

ESG Policy

2025

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ESG Area

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At Neuraxpharm, we are committed to improving the health, wellbeing, and quality of life for individuals affected by central nervous system (CNS) disorders. As a leading European specialty pharmaceutical company, we recognise our responsibility to operate ethically, sustainably, and inclusively.

1. Purpose and Scope

Our ESG Policy reflects this commitment and serves as a guiding framework for our actions and decisions across all areas of the Neuraxpharm Group. The policy outlines our commitments across the Environmental, Social, and Governance (ESG) dimensions, ensuring we create long-term value for our patients, employees, partners, communities, and the planet.

The scale and nature of our business allow us to contribute meaningfully to several of the UN Sustainable Development Goals (SDGs)—such as **Goal 3: Good Health and Well-being**—through our daily operations.



2. Strategic Pillars

Neuraxpharm's ESG strategy is structured around five core pillars, which define our purpose and guide our impact:

- **Our CNS Community** – Promoting awareness, education and support for those impacted by CNS conditions.
- **Our Team** – Promoting diversity, inclusion, and wellbeing across our organization.
- **Our Patients** – Delivering safe, effective, and innovative solutions with the aim of improving the quality of life for CNS patients.
- **Our Planet** – Committed to minimizing our environmental footprint and advancing sustainable practices.
- **Our Method** – Operating with integrity, transparency, and continuous improvement.

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

DRIVING A POSITIVE IMPACT ON...

				
Society	People	Quality, safety & innovation	The environment	Governance
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.	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 fulfills our mission, and therefore, we also value career development, training and transparent communication, both inwards and outwards.	This pillar focuses on sustainability from the perspective of pharmaceutical 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.	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.	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.
• Active engagement, awareness and social commitment	• Our people, our most important asset • Diversity & inclusion • Employee wellbeing, health and safety • Training & professional development • Communications and transparency	• Product quality and safety • Research and innovation	• Environmental commitment • Climate change and emissions • Circular economy and waste • Water and energy	• Governance, compliance and ethics • Responsible supply chain

2.1. SOCIETY | Our CNS Community – Providing access, awareness and stigma reduction

We endeavour to support individuals affected by CNS disorders by expanding access to solutions, engaging communities, and raising awareness to reduce stigma.

Key Commitments:

- We recognize the importance of mental health, acknowledging it is as equally vital to overall wellbeing as physical health.
- We aim to provide access to CNS solutions for patients and territories across Europe and beyond, supporting broader inclusion and care for those affected by CNS conditions.
- We strive to increase visibility and strengthen understanding and acceptance of mental health and CNS disorders.
- We inform and raise awareness about mental health conditions through digital resources, training programmes and targeted initiatives.
- We develop and share resources designed to challenge and correct widespread myths and stereotypes associated with CNS disorders, empowering patients, caregivers, and healthcare professionals.
- We collaborate and form alliances with foundations, institutions and organisations in the social sector to raise awareness of mental health conditions and help reduce associated stigma.
- We actively participate in solidarity campaigns, social initiatives, corporate projects, and other events to generate a positive social impact.

2.2. PEOPLE | Our Team – Fostering a Safe, Inclusive, and Collaborative Workplace

At Neuraxpharm, we are committed to cultivating a workplace that is diverse, inclusive, and safe. We promote employee wellbeing through respectful collaboration, transparent communication, and shared accountability. Every team member contributes to our collective success and plays a vital role in advancing CNS treatments and delivering meaningful impact.

Key Commitments:

- We promote diversity and inclusion through our culture. We uphold zero tolerance for discrimination and harassment and ensure this through internal trainings on our policies and protocols across all levels of the organization.
- We aim for the wellbeing and physical and mental health of all employees, fostering both individual and collective satisfaction.
- We are committed to ensure occupational health and safety at work, while also providing all workers and stakeholders with the information, tools and training necessary to carry out their tasks safely, and are committed to the prevention of risks in the workplace.
- We support work-life integration through flexible work arrangements, including remote work options and designated team collaboration days.
- We support career development through structured onboarding programs, internal promotions (through getting higher responsibilities or roles movements), and continuous learning opportunities.
- We promote a culture of accountability, where all team members are held to consistent standards aligned with our organizational values, which are embedded within the broader ESG commitments and performance expectations.
- We foster open and transparent communication by establishing channels that promote dialogue around our purpose, culture, and values, and by encouraging meaningful engagement with our employees.

2.3. QUALITY, SAFETY & INNOVATION | Our Patients – Advancing CNS Care Responsibility

At Neuraxpharm, we are committed to understanding and addressing the evolving needs of CNS patients and their families. Through a patient-centric approach, we develop, produce and deliver high-quality, safe, and innovative pharmaceutical solutions that improve lives and contribute to a healthier future.

Key Commitments:

- We responsibly provide CNS healthcare professionals and patients with safe, reliable, and high-quality pharmaceutical solutions that positively impact lives.

- We consistently innovate, develop, produce, and commercialise products that meet stringent industry standards, ensuring efficiency and a gold-standard level of service.
- We enhance product value through complementary technological systems that extend functionality and improve user experience.
- We incorporate stakeholder feedback into our products and pipeline management, ensuring our solutions reflect real-world needs and preferences.
- We detect, collect, monitor, evaluate, and report data on potential adverse drug reactions associated with our products through our pharmacovigilance system, in full compliance with data protection laws.
- We collaborate closely with CNS healthcare professionals and Patient Advocacy Groups to identify and respond to emerging and unmet needs, leveraging our deep market expertise.
- We seek excellence in our suppliers to fulfill our high-quality standards.
- Our R&D practices follow socially and ethically responsible criteria, prioritising patient safety, privacy, and regulatory compliance—especially in clinical trials.
- We actively pursue innovative products and strategic alliances that address unmet medical needs and advance CNS care.

2.4. THE ENVIRONMENT | Our Planet – Environmental Stewardship

At Neuraxpharm, we are committed to environmental stewardship by promoting sustainable practices across all operations and continuously working to reduce our environmental impact.

Key Commitments:

- We integrate environmentally responsible practices throughout the organisation via policies, processes, and recurring initiatives.
- We comply with all applicable environmental laws and regulations, actively working to minimise our impact.
- We measure and monitor our environmental impact annually at Group level, and are committed to implementing action plans that drive continuous improvement and further reduce our footprint.
- At our production plant, Neuraxpharm Pharmaceuticals, we systematically manage environmental aspects and risks to ensure

compliance and enhance performance, including waste management through proper separation, treatment, and prevention systems.

- We take the necessary measures to protect the environment, prevent pollution and the proper use of natural resources.

2.5. GOVERNANCE | Our Method – Acting with Integrity and Responsibility

We uphold the highest standards of ethics, compliance, and transparency across all our operations. Our governance approach is rooted in accountability, continuous improvement, and responsible leadership. We actively engage with suppliers to promote sustainability best practices aligned with our ESG standards.

Key Commitments:

- We enforce a zero-tolerance policy on corruption, bribery, and money laundering through robust policies, dedicated committees, and regular compliance training for all employees.
- We operate a confidential whistleblowing channel and ensure protection for whistleblowers, fostering a culture of openness and integrity.
- We promote a holistic risk management framework supported by a risk-aware culture and transparent decision-making.
- We comply with all applicable regulations, including those related to anti-corruption, privacy, and intellectual property.
- We protect data privacy in accordance with GDPR and maintain cybersecurity across all systems, ensuring the safety of employees and stakeholder information.
- We maintain a proactive cybersecurity strategy that includes regular system audits, threat monitoring, and employee training to safeguard sensitive data and ensure business continuity.
- We ensure responsible marketing and ethical communication in all stakeholder interactions.
- We uphold transparency and accountability in all business relationships and strategic alliances.
- We respect international standards of integrity and human rights, and uphold labor standards across our operations and supply chains.
- We assess and monitor ESG performance of suppliers, ensuring alignment with Neuraxpharm's ESG requirements.

- We maintain robust governance structures, including ESG oversight by the Advisory Board, the Audit and Remuneration Committees, and the Executive Committee.

3. Implementation and Monitoring

Neuraxpharm's ESG Policy is a living document that evolves with our business, stakeholder expectations, and global sustainability standards. It is periodically reviewed and updated to reflect evolving standards and organizational priorities.

We are committed to continuous improvement and transparent communication, ensuring the policy is shared with all individuals working for or on behalf of the organization and made available to relevant stakeholders.

health is ESG 

For more information, please visit our website at <https://www.neuraxpharm.com/our-responsibility/> and explore our annual Sustainability Report.