

SUSTAINABILITY REPORT 2025



SUSTAINABILITY REPORT 2025. INDEX

ABOUT THIS REPORT



Message from our CEO

Dr Jörg Thomas Dierks



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



Sustainability mission

- Sustainability strategy
- Five key pillars
- CSRD alignment



Our CNS community

- Active engagement, awareness and social commitment



Our team

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



Our patients

- Product quality and safety
- Product research and innovation



Our planet

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



Our method

- Governance compliance and ethics
- Responsible supply chain



Message from our CEO



Dr Jörg Thomas Dierks, CEO

At Neuraxpharm, we believe the future of CNS care lies in combining scientific innovation with responsible leadership. Over the past year, we have strengthened our position as Europe's partner of choice for CNS products by expanding access to innovative therapies, investing in next-generation technologies and entering new areas of care that go beyond medicines alone. Alongside this progress, we have further embedded environmental, social and governance principles across our business to support long-term value for patients, healthcare professionals, our employees and society.

Our growth strategy continues to deliver strong results. Neuraxpharm now has a direct presence in 27 countries (23 in Europe and four outside Europe), following the establishment of an affiliate in Australia in 2025. Through our network and partnerships, we reach 98% of the European CNS market while serving patients in more than 50 countries worldwide. Over the past year, we broadened our integrated CNS offering through the wide commercialisation of Buccolam® for prolonged acute convulsive seizures in adults, as well as the expansion of our multiple sclerosis franchise with the continued international rollout of BRIUMVI®

(ublituximab), now available in 15 countries, and the launch of a next-generation oral fumarate therapy. We also introduced two differentiated prolonged-release treatments for children and adults with ADHD, further demonstrating our commitment to bringing innovative CNS treatments to more patients worldwide.

Innovation remains central to our strategy. Our plans to launch EPISERAS®, an AI-powered wearable earpiece for early seizure detection, reflects our ambition to extend beyond medicines by combining scientific expertise with technologies that enhance safety, autonomy and quality of life.

As our business evolves, so too does our commitment to sustainability. In 2025, we enhanced our ESG framework and followed the evolution of the regulatory environment to ensure that Neuraxpharm remains within the scope of the EU Corporate Sustainability Reporting Directive (CSRD) and will be preparing for the new applicable regulatory timeline in 2028. We took important steps to reduce our environmental footprint, including the implementation of a science-based carbon reduction plan aligned with SBTi methodologies, covering Scope 1 and 2

emissions at our main manufacturing site, Neuraxpharm Pharmaceuticals. In parallel, we significantly increased Neuraxpharm Group's renewable energy procurement by 288%, reflecting our steady progress towards a more sustainable energy model.

"At Neuraxpharm, our progress is driven by a clear purpose: to improve outcomes for people living with CNS disorders through scientific innovation and responsible business practices."



“As we expand access to new therapies and technologies, we are strengthening our role as Europe’s leading CNS partner and creating lasting value for patients, healthcare systems and society.”

Sustainability extends beyond our operations. We have initiated the implementation of an ESG due diligence framework across our value chain to promote shared standards of sustainability, ethics and social responsibility with our partners, supporting continuous improvement and more resilient supply chains.

We also continued to support the communities we serve by raising awareness of CNS disorders and helping reduce stigma through targeted campaigns and educational initiatives. We are proud to have donated €240,000 to employee-nominated CNS organisations, while maintaining support for medical facilities in Ukraine.

The progress achieved this year reflects the strength of our people and the value of working in partnership with healthcare professionals and collaborators worldwide to deliver better outcomes for people living with

CNS conditions. By combining scientific innovation with responsible growth, we are building an organisation that not only delivers innovative CNS solutions today but is well positioned to meet the healthcare challenges of tomorrow.

As we present our 2025 Sustainability Report, we look ahead with confidence. By further expanding access to transformative CNS care, we aim to create sustainable, long-term impact for patients, healthcare systems and society, helping to shape better outcomes for generations to come. Let us continue building the future of CNS care together.

Dr Jörg Thomas Dierks
CEO



A photograph of a diverse family of five walking along a gravel path. From left to right: an elderly man in a dark vest and cap, a woman in a beige trench coat, a woman in a brown jacket, a young child in a blue jacket and red boots, and a man in a brown jacket carrying a child on his shoulders. They are all smiling and holding hands. The background shows a coastal landscape with a beach and ocean under a cloudy sky.

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.

 **>650m€**
Gross sales

 **>90%**
sales in CNS

 **98%**
European CNS market covered with own organizations

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 countries in Europe, we reach 98% of the CNS market and approximately 120 million people. Beyond Europe, we extend our impact globally through affiliates in four countries (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



Australia

 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.

 **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 130 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



>130
CNS molecules



+110
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

1985		2017	2018	2019	2020	2022	2023	2024	2025	2026
• Neuraxpharm Germany founded as a specialized company in CNS. 		• Acquisition by Apax of Neuraxpharm Germany and Spanish group of companies (Invent Farma, Qualigen, Inke and Lesvi), all specialized in CNS. • Acquisition of an Italian company, entering the CNS consumer, healthcare market.	• Rebranded the whole group to Neuraxpharm and appointment of Dr Jörg Thomas Dierks as CEO. • Acquisition of a French company and establishment of new subsidiary in the UK.	• Acquisition of CNS companies in Czech Republic, Slovakia, Hungary and Switzerland and establishment of subsidiary in Portugal. • Launch of HealthTech, Neuraxpharm's Centre of Excellence to boost innovation. 	• Acquisition by funds advised by Permira and higher focus on innovation. • Acquisition of the market leading prescription brand Buccolam.	• Continuous expansion through acquisitions and the establishment of new affiliates leading to a direct presence in 23 countries, reaching 98% of the European CNS market. • Acquisition of more than 30 established global CNS brands from Sanofi. • First digital health commercialization agreement to market EPISERAS®, a wearable device that predicts epileptic seizures. • License agreement for the European rights of Leriglitazone, an orphan drug for a rare neurological disease.	• Start emerging market presence outside of Europe with the first two affiliates in LATAM (Brazil and Mexico). • Divestment of Inke, API manufacturing plant focused on inhalation, to strengthen CNS focus. • Agreement with TG Therapeutics to commercialise BRIUMVI® outside US, an innovative biologic drug for the treatment of relapsing multiple sclerosis (RMS).	• Expanded operations into the Middle East to cover the six members of the Gulf Cooperation Council. • Installation of >400 photovoltaic panels at our facilities in Barcelona. • Launch of BRIUMVI® in Germany and Spain, and positive recommendation received from NICE UK. • Buccolam®, our epilepsy treatment for children, granted a positive opinion by the CHMP to extend the indication to include adults. • Strategic alliance with Pharmathen to co-develop long-acting injectable psychiatric therapies. • Acquisition of two leading narcolepsy treatments, Provigil® and Nuvigil®.	• Expanded operations into Australia. • Plans announced to launch EPISERAS®, a digital health solution using an AI-powered wearable device for the early detection of epileptic seizures. • 40 years of Neuraxpharm Germany celebrated.	• ADHD treatment options enhanced in Europe through launch of two new differentiated products.*

*Announced in January 2026



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**³:



Trusted medicines
ORIGINATOR BRANDS



Unique products
VALUE ADDED MEDICINES



Standard of care
GENERICS



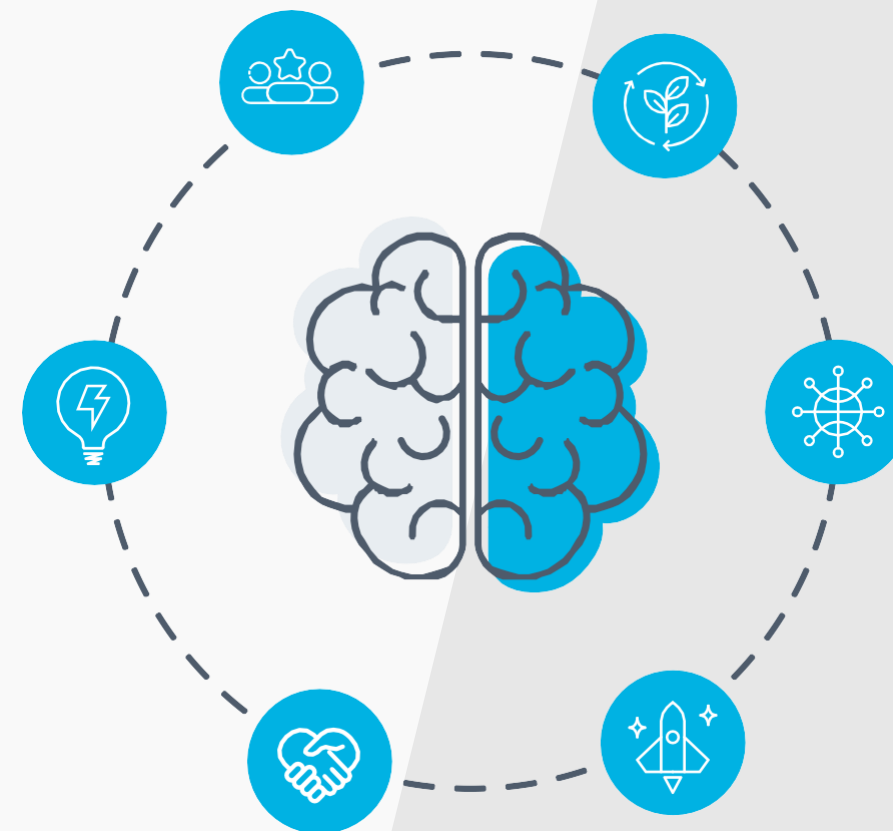
Unmet needs
NEW CHEMICAL ENTITIES (NCEs) and BIOLOGIC DRUGS



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.

³ Neuraxpharm also commercialises consumer healthcare products



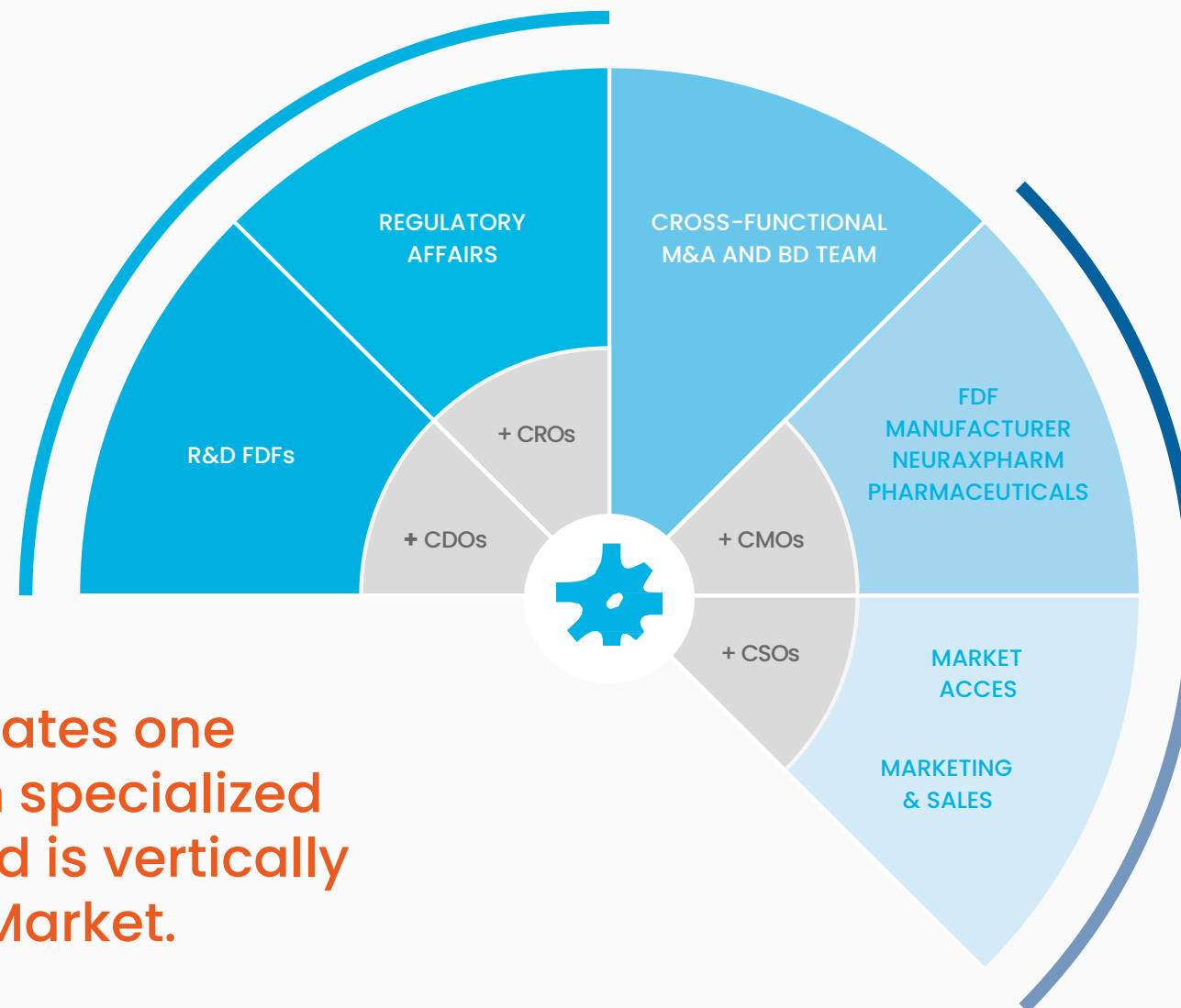
A vertically integrated company

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

OPERATIONS

Neuraxpharm Pharmaceuticals

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

- ~340 employees.
- ~32m 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.





Framing sustainability through five key pillars

DRIVING A POSITIVE IMPACT ON...

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.

COMMUNITY



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.

TEAM



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.

PATIENTS



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.

PLANET



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.

METHOD



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.



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

COMMUNITY



Society

- Active engagement, awareness and social commitment

TEAM



People

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

PATIENTS



Quality, safety & innovation

- Product quality and safety
- Research and innovation

PLANET



The environment

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

METHOD



Governance

- Governance, compliance and ethics
- Responsible supply chain



Ongoing preparation for CSRD alignment

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

As part of this preparation, the Group conducted and finalised a **Double Materiality Assessment (DMA)** to identify the sustainability topics most relevant to the business, considering both the societal and financial materiality impacts. This assessment has supported the identification of areas that warrant management attention forming the basis for future CSRD-aligned reporting.

Through this process, the Group also identified material **Impacts, Risks and Opportunities (IROs)** across its operations and value chain, which are outlined on the following page.

Neuraxpharm also carried out a comprehensive **data gap analysis**, which is an essential preparatory step to identify, collect and refine the data required under the European Sustainability

Reporting Standards (ESRS). Both the DMA and the data gap analysis were completed in May 2024 in accordance with guidance published by the European Financial Reporting Advisory Group (EFRAG). These analyses form the basis of the Group's ongoing efforts to prepare for CSRD alignment.

In light of recent regulatory developments, including the directive amending the CSRD adopted under the Omnibus I package (which came into force in March 2026), Neuraxpharm remains within the scope of the CSRD and is currently updating its Double Materiality Assessment in 2026 to reflect any relevant regulatory adjustments and business considerations. The update of the gap analysis will follow once the European Commission adopts the delegated act on the simplified ESRS, currently expected by 3Q 2026.

Based on the currently applicable regulatory timeline, Neuraxpharm expects to publish its first CSRD-aligned sustainability statement in 2028 covering fiscal year 2027. The Group has aligned its internal roadmap accordingly and will continue

to review and adapt its approach to ensure compliance with final regulatory requirements as they are finalised.

Early preparation for CSRD has been instrumental in strengthening internal processes and data governance, supporting the objective of delivering accurate, consistent, and compliant disclosures.

Alongside this, Neuraxpharm remains committed to advancing its sustainability strategy through to 2030, while maintaining a long-term perspective towards its 2050 objectives, supporting the creation of sustainable long-term value.



Impacts, Risks and Opportunities (IROs)⁴



9

Material topics



17

Material IROs

ENVIRONMENT	SOCIAL	GOVERNANCE
Climate change and energy [-] Climate change mitigation [-] Energy Air quality [-] Pollution of the air Waste management (Circular economy) [-] Waste	Occupational health and safety (Own workforce) [-] Health and safety Contribution to wellbeing and health (Consumers and end-users) [+] [O] Health and safety [-] Security of a person	Supply chain management (Business conduct) [-] [R] Management of relationships with suppliers including payment practices Information security (Business conduct) [R] Data privacy & cybersecurity 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

⁴ The Double Materiality Assessment (DMA) and related IROs identified in 2024 as part of Neuraxpharm's early preparation for CSRD reporting are currently being updated to reflect regulatory developments introduced under the Omnibus I package.



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:

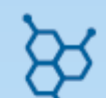
Those who can indirectly affect the company/be indirectly affected by it.



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.

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.'⁵ 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.



⁵ World 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.



CNS-related World Awareness Days covered ⁶

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 and Instagram), engage in campaigns with pharmacists and healthcare professionals, and support and encourage all employees to participate in CNS-related awareness days.

During 2025, for instance, we produced and published short videos and materials on aspects of Multiple Sclerosis, epilepsy, ADHD, and depression, 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.

Refocus ADHD: Fewer stereotypes, more understanding

In recognition of World Mental Health Day 2025, held on 10th October, and aligned with the Attention Deficit Hyperactivity Disorder (ADHD) Awareness Month framework, Neuraxpharm launched the 'Refocus ADHD campaign: Fewer stereotypes, more understanding'.

The initiative aims to build understanding, challenge stigma, and support people living with ADHD a neurodevelopmental condition characterised by symptoms such as inattention, hyperactivity, and impulsivity that can significantly affect daily life, from school and work to relationships and self-esteem.

As part of the campaign, Neuraxpharm produced a special [video](#) that captures the real emotional experiences behind ADHD - from moments of self-doubt to resilience and hope.



"Lucía", a multidisciplinary project about depression

Depression remained a key focus throughout 2025, and the Lucía campaign - first launched in 2024 - remained instrumental in deepening public understanding of the condition 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 2024 in Barcelona, Neuraxpharm took Lucía around Spain in the months that followed and into 2025, helping to increase understanding and train health professionals about depression and its physical symptoms.

⁶ Social media publications on Neuraxpharm's channels related to awareness days on CNS and CNS-related conditions.



MULTIPLE SCLEROSIS AWARENESS AND INITIATIVES

At Neuraxpharm, we are committed to raising awareness of Multiple Sclerosis (MS), a complex and often misunderstood chronic neurological condition. MS affects nearly 2.9 million people worldwide and frequently remains invisible despite the significant impact it can have on their daily lives. This reality underscores the importance of strengthening public understanding and ensuring that accurate and accessible information reaches patients, caregivers, and society as a whole.

World Multiple Sclerosis Day- Amaya's Story: The art of Moving onwardsS

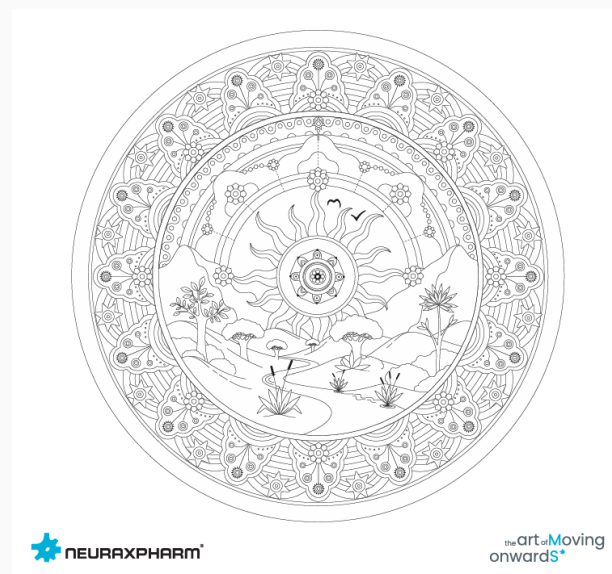
For World Multiple Sclerosis (MS) Day 2025, held on 30th May, Neuraxpharm launched the campaign 'Amaya's story: [The art of Moving onwardsS](#)'.

Amaya's story is a personal testimony about her long path to diagnosis and how colouring mandalas has become an unexpected source of calm and hope for her. Amaya's experience reflects the complexity and perseverance of

the MS community and reinforces the importance of early diagnosis and rapid treatment, which are key to halting disease progression and improving quality of life.

This initiative was carried out in collaboration with [FEMM](#) - Fundación Esclerosis Múltiple de Madrid - an organisation we are proud to stand alongside. Aligned with Neuraxpharm's commitment to supporting people living with MS, the project aims to deepen understanding by sharing a story that highlights the resilience and creativity of the community.

Download Amaya's [mandala](#) and discover the calming power of art for yourself.



Supporting MS patient associations

In 2025, Neuraxpharm joined forces with a range of patient organisations across different regions of Spain to support their work in raising awareness of MS, defending the rights of those affected, and providing support to both patients' families and healthcare professionals.

Throughout the year, MS was marked by several key milestones, including World MS Day on 30th May, the "Mójate por la EM" ("Get wet for MS") campaign in July, and National MS Day on 18th December.

At a national level, Neuraxpharm collaborated with [Esclerosis Múltiple España \(EME\)](#) on World MS Day activities, and also on an initiative for healthcare professionals delivered at a scientific booth that we shared with our strategic partner, TG Therapeutics, at the 41st Congress of the European Committee for Treatment and Research in Multiple Sclerosis (ECTRIMS), held in Barcelona in September 2025. Neuraxpharm also supported EME's meeting for healthcare professionals from its member organisations.

Additionally, Neuraxpharm actively collaborated with organisations on a regional level, including [Fundación Esclerosis Múltiple \(FEM, Barcelona\)](#), [Fundación contra la Esclerosis Múltiple de Madrid \(FEMM\)](#), and [Asociación de Esclerosis Múltiple Bizkaia \(ADEMBI\)](#).

These events bring together thousands of people each year with a shared objective: improving the quality of life of those living with Multiple Sclerosis. Through these initiatives, fundraising efforts are supported to finance neurorehabilitation services and research projects, while also strengthening visibility and public awareness of the disease.

At Neuraxpharm, we are especially proud to take part in initiatives that not only generate a positive impact within the community but also align with our mission to improve the lives of people affected by neurological conditions.

At Neuraxpharm, we believe that sharing knowledge is key to breaking stigma and fostering understanding about CNS disorders.



EPILEPSY AWARENESS AND INITIATIVES

Epilepsy remains one of the most prevalent neurological conditions worldwide, affecting millions of people and often carrying significant social, emotional, and health-related consequences. Beyond the medical challenges, many individuals face stigma, delayed diagnosis, and limited access to timely intervention factors that can profoundly influence quality of life and long-term outcomes.

Neuraxpharm's goal is to expand public understanding, promote early and effective responses to seizure emergencies, and support the development of more accessible, patient-centred care. In 2025, we undertook initiatives to reinforce our commitment to improving the lives of those affected by epilepsy.

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.

International Epilepsy Day and Purple Day – ‘ACT FAST, STOP SEIZURES, SAVE LIVES’ campaign

To mark two important epilepsy awareness days in 2025 – International Epilepsy Day in February and Purple Day in March – Neuraxpharm launched the “[ACT FAST, STOP SEIZURES, SAVE LIVES](#)” campaign.

The purpose was to educate and empower people with epilepsy, their caregivers and healthcare professionals, to respond effectively to seizure emergencies. Through this campaign, Neuraxpharm aims to deepen understanding, reduce stigma, and highlight the importance of timely intervention – essential steps that can significantly improve outcomes and save lives.



As part of the initiative, Neuraxpharm produced a special two-part video featuring Prof. Matthew Walker, Professor of Neurology at the UCL Queen Square Institute of Neurology, alongside Tom Jensen, researcher at UCL, who shares his real-life experiences of epilepsy. Together, they discuss the risks of prolonged seizures, the life-saving impact of early intervention, the need for community access to rescue medication, and the importance of having an individualised Seizure Action Plan (SAP).

Epiforward

10th February 2025 marked International Epilepsy Day providing a meaningful context to advance understanding and visibility of the condition. Throughout the month and in association with the Spanish Epilepsy Federation ([Federación Española de Epilepsia, FEDE](#)) and other organisations, Neuraxpharm developed Epiforward, a project that brought together professionals, patients, and associations to share progress and experiences, creating a valuable space for learning and awareness. The initiative concluded with the Epiforward Awards, which recognised innovative projects dedicated to research and to improving services for people living with epilepsy.





OTHER CNS AWARENESS INITIATIVES ACROSS AFFILIATES

Rare Diseases – Leukodystrophy Awareness Month

At Neuraxpharm, we maintain a strong commitment to supporting the rare disease community and raising awareness of complex CNS disorders. In this context, we engaged in Leukodystrophy Awareness Month, an important opportunity to highlight the challenges faced by individuals and families affected by this group of conditions and to reinforce the support systems available to them.

As part of this effort, we amplified the work developed by Alex, The Leukodystrophy Charity ([Alex TLC](#)), a UK-based organisation that provides essential assistance to individuals and families affected by the more than 100 types of leukodystrophy. Throughout September 2025, Alex TLC raised awareness through two initiatives:

- #LifeWithLeukodystrophy – highlighting the real stories of people living with these rare and life-limiting conditions.
- #LightUpBlue – lighting up landmarks in blue across the UK to spark awareness and solidarity.

These activities aimed to raise awareness of leukodystrophies and bring visibility to the rare disease community.

“AFI tells you... discover and colour in fibromyalgia” book

In 2025, Neuraxpharm collaborated with [AFIBROM*](#) (Fibromyalgia Association of the Community of Madrid), which launched a book titled “[AFI tells you... discover and colour fibromyalgia](#)” to help people with fibromyalgia explain their condition to young children.



An illustrated colouring book, it is a valuable tool that allows families to spend time together reading while helping children understand why adults with fibromyalgia may sometimes lack the energy for activities such as play. It is a simple, illustrated, and relatable story that opens the door to empathy and understanding from childhood.

* AFIBROM: Association for Fibromyalgia, Chronic Fatigue Syndrome/Myalgic Encephalomyelitis (CFS/ME) and Multiple Chemical Sensitivity (MCS), in the Community of Madrid, Spain.

Neuraxpharm Neurology Days

Neuraxpharm Germany marked an important milestone for 2025 with the successful launch of its first medical education event, Neuraxpharm Neurology Days, held from 25–26 April 2025 in Hamburg. The meeting brought together more than 120 neurologists for two days of scientific exchange and expert insight.

Seven leading specialists shared updates across key therapeutic areas, including Alzheimer’s disease, multiple sclerosis, Parkinson’s disease, depression, and epilepsy.



The strong participation and thoughtful exchanges throughout the event highlighted the value of creating spaces that encourage knowledge sharing and professional dialogue. This first event demonstrated the relevance of initiatives that support scientific development and help strengthen connections within the neurology community.



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 2025, we made donations to CNS-related associations and causes amounting to €239,430 *, helping to make a positive impact on society.

Celebrating Key Milestones through charitable contributions

At Neuraxpharm, we celebrate key milestones by reaffirming our purpose and the values that guide our work. We consider 2nd October as our company's anniversary, a meaningful date that reflects our ongoing commitment to improving the lives of people living with CNS disorders and supporting their families.

To commemorate this anniversary, we launched a company-wide giving initiative that placed employees at the centre of the decision-making process. Five non-profit patient organisations from across Europe, all dedicated to supporting individuals affected by CNS conditions, were shortlisted. Employees were invited to review the organisations and vote for up to three to receive our anniversary donation. The three organisations that received the highest number of votes were selected to receive Neuraxpharm's contribution:

- [La Ligue française contre l'épilepsie](#) (LFCE) – France: The French League Against Epilepsy is an association of healthcare professionals that provides information to support the management of people living with epilepsy, both children and adults, and to improve their quality of life (school, work, personal and family life etc.). LFCE is the French chapter of the International League Against Epilepsy (ILAE).

- [Polskie Towarzystwo Stwardnienia Rozsianego](#) (PTSR) – Poland: The Polish Multiple Sclerosis Society supports people with multiple sclerosis (MS) and their families by facilitating access to information, rehabilitation, and social and professional support.
- [Fundación ANAED](#) – Spain: A Foundation dedicated to raising awareness, offering support and promoting resources that improve the lives of those living with depression and their families.

This initiative underlines the value of employee involvement in the company's social initiatives related to CNS awareness.



~240,000 €

Donations to CNS-related
organisations and initiatives *



Ukraine donations

As previously in 2022, Neuraxpharm once again donated CNS medicines (worth 155,000 €) to medical facilities in Ukraine, in continued support of those in need of medical assistance.

The donation was coordinated through our Polish affiliate in collaboration with the Polish Governmental Agency of Strategic Reserves (RARS), ensuring efficient distribution of medicines and facilitating pharmaceutical aid to the Ukrainian population.

This initiative reflects the Company's ongoing efforts to support healthcare systems in challenging contexts contributing to the accessibility of essential treatments for patients in need.

* The data refers to all Group subsidiaries.



Stepping Together Against Epilepsy

In 2025, Neuraxpharm France encouraged its employees to take part in “En Marche contre l’épilepsie”, an internal fundraising initiative aimed at promoting understanding of epilepsy and supporting patients affected by the condition. With more than 650,000 people in France affected by epilepsy, the campaign addressed a major public health challenge, helping to highlight the significant impact the condition has on quality of life, social inclusion, and overall wellbeing, particularly among younger populations.

To foster engagement, employees were invited to participate in a collective step challenge over five days, using pedometers to track their daily activity. The initiative set a shared goal of reaching one million steps to trigger a donation to the [French League Against Epilepsy](#) (LFCE). Collectively 1.2 million steps were reached!



This initiative reflects Neuraxpharm’s commitment to raising awareness, reducing stigma, and engaging employees in collective action to support epilepsy patients through both participation and charitable contribution.

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 2025, Neuraxpharm once again participated in the 10th annual **EpicRun** charity event — an initiative that combines sport with raising awareness about epilepsy. This annual race is organised 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 and Mou-te

In 2025, Neuraxpharm continued to encourage its employees in Spain to participate in annual charity runs in Barcelona, including **CorreBlau**, organised by [Aprenem Autisme](#), and **Mou-te**, organised by the [Fundació Esclerosi Múltiple \(FEM\)](#). To support participation, Neuraxpharm covered the registration fees for employees.

Aprenem Autisme is an association made up of individuals with autism and their families. CorreBlau 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. The 10th edition of CorreBlau, marked a record-breaking year with over 2,400 participants. This growing turnout reflects the community’s strong commitment to inclusion and the continued success of this meaningful initiative.

Mou-te is an inclusive charity race that raises funds for neurorehabilitation, research, and initiatives aimed at improving the quality of life of people living with MS.



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.

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 company 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.



A diverse workforce with equal opportunities

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.

Our commitment to diversity, equity, and inclusion is formalised through our Diversity & Inclusion Policy, which promotes a respectful and inclusive working environment.

This commitment to equality is further reflected in our internal policies, which ensure fair access to recognition, development, and growth opportunities. Our Recognition Policy applies to all employees and promotes a transparent, consistent approach to acknowledging contributions, while our Internal Application Policy guarantees that internal opportunities are shared openly, are equally accessible, and assessed on merit, strengthening mobility and supporting continuous growth across the organisation.

Diversity & Inclusion Policy

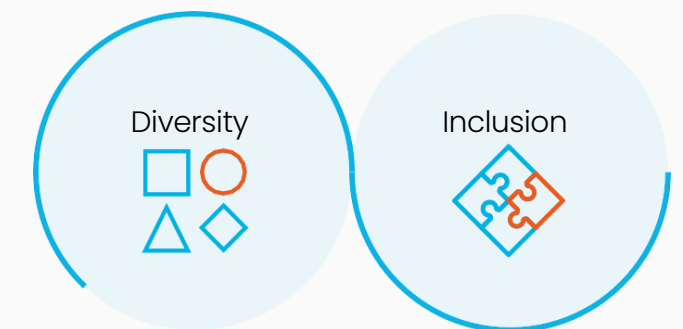
Our approach is shaped by Neuraxpharm's Diversity & Inclusion policy, which permeates every aspect of our working environment to foster a business culture rooted in diversity and inclusion.

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.

In line with this, in 2025 the D&I policy was expanded to address emerging forms of digital discrimination by introducing clear definitions and safeguards against behaviours such as virtual bullying and misuse of AI-generated content etc. These additions have reinforced our commitment to maintaining a safe and respectful environment while ensuring that our protections extend fully into the digital sphere, reflecting the evolving nature of workplace interactions.

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



Diversity & Inclusion mechanisms

We regularly assess our Diversity and Inclusion practices to evaluate their impact on both internal and external stakeholders. As part of this effort, we provide mandatory online Diversity & Inclusion training on a periodic basis for all employees. In addition, Diversity & Inclusion training is included as part of the onboarding programme for all new employees.

An internal suggestion box is in place to collect constructive ideas from all employees, including those aimed at fostering a more inclusive culture.

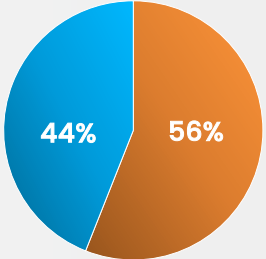


Our people in numbers⁷

With direct presence in more than 20 countries in Europe and an emerging presence worldwide, we have over 1,000 employees representing more than 35 nationalities, with a clear focus on a diverse, inclusive and positive company culture.

In addition, Neuraxpharm promotes permanent contracts (which account for 96% of all contracts) and market employment conditions, with 64% of employees covered by collective bargaining agreements.

Neuraxpharm total employees in 2025



Number of employees, by gender identity and region

CENTRAL EUROPE	2023		2024		2025	
Women	122	52%	130	59%	139	60%
Men	113	48%	92	41%	94	40%
Total employees	235		222		233	

EASTERN EUROPE	2023		2024		2025	
Women	86	75%	66	73%	67	71%
Men	29	25%	24	27%	28	29%
Total employees	115		90		95	

WESTERN EUROPE	2023		2024		2025	
Women	14	58%	13	50%	14	47%
Men	10	42%	13	50%	16	53%
Total employees	24		26		30	

SOUTHERN EUROPE + TERRITORIES OUTSIDE EUROPE	2023		2024		2025	
Women	317	54%	323	54%	355	42%
Men	265	46%	279	46%	304	58%
Total employees	582		602		659	

NORTHERN EUROPE	2023		2024		2025	
Women	7	47%	15	44%	22	49%
Men	8	53%	19	56%	23	51%
Total employees	15		34		45	

NEURAXPHARM GROUP	2023		2024		2025	
Women	546	56%	547	56%	597	56%
Men	425	44%	427	44%	465	44%
Total employees	971		974		1,062	

⁷ All employee figures refer to headcount and active employees.



Total number and distribution of contract types by gender identity	2023	2024	2025
PERMANENT CONTRACT			
Women	518	531	568
Men	413	413	456
Total permanent employees	931	944	1,024

TEMPORARY CONTRACT			
Women	28	16	29
Men	12	14	9
Total temporary employees	40	30	38

FULL TIME CONTRACT			
Women	484	509	525
Men	391	423	451
Total full time employees	875	932	976

PART TIME CONTRACT			
Women	62	38	43
Men	34	4	5
Total part time employees	96	42	48

Percentage of employees covered by collective bargaining agreements	2023	2024	2025
Employees covered by collective bargaining	61%	62%	64%
Employees not covered by collective bargaining	39%	38%	36%

Number and percentage of people in the Executive Committee by gender identity	2023		2024		2025	
Women	2	20%	2	20%	2	18%
Men	8	80%	8	80%	9	82%
Total	10	100%	10	100%	11	100%

Number and percentage of people in the Executive Committee by age group	2023		2024		2025	
Under 30 years old	-	-	-	-	-	-
Between 30 and 50 years old	6	60%	6	60%	7	64%
Over 50 years old	4	40%	4	40%	4	36%
Total	10	100%	10	100%	11	100%



Number and percentage of employees by professional category and age group	2023		2024		2025	
DIRECTOR / HEAD						
Under 30 years old	–	–	–	–	1	2%
Between 30 and 50 years old	39	50%	35	51%	40	56%
Over 50 years old	39	50%	34	49%	30	42%
Total Director / Head	78		69		71	
MANAGER / TEAM LEADER						
Under 30 years old	3	3%	–	–	1	1%
Between 30 and 50 years old	54	55%	58	62%	69	59%
Over 50 years old	41	42%	36	38%	47	40%
Total Manager / Team Leader	98		94		117	
COMMERCIAL						
Under 30 years old	5	2%	3	1%	6	2%
Between 30 and 50 years old	114	50%	111	44%	103	42%
Over 50 years old	107	47%	139	55%	136	56%
Total Commercial	226		253		245	
STAFF						
Under 30 years old	80	19%	61	16%	72	16%
Between 30 and 50 years old	247	59%	235	61%	265	60%
Over 50 years old	92	22%	90	23%	106	24%
Total Staff	419		386		443	
OPERATOR						
Under 30 years old	12	8%	20	12%	28	15%
Between 30 and 50 years old	88	59%	105	61%	108	58%
Over 50 years old	50	33%	47	27%	50	27%
Total Operator	150		172		186	

Number and percentage of employees by professional category and gender identity	2023		2024		2025	
DIRECTOR / HEAD						
Women	25	32%	26	38%	25	35%
Men	53	68%	43	62%	46	66%
Total Director / Head	78		69		71	
MANAGER / TEAM LEADER						
Women	49	50%	41	44%	54	46%
Men	49	50%	53	56%	63	54%
Total Manager / Team Leader	98		94		117	
COMMERCIAL						
Women	123	54%	138	55%	129	53%
Men	103	46%	115	45%	116	47%
Total Commercial	226		253		245	
STAFF						
Women	278	66%	268	69%	298	67%
Men	141	34%	118	31%	145	33%
Total Staff	419		386		443	
OPERATOR						
Women	71	47%	74	43%	88	47%
Men	79	53%	98	57%	98	53%
Total Operator	150		172		186	



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.



KEY ELEMENTS:

- Zero-tolerance principle

We uphold the principle of zero tolerance for harassment and discrimination.

- Reporting channels available

The internal Whistleblowing Channel is available to employees via the intranet and company website, while the external channel is accessible to all stakeholders through the company website. Both channels allow for the confidential reporting of concerns and are designed to ensure transparency, accountability, and the effective management of reported cases.

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.

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

Wellbeing Framework

As a socially responsible company, we believe that caring for our people is essential to our success. At Neuraxpharm, wellbeing encompasses the mental, physical, emotional, and social health of our employees within their workplace, and we advocate for a comprehensive approach to safeguard the health and morale of our team.



Key Actions for Mental and Emotional Wellbeing

To support a healthier work environment and promote work-life integration, Neuraxpharm encourages flexible and responsible work practices across all levels of the organisation.

As part of its broader commitment to employee wellbeing, the Group launched the **Healthy Minds for a Healthy Workplace** campaign in 2025. This initiative aims to provide employees with practical tools, awareness-raising resources and access to professional support, helping them better understand, prevent and manage stress.

HEALTHY MINDS FOR A HEALTHY WORKPLACE

The campaign includes two main initiatives: the *Stress Management Video Series* and the *Psychological Support Pilot Programme*, which provides employees with confidential access to professional mental health support in some countries. These initiatives are complemented by work-life integration measures implemented across the organisation.

Together, these actions reflect Neuraxpharm's approach to mental and emotional wellbeing, combining preventive measures with access to support, and reinforcing a workplace culture that values psychological health.



Flex Office Policy

For over six years, our teams have been able to work from home, now 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 91% voting favourably in the 2025 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



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.

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 the promotion of preventive measures.

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

Neuraxpharm is actively working to integrate preventive practices into its management structure, with the aim of reducing workplace accidents, particularly in countries with a higher number of employees, such as Spain and Germany.

In our production plant, Neuraxpharm Pharmaceuticals, this approach includes the following measures:

- Integration of Occupational Health and Safety (OHS) into the management structure. Training and qualification in OHS.
- Update of the OHS Prevention Plan.
- Review and update of occupational risk prevention procedures.
- Periodic review of occupational risk assessments.
- Continuous investment in safety to improve collective and personal protective equipment (PPE).
- Maintenance of the OHS training plan for all employees, including continuous training.

Work place accident injuries	2023	2024	2025
RECORDABLE WORKPLACE INJURIES (TRIR)			
Total number	10	16	9
Rate*	1.07	1.75	0.94
WORKPLACE ACCIDENT INJURIES WITH MAJOR CONSEQUENCES (NOT INCLUDING FATALITIES) (LTIR)			
Total number	4	11	8
Rate*	0.43	1.20	0.84
FATALITIES RESULTING FROM A WORKPLACE INJURY			
Total number	0	0	0
Rate	-	-	-
NUMBER OF HOURS WORKED	1,870,922	1,826,000	1,904,941

*Calculated per 200,000 working hours



Training and professional development

At Neuraxpharm, we place great value on our talented team members and are committed 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.

One of our core learning pillars is founded on the belief that development is most impactful when it is employee-driven. We see each person as the owner of their growth journey, supported by managers who enable talent development and an HR team who ensures that learning initiatives are aligned with strategic priorities.

We want the work experience at Neuraxpharm to be a continuous learning path for all employees. For this reason, we promote a holistic approach to Corporate Learning, combining daily experiential learning, collaboration, and formal training through structured programmes.

In 2025, we reinforced our employee development approach by conducting a variety of training sessions, courses, and workshops to equip employees with the necessary knowledge, tools and skills to further develop their careers.

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 personalized training initiatives designed to foster their professional growth.



16,627
Total hours⁹ of training

Total Annual Local & Corporate Training:

	Total trainings ⁸	Total participants	Total hours of training ⁹
2023	179	2,946	10,918
2024	160	2,906	11,459
2025	352	4,251	16,627

⁸ The table lists the total training conducted, regardless of the number of participants in each session.

⁹ Total training hours completed, taking into account the total number of attendees.



Neuraxpharm Corporate Programmes Performed (Managed by HR)	2023		2024		2025	
	Participants	Total hours	Participants	Total hours	Participants	Total hours
Feedback Cares	30	300	15	150	18	135
Celebrate Success	25	62	14	35	-	-
Blue Cottage (outdoor activity for team building)	-	-	186	4,464	-	-
Leadership Standards	-	-	25	50	41	82

Neuraxpharm Corporate Programmes Performed (Lead by Areas)	2025	
	Participants	Total hours
Corporate Compliance	935	463
Corporate IT	1,142	1,491
Corporate PV	96	96
Corporate Commercial Effectiveness & Digital MKT	147	342

People & Talent Management Programmes

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

Feedback Cares & Celebrate Success

This program was initially launched in 2020 as part of Neuraxpharm’s commitment to strengthening responsible leadership across the organization.

Designed as an online learning pathway, it supports People Managers in developing key leadership behaviors—enhancing self-awareness, communication, and the ability to provide constructive and appreciative feedback.



The program offers practical tools to recognize achievements, foster engagement, and nurture a positive and inclusive team culture.

Our Leadership Standards Program

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

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.



Empowering Our People: Growth, Development & Recognition

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

We recognise the significance of implementing initiatives to develop and assist each individual, reinforcing their value within the company and strengthening the mechanisms we have in place to acknowledge and celebrate their contributions.

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 program 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 program 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.

Internal promotions:

We continuously encourage our staff to openly apply for internal vacancies to further pursue their career path within our company. Our job opportunities are consistently advertised first via our internal channels, before being advertised externally.

During 2025, 31 employees were promoted as part of professional internal development (covering new vacancies or assuming new responsibilities).

Performance & Goals:

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

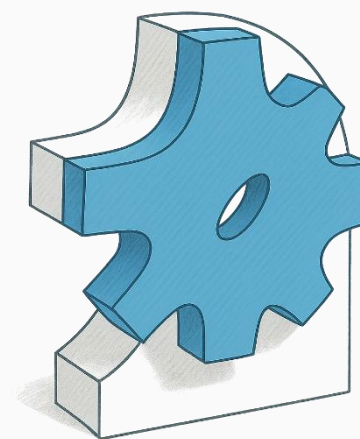
This approach reinforces transparency, accountability, and professional development across all levels of the organisation.

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.



Referral Program:

In 2022, we launched the Employee Referral program 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.

Best Country Awards:

Since 2024, we have recognised the outstanding performance of our country teams through the Best Country Awards initiative.

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.



A Day With:

As a result of the 2024 Engagement Survey results, in 2025 we launched the 'A Day With' initiative. The aim of this project was to celebrate the daily contributions of our colleagues and to gain better understanding of the diverse roles across departments.

Six interviews were conducted - three in Germany and three in Spain - with employees from different departments, including Quality, Solids, Packaging, Warehouse, Logistics, and Lab.



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.



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.

Engagement Survey

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 2025, the Engagement Survey achieved an 86% response rate, with the highest-rated categories being Flex Office, Organisation and Patient / Client / Market.

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.



86%
engagement survey participation



75%
positive average engagement survey results

Employee Net Promoter Score (eNPS)	
2023	45
2024	55
2025	57



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.



55
communications
or newsletters sent
company-wide

Employees may also share ideas and improvement suggestions through dedicated feedback channels, including an internal suggestion box.



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.



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.



3
regular CEO "town
halls" per year

Since 2024, in response to feedback from our employee engagement survey, we have implemented the following annual initiatives aimed at strengthening employees' connection with Neuraxpharm's Management team.

This has resulted in employees' responses to the relevant question in the survey improving by 3% compared to 2024 and by 9% compared to 2023.



Unfiltered Executive

Short video interviews with our Executive Committee members, covering their different professional and personal tips and perspectives. During 2025 three members of the Executive Committee were interviewed.



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 2025, two Breakfasts with the Experts were held.



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 patient 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.

In 2025, Neuraxpharm continued the implementation of the Quality Management System (QMS) module of Veeva, as part of its efforts to establish a unified, company-wide quality framework.

The Veeva QMS is designed to manage critical quality processes in regulated industries such as pharmaceuticals and medical devices. It provides a centralized, cloud-based environment that supports regulatory compliance, facilitates global collaboration, and enhances operational efficiency.



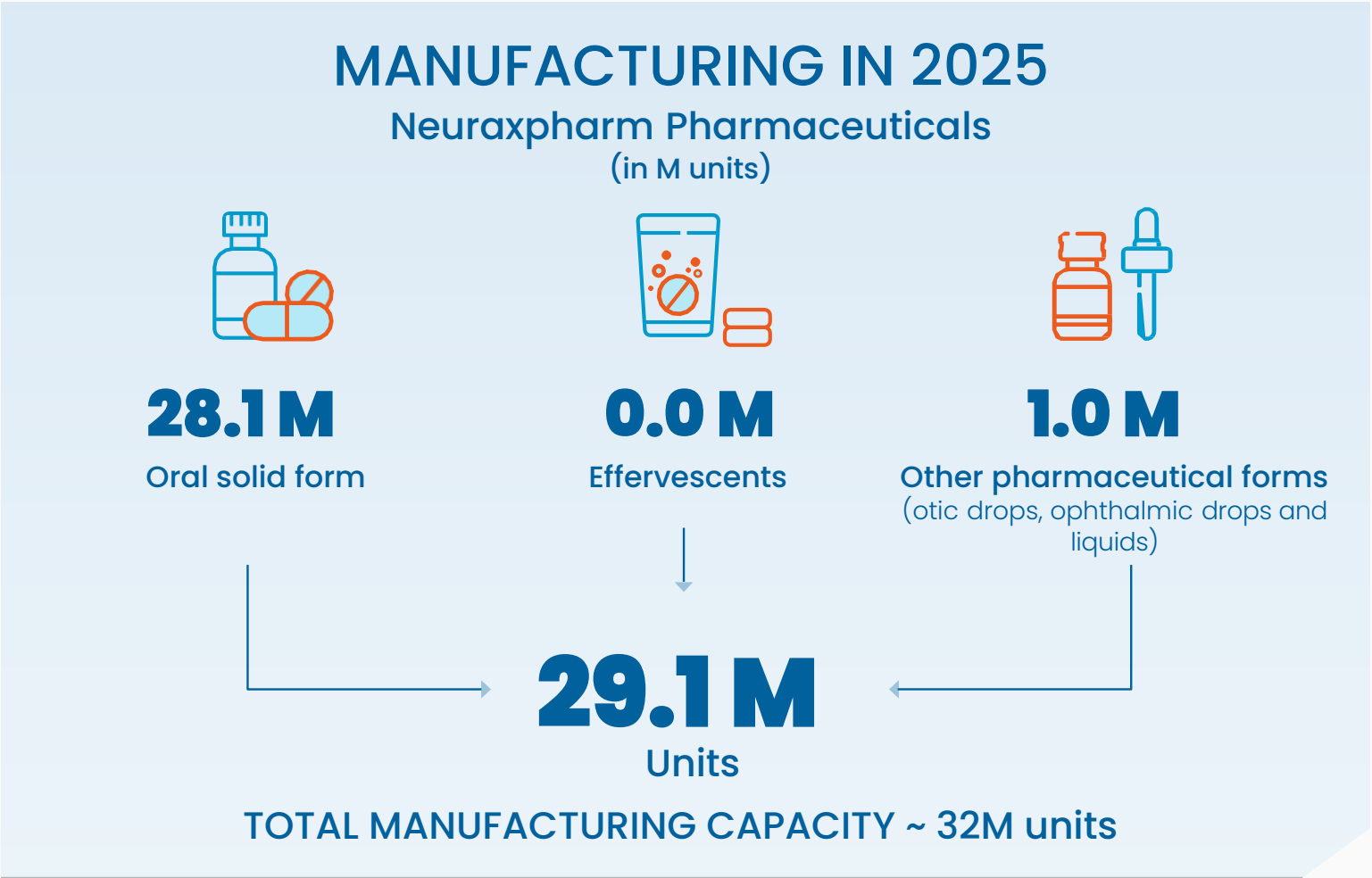
Developing and manufacturing quality products

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	2025
Oral solid form	27.2	30.7	28.1
Effervescent	0.4	0.8	0.0
Other pharmaceutical forms (otic drops, ophthalmic drops and liquids)	0.8	0.9	1.0
Total	28.4	32.4	29.1



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 2025, Neuraxpharm Group conducted more than 100 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.

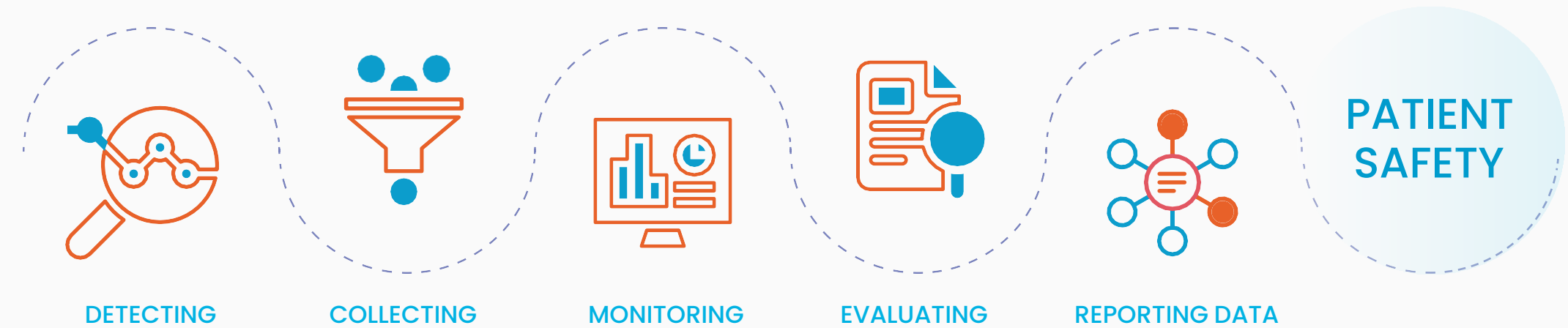
Our medicines undergo thorough investigation through rigorous clinical trials conducted under our pharmacovigilance department, ensuring the delivery of safe medications to patients.

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.

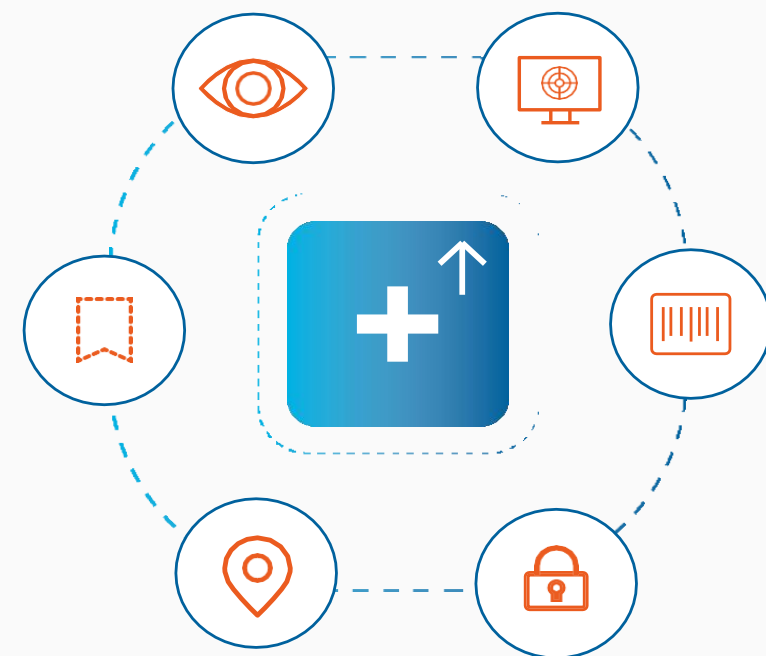




Serialisation

Neuraxpharm is committed to complying with serialisation requirements established by health authorities, which aim to prevent falsified medicines and ensure the authenticity of pharmaceutical products across the supply chain. Our robust serialisation system is designed to ensure compliance and enhance patient safety all over the world.

Through this system, each medicinal product pack is assigned a unique identifier (UI) during manufacturing consisting of data elements such as product code, serial number, batch number, and expiry date.



This information is encoded in both a human-readable format and a machine-readable 2D Data Matrix barcode. In addition, anti-tampering devices are applied to ensure the integrity of the product and to provide evidence of any potential interference.

Our serialisation system is fully integrated within internal manufacturing sites, external Contract Manufacturing Organisations (CMOs), and relevant IT platforms, enabling efficient and secure data exchange with regulatory systems. Unique identifiers are uploaded to the European Medicines Verification System (EMVS) prior to market release, allowing dispensing points to verify the authenticity of medicines through scanning and comparison against national repositories.

By leveraging robust serialisation processes, Neuraxpharm helps ensure that patients receive genuine and safe medicines, supporting the highest standards of quality and regulatory compliance.

Our robust serialisation 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.

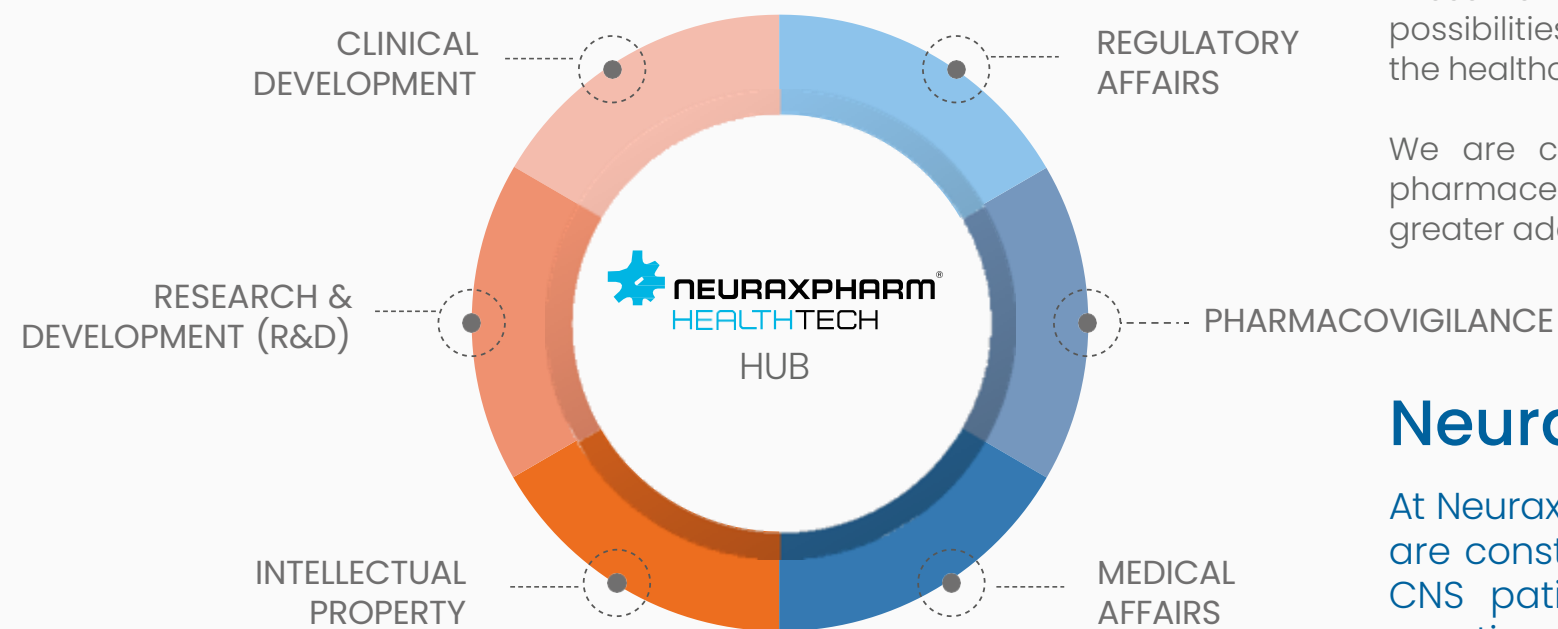
The procedure outlines clear steps for receiving, investigating, and communicating complaints, ensuring thoroughness and transparency throughout the process.





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.

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.

Fostering Innovation

At Neuraxpharm, innovation remains a key driver of our commitment to addressing unmet medical needs in the central nervous system (CNS) field.

Following the Fostering Innovation Summits held in previous years, an internal cross-functional working group has continued its activities throughout 2025. This group has progressed the evaluation and development of ideas and projects originally identified during these Summits, ensuring continuity and alignment with the strategic priorities defined at that time.

The initiatives initially generated during the Summits, which focused on key therapeutic areas such as Multiple Sclerosis, epilepsy, schizophrenia, and Major Depressive Disorder, have undergone further feasibility assessments and prioritisation. This ongoing work supports the structured advancement of selected opportunities within the pipeline.

This approach reflects Neuraxpharm's commitment to embedding innovation within its operating model, enabling the systematic review and progression of ideas with the potential to contribute to long-term value for patients and society.

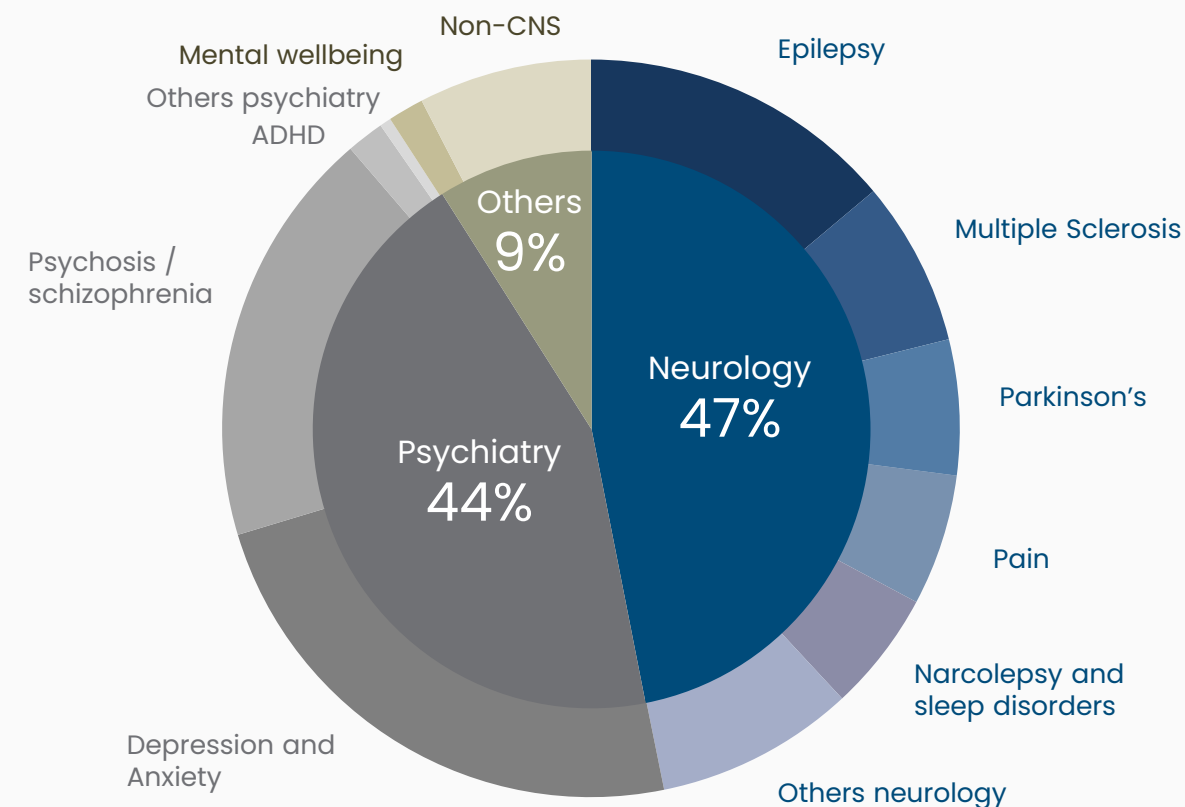


At Neuraxpharm we have a comprehensive CNS portfolio to meet our patients' needs across CNS chronic, severe, standard and 'mild' disorders.

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.

**>130**CNS molecules
in our portfolio

Net sales by
therapeutic
area

**~25**Pipeline CNS
projects

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

**12%**BREAKTHROUGH
(orphan drugs and beyond-the-pill)**72%**UNIQUE PRODUCTS
(value-added medicines)**16%**STANDARD OF CARE
(standard GX)**100%**

CNS pipeline

**90%**More than 90% of our direct
sales are for CNS**+110**We have more than
110 CNS brands in our portfolio**~6%**of net sales
investment in R&D



The partner of choice for CNS products in Europe

Neuraxpharm operates in an evolving pharmaceutical environment where collaboration is key to addressing complex CNS challenges. Leveraging its expertise and engagement with healthcare professionals and scientific communities, the Company works to identify emerging needs, to support research efforts and to contribute to improved patient care.

Strategic partnerships and alliances are central to this approach enabling Neuraxpharm to expand its therapeutic, scientific and technological capabilities while broadening market access to its CNS portfolio thereby delivering more treatments to patients worldwide.

Innovation remains a core focus, driven by targeted investments, product acquisitions, and commercialisation agreements. These have enabled our entry into new markets such as Australia and the Middle East, and have further strengthened Neuraxpharm's presence in key territories, including Brazil and Mexico. Through our R&D centre of excellence – Neuraxpharm HealthTech – and our integrated business model, Neuraxpharm continues to develop solutions addressing unmet needs in CNS disorders and supporting the Company's position as a relevant partner in the sector.

During 2025, Neuraxpharm has made a number of advances in partnering and investment including:

- Following the commercialisation agreement¹⁰ between TG Therapeutics and Neuraxpharm announced in 2023 for BRIUMVI® (ublituximab), the product saw new launches in 2025, bringing the number of countries it is available in up to 15 by the end of the year.

- 2025 saw the consolidation of Neuraxpharm's entry into the medical devices and digital health space, with the announcement of plans to launch EPISERAS®, a digital health solution using an AI-powered wearable device for the early detection of epileptic seizures. Building on the Company's 2022 commercialisation agreement with mjn-neuro, this innovative solution reflects Neuraxpharm's approach to complementing pharmacological treatments with data-driven tools that support patient safety, autonomy, and quality of life.

- Neuraxpharm reinforced its commitment to advancing ADHD care in Europe with the launch of two differentiated prolonged-release treatments for children and



adolescents, bringing a choice of solutions to ADHD patients in multiple countries across Europe.

These investments and collaborations demonstrate Neuraxpharm's commitment to accelerating innovation and expanding access to differentiated CNS treatment options through strategic partnerships.



Entered
+5
strategic
alliances



22%
of 2025 sales
came from
products
launched in the
last 5 years

¹⁰ 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.

Material environmental incidents	2025	2024	2023
	0	0	0



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.





Environmental management system

Our manufacturing plant, Neuraxpharm Pharmaceuticals, has implemented an environmental management system to address all the company's environmental vectors¹¹. 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.

We monitor and track all the elements of our environmental performance



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.

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.



¹¹ 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.



Climate change and emissions

As a European pharmaceutical company, Neuraxpharm recognises its responsibility to contribute to the transition towards more sustainable practices.

Preserving natural resources and ensuring their sustainable use is a priority. The Group is committed to reducing emissions, addressing climate-related risks, and minimising environmental impact where feasible.

We are currently in the process of defining a comprehensive long-term Sustainability Strategy, focused on enhancing sustainable procurement practices, supporting the implementation of our carbon reduction plan, and further aligning our business processes and activities with evolving regulatory and reporting requirements, including the Corporate Sustainability Reporting Directive (CSRD). Climate change-related risks and opportunities have been identified as part of our ongoing update of the Group's Double Materiality Analysis and these are being integrated into our Sustainability Strategy.

At the same time, environmental performance is measured and monitored at Group level on an annual basis, enabling the tracking of indicators and the identification of further actions. In addition, opportunities to reduce energy consumption and optimise resource use are continuously assessed across operations.

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

Paperless initiatives

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

- The Group-wide implementation of **the e-signature** tool significantly reduces the need for printed documents and Courier shipments between affiliates and global partners.
- We are reducing printed materials ordered by our Salesforce in line with sustainability goals
- We have expanded the use of our CRM-OCE tool across affiliates.

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:

- Introduced hybrid vehicles for internal sales teams to reduce emissions associated with daily operations.
- Implemented a CRM-OCE tool, supported by dedicated training, enabling sales representatives to track mileage and fuel consumption and optimise travel routes.
- Expanded the use of the CRM-OCE tool across multiple countries, increasing its adoption and impact over time.
- Continued expansion of the initiative across affiliates, enhancing data-driven monitoring of travel-related emissions.



+300

**salesforce use
the CRM-OCE tool**



Carbon footprint

In 2022, Neuraxpharm disclosed for the first time the calculation of its Scope 1 and Scope 2 carbon footprint across all affiliates. From 2023 onwards, the scope was expanded to include Scope 3 emissions, and since then the Group has completed the calculation of its carbon footprint (Scopes 1, 2 and 3) for all affiliates on a yearly basis with the support of an external specialised entity. These results serve as a foundation for the definition of emissions reduction targets.

GHG emissions (tCO ₂ eq) ¹²	2025	2024	2023*	Variation 2024-2025 (%)
Scope 1	2,162.03	2,052.45	1,655.64	5.39%
Scope 2	1,790.61	1,966.50	1,757.39	-8.95%
Scope 3	122,847.07	115,117.31	113,801.36	6.71%
Total	126,799.71	119,136.26	117,214.39	6.43%

Neuraxpharm Group’s GHG emissions inventory for 2025 is 126,800 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 125,789 tCO₂e.

GHG emissions vs Neuraxpharm Group growth	2025	2024	2023	Variation 2024-2025 (%)
tCO2eq / employees	119.06	122.32	120.72	-2.67%
tCO2eq / gross sales (M€)	187.05	198.10	195.46	-5.58%

*Base year

¹²The scope of Neuraxpharm Group’s carbon footprint includes activity data from all company locations in the reporting year. The number of reporting locations may increase over time as the Group establishes new affiliates in additional territories. In 2025, one additional country was included compared to 2024: Australia.

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).

EMISSIONS REDUCTION

Carbon Reduction Plans:

- In 2025, Neuraxpharm's manufacturing plant, Neuraxpharm Pharmaceuticals, which represents the most significant source of environmental impact within the Group, implemented a Science-Based Reduction Plan aligned with SBTi methodologies, using 2024 as the base year and 2030 as the target year.
- Since 2022, our affiliate Neuraxpharm UK has established a Carbon Reduction Plan and is committed to achieving net zero emissions by 2050. This Carbon Reduction Plan includes Scope 1 and Scope 2 emissions, as well as a defined subset of Scope 3 emissions, in line with the requirements set out in the UK Government’s Procurement Policy Note (PPN) 06/21.

These Carbon Reduction Plans are aligned with the Group’s broader approach to climate change, including the European Climate Law, and contribute to its overall long-term sustainability objectives.



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.

Similarly, our affiliate in Germany is part of the Reclay recycling system and is participating in the European Green Deal and European Circular Environment, while our affiliates in France and Portugal participate in national schemes for the management of pharmaceutical products and packaging. In France, this involves contributions to dedicated organisations such as Cyclamed and Adelphe, which oversee medicine take-back and recycling. In Portugal, authorised systems including Valormed and Ponto Verde ensure the proper handling of both medicines and packaging in line with extended producer responsibility requirements.

Materials used ¹³

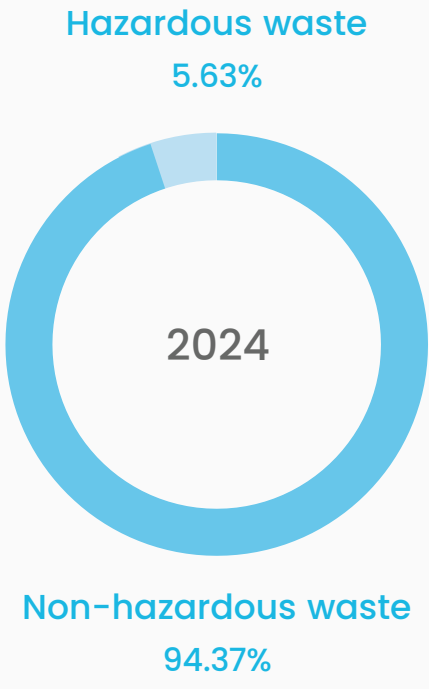
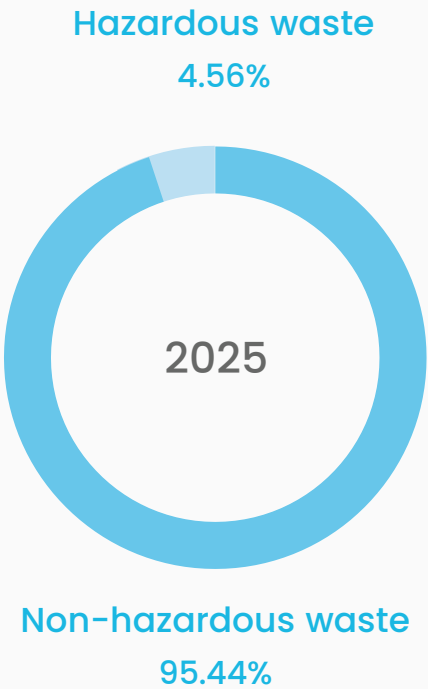
Consumption of materials	2025	2024	2023	Variation 2024-2025 (%)
Technical gases (T)	13.15	9.93	9.46	32.4%
Primary packaging (thousands of units)	161.24	170.03	126.89	-5.1%
Primary packaging (thousands of units)	71,378.51	49,653.92	57,900.41	43.7%
Secondary packaging (thousands of units)	59,943.26	65,522.43	57,776.31	-8.5%
Tertiary packaging (thousands of units)	56,094.81	61,184.19	54,103.83	-8.3%
Pharmaceutical active ingredients (T)	81.12	121.42	78.71	-33.2%
Excipients (T)	196.75	265.04	192.93	-25.7%
Laboratory reagents (T)	0.03	0.06	0.05	-50.0%
Laboratory reagents (l)	311.00	612.00	750.00	-49.2%
Laboratory materials and culture media (thousands of units)	37.53	35.31	37.97	6.3%
Solvents (T)	0.00	1.01	1.45	-100.0%
Solvents (l)	9,386.00	8,652.00	9,317.50	8.5%

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



Waste generated ¹⁴

Volume of waste generated by type (t)	2025	2024	2023	Variation 2024-2025 (%)
Non-hazardous waste	579.39	471.53	343.55	22.82%
Hazardous waste	27.68	28.12	27.51	-1.56%
Total	607.07	499.65	371.06	21.26%



Volume of waste by disposal method	2025	2024	2023	Variation 2024-2025 (%)
Non-hazardous waste (t)				
RECOVERY OPERATIONS				
Recycled / Recovered / Valorized	215.9	187.87	130.06	14.93%
Treatment	222.08	151.86	116.77	46.24%
DISPOSAL OPERATIONS				
Incineration	0.00	0.00	0.00	-
Landfill	141.41	131.80	96.72	7.29%
Total	579.39	471.53	343.55	22.87%
Hazardous waste (t)				
RECOVERY OPERATIONS				
Recycled / Recovered / Valorized	15.87	16.45	15.48	-3.53%
Treatment	10.69	10.16	11.42	5.22%
DISPOSAL OPERATIONS				
Incineration	1.12	1.51	0.61	-25.83%
Landfill	0.00	0.00	0.00	-
Total	27.68	28.12	27.51	-1.56%

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



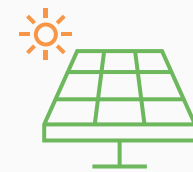
Water and energy

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, diesel and renewable energy sources.

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.



~400
solar panels installed¹⁵



~188 kWh
renewable energy
generated in 2025¹⁵



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, in particular in Neuraxpharm's manufacturing plant, Neuraxpharm Pharmaceuticals, which has the most notable environmental impact within the Group. Amongst others, these efforts include:

- Installation of a total ~400 photovoltaic panels, completed in 2024.
- Transitioning to LED lighting.
- Upgrading equipment and optimising systems for lighting, air conditioning, ventilation, heating, and compressed air management.

Energy and water optimisation measures:

- Installation of aerothermal equipment for hot water.
- Installation of a purified water plant, which significantly reduces water and energy consumption while improving performance.

In addition, energy audits are periodically carried out in five of our affiliates, including our manufacturing plant, in accordance with the EU Energy Efficiency Directive. Following these audits, reports are issued that include an analysis of improvement proposals, as well as the following-up of findings identified in previous audits.



-14.8%
Energy consumption
Intensity
(GWh/1m revenues)

Energy consumption intensity decreased by 14.8% compared to the previous period, indicating improved energy efficiency relative to revenue generation.



Energy consumption¹⁶

Energy consumption by source (MWh)	2025	2024	2023	Variation 2024-2025 (%)
RENEWABLE				
Electricity	690.14	178.09	72.58	287.57%

Energy consumption by source (MWh)	2025	2024	2023	Variation 2024-2025 (%)
NON-RENEWABLE				
Natural gas	1,953.49	2,085.20	2,162.12	-3.56%
Electricity	6,425.94	7,582.28	6,367.32	-15.25%
Total	8,379.43	9,667.48	8,529.44	13.34%



~288%
Renewable energy
in 2025 vs 2024

The increase in renewable energy consumption is primarily driven by additional affiliates increasing their procurement of renewable electricity, including through Guarantees of Origin (GoOs).

Water consumption¹⁶

Water consumption by source (m3)	2025	2024	2023	Variation 2024-2025 (%)
Third-party water	15,027.71	19,044.91	20,366.99	-21.09%

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.

An internal campaign was launched 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 52% of our employees are located to reduce the amount of water used in the toilet cisterns.



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

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



Internal initiatives

health is ESG

Fostering environmentally responsible habits in the workplace

As part of our ongoing commitment to environmental responsibility, 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.

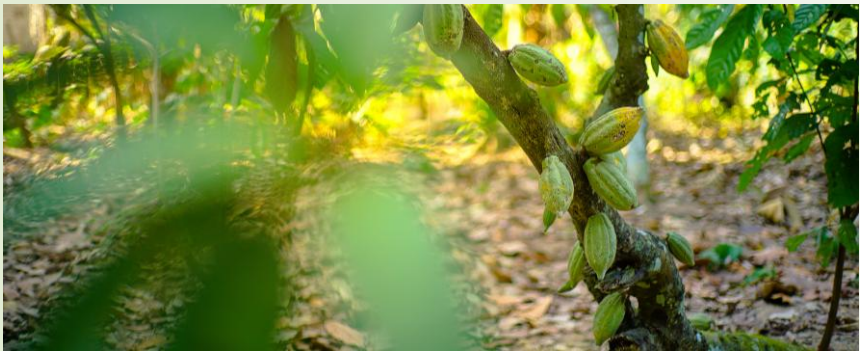


The campaign aimed to make sustainability a shared responsibility across all teams. Posters, digital signage, and internal communications highlighted the importance of proper waste sorting, reducing single-use plastics, turning off unused lights and equipment, and conserving water in shared spaces.

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 wellbeing.



Neuraxpharm Italy Forest: A symbol of responsible development



During the last two years, Neuraxpharm Italy has 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 driving responsible transformation within the community, while reinforcing the idea that every individual contribution-like every 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 track their growth online, while supporting agroforestry projects across countries in Africa and South America. All trees are planted directly by local farmers, and each project is 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.



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.

We have established a 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 are supported by Neuraxpharm's Corporate Risk Map, which provides a global, high-level overview of risks and opportunities. It includes risk categorisation (strategic, financial, operational, sustainability, legal and regulatory), the identification of key risk drivers and mitigation measures, as well as risk evaluation, in line with the Risk Control & Management Corporate Policy. The outcome is the prioritisation of the top 15 risks for Neuraxpharm.

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.

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





ESG Policy

Neuraxpharm has established an [ESG Policy](#) that serves as a guiding framework for actions and decisions across all areas of the Group. It outlines our commitments across the Environmental, Social, and Governance (ESG) dimensions, supporting the creation of long-term value for patients, employees, partners, and society.

The ESG Policy is designed as a dynamic framework that evolves in line with business developments, stakeholder expectations, and global sustainability standards. It is periodically reviewed and updated to ensure its continued relevance and alignment with organisational priorities.

Through this framework, Neuraxpharm promotes responsible business practices, continuous improvement, and alignment with internationally recognised standards. The Group's activities contribute to the United Nations Sustainable Development Goals (SDGs), particularly Goal 3: Good Health and Wellbeing, reflecting its purpose and impact.

Human Rights

At Neuraxpharm we believe in respect for fundamental human rights and that every individual deserves to be treated fairly and with dignity. This commitment is aligned with internationally recognised standards, including the Universal Declaration of Human Rights by the United Nations (UDHR), the Fundamental Conventions of the International Labour Organisation (ILO), and the United Nations Guiding Principles on Business and Human Rights (UNGs).

This approach is further reinforced through the establishment of [Neuraxpharm's Human Rights Policy](#), which complements the principles as set out in the Company's Code of Conduct and Code of Ethics for Third Parties. Together, these frameworks guide our internal operations, external activities, and business relationships.

At Neuraxpharm, we have identified a number of areas where the most significant actual or potential human rights risks may arise. These priority areas, which are reflected in Neuraxpharm's Human Rights Policy, guide

our efforts to prevent, address, and mitigate human rights impacts across our operations and partnerships.

Our approach is closely aligned with Neuraxpharm's ESG strategy, which is structured around our five core pillars that define our purpose and guide our actions. These pillars represent the areas where we can make the greatest difference and where our activities may have the most significant human rights impact.

Neuraxpharm's Human Rights policy reflects our dedication to maintaining high standards of integrity and responsibility while fostering an environment of fairness and respect for all stakeholders.





Ethics and integrity

Code of Ethics

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.



88%

of employees trained in
Ethics & Compliance

In 2025, 88% of employees received Ethics & Compliance training, either through the annual Compliance training on our internal platform or through onboarding sessions for new employees. This represents a 3 percentage point increase compared to 2024.



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.



Additional Policies and Procedures:

To reinforce the commitments set out in our Code of Ethics, we have a number of policies which are part of Neuraxpharm's Compliance Model:

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

-The **Anti-Money Laundering Policy** establishes the general framework for the prevention and fight against money laundering in the Group's development and daily operations. It defines the internal requirements and control activities to be implemented across all operations within the Group, with the aim of preventing money laundering at any hierarchical level.

-The **Conflicts of Interest Policy** establishes the general framework for the prevention of Conflicts of Interests amongst employees and third parties working on behalf of Neuraxpharm. Neuraxpharm is committed to maintaining the highest level of independence and ethical standards and expects its employees to do the same.

-The **Whistleblowing Channel Policy** establishes the principles, scope and procedures for reporting and managing suspected misconduct or legal breaches across all business operations and relevant stakeholders. It includes safeguards such as confidentiality and protection against retaliation and is supported by a Compliance Committee responsible for overseeing and managing the Whistleblowing Channel.

-**Regulatory, compliance and ethical relationships with Healthcare Professionals (HCPs):** At Neuraxpharm, we are committed to responsible marketing and ethical communication, particularly 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.

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 \(Whistleblowing Channel\)](#).

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.

The internal Whistleblowing Channel is available to employees via the intranet and company website, while the external channel is accessible to all stakeholders through the company website.

In 2025, we did not receive any material communications through the Whistleblowing Channel or from third parties that required further investigation having been assessed.

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Neuraxpharm provides accessible and secure channels for raising concerns related to human rights or ethical conduct.

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Information security

Neuraxpharm recognises cybersecurity as a key area for protecting information and ensuring business continuity. In recent years, the company has implemented a range of security solutions covering external access, email protection, systems against malicious software, and cloud infrastructure. These measures are supported by continuous monitoring tools and a Security Operations Centre (SOC), which oversees Neuraxpharm's technological infrastructure on an ongoing basis.

The company reinforces these measures regularly through user monitoring, employee cybersecurity training modules ("training pills") available on the intranet, and periodic security testing, including vulnerability assessments and simulated *phishing* campaigns, with the support of specialised cybersecurity providers. These actions contribute to strengthening employees' ability to identify potential threats and support the resilience of the IT environment.



100% of employees received simulated phishing tests

A governance framework is in place, supported by a set of information security policies covering areas such as access control, communications security, secure software development, supplier management, incident management, business continuity, information classification, and asset and operations security, including provisions on the corporate use of generative artificial intelligence (AI).

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



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 adhere to the General Data Protection Regulation (GDPR).

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.

In 2024, a comprehensive GDPR compliance audit was conducted across all Group affiliates, reinforcing alignment with data protection requirements. In 2025, we are implementing the corrective measures identified during the audit.



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.

Embedding responsibility across our supply chain enhances transparency and supports long-term value creation.

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, located in the province of Barcelona, Spain, 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.



Code of Ethics for Third Parties

Neuraxpharm's [Code of Ethics for Third Parties](#) outlines ethical guidelines for suppliers, customers, contractors, and external 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. To ensure compliance, our new 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

As part of its commitment to society, its professionals, and the environment, Neuraxpharm Pharmaceuticals has, since 2023, carried out an annual comprehensive assessment of its sustainability performance through EcoVadis, the world leader in business sustainability ratings.

This assessment analyzes 21 criteria grouped into four key areas: Environment, Labor Practices and Human Rights, Ethics, and Sustainable Procurement, and it enables the company's commitments, practices, and performance in sustainability to be validated.

In the 2025 assessment, whose rating was published in February 2026, Neuraxpharm Pharmaceuticals improved its overall score by three points compared to the previous year and achieved the bronze medal, placing it within the top 35% of companies worldwide. This result demonstrates the company's sustained commitment to the progressive integration of sustainable criteria into its management and to the continuous improvement of its responsible business practices.

Link to the EcoVadis recognition page: [Click here](#)



Building trust through responsible supply chain management

Neuraxpharm has initiated the implementation of a due diligence model to drive improvements in ESG performance across its value chain. The model acts as a strategic framework to align business partners with common principles of sustainability, ethics and social responsibility, while encouraging a shared approach to impact.

Business partners are prioritised based on sustainability risk and business relevance. Sustainability risk is assessed using EcoVadis IQ+, which evaluates factors such as location, industry and publicly available information to identify potential ESG risks. Business relevance is considered through turnover and spend level, reflecting both the scale of potential impact and the level of influence Neuraxpharm can leverage.

Within the 2025 scope, and based on this approach, the model has been applied to key suppliers representing approximately 80% of the Group's business turnover, enabling the identification of partners with a higher potential impact on value chain sustainability. Following this prioritisation, selected business partners identified as critical and strategic were contacted and invited to undergo further sustainability assessments through EcoVadis (Vitals qualification, Ratings qualification, or to share existing sustainability scorecards).

This process provides visibility on the maturity of our business partners' sustainability and supports the adaptation of Neuraxpharm's approach to engaging its suppliers to foster continuous improvement.

The results obtained provide a basis for further engagement and continuous improvement, supporting Neuraxpharm's objective of advancing sustainable and resilient supply chain practices. The approach also offers a structured and widely recognised framework to evaluate supplier performance across key sustainability criteria, while enhancing transparency and supporting continuous improvement through benchmarking, corrective action planning and tailored feedback.

Neuraxpharm will continue to develop this model, extending its application across the value chain to a broader range of business partners and risk levels, while supporting its ongoing sustainability objectives and alignment with relevant regulatory requirements, including the EU CSRD directive.

 **~240**
Business partners' sustainability risk assessed





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