



SUSTAINABILITY REPORT 2024



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Message from our CEO

“Growth and innovation must go hand in hand with responsibility. At Neuraxpharm, we are proud to lead with purpose – improving lives while building a future grounded in care, integrity, and long-term impact.”

2024 has been a defining year in Neuraxpharm’s journey as a leading European CNS specialist committed to innovation, responsibility, and growth. As we continue to expand our footprint across Europe and beyond, we do so with a clear purpose: to improve the lives of patients affected by neurological and psychiatric conditions, while upholding the highest standards of environmental, social, and corporate responsibility.

Our international expansion has reached new milestones this year, with the establishment of Neuraxpharm Middle East, our first affiliate in the region, now serving the six members of the Gulf Cooperation Council. This step reflects our determination to bring innovative treatments – such as a BRIUMVI® (ublituximab), an important therapy for patients with relapsing multiple sclerosis (RMS), to more patients globally. In parallel, we marked the first European launches of BRIUMVI® in Germany and Spain, with other markets in Europe and beyond to follow in the near future. These achievements are a testament to our position as a partner of choice for CNS care, delivering both established and innovative, cutting-edge therapies to more patients and healthcare professionals around the world.

As we grow, we remain steadfast in our commitment to responsible business practices. The challenges brought by Storm DANA in Spain in late 2024 were a stark reminder of the growing impacts of climate change. Our support for affected communities, including our donation to the Spanish Red Cross, was a tangible expression of our commitment to standing by communities in times of crisis. It is in such moments that we are reminded of the vital role companies can play in supporting both people and the planet.

In line with our sustainability ambitions, we continued to advance our ESG agenda. In 2024, we took meaningful steps to prepare for the EU’s Corporate Sustainability Reporting Directive (CSRD), while closely monitoring the evolving sustainability regulatory landscape observed in recent months. These efforts ensure that we are ready to meet future regulatory requirements while remaining true to our core values.

Being a responsible business means holding ourselves to the highest ethical standards, striving for excellence in everything we do, and keeping patients and society at the heart of our mission.

We are proud of our diverse, expert, and passionate team who bring energy and dedication to our work every day. Together, we are laying the foundation for long-term value – for patients, partners, and communities around the world.

As we publish our 2024 Sustainability Report, we look ahead with optimism and determination. The journey toward lasting progress is ongoing, and Neuraxpharm remains committed to leading with purpose, integrity, and care.



Dr Jörg Thomas Dierks
CEO



What drives us

A LEADING CNS SPECIALIST IN EUROPE

FOCUS ON CNS

40 YEARS OF EXPERIENCE IN
THE CNS FIELD

OUR PURPOSE & MISSION

A VERTICALLY INTEGRATED COMPANY



Neuraxpharm: A leading CNS specialist in Europe

Neuraxpharm is the leading European specialty pharmaceutical company, dedicated to addressing central nervous system (CNS) disorders. With a deep understanding of the CNS market cultivated over 40 years, we offer a comprehensive and differentiated portfolio of treatment options. These solutions are designed to address the unmet needs of patients suffering from psychiatric and neurological conditions, in order to enhance their health, wellbeing, and quality of life.

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



OUR PURPOSE

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

CNS FOCUS

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

EUROPEAN REACH AND BEYOND

With a direct presence in 23 European countries, we reach 98% of the CNS market and approximately 120 million people. Beyond Europe, we extend our impact globally through affiliates in Brazil, Mexico, the Middle East, and Australia, as well as through strategic partnerships.

INNOVATION

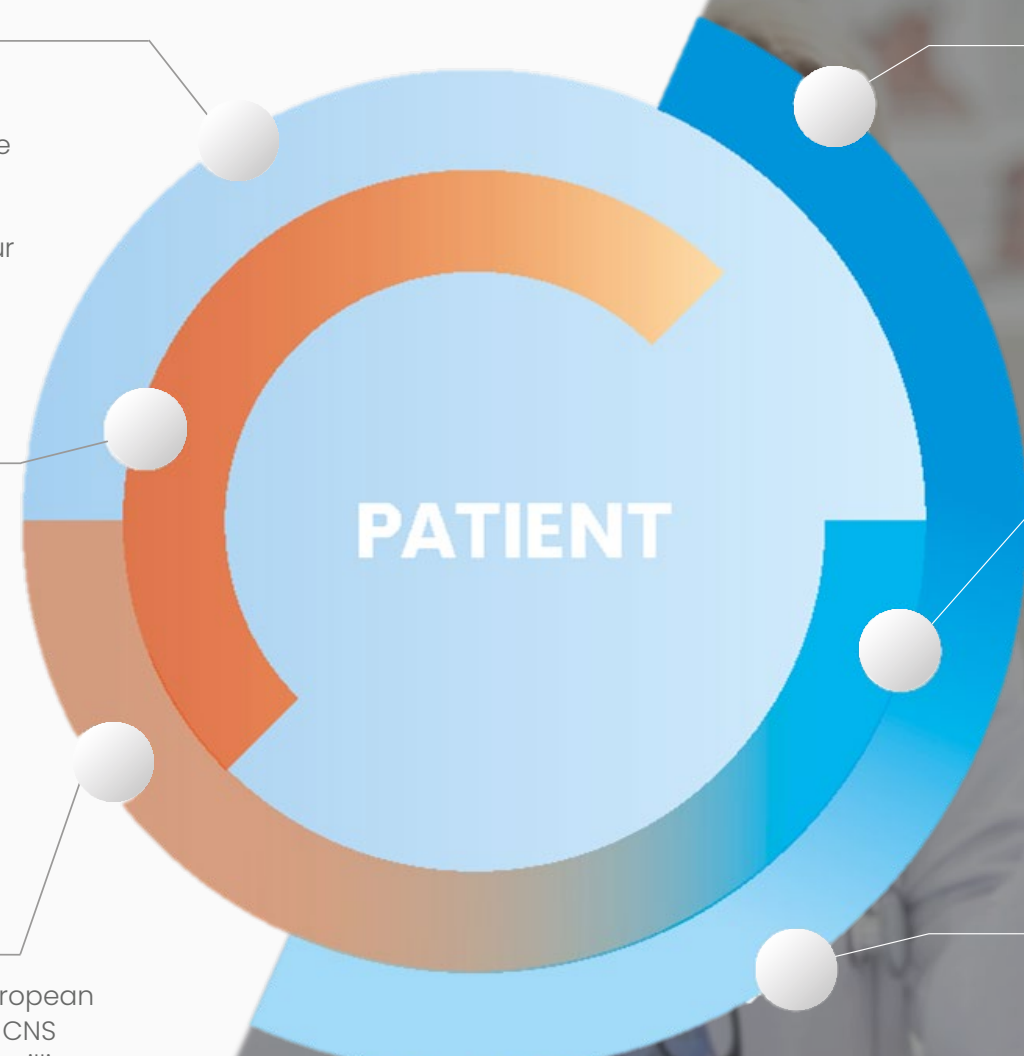
We are constantly innovating to meet the unmet medical needs of our CNS patients, delivering safe and reliable pharmaceutical products developed using advanced technologies and solutions at the cutting edge of R&D.

SOCIAL COMMITMENT

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

ENGAGED

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





Neuraxpharm's global footprint

Neuraxpharm has a direct presence through its own affiliates in 23 European countries and in four territories outside Europe: Mexico, Brazil, Australia and across the Middle East

Beyond this, our global reach extends to over 50 countries through a strong network of international partners and distributors

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


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

Düsseldorf – Germany

 Headquarters / Local and Corporate activities

Barcelona – Spain

 Headquarters / Local and Corporate activities

 FDF¹ Production (Neuraxpharm Pharmaceuticals)

 Research and Development hub



4 affiliates outside of Europe



LATAM: Brazil and Mexico



Middle East



Australia³

 Own affiliate

¹ FDF: Finished Dosage Form

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

³ Announced in July 2025.

 **1**
research hub

 **~1,000**
employees

 **1**
manufacturing plant
in Europe

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



Focus on CNS

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

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

Centered on patient care, we collaborate closely with healthcare professionals and scientific communities across Europe and beyond to meet the needs of CNS patients and their families. Our portfolio includes over 125 CNS molecules, addressing the unmet health needs of those affected. Beyond standard treatments, we are pioneering research into new areas to enhance our therapeutic approaches and improve patient quality of life. Neuraxpharm is committed to leading advancements in CNS healthcare.

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

- Neurologists
- Psychiatrists
- Child neurologists
- Child psychiatrists
- Pain specialists
- Nurses
- Geriatricians
- Pharmacists



~125
CNS molecules



~90
CNS brands

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

We address a wide spectrum of CNS disorders:

NEUROLOGICAL DISORDERS

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

Rare Diseases

- cALD*

PSYCHIATRIC DISORDERS

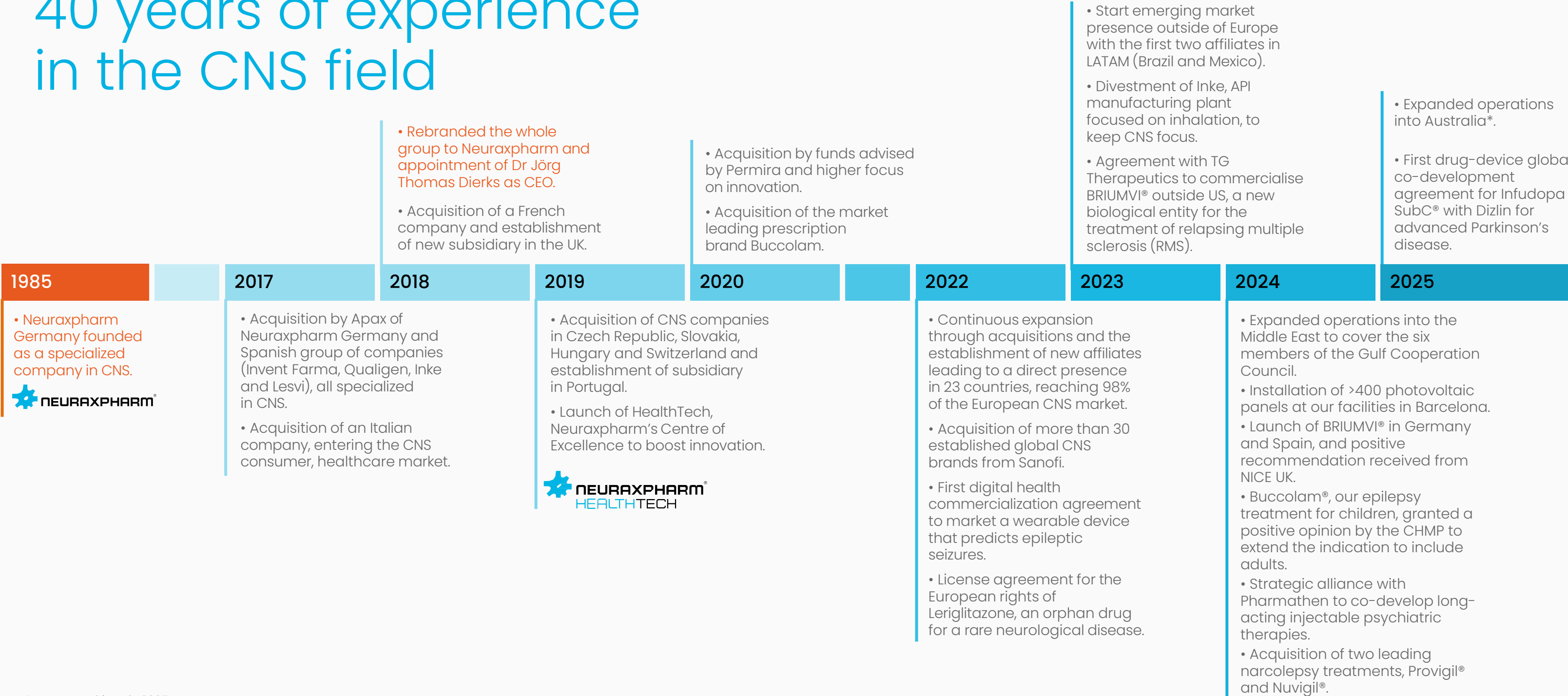
- Anxiety
- ADHD**
- Autism
- Bipolar disorder
- Depression
- Obsessive compulsive disorder
- Psychosis / Schizophrenia
- Substance use disorder

*cALD: cerebral adrenoleukodystrophy

**ADHD: Attention deficit hyperactivity disorder



40 years of experience in the CNS field



*Announced in July 2025.



Our purpose & mission

Our purpose is to offer a comprehensive and specialized range of CNS therapeutic solutions to improve the quality of life, health and wellbeing of our patients*, through each of our **Product Categories**:



Trusted medicines
ORIGINATOR BRANDS



Unique products
VALUE ADDED MEDICINES



Standard of care
GENERICS



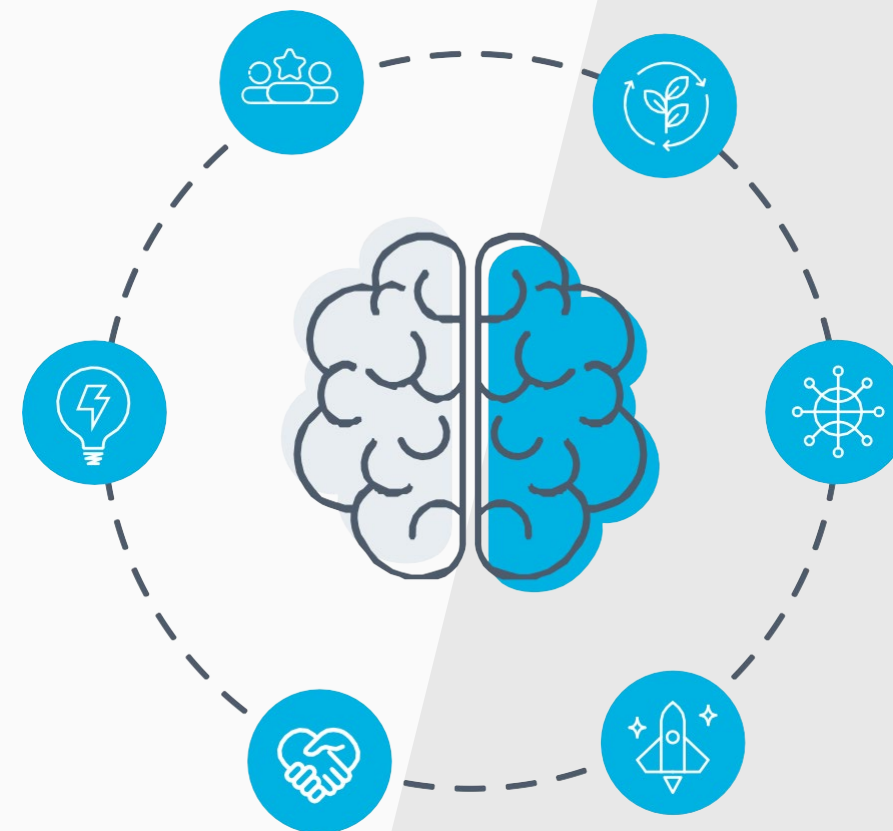
Unmet needs
NEW CHEMICAL ENTITIES (NCEs) and BIOLOGIC DRUGS



Innovative solutions
BEYOND-THE-PILL MEDICAL DEVICES



Rare treatments
ORPHAN DRUGS



Our strategic principles:

CNS experts

Due to our 40 years of specialisation, focus, knowledge and expertise in the central nervous system (CNS) field, we have a strong market position in CNS in Europe.

European Leaders

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

R&D Investment

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

Strategic Partnerships

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

Dynamic culture

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

Flexible structure

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

*Neuraxpharm also commercialises consumer healthcare products and medical cannabis



A vertically integrated company

R&D

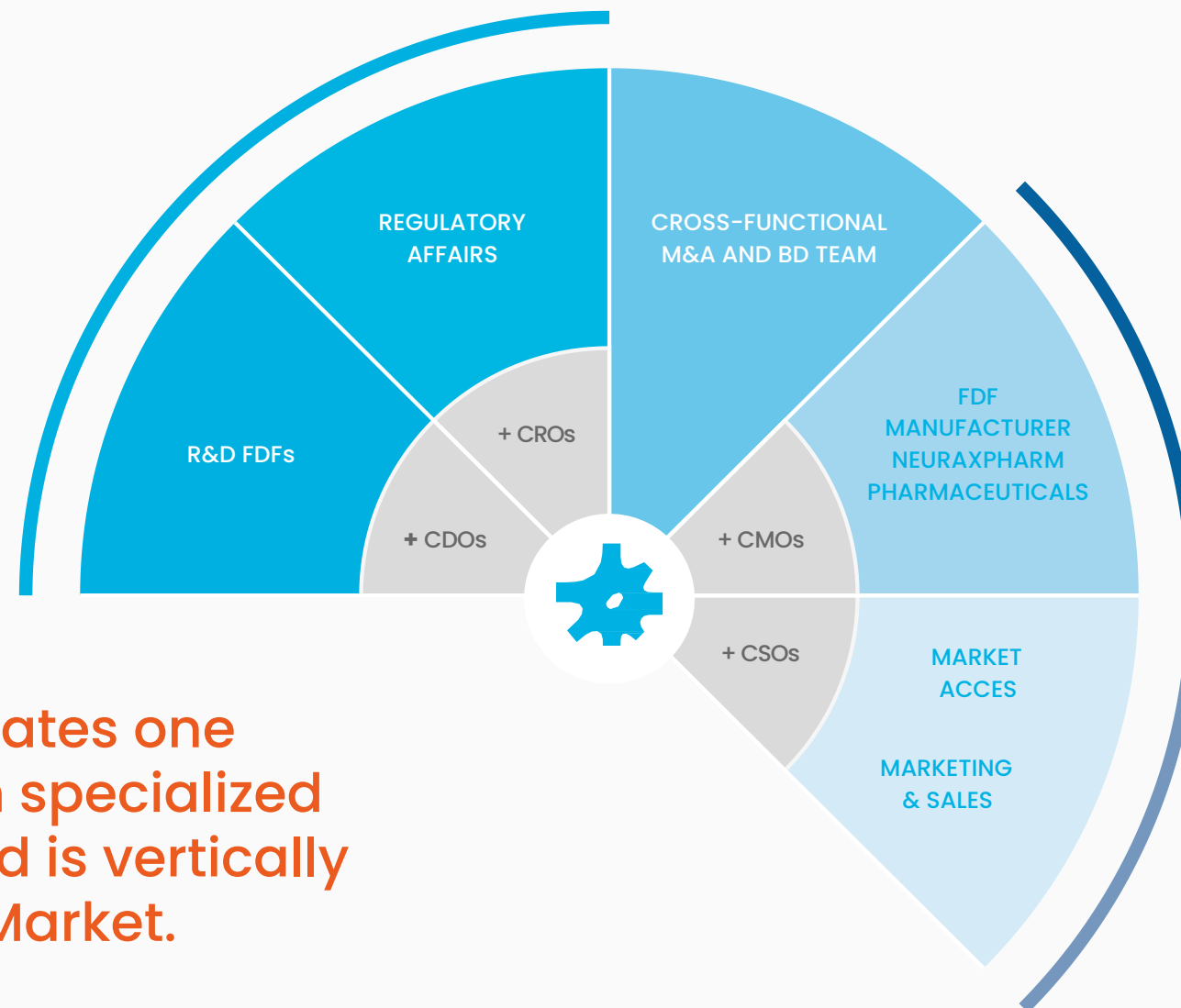
Strong scientific capabilities

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

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

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

* Laboratorios Lesvi S.L. has been rebranded as Neuraxpharm Pharmaceuticals S.L. in 2023



OPERATIONS

Neuraxpharm Pharmaceuticals*

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

- ~340 employees.
- ~35m packs of production capacity per year.
- Prescription drugs (branded and generics) for Neuraxpharm and 3rd parties.

COMMERCIAL

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



Sustainability mission

SUSTAINABILITY STRATEGY

STAKEHOLDER ANALYSIS

MATERIALITY ANALYSIS

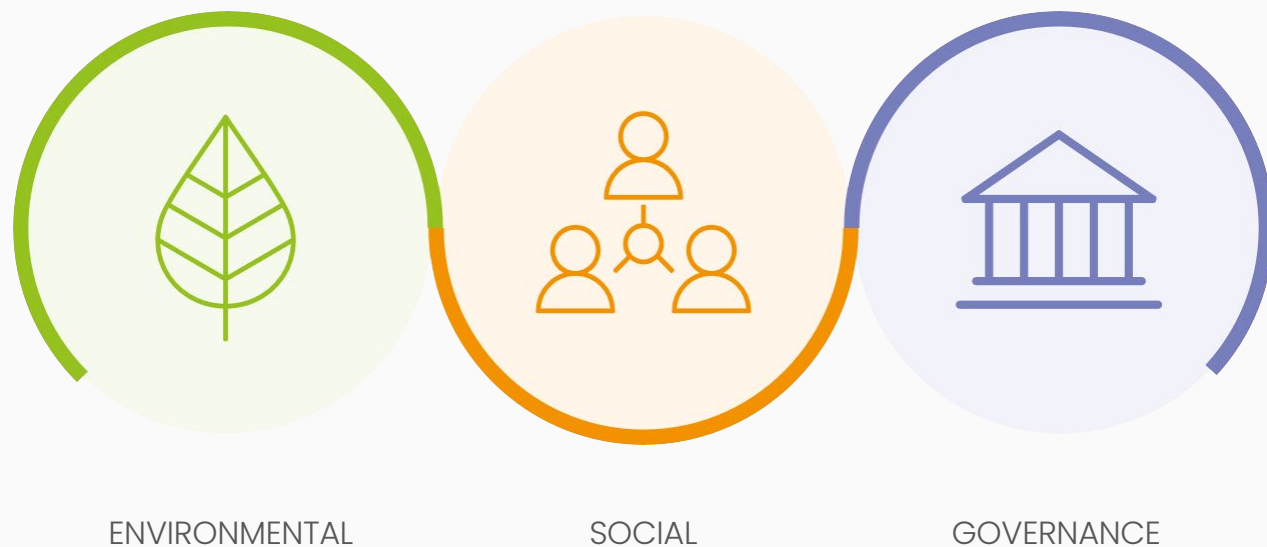


Sustainability strategy

Sustainability is a key priority for Neuraxpharm, and we are engaging in a common mission with our stakeholders to bring about a sustainable and equitable transformation.

We envisage achieving our efforts in CNS through the lens of ESG (Environmental, Social, Governance) because our mission focuses on generating a positive impact on the lives of many.

This purpose is only sustainable if we respect our planet, take care of our collaborators and ensure responsible corporate governance – all the concepts of ESG.



Alignment with Sustainable Development Goals

In line with these claims, we actively contribute to the **United Nations (UN) Sustainable Development Goals (SDG)**, that seek to reconcile economic growth, environmental balance and social progress.

As a leader in the CNS space, we have a vital role to play in helping to achieve sustainable development. The scale and nature of our business means that we contribute to a number of the UN's goals, such as Good Health & Wellbeing through everyday operations.





Readiness for CSRD

In 2024, Neuraxpharm took a significant step forward in its sustainability reporting journey by preparing for the forthcoming requirements of the EU Corporate Sustainability Reporting Directive (CSRD), which introduces a standardized framework for corporate disclosures.

As part of this preparation, we conducted and finalized a Double Materiality Assessment (DMA) to identify the sustainability topics most relevant to our business—considering both the societal and financial impacts. This assessment helps define the areas that warrant management attention and future CSRD reporting.

We also carried out a comprehensive data gap analysis – an essential preparatory step that enables us to begin collecting and refining the data required for alignment with the European Sustainability Reporting Standards (ESRS). Both the DMA and the gap analysis were completed in accordance with the guidance published by the European Financial Reporting Advisory Group (EFRAG) in May 2024, ensuring full alignment with CSRD expectations.

As a company falling under the CSRD Wave 2 group, we have aligned our reporting timelines with the updated schedule outlined in the proposed Omnibus law, which

is expected to direct our reporting from fiscal year 2027 (to be published in 2028). Starting early has been critical to ensuring that our disclosures are both accurate and compliant.

Through this process, we also identified material impacts, risks, and opportunities (IROs) across our operations and value chain, which are disclosed in the following table. By disclosing these IROs, we confirm our commitment to transparency and accountability

Our first CSRD-aligned report is scheduled for publication in 2028, and we are committed to continuously reviewing and adapting our double materiality assessment to ensure it reflects evolving expectations and business realities. This proactive approach ensures that Neuraxpharm remains well-positioned to meet future and evolving regulatory developments.

Despite the evolving sustainability regulatory environment, Neuraxpharm remains firmly committed to continuing to advance key actions and initiatives to be completed before 2030, while maintaining a longer-term vision of achieving our strategic sustainability goals by 2050. This reflects our belief in long-term value creation.

As a result of this Double Materiality analysis, 17 material Impacts, Risks and Opportunities (IROs) have been identified related to nine material topics featured in the following table:



9
Material topics



17
Material IROs

Impacts, Risks and Opportunities (IROs)

ENVIRONMENT	SOCIAL	GOVERNANCE
Climate change and energy [-] Climate change mitigation [-] Energy	Occupational health and safety (Own workforce) [-] Health and safety	Supply chain management (Business conduct) [-] [R] Management of relationships with suppliers including payment practices
Air quality [-] Pollution of the air	Contribution to well-being and health (Consumers and end-users) [+] [O] Health and safety [-] Security of a person	Information security (Business conduct) [R] Data privacy & cybersecurity
Waste management (Circular economy) [-] Waste		Innovation and technological evolution (Business conduct) [+] [O] R&D&i & patents
		Transition to a sustainable business model (Business conduct) [R] Health service effectiveness [R] Resilient business [R] [O] Investments and private equity

[+] Positive Impact; [-] Negative Impact; [R] Risk; [O] Opportunity



Stakeholder Identification

Neuraxpharm identifies its different stakeholders and groups them into three blocks*:

INTERNAL STAKEHOLDERS:

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



Employees*



Shareholders

EXTERNAL STAKEHOLDERS:

Those who do not work directly for the company, but are affected in some way by its actions, or whose actions might affect the organisation.



Customers, distributors and wholesalers*



Physicians*



Pharmacies*



Patients* & users



Suppliers*



EU institutions



Investors and lenders



Banks and financial institutions



Health and medicine regulatory agencies



Certification bodies



Government bodies and policymakers

INDIRECT STAKEHOLDERS:

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



Healthcare centres *



Families and caretakers of patients *



Scientific community *



NGOs and associations



Competitors



Key opinion leaders



Patient associations and advocacy groups



Community and social agents*



* Stakeholders impacted and/or involved/participating in our business and who have been identified in the value chain according to CSRD.



Framing Sustainability Through Five Key Pillars

As part of our commitment to sustainability, we have defined five pillars that form the foundation of our sustainability strategy: **Community, Team, Patients, Planet, and Method.** These pillars reflect the areas where Neuraxpharm can make a meaningful and lasting impact, ensuring that our efforts are focused, coherent, and aligned with our business priorities.



Together, they provide a structured and adaptable framework that guides our actions and supports our ambition to grow responsibly and sustainably.

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



SOCIETY



PEOPLE



QUALITY, SAFETY
& INNOVATION



ENVIRONMENT



GOVERNANCE



DRIVING A POSITIVE IMPACT ON...



Society

As we strive to improve the quality of life of patients in society, social impact to us matters. A philanthropic mindset to generate common good motivates us to raise awareness in our main field: CNS disorders. For this reason, we work to form social alliances, engage with educational institutions and raise awareness through different actions and events.

- Active engagement, awareness and social commitment



People

Our own people are our main asset and guaranteeing their wellbeing is in our DNA. We want to provide them with a safe and pleasant working space where they are fulfilled, healthy and comfortable. This includes providing a welcoming mindset without discrimination or judgement, where everyone is treated equally. In addition, the talent and teamwork between our collaborators is what propels our projects and fulfils our mission, and therefore, we also value career development, training and transparent communication, both inwards and outwards.

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



Quality, safety & innovation

This pillar focuses on sustainability from the perspective of pharmaceuticals solutions, how we ensure their quality through responsible research and innovation, and ethical safety procedures that guarantee improvement in health and discard potential risks. As a pharmaceutical company, we have an important role to play in the health and safety of our patients, dealing with delicate disorders and making use of our products.

- Product quality and safety
- Research and innovation



The environment

Environmental issues are a challenging reality that are becoming increasingly tangible and relevant for us. We are working to adapt our business model for climate change risks to mitigate its consequences wherever possible, especially in the fields of emissions and efficient use of resources, as these are most relevant to us because of the impact of medical production.

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



Governance

Corporate Governance plays a crucial role in shaping Neuraxpharm's operations, accountability principles, and the ethical practices of the organisation. As our industry deals with complex regulatory frameworks, high-stakes research and development, and the responsibility of improving global health, maintaining a strong corporate governance becomes even more critical for us. Thus, we aim to maintain the highest standards in terms of risk, ethics and compliance, and responsible governance of our supply chain.

- Governance, compliance and ethics
- Responsible supply chain

Our CNS community

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

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

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





Active engagement, awareness and social commitment

SERVING OUR COMMUNITIES: Why mental health is important

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

Good mental health is an essential part of life, as important to us as good physical health. The two parts work hand in hand, where each can have a positive or detrimental impact on the other. The World Health Organisation defines health as 'a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity.'⁴ This definition has remained unchanged since 1948.

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

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

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

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

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



⁴World Health Organization. What is the WHO definition of health? Accessed February 2021.



CNS awareness campaigns and social initiatives

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

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

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



+13

World Awareness Days
related to CNS conditions
covered

CNS-related World Awareness Days

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

During 2024, for instance, we produced and published short videos and materials on aspects of depression, anxiety, schizophrenia, and epilepsy, coinciding with the relevant awareness days, with the goal of increasing understanding and to help reduce stigma surrounding these conditions while supporting early diagnosis and intervention.

Mental Health Day campaign – Peace of Mind – Overcoming Anxiety

10th of October is World Mental Health Day. Mental health has become one of the most critical issues of our time, impacting people globally in profound ways.

As a socially committed company, we strive to give visibility to, and strengthen understanding and acceptance of, mental health conditions and CNS disorders to break down mental health stigmas.

In 2024, to support World Mental Health Day, we launched our campaign, [Peace of Mind – Overcoming Anxiety](#). Developed in partnership with [Maudsley Learning](#), our campaign aimed to shed light on the impact of anxiety and provide support for those affected by it.

As part of this initiative, we presented a special film that dives deep into the experiences of individuals living with anxiety, a condition that affects millions globally.

This campaign also featured a series of insightful videos where psychiatrists offer practical advice for patients and caregivers, helping to navigate the complexities of anxiety. The support of those who engage with our campaigns is crucial in spreading awareness and fostering a compassionate and informed community.





“Lucía”, a multidisciplinary project about depression

In 2024, Neuraxpharm launched ‘Lucía’, an innovative, multidisciplinary project aimed at raising awareness about depression and its physical symptoms.

The project centred around a short film, “[Danza, Lucía, Danza](#)”, created by our Spanish affiliate, which tells the story of Lucía who, aged 52 and with a daughter about to fly the nest, faces one of the illnesses that is frequently endured in silence: depression.



Through this project, Neuraxpharm aimed to give a voice to the more than 300 million people around the world who, like Lucía, face depression in their everyday lives.

Following the film’s internal premiere for the company’s employees in April 2024 in Barcelona, Neuraxpharm took Lucía around Spain in the months that followed, helping to increase understanding and train health professionals about depression and its physical symptoms.

World Schizophrenia Awareness Day

On World Schizophrenia Awareness Day on 24th May, Neuraxpharm reaffirmed its commitment to fostering understanding and support for those affected by schizophrenia.

Schizophrenia impacts individuals, their families, and communities, making it essential to break down barriers, dispel myths, and encourage open conversations about mental health.

In 2024, Neuraxpharm launched an initiative featuring a [video](#) from renowned psychiatrist Prof. Dr. Pierre-Michel Llorca (Clermont-Ferrand, France). In this video, Prof. Llorca provides valuable insights into schizophrenia and offers guidance on how family members and friends can best support their loved ones when navigating this journey.

This initiative is aligned with our mission to reduce stigma and enhance education of mental health disorders. By amplifying Prof. Llorca’s message, we hope to empower families and friends with the knowledge that they need to be strong advocates and sources of support.

We encourage you to watch our videos and join the conversation to help spread awareness and support those affected by CNS-related disorders.

Together, we can make a difference.

Testimonial videos of young people with epilepsy

In 2024, Neuraxpharm launched five testimonial videos developed in collaboration with [Young Epilepsy](#), in which young people with epilepsy share their experiences and views on how epilepsy has affected their personal relationships, learning and careers.

By understanding the experiences of young people with epilepsy, we aim to create more empathy and support to develop good relationships and encourage good communication.



World Suicide Prevention Day

In 2024, on World Suicide Prevention Day on 10th September, we launched an initiative featuring a video from renowned psychiatrist Prof. Dr. Eduard Vieta (Barcelona, Spain).

In this [video](#), Prof. Vieta provides practical advice for family members and friends, offering guidance on how to support loved ones navigating depression and its potential connection to suicidal thoughts.

In addition, he speaks about when to seek help from a specialist or to call a suicide helpline.

Through this initiative, Neuraxpharm aims to contribute to suicide prevention efforts, reducing stigma and encouraging open conversations about the connection between depression and suicidal ideation.





DONATIONS

As a company committed to society and mental health, it is our duty to support non-profit entities and organisations whose goal is to improve society. That's why, in 2024, we made donations to NGOs worth €116,000 ⁵, helping to make a positive impact on society.

Support for communities affected by Storm DANA

Climate change is causing an increase in the frequency and intensity of extreme weather events worldwide, including in the regions where Neuraxpharm operates. One of these phenomena is DANA (a Spanish acronym for 'Isolated High-Level Depression'), a meteorological phenomenon that can cause severe storms and devastating floods, as seen in Spain in October 2024.

At Neuraxpharm Group, and especially our Spanish affiliate Neuraxpharm Spain, we share our support and solidarity with those affected by extreme weather across several areas of Spain, in particular the Valencia region, where Storm DANA caused severe flooding.

We continue to express our deepest sympathies for those who lost loved ones and the communities which suffered from this terrible natural disaster. We are very grateful for the work of the emergency teams, health professionals and volunteers who did so much to help.

As part of our commitment to support local communities in times of crisis, Neuraxpharm donated 50,000 euros to the Spanish Red Cross to assist in the emergency humanitarian effort in connection with this disaster.

Christmas donation

To mark the end of 2024, we shared a [video](#) on our corporate LinkedIn page thanking all those who contribute to Neuraxpharm's mission of improving the quality of life for people living with CNS disorders.

In the spirit of this commitment, we made a donation to The [Michael Foundation / Stiftung Michael](#) in Germany, the non-profit foundation dedicated to scientific research into epilepsy, including social and patient aspects. The Michael Foundation distributes helpful information on topics such as epilepsy and sports, epilepsy and family, and epilepsy in the elderly, free of charge, while also supporting epilepsy-related medical, social and individual scientific work and qualification programs for professionals in epileptology.

Through this donation, we reinforced our dedication to making a positive impact on the lives of those most in need.



+115,000 €

Donations
to NGOs⁵



⁵ The data refers to subsidiaries located in Spain.



Showing solidarity through sport

Sport has a unique way of engaging people — especially for Neuraxpharm when it's tied to meaningful causes within the community, such as those related to central nervous system (CNS) disorders.

EpicRun – sport and epilepsy awareness

In 2024, Neuraxpharm once again participated in the 9th annual EpicRun charity event — an initiative that combines sport with raising awareness about epilepsy. This annual race is organized by the Czech patient association [EpiStop](#) to show solidarity with and support individuals living with epilepsy.



Beyond the race itself, the event offered a valuable opportunity to engage with doctors, epilepsy specialists, and patients. Participants could ask questions, share personal experiences, and refresh their knowledge of essential first aid practices related to epilepsy.



Promoting inclusion through CorreBlau

In 2024, Neuraxpharm once again encouraged its Spanish employees to participate in CorreBlau, the annual charity run in Barcelona organized by [Aprenem Autisme](#), an association made up of individuals with autism and their families. The event aims to raise awareness and funds to support inclusive education for people with autism—an objective that aligns closely with our values of inclusion and social impact.

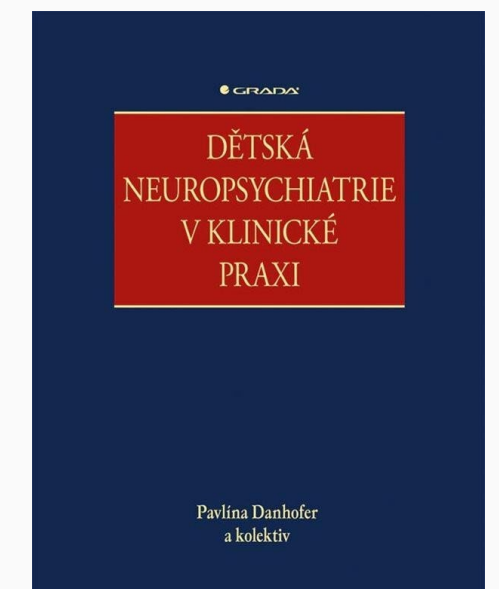
To support participation, Neuraxpharm covered the registration fees for employees. The 9th edition of CorreBlau, marked a record-breaking year with over 2,000 participants—a 30% increase from the previous event. This growing turnout reflects the community's strong commitment to inclusion and the continued success of this meaningful initiative.

Patients, Caregivers and Healthcare Professional Support Services

At Neuraxpharm, we create high-value content, prepared by health professionals whose work is based on scientific evidence, but always with a patient-centric approach and considering their whole environment. In 2024, we developed the following resources, among others:

Supporting medical education in pediatric neurology

Neuraxpharm supported the publication of a specialized medical book written by neurologist Dr. Doc. Pavlína Danhofer, Ph.D. of Faculty of Medicine, Masaryk University, which offers an in-depth, interdisciplinary approach to pediatric neurological diagnoses. This initiative reflects our commitment to advancing medical knowledge and improving care for pediatric patients, particularly in the context of rescue medication for pediatric patients.





At Neuraxpharm, we are committed to the training of healthcare professionals.



Expert Mental Health Pharmacists

At Neuraxpharm, we know that people's mental health is important to pharmacists.

For for this reason we have created "Expert Mental Health Pharmacists" (Farmacias expertas en salud mental), a space designed exclusively for pharmacists committed to the emotional well-being of their patients.

On our platform <https://farmaciaexpertaensaludmental.com/> we have:

- Premium quality resources, such as practical guides, tools and updated educational material on mental health.
- Exclusive access to content developed by mental health experts.
- A newsletter with practical tips, industry news and updates on the latest developments.
- Visibility as a pharmacist committed to mental health.

On this channel, pharmacists can exchange knowledge with other professionals, access exclusive content in Spanish and be in contact with advocates in the sector.



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



Epilepsy - Raising Awareness and Supporting Caregivers

In 2024, as part of our commitment to raising awareness and educating the community on CNS disorders, we supported [AIE - Associazione Italiana Epilessia](#) in organizing half-day educational meetings to discuss epilepsy. These took place across various towns in Italy during the year.

The sessions were designed for caregivers and the general public, to raise awareness about epilepsy, including patient needs, types of epilepsy, implications for school and work, and available therapies—both pharmacological and surgical.

As a continuation of this initiative, we also supported the association's efforts to train teachers in how to administer rescue medication in the event of seizures—ensuring safer environments for students with epilepsy.



Our team

OUR PEOPLE, OUR MOST IMPORTANT ASSET

DIVERSITY AND INCLUSION

EMPLOYEE WELLBEING, HEALTH AND SAFETY

TRAINING AND PROFESSIONAL DEVELOPMENT

COMMUNICATIONS AND TRANSPARENCY





Our people, our most important asset

Our work is guided by a long-term vision that places people, society, and the environment at the heart of everything we do.

We believe that acting responsibly today is the key to delivering lasting value tomorrow.

Everyone in our organisation contributes to the achievement of our mission: improving access to care and addressing the unmet needs of CNS patients. This means making sustainable decisions that benefit patients, our teams, and the community we serve.

We take concrete action to strengthen team engagement, promote health and wellbeing in the workplace, reduce our environmental footprint, and operate with integrity and transparency at every level.

Our values

Our core values guide the way we work, make decisions, and collaborate every day. They reflect who we are as an organisation and inspire us to deliver our best – with integrity, passion, and purpose.

We are Dynamic, Passionate, Expert & Excellent, and Results-focused – and these values shape everything we do.



DYNAMIC

Our agility makes the difference

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



PASSIONATE

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

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



EXPERT & EXCELLENT

We are the role models in CNS

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



RESULTS-FOCUSED

We achieve what we set out to do

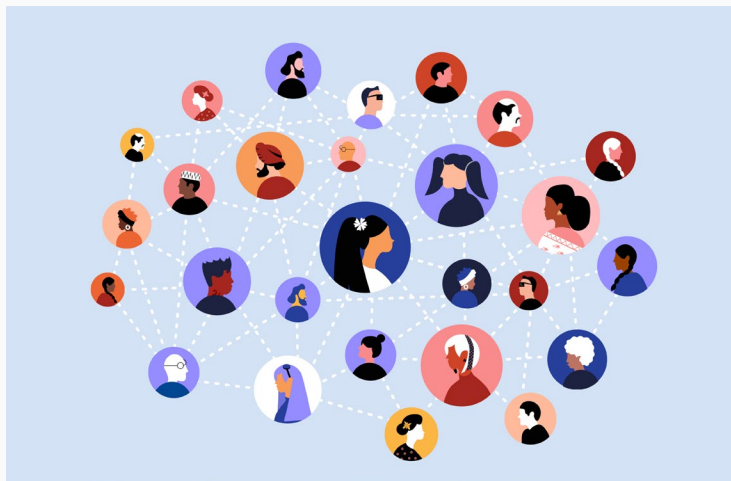
We encourage teamwork among our colleagues to set and achieve smart goals. We seek to develop each individual's strengths in the face of every challenge. We never give up on our objectives.



Diversity and Inclusion (D&I)

Our business culture is fully based on the principles of diversity and inclusion. We are committed to fostering a respectful and inclusive working environment where different people's perspectives are welcomed and valued.

Diversity and Inclusion are guiding principles that define how we interact, collaborate, and grow together. While our approach is evolving, we continue to promote a culture where everyone feels heard, supported, and encouraged to contribute their best.



Diversity & Inclusion Policy

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

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

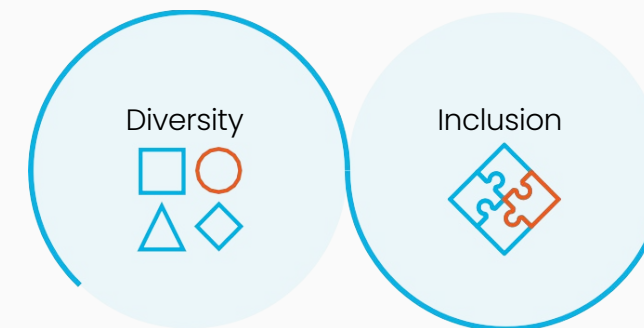
In addition, we constantly identify and assess any discrimination that may exist within the different areas of the company, in order to ensure equal rights and opportunities for all our employees.

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

Diversity & Inclusion mechanisms

Mandatory online Diversity & Inclusion training was launched for all employees in 2023.

An internal suggestion box called 'Inclusive opportunities' was launched in 2022 with the aim of gathering ideas from all employees, to make our culture more inclusive.



We carry out a regular assessment of our Diversity, Equity and Inclusion practices, to examine the impact on our internal and external stakeholders.

A diverse workforce

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

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

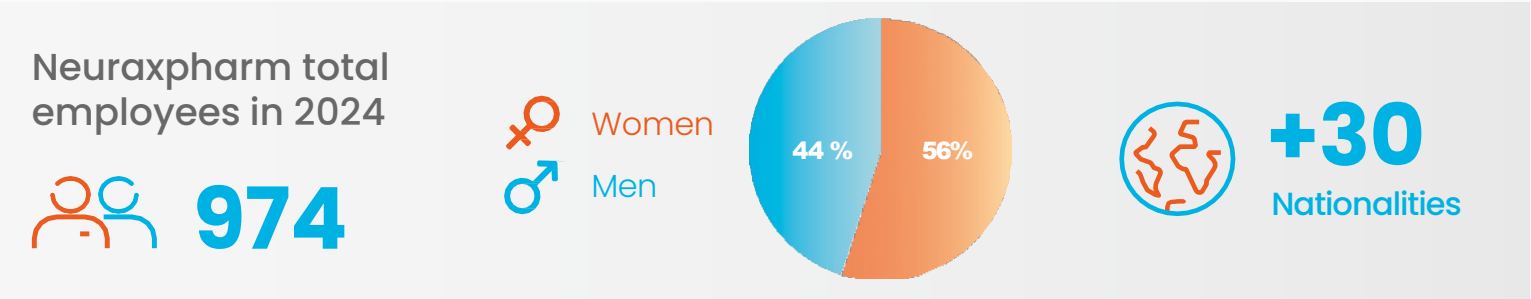


Our people in numbers

With direct presence in more than 20 countries in Europe and an emerging presence worldwide, we have c. 1,000 employees representing more than thirty nationalities, with a clear focus on a diverse, inclusive and positive company culture.

In addition, Neuraxpharm promotes permanent contracts (which account for 95% of all contracts) and market employment conditions, with more than 62% of employees covered by collective bargaining agreements.

Number of employees, by gender identity and region					
CENTRAL EUROPE	2023		2024		
Women	122	52%	130	59%	
Men	113	48%	92	41%	
Total employees	235		222		
WESTERN EUROPE	2023		2024		
Women	14	58%	13	50%	
Men	10	42%	13	50%	
Total employees	24		26		
NORTHERN EUROPE	2023		2024		
Women	7	47%	15	44%	
Men	8	53%	19	56%	
Total employees	15		34		
EASTERN EUROPE	2023		2024		
Women	86	75%	66	73%	
Men	29	25%	24	27%	
Total employees	115		90		
SOUTHERN EUROPE + TERRITORIES OUTSIDE EUROPE	2023		2024		
Women	317	54%	323	54%	
Men	265	46%	279	46%	
Total employees	582		602		
TOTAL EMPLOYEES	2023		2024		
Women	546	56%	547	56%	
Men	425	44%	427	44%	
Total employees	971		974		



Total number and distribution of contract types by gender identity	2023	2024
PERMANENT CONTRACT		
Women	518	531
Men	413	413
Total permanent employees	931	944
TEMPORARY CONTRACT		
Women	28	16
Men	12	14
Total temporary employees	40	30
FULL TIME CONTRACT		
Women	484	509
Men	391	423
Total full time employees	875	932
PART TIME CONTRACT		
Women	62	38
Men	34	4
Total part time employees	96	42

Percentage of employees covered by collective bargaining agreements	2023	2024
Employees covered by collective bargaining	61%	62%
Employees not covered by collective bargaining	39%	38%



Number and percentage of employees by professional category and age group	2023		2024	
DIRECTOR/HEAD	78		69	
Under 30 years old	-	-	-	-
Between 30 and 50 years old	39	50%	35	51%
Over 50 years old	39	50%	34	49%
MANAGER/TEAM LEADER	98		94	
Under 30 years old	3	3%	-	-
Between 30 and 50 years old	54	55%	58	62%
Over 50 years old	41	42%	36	38%
COMMERCIAL	226		253	
Under 30 years old	5	2%	3	1%
Between 30 and 50 years old	114	50%	111	44%
Over 50 years old	107	47%	139	55%
STAFF	419		386	
Under 30 years old	80	19%	61	16%
Between 30 and 50 years old	247	59%	235	61%
Over 50 years old	92	22%	90	23%
OPERATOR	150		172	
Under 30 years old	12	8%	20	12%
Between 30 and 50 years old	88	59%	105	61%
Over 50 years old	50	33%	47	27%

Number and percentage of employees by professional category and gender identity	2023		2024	
DIRECTOR/HEAD	78		69	
Women	25	32%	26	38%
Men	53	68%	43	62%
MANAGER/TEAM LEADER	98		94	
Women	49	50%	41	44%
Men	49	50%	53	56%
COMMERCIAL	226		253	
Women	123	54%	138	55%
Men	103	46%	115	45%
STAFF	419		386	
Women	278	66%	268	69%
Men	141	34%	118	31%
OPERATOR	150		172	
Women	71	47%	74	43%
Men	79	53%	98	57%

Number and percentage of people in the Executive Committee by gender identity	2024		2023	
Women	2	20%	2	20%
Men	8	80%	8	80%
Total	10	100%	10	100%

Number and percentage of people in the Executive Committee by age group	2024		2023	
Under 30 years old	-	-	-	-
Between 30 and 50 years old	6	60%	6	60%
Over 50 years old	4	40%	4	40%
Total	10	100%	10	100%



Integration of people with disabilities

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

Against discrimination and harassment

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



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



Employee wellbeing, health and safety

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

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

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

Wellbeing measures

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



Flex Office Policy

For over five years now, our teams have been able to work from home up to three days per week, offering greater flexibility and comfort. In parallel, each team designates two 'team days' per week, when everyone gathers at the office to foster collaboration and strengthen teamwork.

Almost half of the workforce is entitled to flexible options at work, including home office from 1-3 days per week. They value this highly, with 95% voting favorably in the 2024 Engagement Survey, when asked about their productivity or the tools available to them while working from home.



40%

of our employees are eligible for the Flex Office Policy



Recommendations to be followed across the group

Neuraxpharm promotes work-life integration by establishing guidelines for meetings, calls and emails.





Health & Safety in the workplace

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



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

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

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

Workplace accident injuries	2023	2024
RECORDABLE WORKPLACE INJURIES (TRIR)		
Total number	10	16
Rate*	1.07	1.75
WORKPLACE ACCIDENT INJURIES WITH MAJOR CONSEQUENCES (NOT INCLUDING FATALITIES) (LTIR)		
Total number	4	11
Rate*	0.43	1.20
FATALITIES RESULTING FROM A WORKPLACE INJURY		
Total number	0	0
Rate	-	-
NUMBER OF HOURS WORKED	1,870,922	1,826,000

The company is actively working to reduce workplace incidents—particularly in countries with a higher number of employees, such as Spain and Germany—by implementing a global approach that includes the following measures:

- **Enhanced risk assessment and procedures:** The company is conducting thorough risk assessments to identify potential hazards and is developing new Occupational Risk Prevention procedures to minimize risks.
- **Infrastructure and equipment improvements:** Investments are being made to upgrade building safety and provide employees with updated security and safety equipment (e.g., upgrading the building’s electrical system, new safety shoes, surface repairs, etc.).
- **Training and awareness programs:** Regular safety training sessions are being implemented to improve employee awareness of risks and safety protocols, with a particular focus on first-line management (managers, team leaders, supervisors, coordinators, etc.).

*Calculated per 200,000 working hours



Training and professional development

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

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

In 2024, we conducted a variety of training sessions, courses, and workshops to equip employees with the necessary knowledge and new skills to further develop their careers.

Total Local & Corporate Trainings:

	Total trainings ⁶	Total participants	Total hours of training ⁷
2023	179	2,946	10,918
2024	160	2,906	11,459

⁶ The table lists the total training conducted, regardless of the number of participants in each session.

⁷ Total training hours completed, taking into account the total number of attendees.

NeuraxAcademy

It is a virtual space for employees to learn, enjoy, and grow - with the aim of strengthening their knowledge and skills in the e-learning environment. In line with our continuous dedication to our workforce, we craft personalised training initiatives designed to foster their professional growth.

People & Talent Management Programmes

We ask our new and current People Managers to enrol in our various training programmes focused on how to give feedback and establishing a culture of recognition, as well as leading according to our standards.



11,459

Total hours⁷
of training

Blue Cottage

In 2024, we launched the Blue Cottage initiative, a collaborative space designed to foster creativity, well-being, and team connection. It has become a hub for informal exchanges, brainstorming sessions, and community-building activities.



Neuraxpharm Corporate Programmes Performed	2023		2024	
	Participants	Total hours	Participants	Total hours
Re-connect with your team	330	140	-	-
Feedback Cares	30	300	15	150
Celebrate Success	25	62	14	35
Blue Cottage (outdoor activity for team building)	-	-	186	4,464
Leadership Standards	-	-	25	50



Growth and professional development

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

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



Onboarding Programme:

Our customised onboarding programme aims to help newcomers adapt and integrate into their new role and the company's culture

It provides support and deep guidance to new hires during their initial months in the company. This includes relevant information about the key drivers of Neuraxpharm, its portfolio, processes and procedures, corporate policies, mandatory trainings, internal tools, and the know-how of the company. Additionally, the programme includes the assignment of an onboarding colleague and a detailed meeting agenda considering the key roles from different areas, among other topics.

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

As we always strive to improve and care about our employee feedback, we have designed and implemented an onboarding survey (30-60-90 days) as a step in the employee onboarding process. This survey provides us with general insights on how employees perceive the company during their first three months at Neuraxpharm.

Values Awards:

At Neuraxpharm, we believe in celebrating those who bring our values to life.

Each year, the Values Awards recognise employees who exemplify our core values: Dynamic, Passionate, Expert & Excellent, and Results-focused. This initiative is a key part of our culture of recognition and engagement, and it reflects our commitment to fostering a values-driven workplace.

Internal promotions:

We continuously encourage our staff to openly apply for internal vacancies to further pursue their career path within our company. All our job opportunities are consistently advertised first via our internal channels, before being advertised externally. During 2024, 51 employees were promoted as part of the professional internal development (covering new vacancies or assuming new responsibilities).

Referral Programme:

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

Performance & GOALS Programme:

At Neuraxpharm, we promote a performance culture that supports individual growth and alignment with our strategic goals. Our Performance & Development Programme ensures that each employee has clear, measurable goals and receives regular feedback throughout the year.

This approach reinforces transparency, accountability, and professional development across all levels of the organisation.

Our Leadership Standards:

In 2024, we launched the Neuraxpharm Leadership Standards training programme with the aim of supporting the development of our People Managers across the organisation.

This e-learning initiative is designed to strengthen leadership capabilities through a clear and practical framework based on three pillars: Inspire, Develop, and Drive Performance.



Inspire



Develop



Drive performance

These standards reflect Neuraxpharm's vision of leadership at Neuraxpharm - one that empowers managers to motivate their teams, foster individual and collective growth, and deliver impact through clear direction and accountability.

Best Country Award:

2024 marked the launch of the Best Country Award, a new initiative designed to recognise the outstanding performance of our country teams. This annual recognition celebrates the achievements of the previous year, highlighting the countries that have shown the strongest growth, best overall performance, and exceptional contribution to our collective success - including their levels of sustainable engagement, based on the results of the Engagement Survey.



Communications and transparency

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

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

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



Communication channels

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

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



Culture of Feedback

At Neuraxpharm, we believe that feedback is key to growth and continuous improvement. That's why we are committed to building a strong Culture of Feedback that goes beyond surveys – one that listens, acts, and evolves.

A central part of this culture is our Engagement Survey, which we conduct annually to better understand how our employees feel, what they value, and where we can improve. These insights help us shape a healthier, more productive, and more supportive work environment. In 2024, we launched a new engagement survey for all our employees. The survey achieved a 77% response rate, with the highest-rated categories being Flex Office, Organisation and Flexible Work.

We evaluate the actions and events we implement throughout the year, both locally and globally. Through follow-ups, participation tracking, and qualitative feedback, we assess the real impact of our initiatives to ensure they are relevant, meaningful, and aligned with employee needs.



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

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

CEO regular “town halls” are consistently published on the intranet for all employees, with content simultaneously translated into multiple languages. Additionally, Neuraxpharm regularly holds local “town halls” with local leaders.

Based on the 2023 Engagement Survey results, two new initiatives were launched with the aim of strengthening employee connection with Neuraxpharm’s Management team, which improved 6% in 2024.



Unfiltered Executive

Short video interviews with our Executive Committee members, covering their different professional and personal tips and perspectives. During 2024, two members of the Executive Committee were interviewed.



CEO breakfasts

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

In these informal meetings, participants get to open up conversations with our CEO and have their questions answered, something that really breaks down walls to gain trust and improve our internal communication.



Breakfast with the Experts

An opportunity for employees to enjoy a virtual breakfast and an informal conversation with one of our Executive Committee members. During 2024, three Breakfasts with the Experts were held.



3
regular CEO “town
halls” per year



72%
positive average
engagement survey
results



77%
engagement survey
participation



83
communications
or newsletters sent
company-wide

Our patients

PRODUCT QUALITY AND SAFETY

PRODUCT RESEARCH AND INNOVATION





Product quality and safety

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

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

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

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

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

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

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





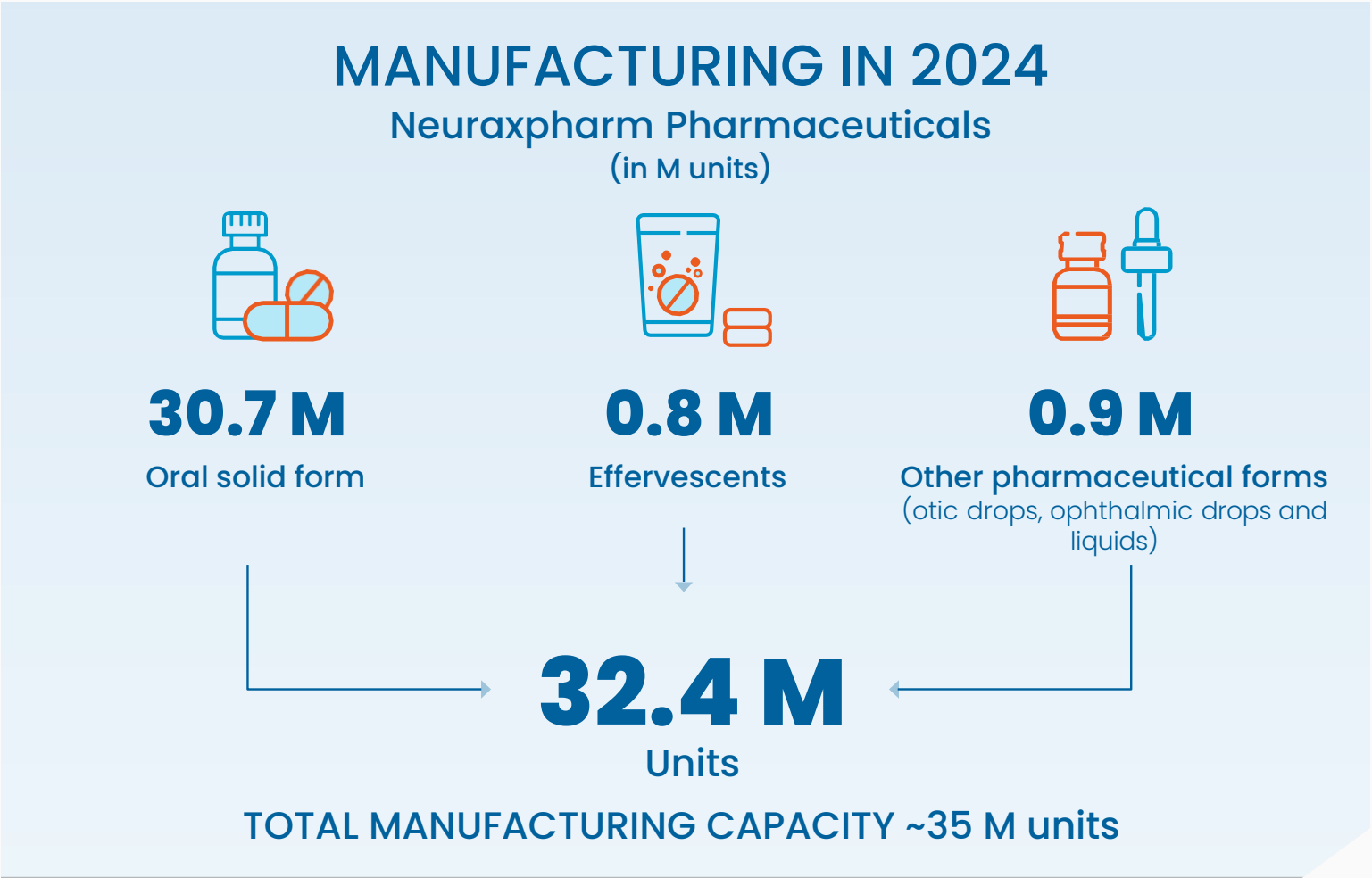
Developing and manufacturing quality products

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

We employ a team of highly-trained scientists and technical professionals with extensive pharmaceutical experience to develop each product formulation and to identify the specific processes and technologies used to manufacture our products.

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

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



Units produced in Neuraxpharm Pharmaceuticals (in M units)	2023	2024
Oral solid form	27.2	30.7
Effervescent	0.4	0.8
Other pharmaceutical forms (otic drops, ophthalmic drops and liquids)	0.8	0.9
Total	28.4	32.4



Supplier Qualifications for our Manufacturing Site

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

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

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

In 2024, Neuraxpharm Group conducted a total of 80 on-site audits. In addition, annual EU-GMP compliance checks were carried out across all contract manufacturing organizations (CMOs).

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



Review and ensure GMPs of Suppliers' Quality System documentation



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



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





Pharmacovigilance system: protecting our patients

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

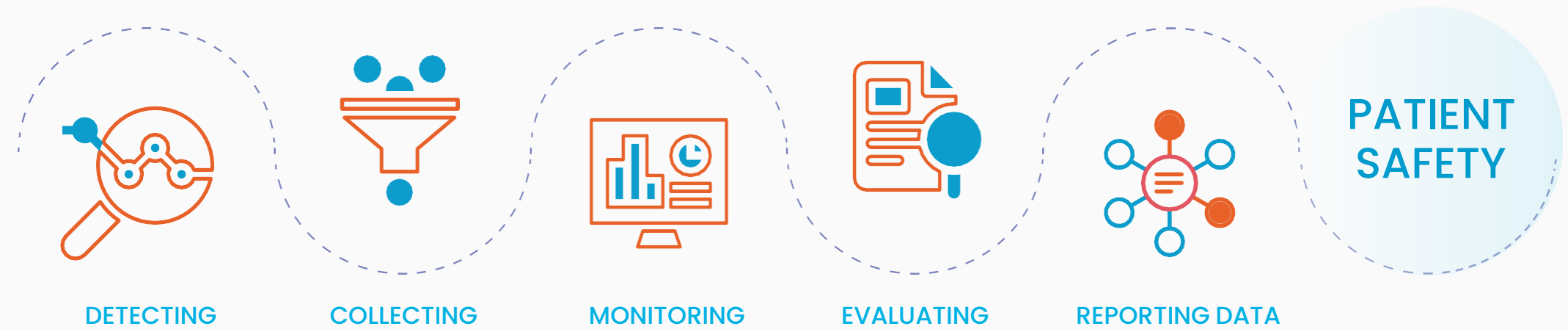
Our medicines undergo thorough investigation through rigorous clinical trials conducted under our pharmacovigilance department, ensuring the delivery of safe medications to patients.

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

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

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

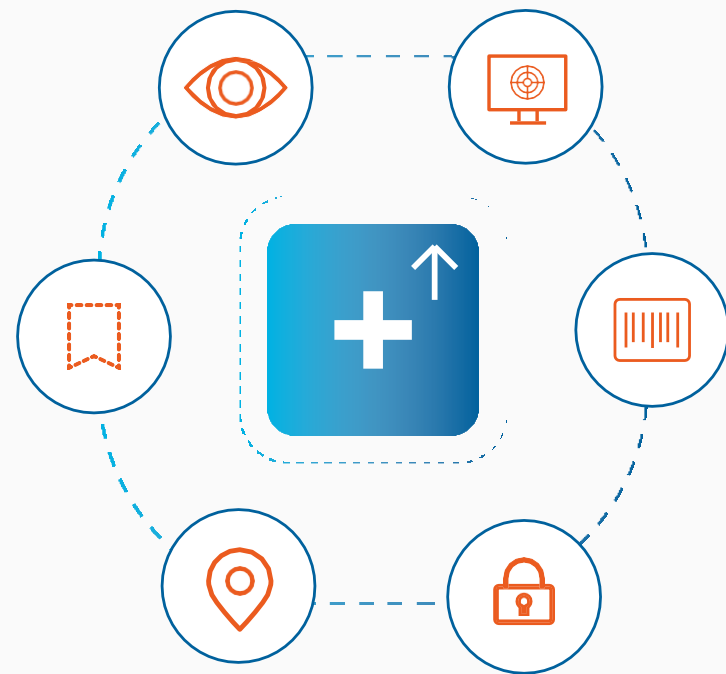
All information received through our pharmacovigilance system is processed in accordance with Data Protection laws. In the event of any safety concerns, Neuraxpharm takes the responsibility to promptly inform healthcare professionals, patients, and regulatory agencies.





Serialisation

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



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

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



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

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



Customer satisfaction

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

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

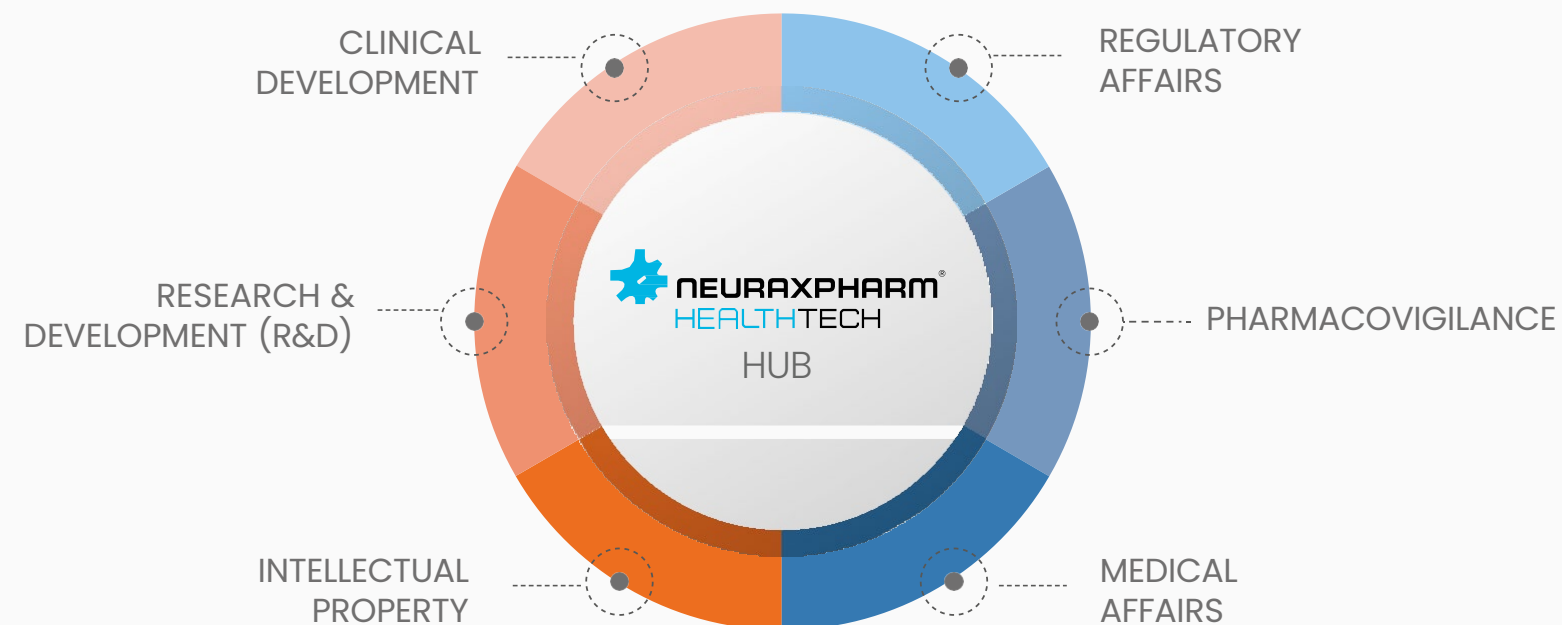
The procedure outlines clear steps for receiving, investigating, and communicating complaints, ensuring thoroughness and transparency throughout the process.





Product research and innovation

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



We firmly believe that research and innovation are intrinsic to our reason for being. They serve as the driving force behind our mission to improve the lives of people worldwide by developing innovative and life-improving CNS pharmaceutical solutions, adopting a patient-centric approach that involves understanding the needs, preferences, and experiences of patients and involving them in the drug development process.

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

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

Fostering Innovation Summit



At Neuraxpharm, innovation is a key driver of our commitment to addressing unmet medical needs in the central nervous system (CNS) field. In 2024, we hosted our second *Fostering Innovation Summit*, an internal initiative designed to enrich our pipeline with forward-thinking ideas.

This event focused on four critical therapeutic areas—Multiple Sclerosis, Epilepsy, Schizophrenia, and Major Depressive Disorder—encouraging cross-functional collaboration and creativity. The team's active engagement led to nearly 30 new ideas, each undergoing feasibility assessments to evaluate their potential to shape future developments.

This initiative reflects our belief that purposeful innovation is essential to delivering long-term value for patients and society.

Neuraxpharm HealthTech

At Neuraxpharm HealthTech, our Centre of Excellence for R&D and Scientific Affairs capabilities, we are constantly innovating to develop new solutions to address the challenging unmet needs of CNS patients. Our Scientific Centre of Excellence unites all key functions to ensure best practices in every step of bringing innovation to market.



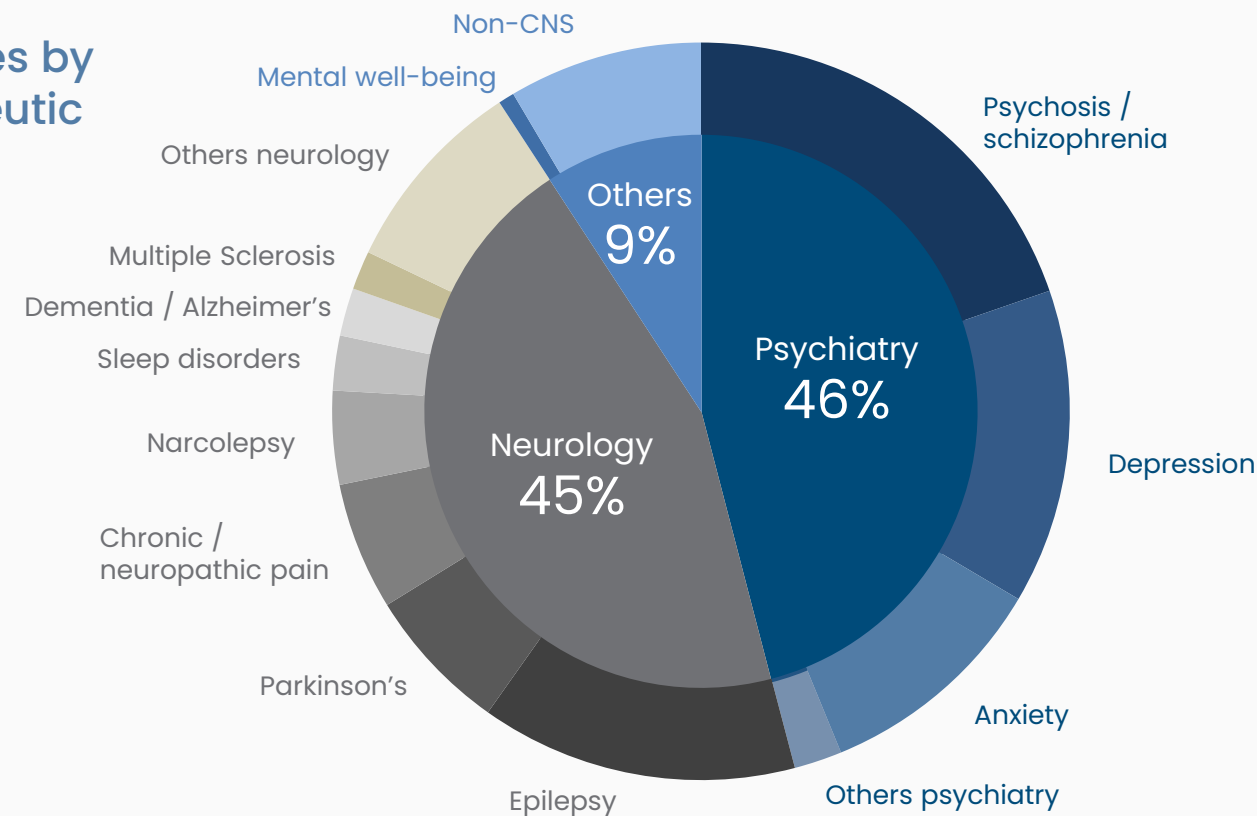
At Neuraxpharm we have a comprehensive CNS portfolio to meet our patients' needs across CNS chronic, severe, standard and 'mild' disorders.

**~125**CNS molecules
in our portfolio**~25**Pipeline CNS
projects

~25 pipeline CNS projects with focus mainly on value Added Medicines and Innovative solutions

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

Net sales by
therapeutic
area

**8%**UNMET NEEDS (orphan drugs,
beyond-the-pill and biologics)**77%**UNIQUE PRODUCTS
(value-added medicines and high-
tech barrier)**15%**

STANDARD OF CARE (standard GX)

**100%**

CNS pipeline

**90%**More than 90% of our direct
sales are for CNS**~90**We have more than
90 CNS brands in our portfolio**~10%**of net sales
investment in R&D



Alliances to foster innovation

At Neuraxpharm, we recognise that the pharmaceutical landscape is rapidly evolving and demands a collaborative approach to overcome complex challenges.

As a leading CNS company, we work closely with CNS healthcare professionals, identifying and responding to emerging needs with our extensive experience and knowledge of the market to improve the quality of research, improve patient outcomes, and advance scientific knowledge by seeking opportunities to make our research collaborative.

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

In December 2024, Neuraxpharm entered into a strategic alliance agreement with Pharmathen to co-develop new long-acting injectable therapies in the field of psychiatry.

Under this agreement, Neuraxpharm has exclusive rights to commercialise these therapies in Europe, and in countries outside of Europe where the group has a direct presence.

This collaboration reflects our belief that partnerships are essential to accelerating innovation and expanding access to differentiated treatment options.

Also in December 2024, Neuraxpharm acquired Provigil® (modafinil) and Nuvigil® (armodafinil), both indicated to improve wakefulness and reduce Excessive Daytime Sleepiness (EDS) in adult patients with narcolepsy, with or without cataplexy.

Neuraxpharm acquired the rights to these products in most markets outside the US⁸. This acquisition aligns with our strategy to grow a strong portfolio of CNS brands and expand treatment access for patients worldwide. It has enabled our entry into new markets such as Australia and further strengthens Neuraxpharm's presence in key territories, including Mexico.

In 2023, TG Therapeutics and Neuraxpharm announced a significant commercialisation agreement for the drug BRIUMVI® (ublituximab-xiiy), aimed at markets outside the United States⁹. Under this agreement, Neuraxpharm handles the commercialisation, excluding the US, benefiting from its extensive network and expertise in the CNS sector.

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

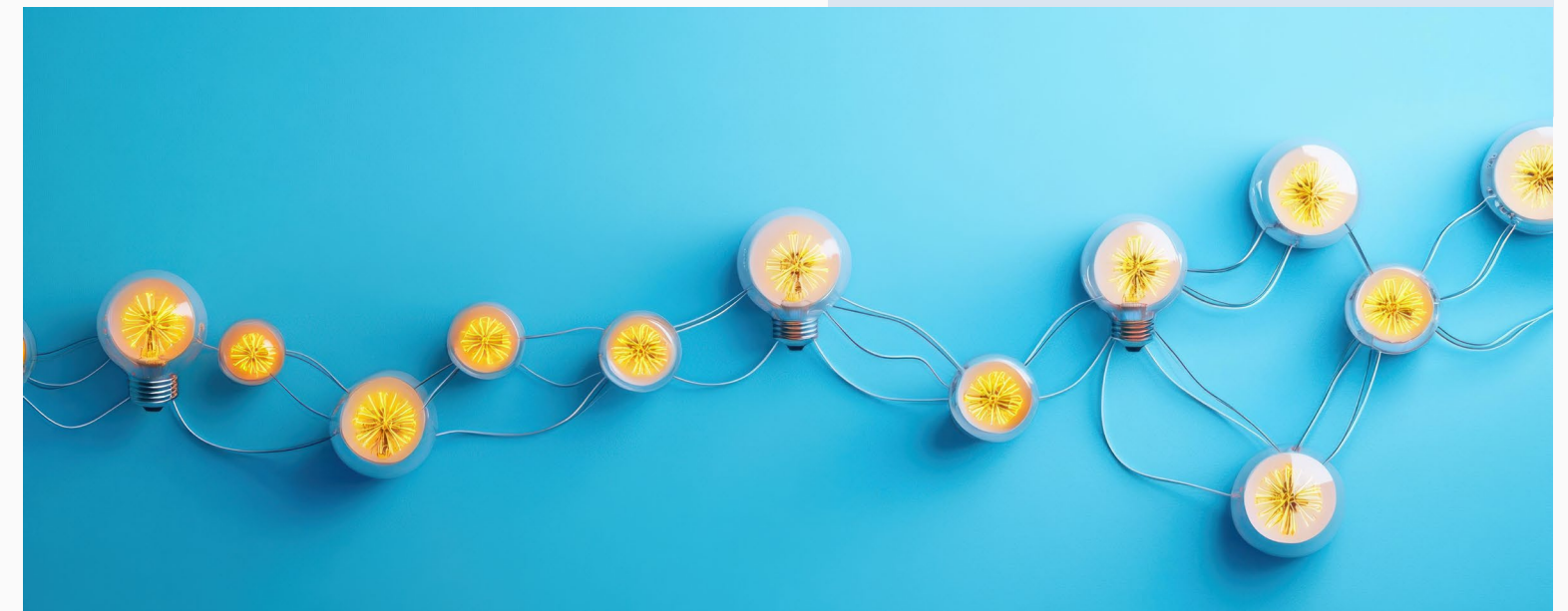
In 2024, BRIUMVI® was launched in Germany and in Spain, and received a positive recommendation from the National Institute for Health and Care Excellence (NICE) in the UK for its use in the treatment of relapsing-remitting multiple sclerosis (RRMS).



Entered
+10
strategic
alliances



+18%
of 2024 sales
came from
products
launched in the
last 5 years



⁸ Republic of Korea, Japan, Thailand and the United States are not included in this acquisition.

⁹ Outside the United States, Canada, and Mexico, and excluding certain Asian countries previously partnered.

Our planet

ENVIRONMENTAL COMMITMENT

CLIMATE CHANGE AND EMISSIONS

CIRCULAR ECONOMY AND WASTE

WATER AND ENERGY





Environmental commitment

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

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

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

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

ganisation. To address this impact, the plant maintains a dedicated Health, Safety, and Environment team. This team oversees environmental management initiatives, ensuring that plant operations are fully compliant with regulations and aligned with Neuraxpharm’s environmental commitments. Beyond our production plant, our administrative, financial, and national and international commercial operations have a comparatively lower environmental impact. However, Neuraxpharm remains steadfast in its commitment to reducing the environmental impact of all its commercial activities. Environmental protection and preservation are integral aspects of our overall business strategy. Throughout the Group, we are actively implementing initiatives to decrease water and energy consumption, as well as greenhouse gas emissions. This includes efforts to reduce fuel consumption within our commercial fleet.

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



Material environmental incidents	2024	2023
	0	0





Environmental management system

Our manufacturing plant, Neuraxpharm Pharmaceuticals, has implemented an environmental management system to address all the company's environmental vectors¹⁰. This management system ensures that an Environmental Policy is in place and that the company identifies and complies with applicable environmental legislation, keeping abreast of any new regulatory developments and establishing the necessary preventive and corrective measures, as well as monitoring the performance of the most relevant environmental indicators.

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

The plant monitors all the most relevant environmental parameters for their activity, paying close attention to those that may be more critical, for example the correct management of hazardous and non-hazardous waste - an issue that the plant strictly monitors in order to minimise any negative environmental impact.

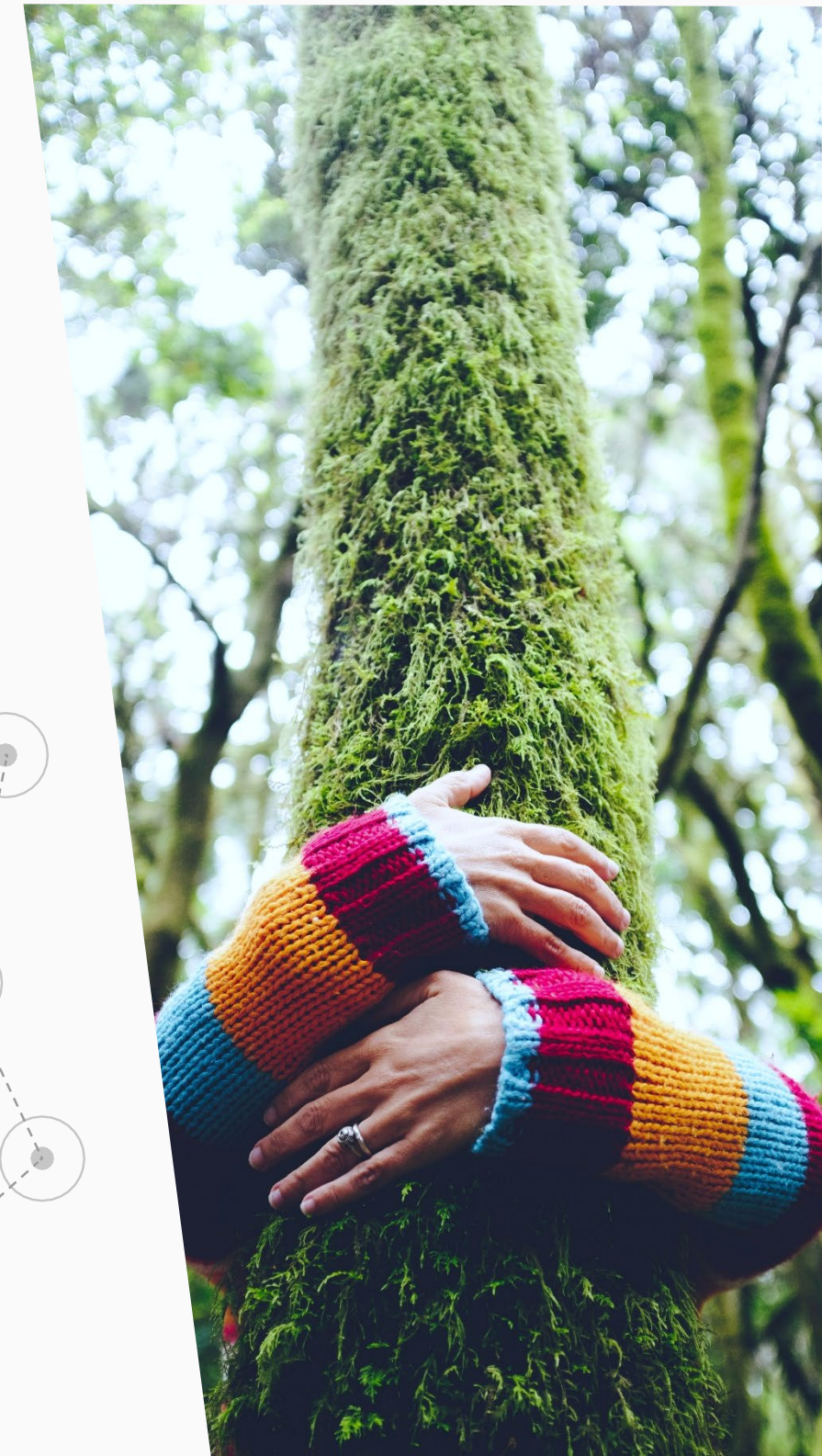
¹⁰ Neuraxpharm Pharmaceuticals has been certified to ISO 14001 until 2018. It does not currently have the updated certification, but it does have a full environmental management system in place.

An integrated approach to environmental management

In our manufacturing site, we monitor and track all the elements of our environmental performance that need to legally be addressed as a pharmaceutical manufacturing plant, allowing us to manage data, oversee results and identify risks and opportunities. We routinely conduct assessments and on-site audits, including reviews of our data, systems and programmes.

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

We monitor and track
all the elements of
our environmental
performance





Climate change and emissions

As a European pharmaceutical company, Neuraxpharm recognises its responsibility to contribute to Europe’s transition towards a Net Zero society.

Preserving natural resources and ensuring their sustainable use is a top priority. We are committed to reducing our emissions in the following years, adapting to climate-related risks and minimising our environmental impact wherever possible.

Over the next 18 months, we will define a comprehensive emissions reduction plan, guided by the results of our carbon footprint analysis. This plan will be aligned with our broader sustainability strategy and include clearly defined objectives to steer our sustainability efforts

We are committed to implementing measures to significantly reduce emissions and offsetting any remaining impact through sustainable practices.

We also commit to annually measuring and monitoring our environmental impact at Group level, tracking progress, and informing future actions. In parallel, we continuously evaluate and identify opportunities to reduce energy consumption and optimise resource use across operations to further advance our environmental goals.

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

Carbon footprint calculation:

In 2023 and 2024, Neuraxpharm completed the calculation of its Carbon footprint (scopes 1, 2 and 3) for all affiliates with an external specialised entity.

Group affiliates’ carbon reduction plan:

A **Carbon reduction plan** (CRP) was carried out in the United Kingdom in 2023 and in 2024 to decrease our carbon dioxide and other greenhouse gas emissions.

Paperless initiatives:

To reduce paper consumption and associated greenhouse gas (GHG) emissions, we have implemented several digital solutions across the Group:

- The **e-signature** tool is now available Group-wide, significantly reducing the need for printed documents and

courier shipments between affiliates and global partners.

-We are progressively **decreasing printed materials** ordered by our salesforce, aligning with our broader sustainability targets.

-In 2023, we expanded the use of the **CRM-OCE tool**—which enables interactive digital presentations to healthcare professionals—from two to eleven countries.

- In 2024, we extended its use to four additional countries, bringing the total number of countries using the tool to fifteen, further reducing reliance on printed promotional materials.

 **+300**
salesforce use the CRM-OCE tool

Minimising CO₂ emissions from the salesforce:

To reduce the environmental impact of our field operations, we have implemented several initiatives aimed at lowering CO₂ emissions from our salesforce:

2022: We introduced hybrid vehicles for our internal sales teams. In parallel, we launched a CRM-OCE tool, supported by dedicated training. This tool enables sales representatives to track their monthly mileage and fuel consumption, helping them optimise travel routes and reduce daily emissions during visits to pharmacies and healthcare professionals.

2023: The CRM-OCE tool was rolled out to seven additional countries, expanding its reach to a total of eleven.

2024: We continued the expansion, introducing the tool in four more countries, bringing the total number of countries using it to fifteen.



Carbon footprint

In 2022, we disclosed for the first time the calculation of our Scopes 1 and 2 carbon footprint for all affiliates of the Neuraxpharm Group. For the 2023 report onwards, in line with our commitment to further reducing our environmental impact through an increased focus on sustainability, we have disclosed Scopes 1, 2 and 3.

Our carbon footprint results will serve as a critical foundation for setting specific emissions reduction targets.

GHG emissions (tCO ₂ eq) ¹¹	2024	2023	Variation 2023-2024 (%)
Scope 1	2,052.45	1,655.64	23.97% ¹²
Scope 2	1,966.50	1,757.39	11.90% ¹²
Scope 3	115,117.31	113,801.36	1.16%
Total	119,136.26	117,214.39	1.64%

Neuraxpharm Group’s GHG emissions inventory for 2024 is 119,136 tCO₂e using the market-based approach for Scope 2 indirect GHG emissions from imported energy.

Using the location-based approach for the same scope 2, the GHG emissions inventory is 117,958 tCO₂e.

¹¹The scope of Neuraxpharm Group’s carbon footprint includes the activity data from 19 centres: Austria, Belgium, Brazil, Czech Republic, France, Germany, Greece, Hungary, Ireland, Italy, Mexico, Netherlands, Poland, Portugal, Slovakia, Spain, Sweden, Switzerland and United Kingdom.

Neuraxpharm Group’s carbon footprint has been calculated in accordance with the reference framework “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard”, developed by the World Business Council for Sustainable Development (WBCSD).

¹²The increase compared to the previous year is primarily due to the introduction of a fourth operating shift at the Neuraxpharm Pharmaceuticals production plant in 2024, implemented to meet growing production demands (see increase of M units produced on page 38).



Circular economy and waste

As a company that generates value from providing pharmaceutical solutions to patients and consumers, we are highly conscious of the amount of waste that is generated by our operations, and it is our duty to find ways around it, through a responsible waste management and a circular economy.

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

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

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

Our strategy is structured around four main pillars:

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

Reuse of packaging as waste packaging.

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

Recycling drive and management.

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





Drug waste management

As part of our commitment to responsible waste management and environmental stewardship, our Spanish affiliate adheres to the Integrated System for Management and Collection of Pharmaceutical Waste (SIGRE). This is a Spanish not -for-profit entity, created by the pharmaceutical industry, with the collaboration of pharmacists and the distribution companies of the sector, focused on the proper collection and environmental treatment of packaging and medicine waste from households.

Our affiliate in Germany is part of the Reclay recycling system and is participating in the European Green Deal and European Circular Environment. In Reclay, we aim to achieve a target of recycling 100% of our produced materials, especially from primary and secondary packaging.



Materials used¹³

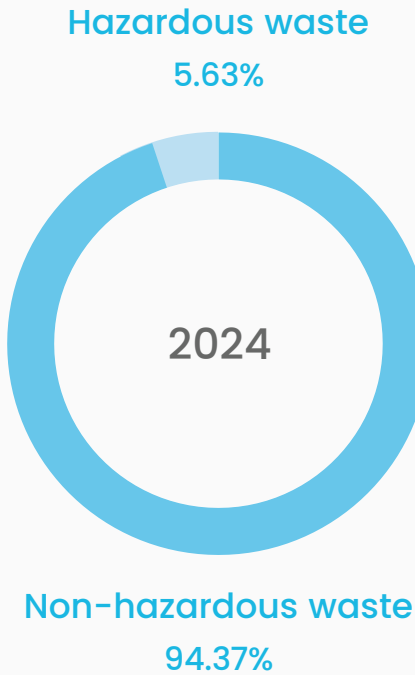
Consumption of materials	2024	2023	Variation 2023-2024(%)
Technical gases (T)	9.93	9.46	5.0%
Primary packaging (thousands of units)	170.03	126.89	34.0%
Primary packaging (thousands of units)	49,653.92	57,900.41	-14.2%
Secondary packaging (thousands of units)	65,522.43	57,776.31	13.4%
Tertiary packaging (thousands of units)	61,184.19	54,103.83	13.1%
Pharmaceutical active ingredients (T)	121.42	78.71	54.3%
Excipients (T)	265.04	192.93	37.4%
Laboratory reagents (T)	0.06	0.05	20.0%
Laboratory reagents (l)	612.00	750.00	-18.4%
Laboratory materials and culture media (thousands of units)	35.31	37.97	-7.0%
Solvents (T)	1.01	1.45	-30.3%
Solvents (l)	8,652.00	9,317.50	-7.1%

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



Waste generated¹⁴

Volume of waste generated by type (t)	2024	2023	Variation 2023-2024 (%)
Non-hazardous waste	471.53	343.55	37.25%
Hazardous waste	28.12	27.51	2.22%
Total	499.65	371.06	34.65%



Volume of waste by disposal method	2024	2023	Variation 2023-2024 (%)
Non-hazardous waste (t)			
RECOVERY OPERATIONS			
Recycled / Recovered / Valorized	187.87	130.06	44.45%
Treatment	151.86	116.77	30.05%
DISPOSAL OPERATIONS			
Incineration	0.00	0.00	-
Landfill	131.80	96.72	36.27%
Total	471.53	343.55	37.25%
Hazardous waste (t)			
RECOVERY OPERATIONS			
Recycled / Recovered / Valorized	16.45	15.48	6.27%
Treatment	10.16	11.42	-11.03%
DISPOSAL OPERATIONS			
Incineration	1.51	0.61	147.54%
Landfill	0.00	0.00	-
Total	28.12	27.51	2.22%

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



Water and energy

Water is an essential component of pharmaceutical manufacturing. A high-quality water supply is critical to ensure that all aspects of production meet Neuraxpharm standards. We acknowledge the importance of water as a vital resource and are committed to proactively protecting water resources. We continuously strive to enhance our water management practices and systems to ensure responsible and sustainable usage.

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

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

We are committed to an efficient and responsible use of energy, as well as the usage of renewable energy and implementation of renewable energy solutions.

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

¹⁵ In the Neuraxpharm premises in Sant Joan Despí (Barcelona).

Energy efficiency measures

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

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

The installation of **photovoltaic panels** at our Spanish facilities in Sant Joan Despí, in the Barcelona province, which was partially executed in 2022 and 2023, was completed in the first quarter of 2024 with a total of **~400 installed panels**.

In 2024, the solar panels generated 178,093 kWh of **renewable energy**, reflecting the increased production achieved following the completion of installation in the first quarter of the year.

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



~400
solar panels
installed¹⁵



~178 kWh
renewable energy
generated in 2024¹⁵





Energy consumption¹⁶

Energy consumption by source (MWh)	2024	2023	Variation 2023-2024(%)
RENEWABLE			
Electricity	178.09	72.58	145.37%
NON-RENEWABLE			
Natural gas	2,085.20	2,162.12	-3.56%
Electricity	7,582.28	6,367.32*	19.08%
Total	9,667.48	8,529.44	13.34%

Water consumption¹⁶

Water consumption by source (m3)	2024	2023	Variation 2023-2024(%)
Third-party water	19,044.91	20,366.99**	-6.49%

¹⁶ The scope of the data covers the entire Neuraxpharm Group.

*This figure was incorrectly reported as 6,116 MWh in last year's report, as it only reflected the energy consumption of Neuraxpharm Pharmaceuticals, our production plant.

**This figure was incorrectly reported as 15,260 m³ in last year's report, which reflected only the volume from Neuraxpharm Pharmaceuticals, our production plant.

Water efficiency measures

We promote initiatives to reduce the use of water in production processes and pledge towards the deployment of water-efficient systems and maintain safety processes through treatments for wastewater in compliance with regulations.

In 2024, we launched an internal campaign to raise awareness among employees about adequate recycling in offices and responsible water and electricity consumption.

In addition, basic measures were implemented during the year in our premises in Sant Joan Despí, Spain where 53% of our employees are located to reduce the amount of water used in the toilet cisterns.

In 2024, we installed a new purified water plant at Neuraxpharm Pharmaceuticals to produce the demineralised water for production and quality control. The new plant is significantly more efficient in terms of water usage per litre of demineralised water produced. In addition to optimising water consumption, the new equipment enhances operational performance by substantially reducing energy usage.





Internal initiatives

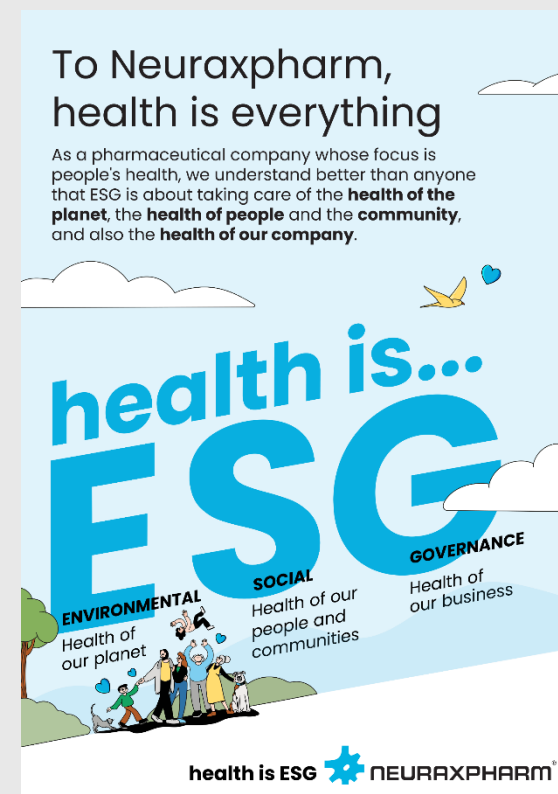
Fostering environmentally responsible habits in the workplace

As part of our ongoing commitment to environmental responsibility, in 2024 Neuraxpharm launched an internal awareness campaign in collaboration with a creative partner to promote sustainable practices in our offices.

The initiative focused on encouraging employees to adopt more conscious behaviors around recycling, as well as responsible water and electricity consumption.

Through engaging visuals and clear messaging, the campaign aimed to make sustainability a shared responsibility across all teams. Posters, digital signage, and internal communications highlighted the importance of proper waste sorting, reducing single-use plastics, turning off unused lights and equipment, and conserving water in shared spaces.

To unify all internal ESG-related communications and reinforce our commitment, we also introduced a dedicated visual identity: the “Health is ESG” logo. This emblem now accompanies all internal initiatives and messages related to environmental, social, and governance topics, serving as a consistent reminder that sustainability is integral to our mission of improving health and well-being.



Neuraxpharm Italy Forest: A symbol of responsible development



In December 2024, Neuraxpharm Italy partnered with [Treedom](#) to offer employees a meaningful holiday gift: the opportunity to name and plant a tree. These individual contributions came together to form the “Neuraxpharm Italy Forest,” a virtual space that symbolizes both our environmental commitment and the collective development and growth of our team.

This initiative reflects our broader mission of responsible transformation within the community, while also reinforcing the idea that each person’s contribution—like each tree—plays a vital role in shaping a healthier, more sustainable future.

Treedom is a certified B Corporation that enables individuals and companies to plant trees remotely and follow their growth online, while supporting agroforestry projects in countries across Africa, South America, and Europe. All trees are planted directly by local farmers, and the projects are designed to generate environmental, social, and economic benefits for the communities involved.

Our method

GOVERNANCE, COMPLIANCE AND ETHICS

RESPONSIBLE SUPPLY CHAIN





Governance, compliance and ethics

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

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

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



Governance structure

Board of Directors

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

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

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

Advisory Board

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

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

Executive Committee

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

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



Responsible sustainability governance

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

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

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

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

Internal audit and risk management

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

In 2023 and 2024, we have worked on setting the scope and framework of duties and responsibilities for the internal audit and risk management functions through the development, approval and implementation of key corporate policies and procedures, including the Internal Audit Charter, the Audit Committee Charter, and the Risk Control & Management Corporate Policy.

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

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





Ethics and integrity

We have a Code of Ethics that works as an internal corporate regulation of the highest level and establishes the principles and ethical values, as well as the guidelines of conduct, that must be respected in any activities in which a company of the Group participates or which affect a company of the Group.

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

In 2024, new annual Compliance training was developed and launched on our internal platform for employees, with 85% participation, a 3% increase on the 2023 level of participation.



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

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

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

Corruption & bribery

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

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

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

Whistleblowing channel

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

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

In 2024, we did not receive any material communications through the Whistleblowing Channel or from third parties that required further investigation having been assessed.

Human Rights

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

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



Regulatory, compliance and ethical relationships with Healthcare Professionals (HCPs)

At Neuraxpharm, we are committed to responsible marketing and ethical communication—particularly important given our focus on therapeutic options for patients and healthcare professionals.

Our field teams operate with full transparency, strictly adhering to local regulations, anti-benefits laws, and industry codes. All HCP interactions are documented in our CRM system, including visit details and sample deliveries, supported by HCP signatures.

We enforce internal codes of conduct governing marketing and product labelling, aligned with local authority oversight and transparency requirements.

Information security

Neuraxpharm recognises the importance of cybersecurity and has implemented a comprehensive suite of IT security solutions. These include advanced threat protection for external access points, secure email gateways, anti-malware systems, cloud infrastructure safeguards, and continuous monitoring tools to ensure robust protection across our digital ecosystem. Additionally, a SOC (Security Operations Center) to monitor the company's entire technological infrastructure 24/7 is in place.

In 2024, we continued to strengthen our cybersecurity culture through a combination of user monitoring, targeted training, and system testing. Regular vulnerability assessments were conducted to evaluate the robustness of our infrastructure. In parallel, simulated phishing campaigns were carried out throughout the year, successfully reaching 100% of employees. These exercises play a key role in raising awareness and enhancing employees' ability to identify deceptive messages. To further support this effort, concise cybersecurity training modules ("training pills") are made available on the intranet, and key security reminders are shared during CEO-led town hall meetings.

Also in 2024, we conducted penetration testing (Pentest) across all our subsidiaries where infrastructure is present, ensuring comprehensive assessment of potential vulnerabilities throughout our global operations.

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

We are continuously working on the implementation of security measures, including all the necessary assets to effectively address cybersecurity threats and risks.



100% of employees received simulated phishing tests



Data protection

We are firmly committed to safeguarding the data privacy and personal data of our employees and stakeholders. In line with this commitment, we strictly adhere to General Data Protection Regulation (GDPR). In 2024, a comprehensive GDPR compliance audit was conducted across all our affiliates in Europe and beyond, reinforcing our dedication to data protection and regulatory alignment.

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



Responsible supply chain

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

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

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

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

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

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



Exemplary Ethics throughout the Chain

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

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

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



Evidence-backed sustainability rating



EcoVadis

In 2023, for the first time, Neuraxpharm Pharmaceuticals, Neuraxpharm's manufacturing facility, was awarded the Silver Medal by one of the world's leading sustainability rating agency, EcoVadis. In September 2024, the company once again received a Silver Medal, placing us among the top 15% of companies assessed globally for sustainability performance.

EcoVadis evaluates more than 100,000 companies worldwide, assessing sustainability performance across four key areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.

This recognition reflects the ongoing commitment Neuraxpharm Pharmaceuticals has to sustainable practices and continuous improvement in responsible business operations.



Building trust through responsible supply chain management

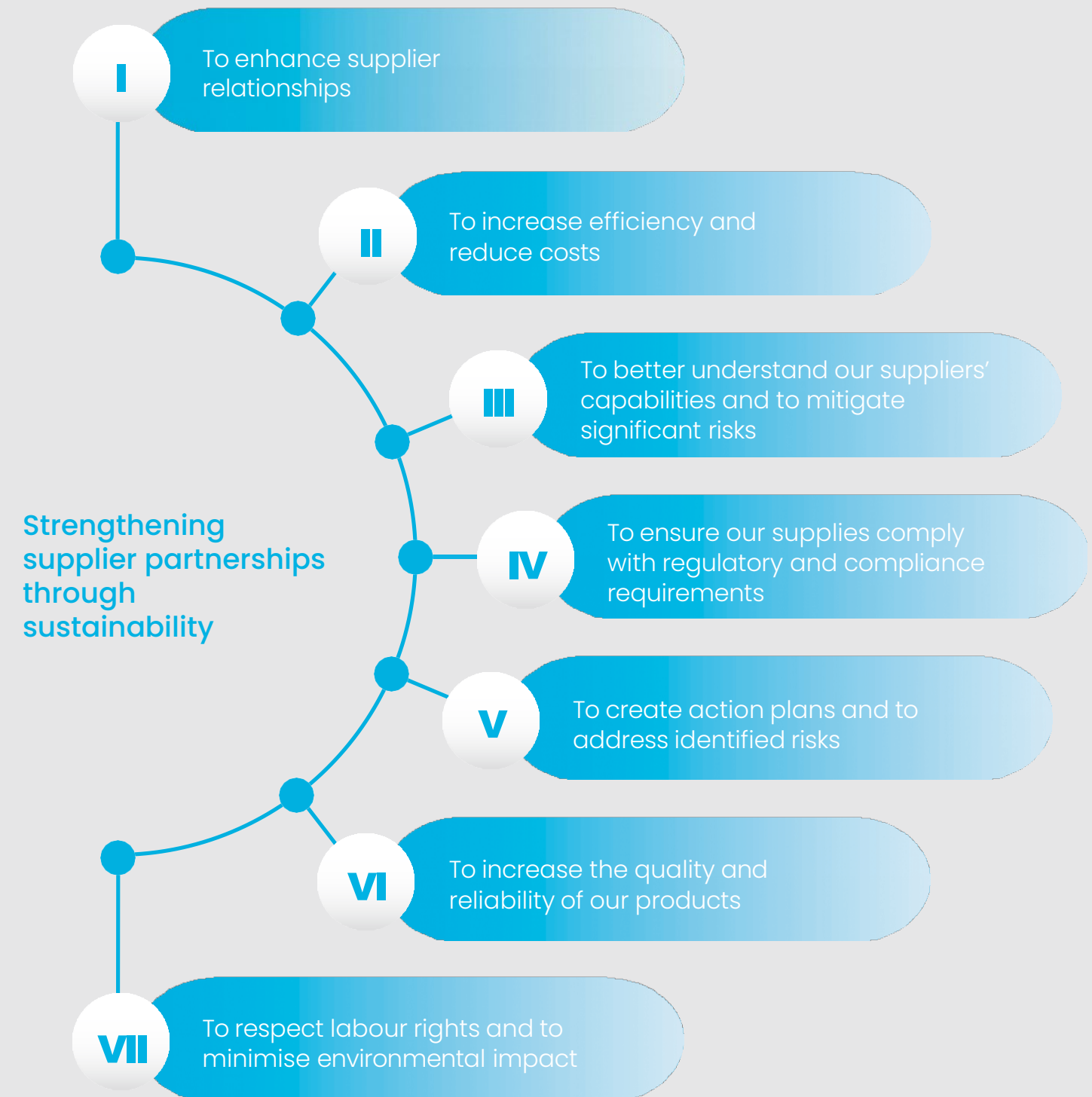
We continue to strengthen our commitment to sustainability across our supply chain by assessing, requesting, and regularly monitoring compliance with Neuraxpharm's ESG standards among our strategic product suppliers and business partners.

In 2024, as part of this commitment to uphold the highest ethical standards, reduce environmental impact, and generate positive societal contributions, we launched a digital questionnaire for key suppliers – both current and new. This tool, which will be rolled out progressively, is designed to evaluate their alignment with ESG principles and other critical operational dimensions.

The questionnaire spans multiple cross-functional areas, including regulatory compliance, logistics, operations, finance, social and ethical practices, and environmental and safety standards. It specifically addresses:

- Sustainability reporting by suppliers
- Environmental management
- Health and safety practices
- Labour rights and human rights
- Governance, risk management, and supply chain integrity
- Waste management and circular economy initiatives
- Data protection and confidentiality

Additionally, to further identify and mitigate sustainability-related risks in our supply chain and to support our commitment to reduce significantly our GHG emissions, we will be actively conducting a comprehensive supply chain assessment. This initiative will provide a structured and globally recognized framework to evaluate supplier performance across key sustainability criteria, while enhancing transparency and supporting continuous improvement through benchmarking, corrective action planning, and tailored feedback.





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