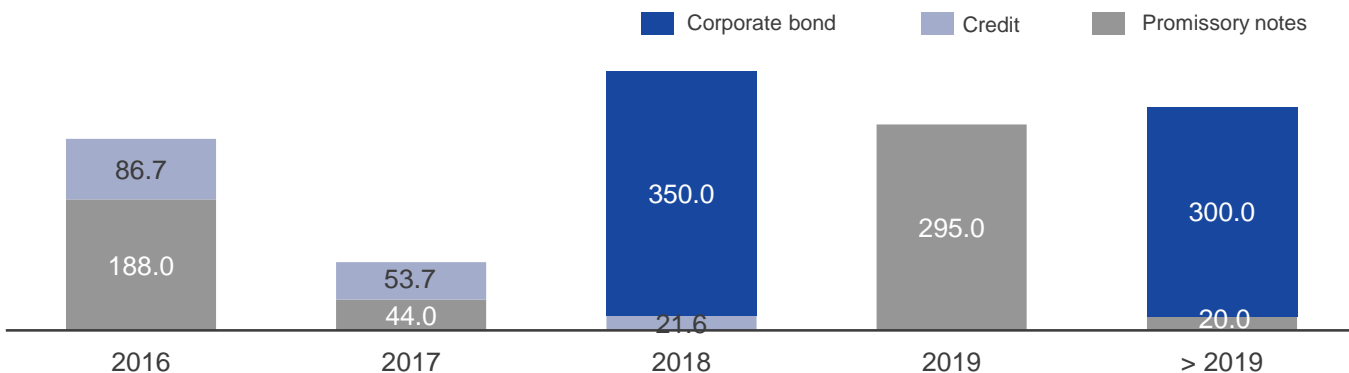
## Net working capital in €million

## Net debt in €million



# Financing structure

Remaining maturities of financial liabilities due to banks as of December 31, 2015 in €million



- In the first quarter of 2015, STADA was able to secure a corporate bond with a nominal value of €300 million and maturity in 2022.
- Net debt to adjusted EBITDA ratio<sup>1)</sup>: 3.1<sup>2)</sup> (2014: 3.1<sup>2)</sup>)
- Cash and cash equivalents including current securities: €143.2 million (December 31, 2014: €164.2 million)
- Access to firmly committed credit lines from banking partners for many years

1) Adjusted for one-time special effects.

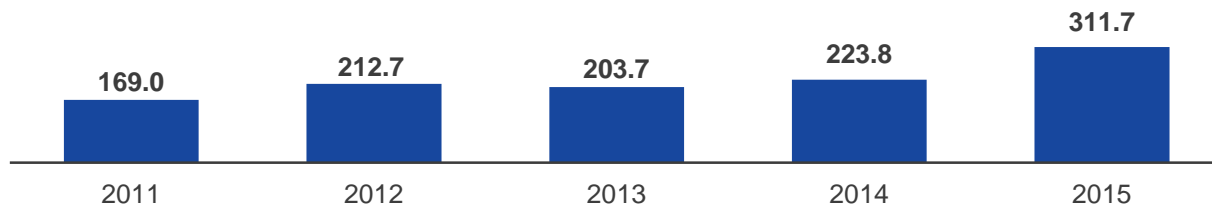
2) Net debt to adjusted EBITDA ratio of the reporting period



# Cash flow from operating activities and adjusted free cash flow

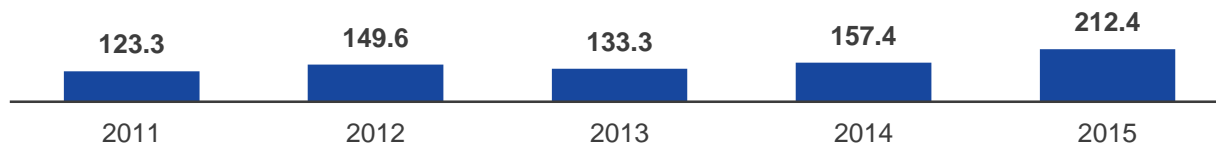
## Cash flow from operating activities (in €million)

2011-2015



## Adjusted free cash flow<sup>1)</sup> (in €million)

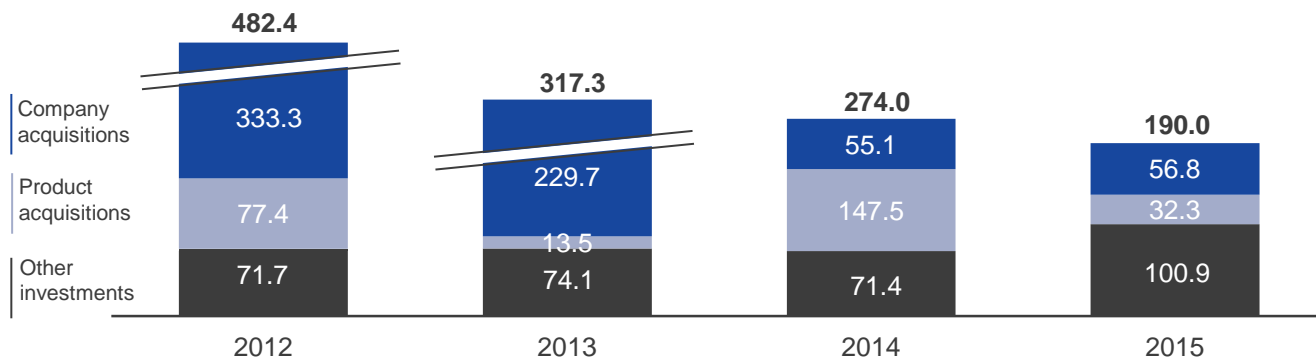
2011-2015



*1) Free cash flow comprises cash flow from operating activities and cash flow from investing activities, adjusted for payments for significant investments or acquisitions and proceeds from significant disposals*

# Expenses for capital expenditure

Total expenses 2012-2014 €million



- Share of consolidated companies and business combinations
- Significant investments in intangible assets for the expansion of the product portfolio
- Investments in other intangible assets, in property, plant and equipment and financial assets

## Proceeds

- 2015: € 11.8 million
- 2014: € 12.0 million
- 2013: € 5.4 million
- 2012: € 14.0 million

# Notes

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# P&L details 2015

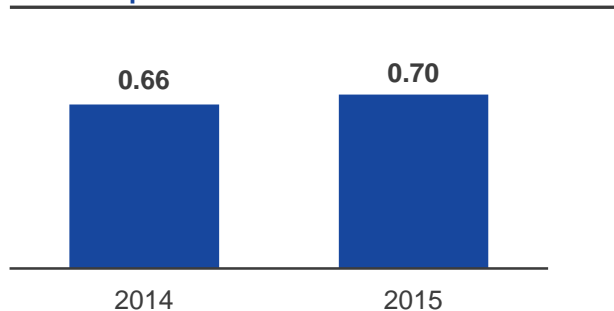
in € million

2015 in € million    2015 in % of sales    2014 in € million    2014 in % of sales

	2015 in € million	2015 in % of sales	2014 in € million	2014 in % of sales	
Gross profit	1.013.4	47.9	991.8	48.1	Burdens through CIS crisis
Selling expenses	482.6	22.8	458.4	22.2	Investments in the British and Italian markets
General and administrative expenses	178.4	8.4	152.8	7.4	Previous year: Income in connection with a change to the benefit plan of the Chairman of the Executive Board
R&D expenses	65.0	3.1	56.9	2.8	Project costs APO-go®
Financial result	-65.9		-63.8		Reduced interest expenses, but expenses through derivatives
Taxes on income	40.6		54.6		Improved adjusted tax rate at 22.0% (2014: 24.2%)

# Dividend proposal

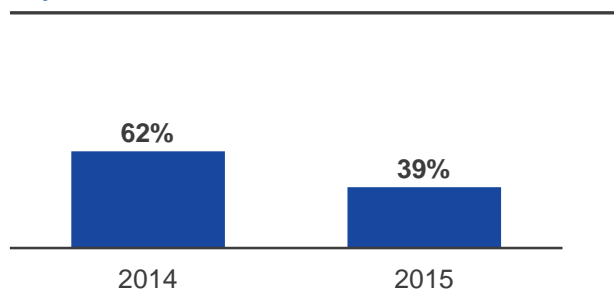
## Dividend per STADA common share in €



**Dividend payout** 2015: €43.6 million  
(2014: €40.0 million)

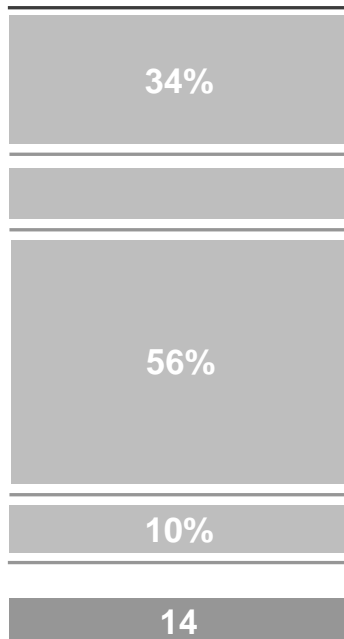
**Dividend policy** Appropriate share of reported net income to shareholders

## Pay-out ratio



# Concentration of the production processes

Share in production volume 2009



Own production locations

**Market region Germany**

- Bad Vilbel (Germany)
- Pfaffenhofen (Germany)

**Market region Central Europe**

- Huddersfield<sup>1)</sup> (UK)

**Market region CIS/Eastern Europe**

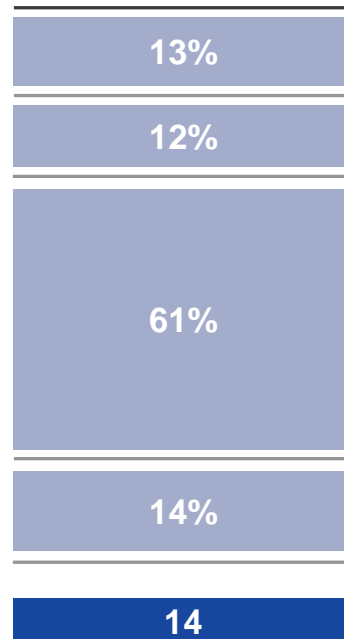
- Vrsac (Serbia)
- Sabac (Serbia)
- Dubovac (Serbia)
- Banja Luka (Bosnia-Herzegovina)
- Podgorica (Montenegro)
- Nizhny Novgorod (Russia)
- Obninsk (Russia)

**Market region Asia/Pacific & MENA**

- Ho-Chi-Minh-City (two locations in Vietnam)
- Tuy-Hoa-City (Vietnam)
- Peking (China)

**Number of production sites<sup>1)</sup>**

Share in production volume 2015



● Locations or parts of the locations are EU-GMP certified.

<sup>1)</sup> Purchase as of August 2013 with the acquisition of Thornton & Ross.

# Share capital and shareholder structure

December 31, 2015

STADA shares <sup>1)2)</sup>	62,342,440
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Amount of treasury shares	87,259
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## Shareholder structure as of Dec. 31, 2015

- 100% free float
- Approx. 68% institutional investors
- Current notices with regard to the exceeding of the legal reporting threshold of > 3% of shareholdings are published on STADA website ([www.stada.com](http://www.stada.com))
- Approx. 10% pharmacists and doctors

*1) Owners of registered common shares with restricted transferability must be recorded in the shareholders' register in order to be able to exercise their shareholders' rights. Recording in the shareholders' register is only possible with the approval of the Executive Board.*

*2) Additional authorized capital of 29.4 million common shares.*

# Responsibility and sustainability

## Code of Conduct

### Markets and products

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- STADA mission statement: care for people's health and well-being.
- Generics contribute to efficient and affordable health care for society
- Risk-averse business model: no research, very few clinical studies and animal experiments, therefore no risk concentration
- Focus on marketing and sales in the over-the-counter drug market

### Environment

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- Top priority placed on quality and product safety
- GMP-certified production facilities
- Business model without significant emissions risk since no active pharmaceutical ingredients are produced
- Regular Group-wide quality control reviews – in own production facilities as well as at suppliers

### Society

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- Strengthening of employee well-being through fitness and health care
- High share of women in management positions (2015: 48%)
- Professional training, language classes, talent development programs
- Additional forms of remuneration, such as childcare contributions
- Sponsoring activities, support of culture and sports

### Governance

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- Annual Declaration of Compliance in accordance with the German Corporate Governance Code: determination of shareholder rights, cooperation between the Executive Board and the Supervisory Board, as well as remuneration, reporting and transparency obligations
- Group-wide Compliance Management System based on best practices



# Your contact

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