

**Evotec AG**  
**Company Insider Policy**

As a result of the listing of Evotec AG's stock on the Frankfurt Stock Exchange, transactions in the Company's stock are subject to the securities laws of the Federal Republic of Germany, including the German Securities Trading Act (WpHG). This law makes it illegal for an individual to buy or sell stock while in possession of "insider information".

In order to protect Company personnel and the Company itself, we have issued this Insider Policy.

***Consequences of Insider Trading***

As a general rule, any insider trading, i.e. any use of "insider information" in connection with trading Evotec AG's stock is prohibited and illegal, and can be severely punished. Insider information is any specific information about circumstances which have not been made public and which, if it should become known, is likely to substantially influence the share price. The term "circumstances" also applies to cases in which the expectation is sufficiently justified that such circumstances will arise in the future.

No matter how small the profit, a criminal fine or a jail term of up to five years can be imposed against an individual who commits an offence against the rules of the German Securities Trading Act.

In addition, if an employee violates this Insider Policy, Company-imposed sanctions including dismissal for cause could result from failing to comply with the policy.

***Who is an Insider?***

Not only members of the Supervisory Board, members of the Management Board (Vorstand), and other key employees are insiders. Every employee of the Company, as well as external individuals, can be an insider if he or she has knowledge of insider information.

Primary insiders are the members of the Supervisory Board and the members of the Management Board of Evotec AG or its affiliates. Primary insiders also are employees of Evotec

AG or its affiliates which in accordance with their occupation or their assignment have knowledge of insider information, such as Executive Vice Presidents, Directors, and employees in the Controlling, Finance, and Legal departments. The same applies for assistants of primary insiders. For the avoidance of doubt, the Company will formally inform its employees who are considered to be primary insiders due to their status.

Secondary insiders are those who have knowledge of insider information without being a primary insider. An example for a secondary insider is an employee who by chance gains insider information overhearing a telephone conversation. It is of no importance whether he or she is an employee of Evotec AG, an employee of any of its affiliates, or an external individual.

### ***What exactly is forbidden?***

The general rule states that the use of insider information in connection with buying and selling the Company's stock for one's own account or that of a third party is illegal.

In addition, primary insiders are not allowed (a) to disclose insider information to any other person without being authorised or (b) to give a recommendation to any other person to buy or sell the Company's stock based on insider information.

### ***"Blackout Periods" and Short-term Trading***

In order to reduce the possibility of insider offences, Evotec AG has defined specific time periods, in which primary insiders are in general prohibited to trade the Company's stock ("Blackout Periods"):

- (a) The periods commencing with the second business day of the second, third and fourth quarters and ending the second business day after the release of the Company's results for the previous quarter, and
- (b) in case of the first quarter, commencing with the second business day of this quarter and ending the second business day after the release of the financial results for the previous year.

**Company Assistance**

Any person who has any questions concerning these insider rules may obtain additional guidance from the Investor Relations department and the Legal department. The ultimate responsibility for avoiding improper transaction rests with you. In this regard, it is imperative that you use your best judgement.

**Certifications**

Members of the Supervisory Board, Vorstand and all other primary insiders will be required to certify their understanding of and intent to comply with this Company Insider Policy.

I certify my understanding of and my intent to comply with this Company Insider Policy:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date