Formycon AG

Sustainability Report

2025

Table of Contents

Formycon Sustainability Report

List of tables 04
List of figures **04**
Letter from the CEO 06

General Disclosure **08**

What we do 11
- Product portfolio 12
- Business model 14
- Value chain 16

Transition to a more sustainable economy 19
- Double materiality analysis 19
- Impacts, risks and opportunities 21
- Sustainability strategy 23
- Sustainability governance 25
- Policies 29

Environment **32**

Climate Change 33
- Energy consumption 39
- Greenhouse gas emissions 40

Biodiversity 44

Water 45
- Water consumption 45

Resource Use and Circular Economy 48
- Waste 50

Social **52**

Own Workforce 53
- Working conditions 57
- Training & development 57
- Health & safety 58
- Workforce characteristics 61

Workers in the Value Chain 64
- Supplier screening 66

Patients 67
- Drug safety 70
- Contribution to societal healthcare 71
- Data privacy 72

Governance **74**

Ethical business conduct 79
Corporate culture 81
Animal welfare 82

List of Figures

List of figures

Fig. 1	Group Structure	09
Fig. 2	Product portfolio	12
Fig. 3	Business Model	14
Fig. 4	Value Chain	16
Fig. 5	Double Materiality Matrix	18
Fig. 6	Material impacts, risks and opportunities	21
Fig 7	Governance structures Sustainability	25
Fig 8	Energy Consumption	37
Fig. 9	Resource use along the value chain	46

List of Tables

List of tables

Tab. 1	Parameters of impact materiality	20
Tab. 2	Threshold values for material financial risks and opportunities	20
Tab. 3	Important stakeholdergroups	22
Tab. 4	Key elements - sustainability strategy	24
Tab. 5	List of sustainability-related policies	29
Tab. 6	Impacts, risks & opportunities - Energy & Climate	34
Tab. 7	Targets & Actions - Energy & Climate	37
Tab. 8	Greenhouse gas emissions	40
Tab. 9	Accounting principles - scope 3	42
Tab. 10	Greenhouse gas intensity	43
Tab. 11	Impacts risk & opportunities - water	46
Tab. 12	Targets & actions - water	46
Tab. 13	Water consumption	46
Tab. 14	Impacts, risks & opportunities - resource use	49
Tab. 15	Targets & actions - resource use	51
Tab. 16	Total waste in metric tonnes	51
Tab. 17	Impacts, risks & opportunities - Own employees	54
Tab. 18	Number of human rights incidents	57
Tab. 19	Target & actions - own employees	59
Tab. 20	General workforce characteristics	61
Tab. 21	Turnover rate	62
Tab. 22	Additional general workforce characteristics	62
Tab. 23	Occuptaional healtz & safety	62
Tab. 24	Remuneration	63
Tab. 25	Share of women in the workforce (%)	63
Tab. 26	Targets & Actions - Workers in the value chain	65
Tab. 27	Supplier screening	65
Tab. 28	Impacts, risks & opportunities - patients	68
Tab. 29	Targets & Actions - patients	69
Tab. 30	Product recalls	70
Tab. 31	Impacts, risks & opportunities - governance	76
Tab. 32	Targets & actions - governance	78
Tab. 33	Convictions and fines for curruption and bribery	80
Tab. 34	Lobbying activities	80

Letter from the Chief Executive Officer

Dr. Stefan Glombitza
Chief Executive Officer
Formycon AG

Dear Colleagues, Partners and Friends of Formycon AG, ...

... as CEO of Formycon AG, I am pleased to share with you our commitment – both current and future – to advancing sustainability across all dimensions of our business. Sustainability is not an after-thought; it is embedded in our purpose, our strategy and our day-to-day decisions. Our overarching aim is clear: to contribute sustainably to healthcare, while minimising our environmental footprint, promoting equity and fairness and ensuring robust governance.

The medical technology has made tremendous progress in the last decades and new medicine based on biologics promise highly effective treatments. However, due to the large complexity and therefore long and costly development, these treatments are very expensive. With the entry of biosimilars onto the market, the treatment costs can be significantly reduced. Through the proven efficacy of biosimilars, cost efficiency and high standard of quality, biosimilar medicines are already making a major contribution towards facilitating patient access to effective medical treatments. Therefore, our aim and vision is to enable broad access to high quality, highly competitive biosimilars for the treatment of serious diseases.

In doing so, we recognise that our responsibility extends beyond the therapies themselves: we must also recognise and minimise any negative impacts our business might have on the environment or society, whether it be through our own operations or through activities along the value chain.

With our first sustainability strategy developed in 2023, we formalized our commitment to reduce our ecological footprint and contribute to a more sustainable society, and although we are proud of the steps we have taken, we recognise that this is a journey. We will update our materiality analysis, review our goals and monitor the implementation of our measures on a regular basis.

Sustainable development is a collective endeavour. That is one reason we have joined the Global Compact, together with thousands of companies and organisations, supporting and implementing its universal principles on human rights, labour, environment and anti-corruption.

I invite every member of the Formycon community – employees, customers, suppliers, partners, investors and patients – to join us on this path. Your insights, your ideas, your commitment matter. Together, we can make a meaningful difference: improving healthcare access while upholding the highest standards of environmental, social and governance responsibility.

Let us move forward with purpose and conviction.

Yours sincerely,

Dr. Stefan Glombitza

General Disclosure

Group Structure

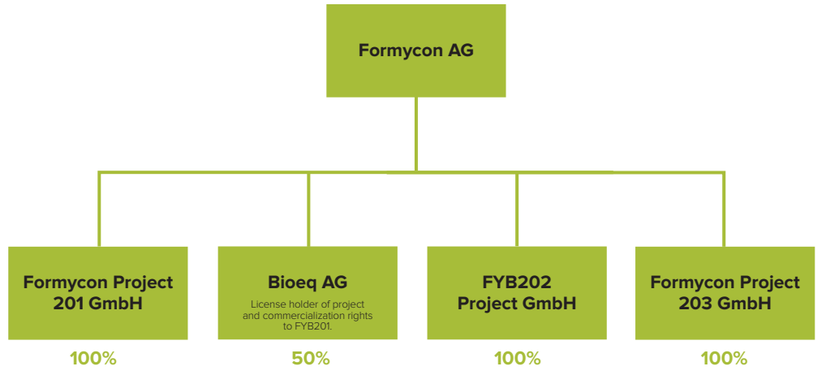

Fig. 1: Group structure

Basis for Preparation

This report is Formycon's first public sustainability report and it has been prepared based on the European Voluntary Standard for Small and Medium-sized Enterprises (VSME) for the business year 01.01.2025 – 31.12.2025. It has been prepared on a consolidated basis, in line with the scope of financial reporting. In addition to the General Principles, it covers the Basic and Comprehensive Modules. To identify the relevant topics for this report, the double materiality approach has been used, including the involvement of Formycon's main stakeholders and in accordance with the Corporate Sustainability Reporting Directive (CSRD) requirements. No required disclosures have been omitted due to classified or sensitive information.

Key Financial Figures 2025

Legal form	**Public limited company**
NACE code	**72.11.0**
Turnover	**44.5 Mio. €**
Balance Sheet Total	**739.5 Mio. €**
Number of Employees* (Headcount)	**203**
Number of Employees* (FTE)	**172.2**
Country of primary Operations and Locations of significant Assets	**Germany**

* As of Dec. 31, 2025

List of certifications & memberships

- Energy management System Certificate DIN EN ISO 50001:2018 issued by ift Rosenheim on February 7, 2025
- Systematic Seal of safety in accordance with ILO-OSH 2001, issued by the German Social Accident Insurance Institution for the Raw Materials and Chemical Industry on November 6, 2024
- Occupational Health Management in accordance with ISO 45001:2023, issued by the German Social Accident Insurance Institution for the Raw Materials and Chemical Industry on November 6, 2024
- Since 2019, Formycon is a member of the UN Global Compact, one of the world's largest and most important initiatives for responsible corporate management, which aims at creating an inclusive and sustainable global economy and which supports companies in aligning their strategies and activities with sustainability goals.
- The development of biosimilars for highly regulated markets requires very strict standards of safety, quality, comparability and efficacy of the drugs. Within the EU, the quality assurance requirements for the production processes related to medicinal products and active ingredients are defined by the European Commission in the Principles and Guidelines of Good Manufacturing Practice (GMP) for medicinal products for human use. Formycon's laboratories are managed under these guidelines and recurringly inspected and audited by regulatory bodies such as the U.S. Food and Drug Administration (FDA).

What we do

Formycon is a world-leading, independent developer of high-quality biosimilars, meaning follow-on products to biopharmaceutical medicines already on the market. A biosimilar medicine is a biologic drug that is highly similar to an approved biologic drug (or reference product) that is already being used to treat patients. Biosimilars have the same quality, efficacy and safety as their reference products.

Our focus is on treatments in ophthalmology and immunology as well as for other key chronic diseases. Our company's activities span the entire range from technical- pharmaceutical development to clinical trials all the way through to preparation and submission of dossiers for regulatory approval.

Our business model generates income from success payments and royalty streams from the commercialization partners that purchase the product licenses, as well as R&D compensation from our contract development customers.

Our biosimilars expand access to essential therapies and reflect our commitment to social responsibility.

Formycon AG Sustainability Report 2025
General Disclosure

Product portfolio

Biosimilars

OPHTHALMOLOGY

FYB201
ranibizumab

On the market in 24 countries around the world

Reference drug:
Lucentis®

Reference drug indications
Neovascular (wet) age-related macular degeneration, diabetic macular edema, choroidal neovascularization, proliferative diabetic retinopathy, macular edema due to retinal vein occlusion*

Market Launch
2022

Ranibizumab Market**
Ranibizumab is a standard therapy where anti-VEGF (vascular endothelial growth factor) drugs are indicated. In 2025, reference drug Lucentis® generated global sales of approx. US$ 600 million.

IMMUNOLOGY

FYB202
ustekinumab

On the market in the U.S. and Europe

Reference drug:
Stelara®

Reference drug indications
Crohn's disease, ulcerative colitis, plaque psoriasis, psoriatic arthritis *

Market Launch
2025

Ustekinumab Market**
Ustekinumab is an established and frequently used biologic for the treatment of chronic inflammatory diseases. In 2025, reference drug Stelara® generated global sales of approx. US$ 6 billion.

OPHTHALMOLOGY

FYB203
aflibercept

To be launched in Europe and the U.S. in 2026

Reference drug:
Eylea®

Reference drug indications
Neovascular (wet) age-related macular degeneration, diabetic macular edema, choroidal neovascularization, proliferative diabetic retinopathy, macular edema due to retinal vein occlusion*

Market Launch
2026

Aflibercept market**
Aflibercept is a leading active ingredient used in ophthalmic anti-VEGF drugs. In 2025, reference drug Eylea® in the 2 mg regular dosage and 8 mg high dosage generated combined sales of approx. US$ 7.9 billion.

Biosimilar Candidates

IMMUNO-ONCOLOGY

FYB206
pembrolizumab

Positive klinische Daten aus der Dahlia-PK-Studie

Reference drug:
Keytruda®

Reference drug indications
Advanced melanoma, non-small cell lung cancer, Hodgkin's lymphoma, urothelial carcinoma, tumors in the head and neck region, other tumor diseases*

Market Launch
In the U.S. and EU following expiry of the reference drug's patent exclusivity

Pembrolizumab market
With its broad range of indications in oncology and 2025 sales of US$ 31.7 billion, Keytruda® is one of the world's top-selling drugs.

IMMUNOLOGY

FYB208
dupilumab

Technical Proof of Similarity erreicht

Reference drug:
Dupixent®

Reference drug indications
Moderate to severe atopic dermatitis (eczema), severe asthma, chronic rhinosinusitis with nasal polyps, chronic obstructive pulmonary disease (COPD)*

Market Launch
In the U.S. and EU following expiry of the reference drug's patent exclusivity

Dupilumab market
Due to its ease of use, good tolerability, efficacy and broad range of indications, the global market for dupilumab is projected to continue its double-digit growth over the coming years. In 2025, the drug generated sales of approx. US$ 17.8 billion, a 26% increase over the preceding year.

Biosimilar Candidates - early development phase

IMMUNOLOGY

FYB209
undisclosed

Advanced technical development

Reference drug indications and reference market
undisclosed

IMMUNOLOGY

FYB210
undisclosed

Advanced technical development

Reference drug indications and reference market
undisclosed

Fig. 2: Product portfolio

* Detailed information about indications for which the drug has been approved may be found in the approved drug information from the European Medicines Agency (EMA) and U.S. Food and Drug Administration (FDA).

** Annual sales of the reference drug represent only the market size of the reference drug. Upon market entry by one or more biosimilars, this figure reflects only a portion of the total market. This distinction is particularly relevant for the 2025 annual sales figures for ranibizumab and ustekinumab.

Formycon AG Sustainability Report 2025
General Disclosure

Business Model

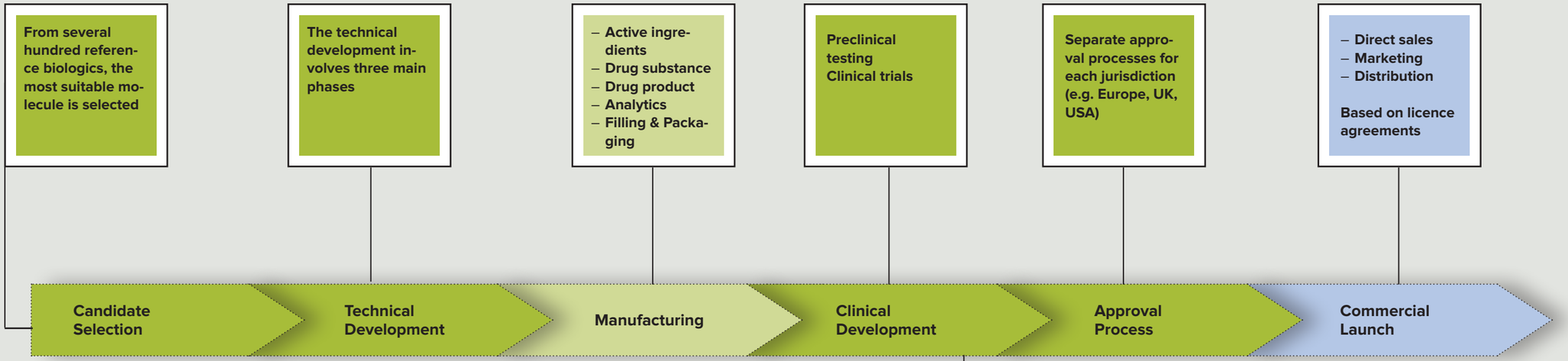

Fig. 3: Business model

Legend

Partnered with reputed CDMOs

Partnered with strong commercial biosimilar players

Commerzialization Partnerships

Revenue generation

Upfront and milestone payments	→	**Payments according to licence agreement that accrue before commercialization**
Royalties	→	**Share of revenues generated by the commercialization partner (based on e.g. net sales)**
Contract work	→	**Fees for providing development services for development work on biosimilar candidates**

Formycon AG Sustainability Report 2025
General Disclosure

Value Chain

Upstream activities			Own operations		Downstream activities		
Purchased goods	**Purchased services**	**Other upstream activities**	**Core activities**	**Supporting activities**	**Downstream activities of license partners**	**use phase**	**other downstream activities**
— Plastic goods (e.g. filter tips, tubes) — Finished products (e.g. filtration units, analytical kits) — Chemical products	— Cell line development — Clinical studies — Drug prodution for clinical studies — Commercial production — Transport & logistics — Storage & cooling	— Employee commuting — Business trips — Waste genereation as part of upstream activies	— Regulatory and approval activities — Intellectual property management — Research & development — Project and supply chain management	— Human capital management — Waste generation as part of own activities — Operation of vehicle fleet — Operation of office & laboratories	— Marketing & sales of the drug product — Transport & logistics as part of marketing & sales — Storage & cooling	— Use of drug product — Pharmacovigilance	— Waste generation from product use

Fig. 4: Value chain

Double Materiality Matrix

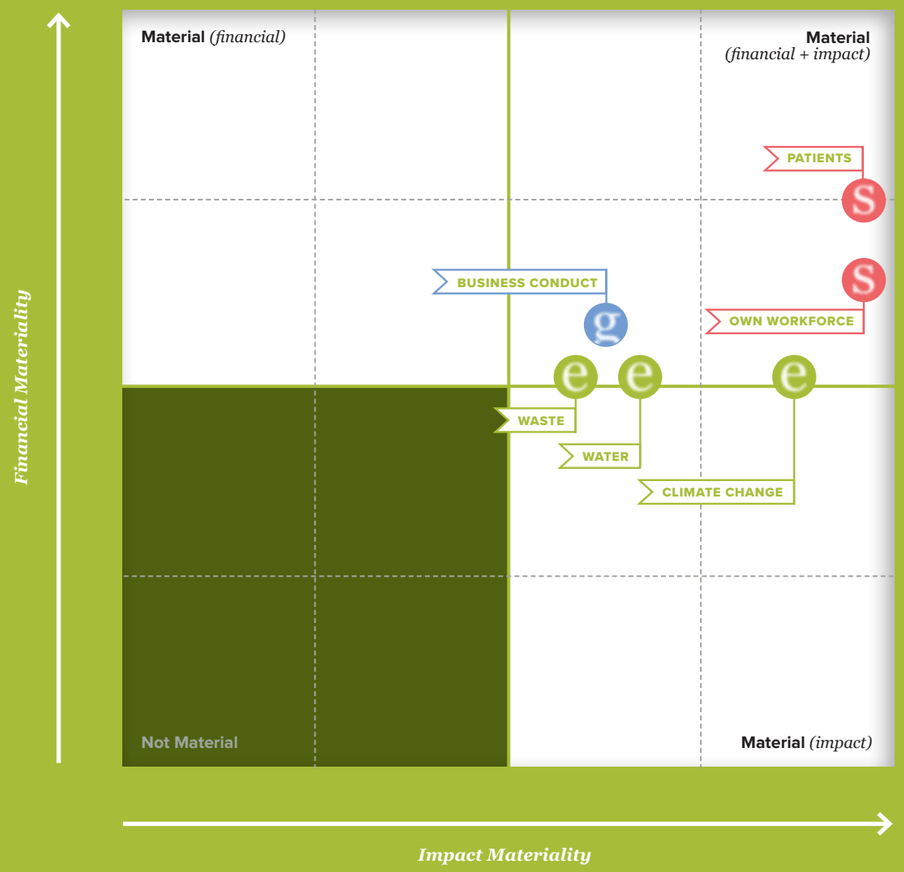

Fig. 5: Double materiality matrix

Transition to a more sustainable economy

Double Materiality Assessment

In 2025, Formycon carried out a Double Materiality Assessment (DMA) in line with the CSRD and European Sustainability Reporting Standards (ESRS) to identify our key sustainability impacts, risks and opportunities. Following the principle of double materiality, a topic is considered material if it is significant from an impact perspective (our effects on people or the environment) and/or a financial perspective (how sustainability matters can influence our cash flows, performance, position, cost of capital or access to finance). To ensure a robust assessment, we engaged relevant stakeholders, including employees, internal experts, suppliers, business partners and industry specialists.

A topic is deemed material if it has an actual or potential positive or negative impact on people or the environment, or if it poses financial risks or opportunities for Formycon and meets the relevant threshold. The results are integrated into our Enterprise Risk Management (ERM) system, ensuring that Environmental, Social and Governance (ESG) aspects are embedded in company-wide risk management processes. We update our materiality analysis every two years. Currently, we have identified 15 material topics across the areas of environment, own workforce, patients (end consumers)[1] and governance.

Process

Formycon began by assessing its value chain, considering both its own operations as well as upstream and downstream activities. The analysis was based on a long list of sustainability aspects in accordance with ESRS 1 AR 16; no company-specific topics were identified.

Using a bottom-up approach, impacts, risks, and opportunities (IROs) were identified in close collaboration with internal and external experts, taking into account the defined value chain stages and a short-, medium-, and long-term perspective. These were subsequently evaluated by internal technical experts against ESRS criteria. The final DMA results were presented to and approved by the Management Board.

Scoring & Thresholds

Impact Materiality

Formycon assesses the materiality of impacts using defined quantitative and qualitative thresholds and has set the following thresholds:

— Actual positive impacts: material from 5.3/10 points (53%)

— Actual negative impacts: material from 8/15 points (53%)

[1] In accordance with ESRS definitions, end users are persons who ultimately use a product or service. Within Formycon's business model, this corresponds to patients receiving medicinal products, either within clinical studies or after the product has been placed on the market.

Potential impacts are considered material if they have a severity score ≥ 5.33 or ≥ 8 (aligned with the thresholds for actual impacts) and a high likelihood of occurrence. Additionally, impacts, risks and opportunities are material if their scale, scope or irremediable character is rated 5 out of 5 (ESRS 1, AR 11). For potential negative human rights impacts, only severity is assessed, using the same threshold applied to actual impact.

Scale	Scope	Irremediability	Likelihood
Absolute: Major disruption with long-term consequences	Global / Total	non-remediable / irreversible	High: >80%
High: Consequence can cause substantial disruption and requires immediate attentions	Widespread	very difficult to remedy or long-term	Rather high: >50 –80%
Medium: Consequence is manageable within reasonable means	Medium	difficult to remedy or mid-term	Rather low: 20 – 50%
Low: Consequence is easily managed or mitigated	Concentrated	remediable with effort (time and cost)	Low: <20%
Minimal: Minimal consequence for people / environment	Limited	relatively easy to remedy short-term	—

Table 1: Parameters of impact materiality

Financial Materiality

The threshold value for material financial risks and opportunities was selected in line with the recommendations of the European Reporting Advisory Group (EFRAG) and in accordance with the existing risk matrix for corporate risk management at Formycon, meaning a likelihood of over 20% and a financial impact of rather low.

Estimated financial impact	Probability of occurrance			
> € 8.0 million	rather high	high	high	high
€ 4.0 – 8.0 million	rather low	rather high	high	high
€ 0.5 – 4.0 million	low	rather low	rather high	high
< € 0.5 million	low	low	rather low	rather high
	< 20 %	**20 – 50 %**	**50 – 80 %**	**> 80 %**

Table 2: Threshold values for material financial risks and opportunities

Material impacts, risks and opportunities along Formycon's value chain

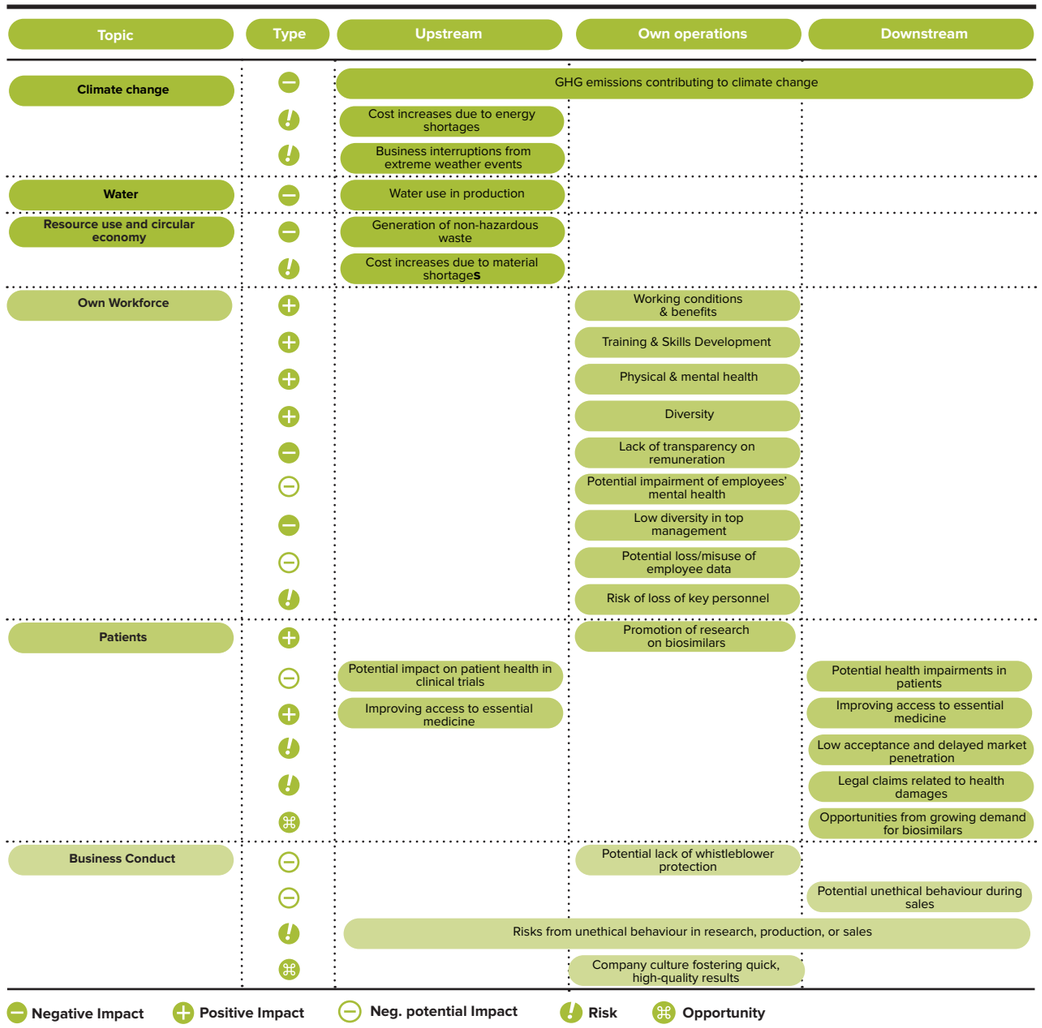

Fig. 6: Material impacts, risks and opportunities

The majority of our material impacts, risks, and opportunities (IROs) are closely aligned with the core activities of our business model and are evenly spread throughout our value chain.

Our material IROs directly affect—and are affected by—key stakeholder groups, including patients, our internal workforce, and our business partners. Due to the close operational proximity of these IROs, we are able to address many of them through ongoing internal processes, governance mechanisms, and operational controls.

This enables us to implement timely and effective mitigation measures, enhance performance, and stay aligned with evolving requirements.

Key IROs currently managed through this direct approach include those related to responsible business conduct, employee well-being and inclusion, and select environmental topics.

Stakeholders	How is Engagement Organised	Purpose of Engagement	Outcome of Engagement
Own Workforce	• Engagement Surveys • Coffee with your CXO • Workshops	Encourage teamwork and build a workplace with purpose Engage employees in shaping decisions	Stronger employee engagement, resulting in a higher return on investment from initiatives
Suppliers	Supplier Code of Conduct and interviews/discussions	Promote strategic oversight and strengthen accountability	Ensure the incorporation of ESG dimensions into governance frameworks
Business Partners	Contracts and interviews/ discussions	Promote strategic oversight and strengthen accountability	Ensure the incorporation of ESG dimensions into governance frameworks
Shareholders / Investors	• Video and teleconference calls • Annual financial and sustainability reports • ESG Ratings	Maintain clear and transparent communication across all levels Fulfill the sustainability-related data requirements of financial stakeholders Provide comprehensive updates to investors on all ESG-related matters	Provide prompt responses to investor inquiries Continuously enhance the communication of the sustainability strategy
Management Board	• Quarterly sustainability updates • Ad-hoc	Ensure alignment of the ESG strategy to the overall business strategy Promote strategic oversight and strengthen accountability	Ensure the incorporation of ESG dimensions into governance frameworks Enhance leadership commitment in driving sustainability efforts

Table 3: Important stakeholdergroups

Stakeholder engagement

Effective and ongoing engagement with affected stakeholders is fundamental to building and maintaining trust and constitutes a core element of Fomycon's sustainability governance and strategic decision-making processes. Formycon actively engages with a broad range of stakeholders—including investors, employees, suppliers, customers and regulatory bodies—with the objective of fostering open, inclusive, and transparent dialogue.

These interactions are guided by the principles of accountability, responsiveness, and continuous improvement, and are designed to ensure that the company's decisions are informed by those who are, or may be, affected by its operations. This approach enables Fomycon to better anticipate sustainability-related risks, respond to stakeholder concerns in a timely and effective manner, and continuously strengthen the resilience and responsibility of its business model.

Sustainability Strategy

To better integrate sustainability into our business activities, we developed our first sustainability strategy in 2023 – a conscious commitment to society and the environment. The focus on sustainability within our business processes helps to reduce our ecological footprint, promotes respectful and equal treatment of people within the company and along the value chain, and ensures a responsible corporate governance. In this sense, we see sustainability as an integral part of all our business activities.

Based on our double materiality analysis, we have identified key action areas that are highly relevant to our business and value chain. Our sustainability strategy addresses these priorities across the three pillars of Environmental, Social, and Governance (ESG). For each area, we have defined specific measures to achieve our objectives. Thus, the strategy provides a structured framework to address our material topics and guide our actions in the coming years.

We are committed to transparency and continuous improvement in all areas of our sustainability efforts. The biennial updating of our materiality analysis and the review of our goals and measures will help us to continuously improve our sustainability performance while ensuring our long-term economic success.

Key elements of our sustainability strategy

Sustainability issues			
Climate change & Resources	**Own workforce**	**Patients**	**Business conduct**
— Energy consumption within our own operations and along the value chain — Water consumption in the supply chain — Use of single-use plastics in the supply chain	— Working conditions — Health & Safety — Diversity — Data privacy	— Access to medicines — Access to information — Drug safety	— Corruption & bribery — Protection of Whistleblowers — Animal welfare
Areas of action			
Decarbonisation & resource use	**Further enhancing working conditions**	**Patient protection & improving quality of life**	**Ensuring a corporate culture based on trust and openness**
— Switch to 100% renewable energy for power consumption in own operations — Convert to green mobility of company fleet — Through active exchange with our suppliers and business partners reduce negative environmental impacts in our value chain	— Promote diversity and equity — Promote training, skills and career development — Prevention of work-related accidents or illness — Continuous implementation of data security guidelines and training	— Continuous improvement of our high-quality standards for products — Rais awareness of the benefits of biosimilars — Improve global availability of Formycon products (incl. markets in LMICs)	— Implementation of different channels for communication with the Management Board — Implementation of and training on compliance policies — Implementation of a whistleblower tool — Implementing of and training on an animal welfare policy

Table 4: Key elements - sustainability strategy

Sustainability Governance

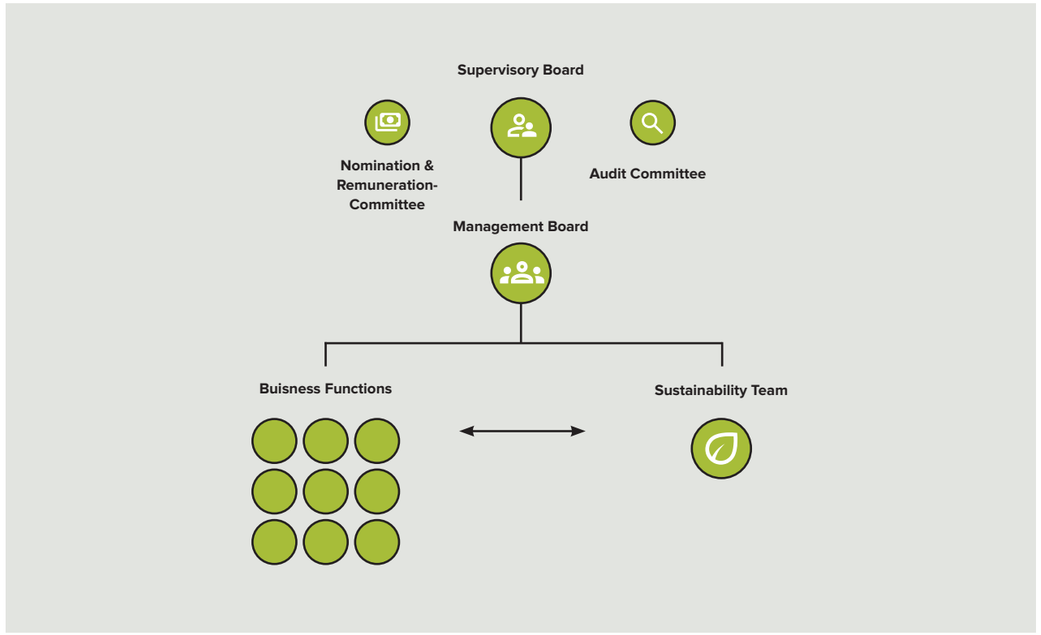

Fig. 7: Governance structures Sustainability

Formycon AG is publicly listed and operates under the statutory dual-board governance model required by the German Stock Corporation Act (Aktiengesetz – AktG). This framework divides the top-level corporate leadership into two distinct bodies:

— The Management Board (Vorstand), responsible for managing the company's business operations.

— The Supervisory Board (Aufsichtsrat), which oversees and advises the Management Board.

The Supervisory Board also forms committees - such as the Audit Committee and the Nomination and Remuneration Committee - to handle specific oversight areas. Together, these structures ensure transparent, compliant, and effective corporate governance aligned with the German Corporate Governance Code (GCGC). Both boards share responsibility for embedding sustainability considerations into Formycon's operations as described below.

Supervisory Board

The Supervisory Board consists of 6 members elected by the Annual General Meeting. The Supervisory Board's principal duties encompass:

— Monitoring and advising the Management Board on strategic, operational, and compliance matters.

— Appointing, supervising, and dismissing Management Board members, as well as determining their remuneration and contract terms.

— Reviewing and approving annual and consolidated financial statements, including sustainability and management reports.

— Engaging in strategic oversight, especially in matters of fundamental importance such as mergers, capital strategy, sustainability and risk policy.

— Ensuring that there is a fully functioning early risk detection system and advising on the enterprise risk management approach.

Detailed information on the composition (in particular, the competence profile and the qualification matrix), responsibilities, and working methods of the Supervisory Board can be found in the Corporate Governance Statement in the Annual Report 2025, p. 137.

Audit Committee

The Audit Committee consists of three Supervisory Board members elected by the Supervisory Board. It deals primarily with the review of financial reporting, monitoring the accounting process, the effectiveness of the internal control system, the risk management system (including sustainability related risks), the internal audit system, the audit of the Company's sustainability reporting as well as the external audit. The Audit Committee plays a vital role in ensuring the accuracy and transparency of Formycon's financial and sustainability disclosures and the integrity of its internal risk framework. Detailed information on the composition, responsibilities, and working methods of the Audit Committee can be found in the Corporate Governance Statement in the Annual Report 2025, p. 144.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee consists of three Supervisory Board members elected by the Supervisory Board. Among other things, it reviews the design and implementation of the Management Board remuneration system, which also includes the overview and monitoring of sustainability related KPIs for the short- and long-term incentive programmes. Detailed information on the composition, responsibilities, and working methods of the Nomination and Remuneration Committee can be found in the Corporate Governance Statement in the Annual Report 2025, p. 145.

Board independency

The Supervisory Board complies with the German Corporate Governane Codex (GCGC) with regards to board independency. For further details, please see the Declaration of Conformity in the Annual Report 2025, p. 128.

Sustainability Management

Management Board

The Management Board, currently comprising four members, manages the company independently with the objective of sustainable value creation, taking into account the interests of shareholders, employees, and other stakeholders. It is responsible for defining and executing the corporate strategy, including enabling broad access to high-quality, competitive biopharmaceuticals while minimizing potential negative impacts along the value chain.

The Management Board also approves and oversees the Sustainability Strategy and related targets, including climate-related objectives, and monitors associated risks and opportunities. It enforces the group-wide Code of Conduct and is responsible for implementing the whistleblower system.

Sustainability Team

The ESG department reports directly to our CFO and is in continuous exchange with all relevant business units. Due to the many overlapping issues, the ESG department works closely together with our Human Resources, Legal & Compliance, Finance & Controlling, Investor Relations & Communications, Procurement and Facility, Environmental, Health & Safety colleagues. In addition, it interacts on a regular basis with further business functions e.g. for the implementation of specific projects. Thus, based on internal expertise as well as the dialogue and support from external stakeholders and experts, the department implements specific measures in all ESG areas.

Diversity of the Supervisory and Management Boards

The Supervisory Board has established a target quota of at least 25% women on the Management Board, to be achieved by February 2030, in line with Section 111(5) AktG. As of 2025, this target has been met. The Supervisory Board strives for sufficient diversity of the Management Board in terms of personality, gender, internationality, professional background, expertise and experience as well as age distribution. The Supervisory Board has established a target quota of at least 0% women on the Supervisory Board, to be achieved by 26 February 2030. The target quota of 0% corresponds to the status quo at the company, which has a Supervisory Board composed solely of men. There will be a stronger focus on gender diversity for potential future members of the Supervisory Board.

Risk management

Formycon considers risk management a core pillar of corporate governance and sustainable management. The company's approach integrates risk identification, assessment, monitoring, and mitigation as part of strategic and operational decision-making.

Formycon has expanded its Risk Management and Internal Control System to explicitly include sustainability-related risks, as recommended by the German Corporate Governance Code. The risks identified in the double materiality analysis have been integrated into the general risk management system and were assessed in accordance with the same threshold values that are used for other risks, and additional ESG categories have been added to risk identification and reporting.

Sustainability considerations are increasingly integrated into corporate planning, ensuring that environmental, social and governance risks are evaluated alongside financial performance. This forward-looking approach reflects Formycon's commitment to responsible governance and long-term value creation.

For further details on Formycon's Enterprise Risk Management System and Risk and Opportunity Report, please see the Report on Risks and Opportunities in the Annual Report, p. 103.

Sustainability Due Diligence

The double materiality analysis, our enterprise risk management system and our supplier screening are the core elements of our due diligence process, in which we aim to identify and act on actual and potential risks to people and to the environment. Not only within our own operations but throughout the entire supply chain. Hereby, Formycon takes under consideration the severity of the impact, our own involvement with the impact as well as our ability to address it.

The foundation of our due diligence consists of the legal framework in which we operate, the GxP Standards to which we adhere and our own values, expressed in our policies such as our Code of Conduct as well as in internal guidelines. Furthermore, the due diligence process is guided by the principles established in international standards such as the United Nation's Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD Guidelines).

Since the start of our business operations, Formycon has conducted supplier quality audits to ensure the quality and safety of our products. Screening suppliers with regard to safety and quality is also a mandatory part of our selection process for key suppliers. We are now in the process of enhancing the screening process to include compliance, environmental and social issues, hereby also taking suppliers' potential and actual negative impacts on people and the environment into account.

We have also implemented a whistleblower system to enable the (anonymous) reporting of concerns and grievances, in addition to multiple internal reporting channels.

Sustainability-relevant Policies

Policy	Key content	Scope	Standards aligned with	Availability
AI Usage Guidline	Promotion of trustworthy, ethical, legally compliant usage through: — Non-discrimination — Protecition of affected parties — Quality and reliability — Sustainability — Compliancs with legislation — Usage rules — Training	— Own operations	— EU AI Regulation — General Data Protection Regulation (GDPR)	— Internal
Animal Welfare Policy	— Strict limitation on animal studies — Adherence to the 3Rs principle and accepted animal welfare standards — Requirement for high ethical and animal welfare standards — Transparency, responsibility and regulatory compliance	— Own operations — Contractors	— Directive 2010/63/EU (EU Directive on the Protection of Animals Used for Scientific Purposes) — German Animal Welfare Act (TierSchG) — ALAAC (Association for Assessment and Accreditation of Laboratory Animal Care) standards	— Internal — Website
Anti-bribery and Anti-Corruption Guideline	— Responsibilities — Principles for granting and receiving gifts and benefits — Rules applying to healthcare professionals and public officials — Conflict of interests — Sponsoring — Zero tolerance for breaches	— Own operations	— German Criminal Code — Act to Combat International Bribery — OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions — UN Convention against Corruption — UN Global Compact, principle 10	— Internal
Code of Conduct	— Lawful and ethical conduct — Data protection & information security — Fair competition — Environment, Health & Safety — Human rights & working conditions — Compliance management system & reporting — Obligation and consequences	— All bodies, employees and all those who are employed on behalf of Formycon	— The General Data Protection Regulation (GDPR) — The German Federal Data Protection Act	— Internal — Website
Data Protection Governance Policy	— Governance structure — Core processes — Roles & responsibilities — Data protection emergency team — Awareness raising and training	— Own operations	— General Data Protection Regulation (GDPR) — German Federal Data Protection Act	— Internal
Data Protection Guideline	— Data protection principles — Data protection governance — Responsibilities — Consequences of non-compliance	— Own operations	— General Data Protection Regulation (GDPR) — German Federal Data Protection Act	— Internal

List of policies

Policy	Key content	Scope	Standards aligned with	Availability
Data Protection Policy for Employees	Handling of: — Personal data — Data protection requests — Data protection incidents — Principles of data protection	— Own operations	— General Data Protection Regulation (GDPR) — German Federal Data Protection Act	— Internal
Diversity, Equity & Inclusion Policy	— Commitment to inclusion, equity and diversity — Equal opportunity in hiring, promotion and employment practices — Respectful, harassment-free workplace — Monitoring and review of diversity representation	— Employees — Vendors & suppliers — Commercial business partners — Customers — Job applicants	— The General Act on Equal Treatment — Council Directive 2000/43/EC (Racial Equality Directive) — Council Directive 2000/78/EC (Employment Equality Framework Directive) — Council Directive 2000/54/EC (Equal Treatment Directive)	— Internal — Website
Energy Management Policy	— Systematic energy management — Energy efficiency measures — Procurement and use of energy-efficient products — Training and awareness-raising	— Own operations — Suppliers & contractors	— UNGC Principles — Relevant applicable legislation (e.g. Energy Efficiency Act (EnEfG)) — ISO 50001	— Internal — Website
Environmental Policy	— Compliance with applicable legislation — Prevention of pollution — Resource & energy efficiency — Sustainable procurement — Transparency, awareness-raising — Continuous improvement	— Own operations	— UNGC Principles — Relevant applicable legislation (e.g. REACH, GenTG, BImSchG, Hazardous materials regulation, EU Waste Framework Directive)	— Internal — Website
Information Security Guideline	— Information security management system — Business continuity — Training & company culture — Management, roles & responsibilities — Disciplinary measures	— Own operations — External and temporary employees — Third party service providers	— General Data Protection Regulation (GDPR) — German Federal Data Protection Act — Sector specific requirements (e.g. GxP data integrity requirements)	— Internal
Principles of safe behaviour	— Binding principles on the promotion of health and safety of all employees	— Own operations	— N/A	— Internal
Occupational Health & Safety	— Right to a safe and healthy workplace — Responsibility of health and safety protection — Compliance with applicable regulations and operating instructions — Prevention measures — Open communication culture — Continuous improvement	— Own operations	— Act on the Implementation of Measures of Occupational Safety and Health to Encourage Improvements in the Safety and Health Protection of Workers at Work (Arbeitsschutzgesetz – ArbSchG) — Ordinance on Workplaces (Workplace Ordinance - ArbStättV) — Specific regulation applicable for the chemical and biopharmaceutical sector	— Internal

List of polices

Policy	Key content	Scope	Standards aligned with	Availability
Quality Policy	— Compliance with all applicable regulatory requirements and standards — Product quality — Data integrity — Patient health & safety — Quality culture — Open and transparent communication — Quality management system — Training & continuous improvement	— Own operationss	— General Data Protection Regulation — German Federal Data Protection Act — ICH Quality Guidelines	— Internal
Supplier Code of Conduct	Obligation to comply with social, ethical and environmental standards: — Labor & human rights standards — Environmental responsibility (related to env. impact, resource management, harmful emissions, waste, ecosystems) — Business integrity & ethical conduct — Data protection & confidentiality — Compliance with applicable laws & regulations — Responsibility beyond first-tier suppliers — Contractual basis & enforceability	— Vendors & suppliers	— 10 principles of the United Nations Global Compact (UNGC) — United Nations Guiding Principles on Business and Human Rights — OECD Guidelines for Multinational Enterprises — ILO Conventions - particularly those covering fundamental rights at work (e.g. prohibition of forced labor, child labor, discrimination, ensuring safe and fair working conditions)	— Internal — Website — Supplier Contracts
Whistleblower Policy	— Framework for internal (and external) reporting of suspected or actual misconduct — Internal and external reporting channels — Confidentiality & identity protection — Non-retaliation — Handling of concerns and follow-up	— (Former) employees, — Job applicants — Third parties with whom we have business relationships (i.e. contractors, subcontractors)	— EU Whistleblower Directive 2019/1937 — Hinweisgeberschutzgesetz (HinSchG) — the General Data Protection Regulation (GDPR)	— Internal — Website

Table 5: List of sustainability-related policies

Environment

Climate Change

Climate and Energy related Impacts, Risks and Opportunities

The biotechnology and pharmaceutical sectors have an immense positive impact on health and the quality of life of people. However, it comes at an environmental cost – a study from 2019 found that the climate footprint of the healthcare sector was around 4.4% of total global emissions.[2] These emissions stem from the extraction of raw materials, the processing of these materials, the drug substance and excipient synthesis, the final drug manufacturing and packaging, as well as the transport and distribution (which often requires a cool chain).

The raw materials required for biologics are typically agricultural commodities such as sugars, gelatin, lactose, or starch. Emissions at this stage primarily result from fertilizer use and land-use change. In addition, raw materials are required for the production of primary packaging, such as sand for glass and metal ores. The extraction of these materials also generates emissions.

The manufacturing of the drug substance requires high temperatures, which makes this phase highly energy intensive. Within the final drug manufacturing and packaging stage, heating, ventilation, and air conditioning (HVAC), together with the extensive cleaning required to maintain sterile conditions, are the main drivers of emissions.[2]

As part of our DMA analysis, we assessed how Formycon's operations impact the climate, as well as the financial, reputational, and operational risks and opportunities arising from climate change across the short-, medium-, and long-term time horizons.

For Formycon as a pure biosimilar developer, the most significant impacts related to climate change and energy consumption can be found in the upstream value chain, in particular within the category of purchased goods and services (scope 3.1), business travel (scope 3.6) and upstream transportation (scope 3.4), but also through emissions generated from purchased electricity (scope 2) and by the company car fleet (scope 1) (tab. 8).

We consider our business activities to be exposed to a low degree of climate and energy related risks. Nevertheless, we have identified two operational risks in our upstream value chain, one related to potential cost increases due to energy shortages, and the second related to extreme weather events such as e.g. wildfires, which could cause business interruptions.

In the course of 2026, we are planning to conduct a more detailed climate risk assessment, based on internationally accepted standards such as TCFD. The assessment will cover acute and chronic physical as well as transition risks and consider different global warming scenarios. We will update our management and reporting in accordance with the results.

---

[2] Health Care's Climate Footprint. How the health sector contributes to the global climate crisis and opportunities for action, Health Care Without Harm & Arup, 20219

Impacts, risks and opportunities		Value Chain Location			Time Horizon
		Up-stream	Own Operations	Down-stream	
Climate change mitigation & Energy consumption: — High energy consumption within the raw materials extraction and manufacturing phases — Emissions generated from purchased electricity — Upstream transport — Greenhouse gas emissions of licensees in the context of commercialization incl. logistics	Actual negative impact	⊖	⊖	⊖	● ● ●
Energy consumption: Cost increases due to energy shortage	Operational risk	!			● ● ●
Climate change mitigation: Business interruptions at suppliers and service providers due to the effects of climate change	Operational risk	!			○ ● ●

⊖ Negative Impact ⊕ Positive Impact ⊖ Neg. potential Impact ! Risk ⌘ Opportunity

Table 6: Impacts, risks & opportunities - Energy & Climate

Policies

Formycon's **Environmental Policy** sets the direction and framework for our sustainability ambitions as outlined in our "Formycon Road to ESG" strategy. Climate change mitigation and energy management are key priorities for us. Our Environmental Policy was developed in dialogue with external stakeholders and experts, and defines the principles and processes needed to reduce emissions across the value chain, lower resource consumption, prevent pollution, and safeguard biodiversity and ecosystems.

Our **Energy Management Policy** outlines our commitments to improving energy efficiency, setting and communicating targets for reducing scope 1, 2 and 3 emissions, and ensuring the necessary resources are in place to achieve these goals. Responsibility for implementing and complying with these policies rests with the Management Board.

Targets & Actions

In 2024 we explored the possibilities to use electricity from renewable sources and established the goal to switch our electricity consumption to 100% green energy. In 2025 this change was completed and from January 1st in 2026 we source all our electricity from renewable energy sources.

In the beginning of 2025, we certified our Energy management system according to ISO 50001, and will expand the certification to include the environmental management system by 2027. In order to better understand the levers for emissions reduction, we conducted our first greenhouse gas (GHG) calculation in 2024 for the business year 2023, covering scopes 1 and 2. The GHG calculation has since then been extended to include relevant scope 3 categories for the reporting year 2024.

We also aim to work together with our strategic business partners on ESG topics along the value chain and are in the process of including sustainability criteria for both existing and new partnerships. An important step in setting binding values for cooperation with our partners was the development of our **Supplier Code of Conduct** in 2024. It has been approved by the Management Board and entails principles relating to the reduction of energy consumption and avoidance or minimization of negative environmental impacts. We are implementing the Supplier CoC in a phased approach across both new and existing suppliers, and it will set the framework for responsible cooperation in all our business relationships in the future. We are also currently working on implementing specific ESG criteria in the procurement and supplier selection process, including criteria on the existence of emission reduction targets and a greenhouse gas balance. We are beginning the implementation with highly significant new suppliers.

Transition plan

Formycon has developed a sustainability strategy to reduce the negative impacts arising through our business activities, but as we have yet to define quantitative emission reduction targets for scope 1, 2 and 3, we have not implemented a transition plan for climate change mitigation. First steps have been initialized through the GHG calculation, which was performed for all scopes for the first time in 2025 for the business year 2024. Following the completion of our GHG assessment, we aim to define quantitative targets and develop a transition plan on how to reach these. The targets will address reductions in direct operations (scope 1), purchased energy (scope 2) and our value chain (scope 3), with an emphasis on energy efficiency, renewable sourcing and supplier engagement.

Targets & Actions

Strategic Target	Operational Target	Action	Time Horizon	Status
Permanently reduce the GHG emissions in our own operations	100% renewable electricity for own operations	Explore the possibiltiy to source renewable electricity	2024	
		Switch to regional, renewable electricity provider	2025	
	Reduction of energy consumption through energy efficiency measures	Certification of energy management system in accordance with ISO 50001	2024	
	Integration of the climate strategy into overall business management	Implementation & certification of an environmental management system in accordance with ISO 14001	2027	
		Definition of quantitative GHG reduction targets for scope 1 & 2	2026	
		Development of a climate strategy	2027	
Switch to green mobility	Zero emissions generated by company car fleet	Provision of charging infrastructure at own facility	2027	
		Transition of the fleet to alternative powertrains through procurement of alternative-drive vehicles	2030	
	Reduction of GHG emissions related to commuting and business travel	Survey on employee commuting	2025	
		Update of business travel policy	2025	
Reduce GHG emissions along the value chain	Improve information base of supplier related ESG data	ESG questionnaire sent to 10% of top suppliers	2024	
	Enhance supplier engagement on ESG	Integration of ESG criteria in supplier selection process	2025	
		Definition and roll-out of supplier code of conduct	2024	
		Definition of quantitative GHG reduction targets for scope 3	2027	
Responsible corporate governance in line with sustainability commitment	Implementation of sustainability criteria in remuneration policy	Establishment of a variable remuneration component at board level, which is granted if specific ESG targets (including climate-related targets) are achieved	2026	
Strengthen business model resilience with regards to climate change	Identification of climate change related risks and opportunities and mitigating measures	Implementation of a climate risk analysis in accordance with TCFD	2026	
		Integration of climate related risks in enterprise risk management	2028	

Table 7: Targets & Actions - Energy & Climate

Energy consumption and mix

Energy consumption (in MWh)

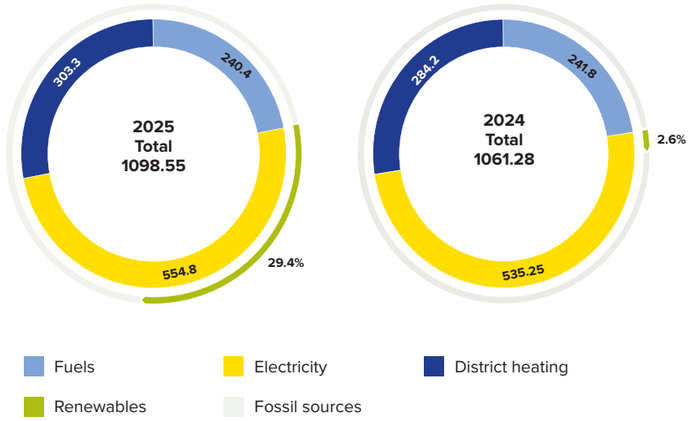

Fig. 8: Energy consumption

To further reduce our energy consumption, we have defined quantitative energy reduction targets. We aim to achieve these targets by implementing efficiency measures identified by our energy team as well as through findings from our annual internal and external audits. An additional key component of our energy management system is the annual training of all employees to raise awareness of energy efficiency and promote energy-saving practices.

Accounting principles

Energy from non-renewable sources covers fuel consumption related to the Formycon's leasing car fleet, and natural gas and heating oil consumption related to the district heating consumed for office buildings. For conversion from litre consumption to megawatt-hours, the VSME Fuel Converter has been used.[3] District heating data is obtained from an Energy Management System (EMS) tool that directly measures consumption. As data for two months (October and November) was unavailable, the corresponding monthly values from 2024 were used as proxies.

[3] Main source: CDP Technical Note: Conversion of fuel data to MWh (based on 2006 IPCC Guidelines for national Greenhouse Gas Inventories, published by the World Resources Institute / World Business Council for Sustainable Development in their stationary combustion calculation tool version 3.1(1))

Greenhouse gas emissions

GHG Emissions (tCO2eq)	2025	2024	Δ %
Scope 1	84.09	87.18	(3.5)
Scope 2 - market based	69.42	104.45	(33.5)
Scope 2 - location based	82.54	106,31	(22.4)
Scope 1 & 2 (market based)	**153.51**	**191.63**	**(19.9)**
Scope 3	**9,092**	**15,232**	**(40.3)**
3.1 Purchased goods and services	6,839.34	11,174	(38.8)
3.2 Capital goods	345.3	275.08	25.5
3.3 Energy and fuel-related activities	15.88	30.64	(48.2)
3.4 Upstream transport and distribution	140.97	425.35	(66.9)
3.5 Waste	2.6	3.42	(24)
3.6 Business travel	161.35	679.25	(76.2)
3.7 Employee commuting	154.95	160.38	(3.4)
3.15 Investments	1,431.45	2,484	(57)
Scope 1, 2 & 3 - market based	**9,245**	**15,423**	**(40)**
Scope 1, 2 & 3 - location based	**9,259**	**15,425**	**(40)**

Table 8: Greenhousegas emissions

Direct GHG emissions (Scope 1)

Our scope 1 emissions consist of direct emissions generated by the company car fleet and through fugitive emissions from refrigerants. We have no stationary combustion at our premises. There was a slight decrease in emissions compared to 2024.

Accounting principles
The volume of emissions generated by the company car fleet is reported to Formycon directly by the leasing provider based on well-to-wheel emissions factors.[4] The calculation of emissions from refrigerants is based on the refilling volume stated by the maintenance company multiplied by the relevant emission factor. In the reporting period, no refrigerants were refilled. Scope 1 emissions are calculated and reported based on the Greenhouse Gas Protocol.

[4] Accounting is based on three internationally recognised standards: ISO 140401, ISO 140442 and ISO 140673. The life cycle inventory and the impact assessment are performed using the LCA software SimaPro V9.6.0.1 (SimaPro 2024) (modelling, calculation and assessment). Additional calculations are carried out in Microsoft Excel. ecoinvent version 3.10 (eco-invent 2023) serves as the database. Well-to-Wheel (WTW) refers to the total energy consumption and emissions that occur along a vehicle's pathway from the primary energy source to the wheel.

Indirect GHG emissions (Scope 2)

Indirect scope 2 emissions stem from purchased electricity, heating and steam. For our scope 2 emissions, the consumption of electricity in our own operations (our office facility) and the consumption of district heating are the two main sources of emissions. The changes in emissions are mainly due to our switch to renewable electricity and to the fact that the emissions factor for German national grid was reduced in 2025 by around 50% compared to 2024). In 2025, the share of electricity from renewable resources amounted to around 58%.

Accounting principles
Scope 2 electricity-based emissions are primarily calculated as the power volumes purchased within the reporting period multiplied by country-specific emission factors. Location-based emissions are calculated based on version 2025 of the average emission factors for the regional or national energy grid. This method reflects the energy mix within the specific area of consumption and does not consider any purchase of renewable energy or credits. Market-based emissions consider renewable power purchased and assume that regular power is delivered as residual power.

Consumption data for purchased heating was obtained from the Environmental Management System of our facility management provider and is reported on a monthly basis. As data for two months (October and November) was unavailable, the corresponding monthly values from 2024 were used as proxies. The emissions are calculated in accordance with the Greenhouse Gas Protocol.

Indirect GHG emissions (Scope 3)

Scope 3 emissions include the categories 3.1) Purchased Goods & Services, 3.2) Capital Goods, 3.3) Fuel-and-Energy Related Activities, 3.4) Upstream Transport & Logistic, 3.5) Waste, 3.6) Business Travel, 3.7) Employee Commuting, and 3.15) Investments.

Overall, Scope 3 emissions decreased by approximately 40%. This reduction was primarily attributable to lower procurement volumes of CMO/CDMO services and reduced business travel compared to 2024. Moreover, a smaller share of emissions than in the previous reporting period was estimated using a spend-based approach. As spend-based calculations are inherently less precise than supplier-specific data, and tend to overestimate emissions in our case, this methodological shift also contributed to the reported reduction.

Scope 3 categories non-material

- **3.8 Upstream leased assets**
  Formycon has no upstream leased assets apart from the company fleet and these emissions are accounted for in scope 1
- **3.9 Downstream transport & logistics, 3.10 Processing of sold products, 3.11 Use of sold products, 3.12 End-of-life treatment of sold products**
  Not relevant for 2025; Formycon's business model consists in the sale of licenses to other companies for the biosimilars that Formycon has researched and developed. Research and development are accounted for under upstream activities. The sale of licenses is not included in Formycon's greenhouse gas accounting.
- **3.13 Downstream leased assets**
  Formycon has no leased or rented assets
- **3.14 Franchise**
  Formycon does not conduct any franchise activities

Accounting principles
The calculation of scope 3 emissions follows the Greenhouse Gas Protocol and covers the relevant categories for Formycon. The accounting principles for the different categories are as shown in table 9.

As is the case for many companies in the early stages of GHG accounting, a significant portion of our emissions calculations is currently based on spend data. This approach involves a higher degree of uncertainty, as it relies on estimates. We are therefore continuously working to improve data quality.

Accounting principles - scope 3

Category	Data collection method	Calculation method	Emission factors	Assumptions
3.1 Purchased goods & services	Based on spend and consumption with data gathered from the accounting and ERP system.	Consumption-based average data, spend-based and based on direct emissions provided by suppliers.	Exiobase (v3.8.2), Ecoinvent (v3.10)	The services provided by CDMOs and CROs, as well as the related materials, were accounted for based on the invoice date. All services invoiced within the reporting year were included, even if they were performed in the subsequent year. For GMP manufacturing of FYB206 taking place in 2025, a specific emission factor (tCO_2e per kg of bulk drug substance) sourced from a scientific publication[5] was applied, with adjustments reflecting the cell culture titer in the manufacturing process.
3.2 Capital goods	Based on spend with data gathered from the accounting system.	Spend-based and based on direct emissions provided by suppliers.	Exiobase (v3.8.2)	Some data was also included in the data grids for category 3.1 Purchased goods and services, subcategories IT equipment and laboratory supplies and was recognised in category 3.1.
3.3 Energy-and-fuel related activities	Based on consumption with data gathered from the accounting system and the EMS	Consumption-based average data.	DEFRA Datenbank (v2024 1.1)	Data for district heating consumption was unavailable for two months. The corresponding data from the same months in 2024 was therefore used as a proxy.
3.4 Upstream transport and distribution	Based on spend with data gathered from the accounting system and emissions data provided by suppliers	Consumption-based average data, spend-based and based on emissions provided by suppliers	Exiobase (v3.8.2)	Approximately 90% of transport and logistics emissions data was provided directly by the supplier, while the remaining 10% was estimated through extrapolation.
3.5 Waste in operations	Waste volumes, broken down by waste category, provided by the waste disposal service provider.	Waste specific method.	(DEFRA v2024 1.1)	Data for two months was unavailable and was therefore substituted with the corresponding data from the same months in 2024 as a proxy.
3.6 Business travel	The data was collected internally (data on flights, train and rental care travel).	Distance and spend-based method, volume-based average method (for hotel stays).	(DEFRA v2024 1.1), Exiobase (v3.8.2)	For travel by rental car and taxi, calculations were based on medium-sized vehicles.
3.7 Employee commuting	The calculations are based on the employee commuting survey conducted in 2025 for the reporting year 2024. The survey was completed in full by 75.5% of the employees. The result was then extrapolated to the total workforce.	Distance based method	— Car: DEFRA v2024 1.1 — Rail: Deutsche Bahn 2023 — Publ. transport: UBA 2023 — E-Bike: UBA 20	The survey forms a representative sample of the workforce, and commuting behaviour has not changed significantly.
3.15 Investments	Data was collected based on spend and consumption. Proportional (50 %) inclusion of the Bioeq joint venture.	Distance and spend-based method.	(DEFRA v2024 1.1), Exiobase (v3.8.2)	The emissions data from transport and logistics was provided directly by the supplier.

Table 9: Accounting principles - scope 3

[5] Streamlined life cycle assessment of single use technologies in biopharmaceutical manufacture, New Biotechnology Volume 68, 25 May 2022, Pages 28-36, doi.org/10.1016/j.nbt.2022.01.002

GHG Intensity based on net revenue

tCO2e/EUR million	2025	2024	Δ %
Scope 1 and Scope 2 GHG emissions intensity (location-based)	3.74	2.78	34
Scope 1 and Scope 2 GHG emissions intensity (market-based)	2.45	2.75	26
Total Scope 1, 2 and 3 GHG emissions intensity (location-based)	208.01	221.3	(6)
Total Scope 1, 2 and 3 GHG emissions intensity (market-based)	207.75	221.3	(6)

Table 10: Greenhouse gas intensity

Greenhouse gas intensity

Our greenhouse gas intensity in scope 1 and 2 increased from 2.74 to 3.45 by 26% (market-based) from 2024 to 2025. The increase was mainly driven by a decrease in revenues (denominator), partially offset by 33% lower scope 2 emissions.

Our scope 1, 2, and 3 GHG emissions intensity decreased from 221.3 to 207.45 by 6% from 2024 to 2025. The decrease was mainly driven by lowered emissions in scopes 3.1, 3.2, 3.6 and 3.15, partially offset by a decrease in revenues (denominator).

Biodiversity

Policies

Although our materiality analysis did not identify biodiversity as a material topic, it remains important to Formycon. We aim to raise awareness among our employees through various initiatives, such as the greening of our roof terrace and an annual biodiversity day. Formycon has one site (our office and lab-facility) located in a commercial / residential area adjacent to a sensitive biodiversity area.

In the process of our double materiality analysis, we also assessed the facility locations of our most significant suppliers, applying the WWF Biodiversity Risk filter. Approximately 10% of the assessed facilities are located in high or very high-risk areas. We have therefore included biodiversity and ecosystem protection in our Supplier Code of Conduct and will extend the supplier selection criteria to also cover biodiversity issues, when a supplier facility is situated in an area of significant risk.

Biodiversity is firmly anchored in our **Environmental Policy** through the principle “Promoting the protection and enhancement of biodiversity and ecosystems through employee awareness programs and stakeholder engagement”, as well as in our **Supplier Code of Conduct** in which we stipulate that suppliers must consider the protection of biodiversity and ecosystems.

Location	Area (m²)	Biodiversity sensitive Area	Specification
Fraunhoferstraße 15, 82152 Planegg	1,122*	LSG Forstenrieder Park*	Located within 5 km of sensitive biodiversity area

* Estimated area based on Google Maps.

** Analysis based on “The World Database on Protected Areas”, https://dopa.jrc.ec.europa.eu/gbdv/map and Key Biodiversity Areas database, https://www.keybiodiversityareas.org/

Water

Water related Impacts, Risks and Opportunities

Formycon is a pures developer of biosimilars and has no in-house production. All water used in our own operations is related to the office building and is not considered material for our business activities. The manufacturing of biosimilars, on the other hand (e.g. by CDMOs), consumes very large amounts of water. Water is used across the upstream value chain and throughout the production process, from the manufacturing of filters, manifolds and sterile bags to the cleaning of equipment and the preparation of media and buffer solutions needed for production.[6]

Thus, reliable access to clean water is critical for the biopharmaceuticals sector. This dependence on high-quality water from basins around the world is only growing as more patients are reached.

At the same time climate change affects evaporation and precipitation, resulting in more rain and flooding as well as more extreme drought. According to the WRI Aqueduct Water Risk Atlas, three of Formycon's most important direct suppliers and service providers are located in areas with high water stress.

Formycon recognizes the topic of water dependency within the value chain of the biosimilar production, however, we did not identify any direct risks related to water scarcity. There is a low likelihood of business interruption due to water scarcity at the locations of our main drug substance suppliers. Nevertheless, this is an issue that we are observing closely, recognising also the increasing water use driven by the expansion of data centres for AI technologies, and introducing water-saving measures wherever possible.

6 „A case for shifting to water stewardship in the biopharma sector. BioPhorum Operations Group Ltd, March 2024

impacts, risks and opportunities		Value Chain Location			Time Horizon
		Up-stream	Own Operations	Down-stream	
Water withdrawals — Withdrawal of large quantities of water in the context of the production of purchased goods and the provision of purchased services at CDMOs/CROs	Actual negative impact	●			● ● ●

Table 11: Impacts, risks & opportunities - water

Targets & Actions

Strategic Target	Operational Target	Action	Time Horizon	Status
Responsible use of the resource water along the complete value chain	Definition of quantitative water consumption target for own operations	Implementation & certification of an environmental management system in accordance with ISO 14001	2027	
	Adjust vendor selection process to account for water management criteria	Integration of water management criteria in supplier selection process	2025	
	Enhance supplier engagement on ESG	Definition and roll-out of supplier code of conduct	2024	

Table 12: Targets & actions - water

Water consumption (in m^3)

	2025	2024
Water withdrawal	961.4	1,098
Water discharge	961.4	1,098
Total fresh water consumption	0	0

Table 13: Water consumption

Policies

In our **Environmental Policy**, we lay down the principles for conducting our business activities sustainably. These principles include the implementation of measures to reduce resource consumption and to promote the protection and enhancement of ecosystems. As the negative impacts on water arise in our upstream value chain, we have also developed a **Supplier Code of Conduct**, which outlines our expectations of our supplier with regards to water management. This includes measures such as reuse and recycling of water and the improvement of production processes with regards to water consumption.

Targets & Actions

At our only location, which is an office and laboratory facility in Munich, Germany, we consume freshwater for sanitation only and our discharge equals our withdrawal. This means that we have 0 m^3 of freshwater consumption. Nevertheless, we have implemented a water softening system to increase the efficiency of our water consumption. For our laboratory and development activities, we use small volumes of water of high purity. These volumes are deemed as non-material.

As the main impact lies within our upstream value chain, we will assess the production sites of our contract manufacturers during the vendor selection process, and if a facility is located in a high water-stress area, water management criteria will be given additional weight in the evaluation.

Resource use & Circular Economy

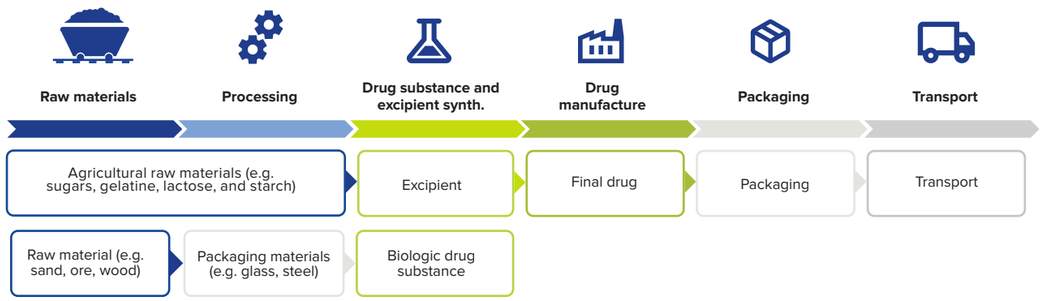

Fig. 9: Resource use along the value chain

The protein needed for the development of biosimilars is usually based on bacterial or mammalian cells. Further raw materials required for the protein synthesis for the development and manufacture of biologics comprise mainly water, agricultural raw materials (such as sugar, gelatine, lactose or starch), salts, trace minerals and some supplements. Similarly, the processing uses mostly water and salts in buffer solutions, and consumables such as filters, single-use bags and chromatography resins. Very little organic solvent is used, if at all, and they tend to be non-hazardous such as alcohols. By far the largest input by volume is water, and salts, buffers, consumables and organic solvents amount to less than 10% of the materials needed.[7] Packaging is normally made of materials based on cellulose (for cardboard), sand (for glass) and fossil-based plastics. Where dry ice is required for cooling, polystyrene is often used for the packaging.

A growing trend is the use of single-use equipment (SUT) in the production phase, which is an increasingly popular alternative to stainless steel equipment. SUT provides higher flexibility by reducing changeover times between batches. They also reduce the energy and utility requirements for equipment cleaning. However, they incur an additional environmental burden of equipment disposal and replacement.[8] The use of single-use technologies (SUT) reduces the environmental impact associated with cleaning and sanitization but increases the volume of waste generated. This adds to existing challenges arising from diverse local waste regulations and the limited availability of recycling facilities capable of processing complex mixed-plastic waste streams.[9]

[7] Ho SV, McLaughlin JM, Dunn PJ: (2010) Environmental considerations in biologics manufacturing. Green Chem.; 12:755-766. doi:10.1039/B927443J

[8] Amasawa E, Kuroda H, Okamura K, Badr S, Sugiyama H: (2021) Cost-Benefit Analysis of Monoclonal Antiboy Cultivation Scenarios in Terms of Life Cycle Environmental Impact and Operating Cost; ACS Sustainable Chem. Eng. 2021, 9, 14012-14021

[9] Argoud S, Budzinski K, D'Aquila D, Madabhushi S, Smith P: (2022) Green metrics for biologics, Current Opinion in Green and Sustainable Chemistry, Volume 35, June 2022, 100614

Impacts, Risks and Opportunities related to resource use & Circular Economy

impacts, risks and opportunities		Value Chain Location			Time Horizon
		Up-stream	Own Operations	Down-stream	
Resource outflows — Increased non-hazardous waste generation by suppliers due to the use of single-use materials	Actual negative impact	⊖			● ● ●
Resource inflows — Shortages of certain materials due to scarcity of natural resources leading to increased prices	Operational risk	!			○ ● ●

⊖ Negative Impact ⊕ Positive Impact ⊖ Neg. potential Impact ! Risk ⌘ Opportunity

Table 14: Impacts, risks & opportunities - resource use

The single-use process generates approximately 170 kg more disposable plastic waste per kilogram of protein than the traditional stainless steel process. However, comparative analyses between single-use technology and steel equipment show that the overall energy consumption expressed as carbon footprint for a single-use plant, is 35% less than the carbon footprint of a traditional steel plant[10]. Nevertheless, there is an actual negative impact arising from the increase in plastic waste from single-use materials, because, due to regulatory constraints, combined with recycling limitations, this type of waste is usually not recycled. In addition, we have also identified a low operational risk due to the possibility of scarcity of specific raw materials used in e.g. media, filters, bags or resins.

[10] Ho SV, McLaughlin JM, Dunn PJ: (2010) Environmental considerations in biologics manufacturing. Green Chem.; 12:755-766. doi:10.1039/B927443J

Policies

We do not yet have a specific policy on Circular Economy, but in our **Environmental Policy**, we have committed to reducing our own resource consumption. Our **Supplier Code of Conduct** deals with waste generation and handling, and the use of Circular Economy principles is suggested as a way to reduce the consumption of natural resources. We are in the process of integrating the conservation of natural resources as a criterion in the supplier selection process.

Targets & Actions

In our own operations, we have implemented a waste separation system for our office waste and are continuously examining ways to improve separation and recycling of laboratory waste. With regards to secondary and tertiary packaging, one long-standing criteria for Formycon is to minimize the size of the packaging as far as possible. This not only reduces resource consumption but minimizes the storage space and is thus also a competitive advantage. A further aim is to use paper and cardboard based on recycled materials. However, biopharmaceutical packaging must protect sensitive drug products from moisture, oxygen and light, maintain shelf life and meet stringent regulatory and patient safety requirements. The part of the packaging that needs to fulfil cleanroom conditions cannot, for instance, be based on cardboard, since this material does not sustain the necessary sterilization process.

A further challenge is the packaging, laboratory equipment and production containers that come into contact with the drug substance or other chemicals or biological materials. In general, regulations do not permit the recycling of such contaminated materials, which must instead be incinerated. Thus, regulatory constraints, combined with limited recycling infrastructure, make recycling particularly challenging for the biopharmaceutical industry. Nevertheless, we are closely following the technological developments in this area and are in continuous exchange with suppliers and customers to search for more environmentally friendly solutions.

Targets & Actions

Strategic Target	Operational Target	Action	Time Horizon	Status
Resource-saving and material-efficient processes in all areas of the company	Setting quantitative targets to reduce resource consumption and waste generation in own operations	Implementation and certification of an environmental management system (ISO 14001)	2026	
		Identification of areas with potential to reduce resource consumption and/or increase recycling	2025	
		Improve waste separation in offices and laboratories	2024	
	Increase the proportion of materials used in the manufacture of the company's products and services (including packaging) that are sustainably sourced	Definition and roll-out of supplier code of conduct	2024	
Increasing the share of recycled and responsibly sourced packaging materials	Reduction of the total mass of secondary and tertiary packaging materials per dose unit	Establishment of sustainability criteria in packaging development for new approvals	2026	
	Increase in the proportion of recycled packaging materials in secondary and tertiary packaging	Alignment with commercializationparners on measures to increase the share of recycled materials in secondary and tertiary packaging	2028	
		Integration of relevant ESG criteria in the supplier selection process	2025	
	Increase the share of recycled consumables in the laboratory by 30% by 2030	Establishment of a research and testing process for sustainable alternatives for consumables and laboratory supplies	2025	

Table 15: Targets & actions - resource use

Total Waste

Waste (metric tonnes)	**2025**	**2024**	**Δ%**
Non-hazardous waste	9.89	10.01	(2.1)
Recycled waste	2.09	3.01	(30.4)
Non-recycled waste	9.07	8.27	9.7
Percentage of non-recycled waste	81%	73 %	8.0
Hazardous waste	1.06	1.38	(23.2)
Total waste generated	11.15	11.27	(1.1)

Table 16: Total waste in metric tonnes

Social

Own Workforce

Formycon's success is driven by a diverse, highly qualified team of around 200 employees from over 27 nations, with roughly 74% working in research and development. Guided by values of openness, tolerance, and mutual respect, we promote equality, inclusion, and personal growth. Women make up 59% of the workforce and hold over a third of leadership positions.

Formycon fosters a culture of belonging by actively supporting the LGBTQIA+ community through dedicated communication channels and by facilitating exchange via the company's intranet. A separate LGBTQIA+ podcast series on topics such as diversity or international LGBTQIA+ rights not only provides information but also sensitizes employees and promotes understanding and tolerance.

Continuous training, strong health and safety management, and a focus on professional development ensure that each individual can thrive and contribute to sustainable operations. Supported by various communication channels, such as the intranet, company meetings, and "Coffee with your CxO" sessions, we foster a company culture based on trust, excellence, and innovation. Since 2025, we have a Workers' Council representing our employees in personnel related company affairs in compliance with the Works Council Constitution Act.

Our main material topics involve work-life balance, social dialogue, health & safety, diversity, training & development and data privacy. In these areas we identified impacts and risks as displayed in the table below.

impacts, risks and opportunities			Own Operations	Time Horizon
Working conditions	Work-life balance: Support for employees in balancing their professional and private lives through appropriate working time models and granting of leave beyond the statutory minimum	Actual positive impact	⊕	● ● ●
	Social dialogue: Active involvement of the workforce in corporate decisions beyond the statutory minimum	Actual positive impact	⊕	● ● ●
	Collective bargaining: Lack of transparency with regards to remuneration	Actual negative impact	⊖	● ● ○
Health & Safety	Contribution to the financial security of employees in case of serious injuries suffered from accidents beyond the legal minimum	Actual positive impact	⊕	● ● ●
	Support for the mental health of employees beyond the legal minimum for occupational safety	Actual positive impact	⊕	● ● ●
	Potential negative effects on employees' mental well-being	Potential negative impact	⊖	○ ● ●
Traning & Skills Development	Supporting the professional development of all employees by providing individual training and skills development programmes	Actual positive impact	⊕	● ● ●
	Supporting the professional development of all employees by means of regular performance and development reviews and career planning	Actual positive impact	⊕	● ● ●
	Risk of losing key talent to competitors offering stronger career development prospects	Operational risk	!	● ● ○
Equal Treatment & Opportunities	Diversity: High diversity in the company in terms of (national) origin, age and gender	Actual positive impact	⊕	● ● ●
	Diversity: Underrepresentation of women in top-level management	Actual negative impact	⊖	● ● ○
Other Work-related Rights	Data privacy: Loss or misuse of employee data due to an external cyberattack (GDPR breach)	Potential negative impact	⊖	● ● ●
	Data privacy: Loss or misuse of employee data due to internal error or misconduct	Potential negative impact	⊖	● ● ●
	Data privacy: Misuse of employee data for surveillance or profiling purposes by the employer	Potential negative impact	⊖	● ● ●

⊖ Negative Impact ⊕ Positive Impact ⊖ Neg. potential Impact ! Risk ⌘ Opportunity

Table 17: Impacts, risks & opportunities - Own employees

Impacts, Risks and Opportunities related to own workforce

We have identified several positive impacts of our activities on our workforce, supported by our flexible working models, comprehensive health and insurance benefits, and strong focus on professional development. We are convinced that diversity is a key strength that enriches our organization and fosters a culture of excellence and innovation.

However, we have also identified areas for improvement that may give rise to negative impacts, including the underrepresentation of women in senior management. As an organization in which women make up the majority of our workforce — including more than 61% in STEM[11] positions — we are committed to increasing female representation in leadership roles.

Data privacy is another area where potential negative impacts on our employees may arise in the event of data loss or misuse. To mitigate these risks, Formycon has implemented robust data protection and contingency measures, including policies, guidelines, and training, complemented by technical safeguards such as role-based access controls and document risk classification (see section Patients – Data Privacy for more details).

A common challenge across many industries that rely on highly skilled professionals is attracting and retaining qualified talent. The loss of key personnel therefore represents a risk for Formycon. We continuously strive to maintain and strengthen our position as an attractive employer.

[11] STEM = science, technology, engineering and mathematics

Policies

We have defined and use our policies to manage workforce topics and to address material issues. Our policies are aligned with applicable regulation and international standards such as the ILO Conventions on forced labour, child labour, fair working hours, and freedom of association, as well as with all relevant Good Clinical, Laboratory and Manufacturing Practices (GxP).

Formycon is committed to fostering a work environment that is inclusive, equitable and diverse, where each employee is treated fairly and is respected; and where every team member has an equal opportunity to contribute to the success of our company and reach their full potential. This commitment is solidified through our **Diversity, Equity and Inclusion (DEI) Policy** and endorsed by our leadership and includes every member of our team. It also extends to our treatment of vendors and suppliers, contractors, visitors, customers and job applicants.

Formycon has a policy of zero tolerance with regard to breaches of our DEI Policy. All our employees receive training on our policies on a regular basis.

Targets & Actions

Working Conditions

During the reporting period, no incidents related to child labor, forced labor, human trafficking, discrimination, or other human rights violations were reported within our own workforce (table 18).

Formycon strictly monitors working hours and encourages a working climate with as little overtime as possible. Where overtime is unavoidable, it is duly compensated. To accommodate for different life stages and personal circumstances, we offer various working models, including part-time and hybrid work. Furthermore, a Workers' Council was formed at Formycon in 2025, representing the employees towards management in all issues related to working conditions.

Considering that our highly skilled employees are our most valuable resource, we also offer multiple benefits over and above legislative requirements, such as contributions to private pension plans and a group accident insurance, which not only covers accidents occurring at work but also accidents outside of the office and work hours. Statutory paid parental leave of 14 weeks is offered to the primary caregiver.

Human Rights Incidents

	2025
Number of Human Rights Incidents reported	0

Table 18: Number of human rights incidents

Remuneration

Formycon's salary structure is based on the remuneration levels and models common for the biotechnology industry in Germany, which are significantly above the German minimum and living wage. In addition, we consider macroeconomic developments such as the inflation rate when reviewing the adjustment of remuneration in our annual salary rounds.

Aditionally, there are both short- and long-term incentive schemes for specific groups of employees. The Long Term Incentive (LTI) scheme is provided in the form of performance share units and is designed to promote goal-orientation among management and foster their commitment.

In 2024, we conducted our first analysis of the gender pay gap. The results confirmed that Formycon has long followed a policy of equal pay for equal work and that remuneration for comparable positions is largely gender-neutral. In some cases, further adjustments are required, which we systematically analyze and address in a targeted manner. The gender pay gap is monitored annually and is reflected in our remuneration and HR measures.

Training & Development

Formycon offers individual opportunities for further education and training at a professional level for all employees, including contractual and part-time employees. In addition to a Scientific and Clinical Career Path for Formycon scientific staff, a Managerial Career Path for employees of the Regulatory Affairs, Quality Management and Project Manage-

ment departments has been implemented to promote personal career planning within the company.

To promote the individual development of our employees, we conduct yearly performance appraisals in which feedback on target achievement is provided and development plans are discussed. Formycon supports participation in seminars, congresses and lectures both in-house and with external partners. There are not only seminars on technical skills available, but our employees can also choose to attend training in areas such as languages, personal coaching, resilience and leadership.

We also aim to set an example for the next generation and have expanded our trainee program to include additional specialist areas alongside our existing IT apprenticeships.

We strive to make Formycon an even better place to work, supported by our ongoing efforts to promote professional development, and strengthen communication between employees and senior management. To foster innovation and excellence, we continuously cultivate a culture of diversity, openness, trust, and teamwork.

Health & Safety

Another very important area is the health and safety of our employees. Operational processes can only run smoothly if safety protection is implemented in a practice-oriented way. Formycon holds the **“Safe with System” seal of approval** from the German employers’ liability insurance association for the raw materials and chemical industry (BGRCI).

The Safe with System program encompasses all relevant elements of a health & safety management system such as governance structures, risk and opportunity analysis, consultation with employees, implementation of preventive measures, process definition, and continuous improvement. As part of the voluntary audit, both the occupational health and safety management system (AMS) and the effectiveness of the occupational health management system (BGM) must be examined for the seal of approval to be awarded.

In addition to the safety officers required by law, we have entrusted several experienced employees with special tasks in the field of occupational safety and protection. Supported by guidelines, training and regular medical check-ups, Formycon pursues the goal of minimizing the likelihood of accidents at work and at the same time ensuring the safety and well-being of our entire workforce.

In our Health & Safety Policy, we address the right of all employees to a safe and healthy workplace, and in addition to our policies and guidelines, we also have standard operating procedures (SOPs) in place with detailed manuals on critical work processes as well as handling of equipment, to prevent work related accidents and make sure that all workplaces are safe. There were two work-related accidents in 2025. None of them were critical and were not directly related to specific work tasks in so far that they did not occur while handling hazardous substances or other work equipment.

Formycon places high priority on employee health and safety. In addition to mandatory occupational health examinations, we offer flu vaccinations, ergonomic workplace assessments, and first aid training, delivered by our company physician and external partners such as the Bavarian Red Cross.

We regularly conduct anonymous surveys on psychological risk to identify potentials for improvement. We also offer our employees access to an online mental health platform that provides professional psychological counselling online. In addition, we continuously identify and implement measures to further enhance our health protection processes.

Targets & Actions

Strategic Target	Operational Target	Action	Time Horizon	Status
Equal Treatment & Equal Opportunities				
Protection of all employees from discrimination	Implementation of an equality policy including the implementation of a whistleblower system	Integration of requirements to ensure equal opportunities for all employees as part of the Code of Conduct	Implemented	
		Development and implementation of a stand-alone DEI Policy	Implemented	
	Strengthening of the corporate culture in relation to DEI	DEI-related skills development training and programme	2025	
		Implementation of awareness-raising campaigns on discrimination of all kinds in the workplace	2025	
Gender equality	Maintaining the proportion of women in management positions above 40%	Establishment of formats for the promotion of women in personnel development	2025	
	Proportion of women on the Management Board of at least 25 %	Implementation of a target quota of 25%	2030	
Equality of other minorities	Improving the exchange formats and support services for the LGBTQIA+ community within the company	Promotion of employee resource groups, e.g. "FOR_MY_Queers_Community"	Implemented	
	Enhancing the cultural exchange among employees	Establishment of content formats to represent the different nations present in the company	Implemented	
Ensuring a transparent and fair remuneration structure	Disclosure of key figures on the ratio of total annual compensation	Initial analysis of the gender pay gap – followed by regular analysis of the gender pay gap	Implemented	
Training and competence development				
Continuous strong employee capacity building	Improvement of the recording of training and development (hour/employee)	Measurement of average hours of training per employee to determine the status quo	2025	
		Implementation of a content-related "pulse check" among managers on the need for further training in the workforce	Implemented	
		Discussion of employees' training needs in annual performance reviews	Implemented	
		Anchoring employee training KPIs in the objectives of managers	2026	
	Definition of ideal-typical career paths for employee development	Scientific Career Path for academic employees and Managerial Career Path for employees in the Departments of Regulatory Affairs, Quality Management and Project Management	Implemented	
Attracting, developing, and retaining talent		Employee referral program: Incentives for employees to recommend suitable candidates	Implemented	
		Expansion of the range of apprenticeships, internships and dual study places	Implemented	
		Conducting annual feedback meetings (performance reviews) with all active employees (1 / year)	Implemented	

Strategic Target	Operational Target	Action	Time Horizon	Status
Establishment of a feedback culture that promotes the personal development of employees		Development of an individual development plan including goals for professional and personal development with annual updates	Implemented	
Working conditions				
Enhancing employer identification		Development of an employer branding concept (MA workshops) + measures	2025	
Increasing employee satisfaction and long-term employee retention	Keep active turnover rate consistently below 10%	Suggestion scheme (on HR platform) and mailbox for anonymous ideas and suggestions	Implemented	
		Regular "Coffee with your CxO" sessions and Company Meetings	Implemented	
		Offering pf flexible forms of work and working time arrangements	Implemented	
		Stock option program for selected employees	Implemented	
		Annual salary rounds to adjust remuneration on the basis of macroeconomic conditions	Implemented	
		Variable bonus payments linked to corporate goals	Implemented	
		Company pension scheme	Implemented	
		Support for the purchase of home office devices for eRemote/hybrid employees	Implemented	
Promotion of workers' rights and stable working conditions	Keep the proportion of fixed-term employment relationships permanently below 5%	Establishment of permanent employment contracts (except for working students, trainees, board members)	Implemented	
Family-friendly employer	Retention rate of >90% after parental leave	Implementation of a reboarding process for re-entry after parental leave	Implemented	
Occupational health & safety				
No work-related injuries and/or illnesses	Prevention of all work-related accidents and illnesses	Implementation of an occupational health and safety management system	Implemented	
		Annual Instruction for Managers on Occupational Health and Safety Responsibilities	Implemented	
	Raising awareness and training of managers on healthy leadership practices	Conducting mandatory training on work-related risks for employees and managers	Implemented	
		Integration of principles for "healthy leadership" into leadership guidelines	2026	
		Anchoring occupational safety KPIs in the objectives of managers	2026	
	Less than an average of 10 sick days per employee per year	Provision of company health and health control offers	Implemented	
		Providing support services for mental health problems (InstaHelp)	Implemented	
		Carrying out regular psychological risk assessments	Implemented	

Table 19: Target & actions - own employees

Workforce Characteristics

General Characteristics		2025	2024
Type of contract	**Temporary**	10	7
	Permanent	193	243
Gender	**Male**	80	104
	Female	123	146
	Other	0	0
	Not reported	0	0
Total employees		**203**	**250**

Table 20: General workforce characteristics

Recent regulatory developments, particularly the removal of Phase III clinical trials as a standard requirement, are enabling shorter and more cost-efficient biosimilar development cycles and allowing Formycon to realign its organization and processes for greater efficiency. Building on the successful development and approval of three biosimilars, Formycon is leveraging its experience to consolidate resources, optimize allocation, and reduce costs, while digital technologies, especially artificial intelligence, further enhance the focus and efficiency of development processes. In light of these developments and after careful consideration, the Company implemented appropriate staff reductions effective December 1, 2025, in a socially responsible manner.

Turnover Rate	2025	2024
No. of empl. who left during the reporting period	62	26
No. of empl. at the beginning of the reporting period	249	144
No. of empl. at the end of the reporting period	203	250
Total empl. turnover rate (%)	25.6%	10.8%
Voluntary empl. turnover rate (%)	4.6%	6.2%

Table 21: Turnover rate

Additional general workforce characteristics	2025	2024
Total self-employed workers without personnel that are working exclusively for the undertaking	0	0
Total temporary workers provided by undertakings primarily engaged in employment activities	0	0

Table 22: Additional general workforce characteristics

Occupational Health & Safety	2025	2024
No. of recordable work-related accidents	2	1
Number of hours worked by one full-time employee	1,992	2,000
Total numbers of hours worked in a year by all employees	331,158	344,241
Rate of recordable work-related accidents	1.2	0.6
No. of fatalities as a result of work-related injuries and work-related ill-health	0	0
Sickness rate[12]	3.4%	2.8%

Table 23: Occuptaional health & safety

[12] The sickness rate is calculated by dividing the total number of sick days by the number of employees and then dividing this figure by the total number of working days in the selected reporting period.

Remuneration	2025	2024
Employees receive pay that is equal or above applicable aminimum wage determi-	Yes	Yes
Total annual compensation of CEO (EUR)	592,500	612,200
Mean employee compensation	114,500	105,400
Ratio between total annual compensation of the CEO and the mean employee	5.2	5.8
% of employees below senior management level with long term incentives	8.0	7.9
No. of empl. covered by collective bargaining agreements	0	0

Table 24: Remuneration

Share of women in %	2025	2024	Δ
Total workforce	59.2	58.4	0.8
Total management positions	38.3	36.5	1.8
Junior management positions	60.0	36.8	23.2
Top management positions (max. 2 levels away from the CEO)	40.2	40.6	(0.4)
Revenue-generating positions[13]	16.7	20	(3.3)
STEM-related positions	61.4	65.1	(3.7)

Table 25: Share of women in the workforce (%)

[13] Revenue-generating positions refer to line management roles in departments such as sales, or that contribute directly to the output of products or services. It excludes support functions such as human resources (HR), IT and legal.

Workers in the value chain

Formycon's culture is characterized by an affirmative attitude towards integration, non-discrimination, promotion of diversity and equality of opportunity, and we are doing everything we can to prevent and avoid breaching applicable laws and to protect human rights and the environment both within our own operations as well as within our value chain.

While the biopharmaceutical sector is generally not categorized as a structurally high-risk industry for systemic human rights violations[14], certain activities within our global value chain – including raw material extraction and third-party transport and logistics – require careful assessment. Our double materiality analysis did, however, not identify any material human rights issues within our value chain. Our assessment focused on the geographic location and the sector- and commodity-specific activities of our first-tier suppliers. Nevertheless, we have implemented a **Supplier Code of Conduct** grounded in key international standards, including the 10 Principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Conventions on fundamental labour rights. These principles form the foundation of our contractual relationships with suppliers.

[14] Find Industry Topics - SASB

Targets & Actions

Targets & Actions

Strategic Target	Operational Target	Action	Time Horizon	Status
Implementation of human rights due diligence in the supply chain	Implementation of a Supplier Code of Conduct	Development and publication of a Supplier Code of Conduct	2024	
		Roll-out des Supplier Code of Conduct for all relevant suppliers	2026	
	Implementation of sustainability criteria in procurement	Development of focus topics / KPIs for ESG supplier management	2025	
		Query of ESG performance in relation to the defined ESG criteria at key suppliers	2026	
		Expansion of the vendor selection matrix to include ESG criteria	2025	
	Establishment of a due diligence system for human rights risks	Developing a human rights policy and conducting abstract human rights risk analyses of business partners	2026	

Table 26: Targets & Actions - Workers in the value chain

Supplier Screening	
Total number of Tier-1 suppliers	144
Total number of significant suppliers in Tier-1	59
% of total spend on significant suppliers in Tier-1	96.5
Total number of significant suppliers in non Tier-1	0
Total number of significant suppliers (Tier-1 and non Tier-1)	59

Table 27: Supplier screening

Supplier Screening

Our direct suppliers with regards to manufacturing or filling and packaging are mainly located in regions with low risks of workers' human rights violations such as the USA or Europe, and our key suppliers usually require highly qualified personnel.

Although we have not published a stand-alone human rights policy, our **Supplier Code of Conduct** already reflects key human rights principles. These include the prohibition of forced and child labour, a commitment to fair pay and working hours, freedom of association, non-discrimination, diversity and inclusion, workplace health and safety, and the protection of livelihoods connected to natural resources. We have started our supplier screening process by engaging with approximately 33% of our key suppliers in the form of an ESG questionnaire covering environmental, social and governance topics and will roll out the screening process to cover all our key suppliers by end of 2026. Examples of social topics covered are policy on human rights, occupational health & safety certification, and the implementation of a whistleblower system.

Our key suppliers are identified based on business relevance (the total spend of our significant tier-one suppliers amount to more than 96% of total spend). Furthermore, we are in the process of developing specific ESG criteria for the supplier selection process and are planning to implement these by 2026. This is to ensure that Formycon's purchasing practices are aligned with our Supplier CoC.

Patients (End-consumers)

The safety and quality of our medicines for our patients is a top priority. The development of biosimilars for highly regulated markets requires high standards of safety, quality and efficacy of the drugs. The quality assurance requirements for the production processes related to medicinal products and active ingredients are defined by the European Commission in the Principles and Guidelines of Good Manufacturing Practice (GMP) for medicinal products for human use as well as by the US Food and Drug Administration (FDA) under 21 CFR Part 210, which spedifies Current Good Manufacturing Practice (cGMP) for finished pharmadueticals.

Formycon's contract manufacturers and laboratories are managed under these guidelines and are, in addition to our regular audits, recurringly inspected by regulatory bodies such as the U.S. Food and Drug Administration (FDA) and local EU GMP authorities. The conduct of clinical trials concerning medicinal products for human use is strictly regulated by the Good Clinical Practice (GCP) standard.

Good Clinical Practice (GCP) is an internationally recognized standard that is legally binding for Formycon under EU and national legislation. It serves to protect patients and ensures the integrity and accuracy of the data and results generated during clinical studies. We also conduct environmental hazard assessments for all our products, ensuring that the products do not contain substances that fall under e.g. the RoHS or REACH SVHC regulated substances.

Impacts, risks & opportunities

Impacts, risks and opportunities			Up-stream	Own Operations	Down-stream	Time Horizon
Access to information	Insufficient transparency and inadequate information for participants in clinical studies	Potential negative impact	⊖			● ● ●
	Promoting progress in research by sharing information on clinical trial outcomes publicly beyond legal requirements	Actual positive impact		⊕		● ● ●
	Lower acceptance and delayed market penetration due to limited awareness and underastanding of biosimilars among healthcare system-physicians, and other stakeholders	Market risk			!	● ● ○
Drug safety	Health impairments in clinical trial participants	Potential negative impact	⊖			● ● ●
	Patient claims arising from health damage associated with marketed products	Legal and compliance risk			!	○ ○ ●
Access to, affordability and pricing of drugs	Improving access to medical care by providing medicines through clinical studies in countries where patients have no access to the reference product	Actual positive impact	⊕			● ● ●
	Support of third-party R&D activities for the development of biosimilars	Actual positive impact		⊕		● ● ●
	Improving the affordability of essential medical products and access for previously underserved patients	Actual positive impact			⊕	● ● ●
	Expanding access to underserved populations in emerging economies contributes to profit growth	Opportunity			⌘	○ ● ●
	increased cost pressure on public health systems in developed economies leads to increased demand for biosimilars and profit growth	Opportunity			⌘	● ● ●

⊖ Negative Impact ⊕ Positive Impact ⊖ Neg. potential Impact ! Risk ⌘ Opportunity

Table 28: Impacts, risks & opportunities - patients

Targets & Actions

Targets & Actions

Strategic Target	Operational Target	Action	Time Horizon	Status
Access to information				
Improving awareness of the benefits of biosimilars	Provision of information on biosimilars to the interested public	Communication on the benefits of biosimilars at conferences, etc.	Continuous	
		Expansion of communication on the benefits of biosimilars on Formycon website and Social Media channels	2025	
Product quality & safety				
Continuous assurance of our quality standards for products	No critical complaints about quality standards at Formycon AG (no recalls)	Ongoing implementation and continuous improvement of a quality management system in accordance with Good Manufacturing Practices (GMP)	Continuous	
	Training of 100% of the relevant employees regarding GMP	Regular GMP training for employees working under GMP requirements (min. yearly)	Continuous	
	No critical findings in the context of audits	Implementation and support of internal and external quality audits	Continuous	
Flawless execution of clinical trials	100% of CROs comply with GCP	Selection and auditing of all Clinical Research Organizations (CROs) according to Good Clinical Practices (GCP))	Continuous	
Access to products				
Increasing the attractiveness of products for patients through alternative forms of administration		Active efforts to develop more user-friendly administration formats	Continuous	
Data protection				
Elimination and minimization of data security risks	Compliance with all applicable data protection regulations	Development of a data protection policy	Implemented	
		Expansion of the data protection management system	Implemented	
		Embedding responsibility for data protection in board and at management level	Implemented	
Protection of IT infrastructure		Development of an Information Security Management System, incl. information security risk management in compliance with NIS 2	Implemented	

Table 29: Targets & Actions - Patients

Drug Safety

Formycon has a rigorous Quality Management System (QMS) in place, compliant with all national and international regulation. Important elements of our QMS are our Quality Manual, Quality Policy, and our Quality Standard Operating Procedures, all based on the aforementioned GxP standard. All Formycon employees are trained on the Quality Manual as part of their onboarding. Established processes ensure that employees receive appropriate onboarding and regular training aligned with their roles. We closely monitor compliance with all relevant regulations and standards, both internally and across our business partners.

In addition to our interaction with relevant stakeholders such as public authorities and healthcare professionals - which is strictly regulated in our **Code of Conduct** - a very important part of our communication with healthcare professionals and patients is the information printed on the product labelling and package inserts. To ensure that this information is correct and accurate, it is developed in cooperation with and controlled by relevant public health authorities and is part of the approval process.

Formycon not only safeguards drug safety through its quality assurance processes during development, clinical trials and manufacturing, but also implements measures to detect, assess, understand and prevent adverse effects or any other problems related to our products after market entry. This is called post marketing pharmacovigilance and involves the systematic collection and assessment of pharmaceutical technical complaints with respect to severity, impact on patient and healthcare professional safety, as well as the implementation of potential corrective and preventive measures. Formycon's pharmacovigilance system consists of three areas: safety data collection, data analysis and evaluation and reporting to and communication with relevant authorities and stakeholders.

We ensure the high quality and safety of our products for patients now and in the future and are working to make them available globally. In addition, we conduct research on and develop more patient-friendly methods to administer our products.

Class I / Class II recalls[15]	2025
Number of Class I recalls	0
Total value of recalled products	0
Number of Class II recalls	0
Total value of recalled products	0

Table 30: Product recalls

[15] The market authorization holder (MAH) of a biosimilar is responsible for any product recalls. Formycon is the MAH of Fymskina, which was marketed for the first time in 2025.

Contribution to Societal Healthcare

The number of noncommunicable diseases (NCDs) is increasing rapidly worldwide and NCDs are currently responsible for almost 75% of all deaths worldwide[16]. Thus, the need for innovative therapies for chronic diseases or cancer is growing rapidly. Biological pharmaceutics have significantly improved the treatment of many of these serious diseases; however, biologics are usually very expensive.

Due to the high cost of treatment, patients are often only eligible for biopharmaceutical therapy after long waiting times and when all other options have been exhausted. Formycon's contribution is to improve access to such essential medicines. When biosimilars enter the market, they create a competitive dynamic that increases cost efficiency in the market and improves access to therapy.

For the cost bearers within the healthcare sector, such as health insurers, the cost savings arising from biosimilars mean that more patients can be treated with biopharmaceutical substances than previously. The price reduction generated through the entry of biosimilars on the market often amounts to more than 80%. Alone in Germany, there was a 1.9 billion € cost reduction in 2024 through the adoption of biosimilars, and over the last 10 years, approximately 9.5 billion € have been saved by the German statutory health insurance system through the switch to biosimilars[16]. Formycon currently does not market any of its products. Marketing and sales are conducted by the commercialisation partners that purchase the product licenses. Therefore, we cannot track the number of patients with low-cost access, but our partners usually offer such initiatives[17].

In our upstream value chain, however, we aim to select patients for clinical trials that would otherwise have not been treated with a biological product, thereby also increasing diversity within the pool of clinical research participants. In addition, after completion of the clinical study LOTUS in the summer of 2025, we donated our remaining chemotherapy drugs - 1078 doses - to help patients receive urgently needed cancer treatment. The donation was carried out through the NGO Action Medeor[18], which operates in accordance with strict ethical international and national standards[19].

As part of our commitment to improving access to our products in developing countries, we collaborate with a range of commercialisation partners across Africa and Asia. In 2025, we expanded access to our products into Sub-Saharan Africa, complementing our existing partnerships in North Africa and the Asia-Pacific region.

Product innovation

We are also conducting research on improving the drug substance administration to patients. In 2025, we obtained the approval of the FYB201/Ranivisio® pre-filled syringe, which is the first in Europe to be offered, providing patients and healthcare

[16] Zahlen, Daten und Analysen. Biosimilars in Zahlen zum Kalenderjahr 2024. Arbeitsgememeinschaft probiosimilars: https://probiosimilars.de/wp-content/uploads/2025/06/Biosimilars-in-Zahlen_Kalenderjahr-2024.pdf

[17] Please see Patient Assistance Programs by Teva as an example: https://www.tevausa.com/our-products/article-pages/patient-assistance-programs/

[18] Emergency relief Ukraine - action medeor https://medeor.de/en/what-we-do/providing-disaster-relief/emergency-relief-ukraine.html

[19] Ethical standards - action medeor: https://medeor.de/en/who-we-are/discover-action-medeor/156-mission-statement-ethical-standards/443-ethical-standards.html

professionals with a convenient, and efficient treatment option. The innovative technology has been specifically designed for intravitreal injections and is characterized by high dosing accuracy, low injection pressure, and a minimized risk of application errors – key factors in ophthalmic care. The silicon-oil free syringe-device combined with a modern sterilization technology is setting high and innovative standards.

We are committed to transparent reporting of our clinical research and ensure that the results of all Formycon-sponsored studies are disclosed in public registries. We also share clinical study outcomes at scientific conferences, including anonymized patient-level data and demographic information on study participants. Scientific publications related to our biosimilars can also be found on our **website**.

Data Privacy

Data privacy and information security are of paramount importance to Formycon and constitute key elements of responsible and sustainable corporate governance. The protection of personal, confidential and sensitive data is embedded in the company's governance framework and overseen at Management board level. Internal policies define principles, processes and responsibilities for secure and compliant data handling.

Formycon's data protection and information security management ensures compliance with legal and regulatory requirements, in particular the EU General Data Protection Regulation (GDPR). Technical and organizational measures are implemented across IT systems and business processes to ensure data confidentiality, integrity and availability throughout the data lifecycle.

As a biopharmaceutical company operating in a highly regulated environment, Formycon places particular emphasis on protecting employee data, clinical study participant data and information related to research, development and operations. This is supported by regular training and awareness measures to foster a strong data protection culture and ensure integration into daily business processes. Critical systems are subject to regular maintenance, monitoring and continuous improvement.

Internal reviews and external audits help identify risks and strengthen the company's security posture. Data protection and information security risks are monitored as part of Formycon's integrated risk management system. In line with European cybersecurity requirements, including the NIS2 Directive, Formycon continuously enhances its information security framework to ensure resilience and regulatory readiness.

Governance

Governance

Governance refers to the structures, processes, and principles that guide responsible decision-making, ensure compliance with regulations, and safeguard the integrity of scientific and business operations. It encompasses how an organization defines accountability, manages risks, protects data, and upholds ethical standards throughout the entire value chain — from research and clinical development to manufacturing and commercialization.

Clear governance structures help ensure transparency, foster trust with stakeholders, and support long-term value creation. They enable Formycon to navigate complex regulatory requirements, maintain high scientific and operational standards, and manage potential risks proactively, including those related to partnerships, supply chains, and intellectual property.

Ultimately, robust governance strengthens Formycon's ability to innovate responsibly and deliver high-quality biopharmaceuticals that meet both societal expectations and regulatory obligations. In addition, even the appearance of conduct that is contrary to regulations may negatively impact Formycon's business interests.

Impacts, risks & opportunities related to governance

Impacts, risks and opportunities			Up-stream	Own Operations	Down-stream	Time Horizon
Protection of whistleblowers	Retaliation against whistleblowers or individuals reported for misconduct	Potential negative impact		⊖		● ● ●
Corruption & Bribery	Unethical behaviour by license partners in the context of their sales activities	Potential negative impact			⊖	● ● ●
	Unethical behaviour by Formycon employees resulting in legal claims or fines	Legal and compliance risk		!		● ● ●
	Unethical conduct by license partners may impair their operations and, given Formycon's dependence, negatively affect Formycon	Market risk			!	● ● ●
	Unethical conduct by CDMOs/CROs may impair their operations and necessitate supplier changes by Formycon, leading to additional costs	Operational risk		!		● ● ●
Corporate culture	Formycon's culture of trust, innovation, and excellence, combined with a highly skilled workforce, enables fast, high-quality results	Opportunity		⌘		● ● ●

⊖ Negative Impact ⊕ Positive Impact ⊖ Neg. potential Impact ! Risk ⌘ Opportunity

Table 31: Impacts, risks & opportunities - governance

As a developer of biosimilars, Formycon and its business partners operate in a highly regulated environment and are subject to regular audits by official authorities. The main reason for the strict regulation is primarily patient safety as well as the complexity related to the development of biopharmaceutical products. However, ethical, honest and transparent behaviour is just as important for us in other areas such as research and development and marketing.

We have identified two potential negative impacts related to unethical business behaviour, located within our own operations and in our downstream value chain. To counteract and minimize any risks that might arise in this area, Formycon reviews and monitors all relevant processes, procedures and decisions by internal and/or external persons with regards to compliance. Thereby, we ensure compliance with applicable legal and regulatory requirements, our **Code of Conduct** as well as related guidelines and SOPs (Standard Operating Procedures).

The relevant requirements are reviewed regularly and adjusted if necessary. Our internal training system as well as random and event-related individual case-by-case reviews ensure that the respective requirements are observed and adhered to. Additionally, an enabling factor of strong governance is an open company culture based on trust, where employees are not afraid to speak up.

Policies

Our corporate conduct is guided by a strong sense of responsibility and clear ethical principles. Our governance policies provide a strict and transparent framework for our actions within Formycon and for our business relationships with suppliers, partners, and other relevant stakeholders. They help us navigate complex situations, prevent or mitigate potential risks, and form the foundation of our compliance and ethics program.

Our **Code of Conduct** and its principles apply to all employees and anyone working on behalf of Formycon. They are complemented by additional policies that provide detailed guidance in specific areas such as political engagement, anti-bribery and anti-corruption, whistleblower protection, and animal welfare.

Targets & Actions

Target & Actions

Strategic Target	Operational Target	Action	Time Horizon	Status
Enhancing transparency towards stakeholders	Expansion of sustainability communication	Publication of the first sustainability report	2026	
		Active participation in relevant ESG ratings	Continuous	
		Development of an ESG/Sustainability subpage on the company website, to communicate central sustainability KPIs	2024	
Commitment to integrity and compliance	Improved transparency on compensation practices	Disclosure of remuneration report (Management Board)	Continuous	
	Increase transparency on political engagement in line with general standards	Development of a lobbying policy	2025	
	No compliance violations	Revision / implementation of the Code of Conduct (incl. requirements on corruption and bribery), regular revision cycles	2024	
		Annual compliance training for employees on the Code of Conduct	Continuous	
Protection of whistleblowers		Development and publication of a whistleblowing policy – protection of whistleblowers	2024	
		Implementation of an anonymous whistleblower system for internal and external stakeholders	2024	
Responsible corporate governance in line with sustainability commitment	Implementation of sustainability criteria in remuneration policy	Establishment of a variable remuneration ESG component at management board level	2025	
Animal welfare	Develop an animal welfare policy and communicate it to business partners	Development and publication of an animal welfare policy	2024	

Table 32: Targets & Actions - Governance

Ethical Business Conduct

We constantly observe, assess, and manage the legal risks that fall under the scope of our business liability. The aim is to prevent conduct that is not compliant with regulations, to detect it and respond appropriately in the event of any (alleged) breach to avoid any further breaches of a similar kind. This means that our conduct must always comply with the applicable laws and sector guidelines, as well as with Formycon‘s internal standards.

Formycon has therefore set up a comprehensive Compliance Management System (CMS), which we determinedly implement and enforce. By doing so, Formycon is placing a high value on a culture of mutual trust which is intended to encourage an open and free exchange of views at and beyond all levels of the corporate hierarchy. Having an open-minded working environment is fundamental to our success. Any attempt to discriminate against any employee who openly expresses his or her concern constitutes a serious breach of both the **Code of Conduct** and the **Whistleblower Protection Policy.**

We have implemented several different company channels through which concerns can be reported. In addition, our whistleblowing tool enables internal and external stakeholders, (former) employees, customers, suppliers, sales partners, and third parties to report concerns anonymously. The tool complies with the highest standards of protecting the identity of the reporting person and the security of the information transmitted. Formycon is continuously training its employees in handling compliance-related risks.

We consider professional engagement and dialogue with relevant stakeholders, sharing data and insights, as an important task and responsibility to help improve the accessibility of vital medicines. All our engagement activities are based on our guiding principles as defined in our Lobbying Policy. These relate to:

— Compliance with applicable laws and regulations

— Transparency on lobbying positions and activities

— Honesty and integrity in all interactions, which must be professional, accurate, and free from improper influence

— Alignment with Formycon’s mission, values, sustainability commitments and long-term strategy

Formycon will not tolerate any breaches, either of relevant policies or of any applicable law and will investigate any incident that does not comply with these principles. We have not had any incidents, convictions, or fines for violation of anti-corruption and anti-bribery laws, or any breaches of procedures and standards in relation to anti-bribery and anti-corruption during the reporting period. Furthermore, Formycon has not had any legal proceedings regarding corruption or bribery brought against us or our employees.

Convictions and fines for corruption and bribery	2025	2024
Total number of convictions for the violation of anti-corruption and anti-bribery laws	0	0
Total amount of fines for the violation of anti-corruption and anti-bribery laws (EUR)	0	0

Table 33: Convictions and fines for curruption and bribery

Lobbying activities (EUR)	2025	2024
Lobbying, interest representation or similar	0	0
Political institutions	0	0
NGOs and advocacy groups	0	0
Trade associations and industry organisations	32,441	22,000
Think tanks	0	0

Table 34: Lobbying activities

Corporate Culture

Our culture is rooted in teamwork and collaboration, enriched by the diverse experiences and perspectives of our employees. Combined with their exceptional expertise and an agile organization committed to sustainable growth, this forms the foundation of Formycon's success.

Formycon has successfully recruited and integrated outstanding talent into the organization. With our newly developed employer branding concept, we aim not only to position ourselves as an attractive employer for applicants, but also to firmly embed our core corporate and leadership principles throughout the organization, thereby strengthening employee loyalty.

According to Formycon's understanding of good leadership, personnel management, employee engagement, sustainable management and corporate success are directly related. That is why Formycon attaches great importance to a culture of mutual trust, which is intended to encourage an open and free exchange of opinions across all hierarchical levels. To encourage such exchange, we hold regular "Company Meetings" and "Coffee with your CxO" sessions, where all employees have the opportunity to participate and engage directly with management.

Formycon considers a leadership culture characterized by strong values, empowerment, and accountability essential to achieving its corporate goals. To support this, our HR department provides managers with regular training in people management and offers guidance in the effective execution of their leadership responsibilities.

Animal Welfare

At Formycon, all our products must be safe, effective, and efficient and developed in full compliance with legal requirements. For the development of biosimilars, the need for animal studies may be limited or waived if analytical and in vitro comparison provides high confidence in similarity. However, animal studies are required when necessary to address residual uncertainty in safety/toxicology that cannot be resolved by analytical or in vitro data.

Formycon recognizes the particular responsibility associated with animal studies. We not only comply with all applicable laws and regulations governing animal research, but also apply strict internal standards to ensure that animals are treated with respect and in accordance with ethical principles.

It is Formycon's ambition to minimize or, opt out of animal studies for research by implementing alternative research methodologies like in-vitro or ex-vivo testing or computer modelling wherever feasible. Formycon conducts animal studies only when requested by health authorities. In such cases, we engage external service providers to carry out the studies on our behalf. We expect our business partners commissioned to conduct such studies to comply with AAALAC standards (Association for Assessment and Accreditation of Laboratory Animal Care) or comparable regional guidelines. This ensures that these studies are conducted in accordance with the highest ethical and scientific standards of animal welfare and adhere to the internationally recognized 3Rs principles:

— Replacement - studies on animals are replaced with alternative methods

— Reduction - the least number of animals possible will be used for the study

— Refinement - through improved methods, animal welfare is increased

These principles are laid down in our **Animal Welfare Policy**, which applies to Formycon employees as well as to any persons working on our behalf.

Imprint

Formycon AG
Fraunhoferstr. 15
82152 Planegg-Martinsried
Germany

+49 89 864 667 100
info@formycon.com
www.formycon.com

Publication Date
April 22, 2026

Photos
Adobe Stock
Formycon AG