This sustainability report relates to the Evotec Group (group sustainability report). For reasons of simplicity, we use the term Evotec when referring to the whole Evotec Group. Unless otherwise stated, the key figures refer to the entire Evotec Group. Information which solely relates to specific sites is marked as such. The reporting period covers the period from 1 January 2021 to 31 December 2021.

This is Evotec’s second sustainability report, which addresses environmental, social and governance (ESG) issues and related parameters, with material impact for the company. We want to give our stakeholders detailed insights into our sustainability activities and key figures with this report.

As in the former reporting period, we align the contents of our sustainability report with the disclosure requirements according to sections 315b and 315c in conjunction with sections 289b to 289e of the German Commercial Code (HGB). These regulations require the two-fold analysis of materiality (“double materiality”). Primarily, we are required to disclose non-financial information when the information is necessary to understand our business performance, business results as well as financial situation. In addition, disclosure of non-financial information is necessary if the information is required to understand how the company’s business activities affect non-financial aspects. The sections of this report which are relevant to the requirements according to the German Commercial Code and connected to our material topics are marked with the following symbol: $.

In a second step this year, we prepared our sustainability reporting 2021 not only in accordance with the legal requirements of CSR-RUG but in reference to material aspects of the GRI (Global Reporting Initiative) criteria. The Standards of the Global Reporting Initiative are one of the most widely used sustainability reporting standard sets and frameworks across the globe. In our view GRI standards provide a comprehensive overview of our activities to improve all aspects of ESG.

In our pursue of transparency and to consider international stakeholders petitions, we have also appealed to other industry standards like the SASB (Sustainability Accounting Standards Board). After a thorough assessment, we have resolved the SASBs have a strong inclination towards the manufacturing side of the pharmaceutical industry, where Evotec focus is on drug discovery. Nonetheless, references to the disclosures are made to the material topics of our business.

In a comprehensive sustainability assessment project in November/December 2020, we determined the ESG topics relevant to the Group and its stakeholders. The findings were reviewed and validated by experts from our business sectors and relevant Group functions. We report the consideration of the following material topics in accordance with the German Commercial Code and the CSR (Corporate Social Responsibility) Directive Implementation Act (CSR-RUG): employee matters (including work safety and health), human rights (including animal welfare), and anti-corruption, environmental and social matters according to CSR-RUG. The overlap of material topics according to CSR-RUG and our own materiality analysis is outlined in the table below.

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TABLE 1: MATERIAL TOPICS ASSIGNED TO CSR-RUG RELEVANCE AND GRI CRITERIA

<table>
<thead>
<tr>
<th>REPORT SECTION</th>
<th>OUR MATERIAL TOPICS</th>
<th>WHERE CSR-RUG AND MATERIALITY ASSESSMENT CONNECT</th>
<th>CURRENT AND FUTURE GRI DISCLOSURE</th>
<th>SASR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our organization and Sustainability Management</td>
<td>Commercial success</td>
<td>101</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Stakeholder engagement</td>
<td>102</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social</td>
<td>Innovation &amp; access to medical treatment</td>
<td>401 &amp; 404</td>
<td>HC-BP-330a.1</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Diversity, equity &amp; inclusion</td>
<td>405</td>
<td>HC-BP-330a.2</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Occupational health &amp; safety</td>
<td>403</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Corporate culture &amp; leadership</td>
<td>403</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Environment</td>
<td>Carbon /GHG-emission</td>
<td>301, 302, and 303</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Operational environmental protection</td>
<td>306 &amp; 303</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Governance</td>
<td>Animal welfare</td>
<td>418</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>IT security</td>
<td>418</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Where considered appropriate, the information provided even goes beyond legal requirements to provide a more comprehensive overview of Evotec’s sustainability strategy and its position in the context of ESG-relevant factors. We improved disclosures over the course of 2021 and set up a dedicated section of our website to foster a constant flow of information. We provide metrics for each of the three sustainability dimensions: environment, social, and governance. The new ESG section on our website is available at the following link: ESG – Evotec.

This report is published in parallel with our Annual Report to support investors’ assessment process with an expanded set of non-financial performance metrics. The reporting period corresponds to Evotec’s 2021 fiscal year from 1 January 2021 to 31 December 2021. This report pertains to the entire Evotec Group including our 15 sites in six countries. Any information included herein that deviates from these parameters is identified accordingly.

This sustainability report was reviewed by the Management Board of Evotec SE on 23 of March 2022. Subsequently, the Supervisory Board fulfilled its obligation to review the content according to the German Commercial Code on 25 of April 2022. The report was adopted on 26 April 2022.

Dear Stakeholders and Friends of Evotec

Secretary

In a global perspective, the economic effects resulting from the COVID-19 pandemic have profound consequences, including higher poverty, inequalities, and mid-term effects on the level of education. We will need to be better prepared in future and our industry plays a decisive role. At Evotec, we continue to shape the process of better preparedness proactively. In addition to our active support of academic research via our "Academic BRIDGES" for more than ten years, we launched an open-pre-competitive network initiative designed to offer the best protection against future pandemics, called PRROTECT (pandemic Preparedness and Rapid Response TECology [pRcTec]), in June 2021. Evotec already has a portfolio of anti-viral therapeutics that is ready to be advanced further and is committed to spend more than € 10 m for progressing projects in disease areas directly addressed in the targets of the UN Sustainable Development Goal No 3 – Health and Well-being. We expect first clinical data of PRROTECT projects to become available already in 2023. Not only pandemics, but also climate change means changes in livelihoods. Therefore, in addition to our core task of developing precise medicines, it is also important to minimise greenhouse gas emissions. We started this journey with our commitment to adhere to the goals of the Paris Agreement adopted in 2015, by joining the Science-based Targets initiative in January 2021. A scientific and data-driven approach to address the necessity to limit global warming to a level of 1.5°C resonates with our culture and we are currently preparing ourselves to communicate our SBTI goals and the roadmap to get there in time by the end of 2022.

Our goals are ambitious, and the closer we work together, the faster we will achieve them. We are looking forward to continuing the dialogue with our stakeholders. We hereby invite all our friends and partners to engage with us and join us on an exciting journey. Any questions, suggestions and feedback are very welcome.

With best regards on behalf of the Management Team,

Werner Lanthaler
Chief Executive Officer
EVO
tech
earth
week to raise overall awareness towards the protection of the environment

Improving data quality of our carbon footprint by implementing a software-based, systematic emission data collection as basis to set SBTi targets.

1.4 Invest in people: dialogue, learning & development

Feedback culture & EVO talks

1.2. Our Sustainability Report at a Glance

31% of Senior Management are women
46% Men
54% Women

82% employees with academic qualification
38.5 average age of employees
81 Nationalities

>1,000 new employees
4,198 Employees worldwide

>2,000 suppliers being assessed for ESG topics

28 projects in infectious diseases

ESG topics are part of our DNA
- Group-wide inclusion of ESG topics in personal 2021 targets of all employees
- Definition of responsibilities for delivering an expanded set of sustainability KPIs
- Group-wide appreciation & celebration of diversity day in May and pride month in June
- DEI – Diversity, Equity & Inclusion: Conception of global diversity strategy
- Responsible use of resources
  - Sourcing of 100% renewable energy at all German sites since January 2021
  - Decision to replace heating system in building B95 in Abingdon (est. CO₂e savings of ~800 t/yr)
- EVO week to raise overall awareness towards the protection of the environment
- Intensified stakeholder dialogue
  - MSCI ESG rating up from BBB to A as of January 2021
  - ISS ESG rating up from C- to C as of May 2021

Making our contribution to better pandemic preparedness
In June 2021 we launched PRROTECT (pandemic Preparedness and Rapid Response Technology platform) to face potentially future pandemics through three lines of preparation:
- pre-development of a multimodality pipeline of therapeutic candidates against the most threatening viruses as defined by the World Health Organisation (“WHO”)
- Rapid response technologies to accelerate de novo R&D (Research & Development) timelines of highly effective neutralising antibodies using AI & ML platforms (e.g., J.HALSM)
- Flexible manufacturing network with highly intensified production facilities (J.POD®) to provide therapeutic antibodies quickly wherever needed

Intensified stakeholder dialogue
- MSCI ESG rating up from BBB to A as of January 2021
- ISS ESG rating up from C- to C as of May 2021
- EcoVadis rank up from 48 pts to 52 pts in Q4
- Decision to report in reference to GRI standards for FY 2021
2. About our organisation

2.1. WHO WE ARE AND HOW WE PURSUE OUR MISSION

We are an industry-leading drug discovery and development partner for the pharmaceutical and biotechnology industry. Our vision is to cure. For as long as even a single disease remains untreated, our claim towards this vision will hold. It is at the core of our sustained corporate development. Our mission is to discover medicines for difficult to treat diseases in highly efficient collaborations, where we focus on data driven precision medicine and early disease relevance to bring probabilities of success up (“Pcum”). We have built a “shared economy” in R&D, designed to result in a large royalty pool. Our network of alliances includes leading pharmaceutical partners, small and large biotechnology companies, academic institutions, patient advocacy groups, venture capitalists as well as foundations and not-for-profit organisations. Together we dedicate our work to the whole spectrum of diseases with utmost medical need, including indications affecting many patients in large parts of the world with little to no access to sufficient care. To this end, we have built a comprehensive suite of fully integrated technology platforms, which we believe will transform the way new drugs are discovered.

Recent scientific and technological advancements have significantly shifted the understanding of molecular biology, cell regulation and the pathogenesis of individual diseases. These include the advent of patient specific disease modelling based on induced pluripotent stem cells (“iPSC”), genomics, transcriptomics, proteomics, and metabolomics. As scientific research advances rapidly towards understanding diseases on a molecular level and the development of personalized therapies, the need has increased for new artificial intelligence/machine learning (AI/ML) based platforms, tools, and methods to better understand, interpret, and translate the vast information and data that is being generated.

2.2. HOW WE ARE ORGANIZED

Evotec was founded in 1993 as Evotec Biosystems GmbH, led by Nobel prize winner Manfred Eigen. It is a publicly listed stock cooperation operating under the German law. Evotec was converted to Evotec SE in 2019, based on a decision at the Annual General Meeting in 2018. Since 2003 Evotec has been listed on the TecDAX, in 2018 it has been included in the MDAX. Evotec SE has been listed on NASDAQ since November 2022.

We operate globally with 4,318 highly qualified people at 15 sites in six countries across Europe and the USA. We have operating sites in Hamburg (headquarters), Cologne, Göttingen, and Munich (Germany), Lyon and Toulouse (France), Abingdon and Alderley Park (United Kingdom), Verona (Italy), Ortisei and Donno (Australia), as well as in Branford, Princeton, Seattle, Redmond, and Watertown (USA). The group has been successful in creating both operational and technological synergies between sites and geographical regions by way of organic growth and strategic acquisitions.
3. Our sustainability management

3.1. OUR ESG APPROACH

We structure our sustainability management into three principal areas: Environment, Social and Governance. We call these areas for social ‘Empowering (our) People’, governance ‘Responsible Business’ and environment ‘Protecting the Planet’.

The structural integration of our sustainability management has made visible progress. Evotec created the department of Global ESG and its supervising function Head of Global ESG in 2020, which reports directly to the CEO and has a strong backing from the supervisory board, which as a whole is responsible for ESG oversight and therefore addresses ESG topics regularly in its meetings. Moreover, the Supervisory Board approves the ESG strategy, and its milestones defined by the Management Board, as well as sets relevant ESG targets (weighting of 20% in Short-term incentive targets, STI) for Management Board remuneration.

In 2022 the Supervisory Board of Evotec will evaluate the implementation of a dedicated Supervisory Board Sub Committee for ESG topics.

The Head of Global ESG is supported in his function by the ESG Coordinator since 2021. As the implementation of ESG related measures become increasingly important as of 2022, a budget for two additional headcounts to expand the Global IR & ESG department has been granted. The ESG department stands in direct contact not only to Management and Supervisory Board. It is entitled to direct and advice strategic areas with questions of target setting and KPI definition related to material ESG topics and stays in direct contact with Evotec Operations, eventually responsible for the implementation.

At Evotec, the responsibility for the implementation of sustainability activities and standards across the group lies with the Management Team, led by the Chief Executive Officer (CEO). Achieving ESG related goals is part of our short- and long-term incentive plans. While commitment and sponsorship of management is key, success will depend on anchoring sustainability in our corporate culture and establishing responsibilities within the organisation. EVOleaders are encouraged to implement ESG goals in the reward schemes of their teams.

The three lanes of our Sustainability Strategy explained:

Empowering People
► We focus on training, education and occupational, health and safety for all our employees
► We emphasize diversity, equity and inclusion through respect and care for all
► We aim to give universal access to affordable treatment solutions We give relevance to occupational, health and safety

Responsible Business
► We have a broad pipeline ensuring sustainable innovations
► We create infrastructure and care for our people for responsible development
► We conduct our business with highest ethical standards

Protecting the Planet
► We are in the process of setting targets to achieve carbon neutrality
► We aim for the responsible management of water and resources

Many stakeholders are united under our Sustainability concept, composed of the three-dimensions Environment, Social and Governance. Each of these stakeholders defines its focus on different material topics. We aim to align these interests with our strategy. To guarantee target-oriented control, we concentrate on sustainability-related KPIs, representing the foundation for the success of our mission, i.e. the use of innovative technologies, our people with corporate culture and values, proactive environmental engagement as well as responsible corporate governance.

Social aspects are the most important ESG factor for Evotec since we find innovative approaches to drug discovery and development to create better medicines for everyone everywhere. Knowledge is therefore our Company’s engine on the R&D Autobahn to Cure. Thus, addressing the causes of a disease on a molecular level rather than only its symptoms is the driver of our daily actions. For example, please refer to 3.1.1. Our Contribution to SDGs as well as 4.1. Global Health.

Second, our HR and EHS departments implement measures to safeguard the commitment to ensure health & safety as well as overall welfare of all staff, while reflecting the diversity of our people and our society. As such, it is our policy to provide and maintain harmonious, secure, inclusive, and equal working conditions, equipment, and systems of work for all our employees. To this end, information, training, and supervision are provided where necessary. We recognize that full compliance with all aspects of national and regional legislation relating to non-discrimination, health, and safety is essential. This is the reason, why we are in regular dialogue with our people. For details, please refer to 4.2. Empowering OBS People; further examples are outlined in 4.4. DEI – Diversity, Equity & Inclusion and 4.5. Occupational Health & Safety.

Furthermore, we committed to climate action and as it is embedded in our corporate DNA, we strive for excellence. This implies setting carbon reduction targets aligned with the goals of the Paris Agreement: to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C. The starting point is a comprehensive analysis of our corporate carbon footprint. As a fast-growing company, we will in the future use an innovative, web-based platform to collect environmental indicators that are relevant to management in a responsible and verifiable manner. For details see 5. Environment.

To achieve our goals related to ESG topics, a clear framework of short-term incentives for our Management Board was implemented. An annual performance measure composed of different KPIs will be used, where the three components of ESG are integrated:
► 5% for environmental topics to have defined targets for CO₂ emissions and roadmap in place by December 2022.
► 5% for governance topics to invest more than 20% of scientific footprint in areas addressed by UN SDGs; more or equal to € 30 m investments for Women’s health, Infectious Diseases, Global Health & AMR.
► 10% in social topics: to build long term leadership capabilities, learning opportunities and succession plans while keeping company turnover rate below 2021’s rate. Specifically, to have 75% or more of our employees with EVOsignals from 7 to 12 passing our EVOleaders programmes, a turnover rate under 10%, and grow by more than 700 employees.

3.1.1. TARGETS AND GOALS

The subsequent table shows the sustainability goals that were developed by our ESG department advising our management board and approved by the Supervisory Board.

<table>
<thead>
<tr>
<th>TABLE 3: OUR CORPORATE GOALS 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GOAL</strong></td>
</tr>
<tr>
<td>Building best of Governance &amp; Sustainability</td>
</tr>
<tr>
<td></td>
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<td></td>
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<td></td>
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<tr>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

* Constant revision and taking U.S. requirements into account after NASDAQ listing.
The actions of Evotec SE’s management and oversight bodies are determined by the principles of good and responsible corporate governance. An effective Corporate Governance is crucial for our Company’s business affairs as well as for capital market communication. This has always been of utmost significance to Evotec. With our commitment to complying with highest Corporate Governance standards we demonstrate our dedication to well-balanced and transparent rules to the market participants and internally emphasise the importance of our clearly defined management tools and responsibilities.

Due to our shares’ listings on the Frankfurt Stock Exchange and NASDAQ and in respect of our international stakeholder base, Evotec recognises both German and international Corporate Governance standards. Good and transparent Corporate Governance ensures that the Company is managed and controlled responsibly, with the objective of sustainable creation of value.

It is therefore only natural for us to pursue a strategy of very long-term sustainable growth. That is why we aim for long-term and strong partnerships and co-owned pipeline programs with leading pharmaceutical and biotechnology companies as well as academic institutions. By connecting passionate top-class scientists, state-of-the-art technologies as well as substantial expertise and experience in key therapeutic areas we have established a unique leading position in our field.

In order to keep this leading position, we put in particular strong emphasis on long-term relationships with our partners, which only materialise if appreciation of our work results in contract extensions and expansions as shown in the table below.

<table>
<thead>
<tr>
<th>New customers during the year</th>
<th>283</th>
<th>315</th>
<th>355</th>
</tr>
</thead>
<tbody>
<tr>
<td>Repeat business</td>
<td>92%</td>
<td>90%</td>
<td>-</td>
</tr>
<tr>
<td>Number of customers</td>
<td>769</td>
<td>829</td>
<td>853</td>
</tr>
<tr>
<td>Number of customers &gt; €1 in revenues</td>
<td>74</td>
<td>86</td>
<td>97</td>
</tr>
</tbody>
</table>

TABLE 6: CUSTOMER RETENTION

We believe that our retention rate very clearly indicates integrity and quality. We will keep these values high on our priority list, as an integral part of our corporate culture, a source of recurring revenues and a strong basis for sustainable growth.

3.1.3. ESG STEPS TAKEN

The steps to improve the transparency and traceability of progress in our efforts to further align our corporate and sustainability strategies were taken in the past two years and are outlined in the table below.

<table>
<thead>
<tr>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of customers*</td>
<td>769</td>
<td>829</td>
</tr>
<tr>
<td>Number of customers &gt; €1 in revenues</td>
<td>74</td>
<td>86</td>
</tr>
<tr>
<td>Repeat business (in %)</td>
<td>92%</td>
<td>90%</td>
</tr>
<tr>
<td>New customers during the year</td>
<td>283</td>
<td>315</td>
</tr>
</tbody>
</table>

TABLE 5: ESG MEASURES 2020-2021

3.2. RISKS IN CONNECTION WITH NON-FINANCIAL MATTERS

We see the management of risks and opportunities as the permanent task of identifying, analysing, and mitigating risks, including the imitation of countermeasures suitable to reduce potential negative developments within the company and in its operating environment. This also includes material circumstances for Evotec that fall within the statutory standards for non-financial reporting, such as Employee Matters, Anti-corruption, or Human Rights risks. As part of our risk analysis in accordance with our internal risk policy, we have also not identified any material risks related to environmental matters or social issues. Conversely, we could not identify any risks that our activities could cause for the five aspects, according to the GRI materiality matrix revision in 2021 showed that the analysis is still valid, dynamic and reviewed annually for validity and relevance over time. The materiality analysis revision in 2021 showed that the analysis is still valid, as it also meets the quality requirements of the GRI materiality principle.

Nevertheless, small adjustments were being made:

- We summarise the topic of waste and water management as operational environmental protection, as this takes a more holistic view. For example, we include material consumption through this perspective.
- To make the term “cyber” easier to understand, we now use the term IT Security. This refers to our active precautions to protect the company’s own data as well as the data of our customers and patients who provided their human tissue for our cell lines.
- We encourage our stakeholders, especially our employees, to contribute ideas to the constant progress of the material topics.

3.3. STAKEHOLDER & MATERIALITY ANALYSIS

When preparing the initial Sustainability Report in 2020, we defined the parties and allocated respective stakeholder groups based on their interest in the sustainable performance and development of Evotec and their power to influence it. Our material issues (please see also table 1 in this report) were subsequently determined in a two-stage procedure comprising in more than 20 individual interviews with stakeholders and prioritised in a materiality workshop. Key factors for the assessment were the dialogue with and the feedback of employees, partners, and investors as our three focus groups while additionally addressing the requirements of the remaining stakeholders.

FIGURE 4: STAKEHOLDERS & MATERIAL TOPICS

Our sustainability strategy contributes to the UN’s Sustainable Development Goals (SDGs). These goals are designed to ensure sustainable development on an economic, social, and environmental level worldwide. We want to ensure that we not only support our employees and our close environment, but also make a global contribution to a more sustainable world. In a 2021 analysis, based on our material topics, we identified that we make the greatest contribution to SDG 3 “Good Health and Well-being” and SDG 9 “Industry, Innovation and Infrastructure”, which are very closely aligned with our corporate strategy and business objectives. Additionally, we have an impact on SDG 5 “Gender Equality”, SDG 12 “ Responsible Consumption and Production”, and SDG 13 “Climate Change”. We have highlighted the mentioned SDGs in the figure below.

FIGURE 5: MATERIALITY MATRIX

FIGURE 6: OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

A full review in collaboration with our stakeholders is planned for 2023, which will be aligned with the upcoming Corporate Social Responsibility Directive (CSRb) of the EU (European Union) and will continue a 4-year cycle thereafter. The topics most likely to impact Evotec’s ESG strategy are dynamic and reviewed annually for validity and relevance over time. The materiality analysis revision in 2021 showed that the analysis is still valid, as it also meets the quality requirements of the GRI materiality principle.

- We summarise the topic of waste and water management as operational environmental protection, as this takes a more holistic view. For example, we include material consumption through this perspective.
- To make the term “cyber” easier to understand, we now use the term IT Security. This refers to our active precautions to protect the company’s own data as well as the data of our customers and patients who provided their human tissue for our cell lines.
- We encourage our stakeholders, especially our employees, to contribute ideas to the constant progress of the material topics.
We aim to contribute to a sustainable world through our business activities. We will develop a roadmap on how to increase our contribution to each of the goals and specific sub-targets this year.

3.4.1. OUR CONTRIBUTION TO SDG3: ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

Our main purpose – the quest for therapies for uncured diseases – is a material social matter of highest relevance. We strive to make a visible contribution to achieve UN Sustainable Development Goal #3: Ensure healthy lives and promote well-being for all at all ages. In the figure below you can see our general contribution to the SDG 3. We pursue the targets 3.3, 3.4 and 3-B.

Currently, our focus is on the Chikungunya program, our tuberculosis projects, antimicrobial resistance, the Pandemic Preparedness and Rapid RespOnse TECHNOlogy PRROTECT, and personalized medicine. From the beginning, Evotec also contributed to efforts to find vaccines and treatments against COVID-19 and participated in several projects.

- Evotec is a member of the Accelerating COVID-19 Therapeutic Interventions and Vaccines (ACTIV) consortium, a private public partnership to speed up COVID-19 vaccines and treatment options.
- Evotec provided the platform to coordinate repurposing assessments for the COVID R&D crowdsourcing initiative.
- Evotec has identified and developed a bispecific immunomodulatory protein with potent activity against different viruses (e.g. HBV). Hepatitis B represents a global health problem since more than 250 million patients are chronically infected with HBV without cure. IND (Investigational New Drug) enabling studies in non-human primates have been performed in 2021 and results indicated that the molecule is well tolerated. Preparation of clinical briefing documents to consult regulatory authorities is ongoing with the aim of starting the phase 1 clinical trial in healthy volunteers in Q3 2022.

At the same time, we have not lost focus and we have continued to progress all projects from the seven core treatment areas we are working on. The need to find new cures in these areas has not changed.

We integrated Sanofi’s infectious disease unit in Lyon already in July 2018 and in-licensed most of Sanofi’s infectious disease research portfolio. Since then, our R&D infrastructure in the field of infectious diseases consists of three segments and displayed in the table below: Global Health (e.g., tuberculosis, malaria), Virology (e.g., curative approaches in Chickungunya, chronic hepatitis B and SARS-CoV-2) and Anti-microbial Resistance (AMR).

<table>
<thead>
<tr>
<th>Segment</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Health</td>
<td>11</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>Virology</td>
<td>6</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>AMR</td>
<td>13</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>30</td>
<td>27</td>
<td>26</td>
</tr>
<tr>
<td><strong>allocated FTE</strong> (in % of total Innovate R&amp;D)</td>
<td>38%</td>
<td>20%</td>
<td>29%</td>
</tr>
</tbody>
</table>

3.4.2. OUR CONTRIBUTION TO SDG8 AND SDG9:

SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; SDG9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

We contribute to SDG 8 and SDG9 as both are inherent to the Evotec business model. Our business model focuses into running a first-class, efficient, and innovative enterprise. To accomplish our mission of reducing the number of incurable diseases, we must remain a sustainable business, with continuous development of our strategy and processes that lead to significant, long-term productivity improvements in the industry landscape. Overall Evotec aims to promote innovative scientific research all over the world (Target 9.5).

3.4.3. OUR CONTRIBUTION TO SDG5: ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

We strive to make a significant contribution to achieving gender equality and empower all females (SDG5) through the sub targets 5.1, 5.5 and 5.6.

For 2022, we have set our corporate goals to make itself an even better place to work for all, with that we seek to contribute to full employment and decent work for all.
Our support on gender equality comes from our core. Our business is run by a strict policy against gender discrimination in any aspect of our working environment: from selection and recruitment, remuneration, training, promotion, and at any stage in the employment cycle of employees.

To ensure participation of women in leadership and decision-making situations, we have set the target of having women in 30% of management positions, a goal that was reached in 2021. Therefore, next diversity, equity & inclusion goals will be developed further this year.

Our contribution to target 5.6 derives from our mission #researchneverstops. Pursuing this mission, we have set the target of having women in 30% of management positions, a goal that was reached in 2021. Therefore, next diversity, equity & inclusion goals will be developed further this year.

4.1. GLOBAL HEALTH

We make an especially important contribution to the well-being of humankind. For many serious diseases, there is still no cure. Demographic change resulting in an aging population further increases the need for novel therapies. Our purpose is to find new, efficacious drugs and cures that will improve the lives of millions of patients, thereby increasing the quality of life of society.

Our R&D, called EVT Innovate brings forward the most promising scientific ideas to make a difference in key medical research fields. Thus, we are investing in first-in-class developments in specific areas of high and most pressing unmet medical need, focusing on mechanisms that are potentially disease-modifying and not only addressing symptoms.

The goal of EVT Innovate is to build a broad strategic pipeline, resulting in a portfolio of partnerships to ensure sustainability of these innovations.

The market approval for new drugs is facing not only natural boundaries but also regulatory restrictions along the drug discovery and development pathway to the clinic. New drugs are addressing quite different and changing diseases. Therefore, all our research employees are constantly motivated to find innovative ways to contribute to cures. Innovation is linked to many of the key questions of the so-called R&D challenge.

Evotec is divided into different therapeutic areas and internal innovative platform initiatives. The Management Board reviews, questions, and approves EVT Innovate’s strategy and focus for these internal or partnered R&D areas and platforms on a quarterly basis. In addition, EVT Innovate focuses on dedicated topics and key strategic R&D initiatives are scheduled to make decisions with guidance from the Board. In addition, the Executive Board monitors the research activities and results of the EVT Innovate portfolio to identify projects that have the potential for partnering. A “Science Day” is organized on a regular basis, to inform the Supervisory Board, about key new EVT Innovate initiatives or changes.

Table 7: Goals in Global Health

<table>
<thead>
<tr>
<th>GOAL</th>
<th>MEASURE</th>
<th>SCOPE</th>
<th>NEXT MILESTONES</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chikungunya EVT294</td>
<td>Read out of Phase 1 trial results</td>
<td>Evotec Group</td>
<td>2023</td>
<td>In progress</td>
</tr>
<tr>
<td>Tuberculosis</td>
<td>Deliver novel drug candidates and regimens</td>
<td>Evotec Lyon</td>
<td>2023</td>
<td>In progress</td>
</tr>
<tr>
<td>Antimicrobial resistance Fighting</td>
<td>Various Projects</td>
<td>Evotec/Evotec ID Lyon</td>
<td>Mid-2025</td>
<td>In progress</td>
</tr>
<tr>
<td>Pandemics</td>
<td>Offer the best preparedness &amp; protection for future</td>
<td>Evotec Group</td>
<td>2021</td>
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4.2. RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible consumption and production are central to our business. We aim to contribute to the target 12.2 to achieve a sustainable management and efficient use of natural resources by 2030.

We are planning for a resources management strategy that builds on numerous initiatives driven by our people at all sites to better manage our waste and energy use. From going paperless in laboratories, green chemistry, waste separation project, among others, our employees have used their entrepreneurship and innovation to engage in the sustainability topics as well.

Table 7: Goals in Global Health

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The anti-Chikungunya monoclonal antibody, EVT894 entered the clinical trial stage in December 2020. EVT894 was derived from a patient who was infected with the Chikungunya virus. It achieved potent neutralizing activity in vitro and in vivo in therapy and prophylaxis models and demonstrated efficacy against all circulating Chikungunya genotypes. EVT894 is a first-class anti-viral therapeutic agent against Chikungunya and might also work as a prophylactic solution for immediate protection of people at risk during an outbreak. The aim is to establish that EVT894 is sufficient as a single injection for therapy and prophylaxis.

While EVT894 is the most advanced asset within Virology, the scope of activities in this field doubled from four to eight programmes since 2018.

4.1.2. TUBERCULOSIS PROJECTS – AIMING FOR THE ACCELERATION OF NEW TREATMENT REGIMENS

In the field of tuberculosis, we maintain a significant presence in drug discovery and translational science and as such, we are members of several global collaborations of philanthropic, non-profit, and private sector organisations, which work together to accelerate the discovery and development of new TB drugs and regimens that will provide superior treatment options for all TB patients. Since 2018, we have been a member of the TB Drug Accelerator Programme (TBDA) aiming to develop new clinical candidates with treatment shortening potencies and provide proof-of-concept for a one-month three-drug regimen.

Already in 2020, we helped to launch two new consortia driving towards development of new TB drugs and regimens. The first is the ERA4TB Consortium which brings together a multi-disciplinary team with proven expertise and capabilities in TB drug development to profile and progress anti-TB compounds to completion of Phase I. The second is a first-of-its-kind global collaboration named PanTB, which aims to accelerate the development of pan-TB drug regimens for the treatment of tuberculosis.

The ERA4TB (European Accelerator of Tuberculosis Regimens) project is a public-private initiative devoted to accelerating the development of new treatment regimens for tuberculosis. The ERA4TB initiative integrates more than 30 organisations from the European Union and the United States among which are the main global actors in the fight against tuberculosis infection. ERA4TB has also started in 2020 and will last six years, at the end of which, the consortium expects to have developed at least two or more new regimens.

The anti-Chikungunya monoclonal antibody, EVT894 entered the clinical trial stage in December 2020. EVT894 was derived from a patient who was infected with the Chikungunya virus. It achieved potent neutralizing activity in vitro and in vivo in therapy and prophylaxis models and demonstrated efficacy against all circulating Chikungunya genotypes. EVT894 is a first-class anti-viral therapeutic agent against Chikungunya and might also work as a prophylactic solution for immediate protection of people at risk during an outbreak.

Within the TBDA consortium, we are progressing two projects at various stages of drug discovery and participate further through leadership of initiatives to advance TB drug discovery and regimen development. Data and learnings are shared broadly among the membership. This is again proof of our strategy to share knowledge and to provide access, and it is set to accelerate progress as fast as possible to make a valuable contribution to the United Nations target of curing TB by 2030.

4.1.3. ANTIMICROBIAL RESISTANCE – TACKLING A GLOBAL EPIDEMIC

In the field of Antimicrobial Resistance (AMR), all our projects are meant to address the WHO priority pathogens that affect developing countries. Drug-resistant bacterial infections already contribute to at least 700,000 deaths a year worldwide. Given the current trajectory, it is estimated that antibacterial drug resistance could lead to ten million deaths annually and plunge 24 million people into extreme poverty by 2050.

To meet the challenges of AMR, Evotec has been leading since mid-2019 a European consortium called Gram-negative Antimicrobials NOW (GNA NOW) to profile and develop antimicrobial therapies against Gram-negative nosocomial pathogens. GNA NOW is a public-private partnership under the umbrella of the Innovative Medicines Initiative 2 (IMI2). The consortium has the following objectives: progress at least one compound in development through preclinical stage to clinical development, up to completion of Phase I and deliver a Phase 1 ready compound and a preclinical development candidate.

GNA NOW is a six-year effort currently bringing together twelve European partners with the aim to develop a novel bi- or trivalent extended-spectrum ß-lactamase (ESBL) and a single industrial partner called Novopharm. The program is supported by a grant of approximately € 10 m in total of which we provide in-kind contributions up to € 10 m, to support the different projects in the consortium. We engage our antibacterial R&D expertise and our R&D platforms (e.g., medicinal chemistry, microbiology, process chemistry, ADME, PK, toxicology and more). The initial consortium portfolio was made of three innovative projects, including one project from our portfolio and all of them featuring novel classes of antibiotics deriving from natural products. These projects (initially between lead-to-candidate and preclinical development stages) target key WHO list Gram-negative pathogens (such as Escherichia coli, Klebsiella pneumoniae and Pseudomonas aeruginosa) and the associated nosocomial infections (e.g., urinary, and respiratory tract infections) through novel mechanisms of action. The most advanced project is currently completing IND-enabling studies and is heading toward entry in Phase I by early 2023.

4.1.4. PROTECT – BUILDING A UNIQUE PANDEMIC PREPAREDNESS AND RAPID RESPONSE TECHNOLOGY PLATFORM

We have the expertise and platforms to support the development of novel Small Molecules and Biologics against pandemic threats. Our ongoing COVID-19 activities highlight this key role of our platforms within the industry since Evotec is one of three companies receiving a highly competitive grant as part of a new initiative by the German Federal Ministry of Education and Research (‘BMBF’) to support the clinical development of novel therapeutic candidates against COVID-19. More precisely, we are developing a highly potent immunomodulatory molecule that holds the potential to amplify the immune response and reduce the risk of difficult disease progression and hospitalization. Taking a more proactive stance by expanding our therapeutic breadth across a broad spectrum of infectious diseases is our contribution to improved preparedness for the future.

PERPECT is an open, pre-competitive network initiative designed to provide optimal protection against future pandemics. It incorporates three layers of preparedness: first, Preparedness against viral threats by pre-developing a multimodal pipeline of therapeutic candidates against a number of different viral threats as part of the World Health Organization (WHO) as particular threats; second, rapid response technologies to accelerate the development of novel R&D platforms of highly effective novel therapies and diagnostic tools as part of our own EVOTEC platform (e.g. J.HAL®), third, flexible, mainstream network with high-impact and competence facilities (J.POD®) to rapidly deliver therapeutic antibodies on demand.

We have also identified and developed a blood-specific immunomodulatory protein with potent activity against the hepatitis B virus (HBV). Hepatitis B represents a global health threat since more than 250 million patients are chronically infected with HBV without any current treatments. The molecule was well tolerated in non-human primates and preparation of clinical briefing documents to consult regulatory authorities is underway, with the goal of initiating the Phase 1 clinical trial in the first quarter of 2022.

Diversity as a social matter in drug development has received greater awareness in the more recent past. The U.S. Food & Drug Administration (FDA) has been conducting a series of workshops and roundtable meetings, as well as several ways of enhancing the diversity of clinical trial populations. The goal was set to reduce disparities in health outcomes and to enhance diversity of clinical trial populations. We sense that this framework will result in a change in drug discovery and development paradigms, which resonates with our patient-centric approach.

Measures proposed by the FDA encompass:

a) enrollment adjustments after interim analysis, based on pre-specified criteria
b) broader eligibility criteria to include populations in trials that are a) at risk of experiencing a high level of adverse eventsb) have been under-represented in the past, or c) have a high likelihood of experiencing clinical benefit

c) characterisation of drug metabolism and clearance across groups in early-stage trials to enable dose optimisation across populations and to avoid exclusions at a later stage during clinical trials
d) trial sponsors should have a plan for the inclusion of clinically relevant populations no later than the end-of-Phase II meeting

We fully agree with these arguments and appreciate the acknowledgment of the importance of –omics factors, which are at the centre of our drug discovery efforts.

4.2. FAIR EMPLOYMENT

Evotec’s success is strongly connected to our employee’s success based on their engagement and their own growth within their career with us. As a fast and continuously growing company on a long-term, we strive as employer to offer an attractive working environment which is carrying our three values: Innovation, Entrepreneurship and Collaboration within our Own Evotec culture focusing on the establishment and growth for and with our employees.

Consequently, employee matters relate to our major stakeholder group, which is most important to fulfill our mission. This is why employee matters account for the largest section of our sustainability report. The relevance of our people is assessed in two areas: Human Resources and EHS (Environment, Health & Safety). The topics Training and Education, Diversity, Equity, and Inclusion as well as Occupational Health and Safety are relevant to the whole Evotec group. The Human Resources and Environment, Health and Safety departments are the main functions responsible for employee matters. Of course, these matters impact individual employees and hence our company. Externally, our recruiting team is one of the keys to our success as they are responsible for attracting and hiring the right matching candidates and maintaining strong recruitment pipelines. Internal, these matters impact individual employees and hence our company.

Employees are a key asset to Evotec’s success, and hence we place great emphasis on issues that can affect their engagement and their own growth within their career with us. As a fast and continuously growing company on a long-term, we strive as employer to offer an attractive working environment which is carrying our three values: Innovation, Entrepreneurship and Collaboration within our Own Evotec culture focusing on the establishment and growth for and with our employees.

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4.1.5. INNOVATION/R&D – PERSONALISED MEDICINE – DIVERSITY IN DRUG DISCOVERY

Measures proposed by the FDA encompass:

a) enrollment adjustments after interim analysis, based on pre-specified criteria
b) broader eligibility criteria to include populations in trials that are a) at risk of experiencing a high level of adverse eventsb) have been under-represented in the past, or c) have a high likelihood of experiencing clinical benefit

c) characterisation of drug metabolism and clearance across groups in early-stage trials to enable dose optimisation across populations and to avoid exclusions at a later stage during clinical trials
d) trial sponsors should have a plan for the inclusion of clinically relevant populations no later than the end-of-Phase II meeting

We fully agree with these arguments and appreciate the acknowledgment of the importance of –omics factors, which are at the centre of our drug discovery efforts.
4.1.1. heads: (including permanent, fixed-term contracts, apprenticeship, students, work
force, among others. They can be found in the following sections of this report.

4.1.1.1. heads as of 31 december

As of 31 December 2021, the Evotec Group employed a total of 4,198 employees worldwide, a total increase of 17.5% compared to prior year’s end, with an average of 3,908 employees in the year. Overall, we have grown by 626 employees in 2021. The average FTE went up by 18.4% in 2021, from 3,520 FTEs in 2020 to 3,954 FTEs in 2021, by year end, the FTE was 3,945.4.

4.2.2. overall headcount

Across all countries and functions both in Europe and the USA, new people were hired to further increase the Company’s capacity on innovation and to provide best-in-class service to our partners and clients.

4.2.3. attracting, engaging, and retaining talent

Evotec’s growth is highly correlated to the growth of our people regarding volume and skills. Our rate of growth is therefore determined to a considerable extent by its ability to attract the right employees to Evotec and to develop as well as to retain them over the long term.

In 2022, we created a new Centre of Expertise (CoE) Global Talent Acquisition & Employer Branding. This CoE will focus on the harmonization of our talent acquisition delivery excellence globally, as well as creating and positioning our Employer Brand in the different talent markets across the globe.

For the first time in Evotec’s history we hired over 1,000 new employees in one single year, throughout all our sites globally. This number compares with a net increase by 626 people and implies a compensation for a relatively low fluctuation in 2020 and needs to be seen in the context of the COVID-19 crisis.

In 2020, our workforce turnover rate decreased from 10.5% in 2018 and 10.5% in 2019 to 8%. While this is a level we want to achieve sustainably in the future, we were aware already last year that the development was influenced by the COVID-19 crisis and saw counterbalancing effects in 2021. The blended number 2020/2021 still is in-line with previous years and can be considered as a level we can achieve sustainably in the future. We were aware already last year that the development was influenced by the COVID-19 crisis and saw counterbalancing effects in 2021. The blended number 2020/2021 still is in-line with previous years and can be considered as a level we can achieve sustainably in the future.

As part of offering better working conditions, 60% of our workforce operates under a collective bargaining agreement, including Austria, France, Germany, and Italy. Additionally, we commit to promote social dialogue at all sites.

4.3. training and education

Training and Education is called Global People Development at Evotec as it is more than just attending a training or educating people. The Learning & Development function aims for making use of products and processes that support our people in growing alongside the company. Only with the right people in the right place (job) at the right time we can reach our ambitious growth targets.

At Evotec, we believe the success of the company depends on the expertise of our people. With Global People Development (training & education is included in that function), we ensure that people have everything they need to fulfill their jobs in the best feasible way and develop the right skills for the future. We invest in trainings to up- and re-skill where needed and foster a culture of continuous learning. Our training and development portfolio includes a variety of trainings, that develop several skills. These can be job-specific and include an array of professional development trainings to foster leadership and team development.

As part of offering better working conditions, 60% of our workforce operates under a collective bargaining agreement, including Austria, France, Germany, and Italy. Additionally, we commit to promote social dialogue at all sites.

4.4. reporting and analytics

In 2020 we also started to develop standard HR analytics within our people information system to use the people data to enhance decision making and track action results. This work continued in 2021 with the development of more standard reporting and dashboards to be deployed in 2022.

FIGURE 13: WORKFORCE TURNOVER RATE

From the total new employees that were recruited worldwide in 2021, where there was no increase via acquisition, more than 700 were permanent employees and close to 300 were non-permanent, mostly replacing or prolonging existing non-permanent positions.

FIGURE 14: RECRUITMENT

At the end of 2021, the average share of permanent employees was 91.5% (3,823 employees) and 8.5% (375 employees) of our workforce were on a non-permanent work scheme (2020: 8.7%). 25% of our employees are located in Germany, where our headquarters is located.

As part of offering better working conditions, 60% of our workforce operates under a collective bargaining agreement, including Austria, France, Germany, and Italy. Additionally, we commit to promote social dialogue at all sites.

4.5. benefits provided to employees

- Mental health App®
- Subsidy for fitness club
- Profit sharing system
- Holiday allowance
- Subsidy for consulting
- Retirement provisions, are provided depending on country of operations.

Parental leave is part of the legal required benefits, therefore, all our employees are entitled to it. In 2021, 135 employees took parental leave.

As part of offering better working conditions, 60% of our workforce operates under a collective bargaining agreement, including Austria, France, Germany, and Italy. Additionally, we commit to promote social dialogue at all sites.
or role specific, like Global leadership trainings. We also introduce the Global Coaching Process to Evotec and invest in our global succession planning approach. With these measures we create a future oriented organization, which ensures a high-performance company to deliver excellent services for our business clients.

We constantly evaluate our different learning solutions and adjust accordingly to ensure the best quality possible. Measures include:

- **EvoLead Leadership programs**: Mid-term and end-term evaluations of the programs in quality of trainings and impact on role.
- **EvoSafety**: participation rates, quality of training, fit for specific roles etc.

### TABLE 9: GOALS IN TRAINING & EDUCATION

<table>
<thead>
<tr>
<th>GOAL Description</th>
<th>MEASURE</th>
<th>SCOPE</th>
<th>NEXT MILESTONES</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expanding the range of training opportunities for our staff</td>
<td>Establishment of a global learning platform (Evoacademy)</td>
<td>Evotec Group</td>
<td>2022</td>
<td>In progress</td>
</tr>
<tr>
<td>Continue to improve the training of our leaders</td>
<td>Participation rate of eligible leaders in our leadership programs to reach 100% by the end of 2022</td>
<td>Evotec Group</td>
<td>2022</td>
<td>In progress</td>
</tr>
</tbody>
</table>

#### 4.3.1 GROWTH THROUGH LEARNING & DEVELOPMENT

We strive for people development approaches that support all the people and regularly measures to achieve a maximum impact for Evotec and our people.

To succeed in this ambition, our learning culture encourages each employee to take ownership of their development on the job, through interactions with others and on training. We follow the 70:20:10 (on the job/feedback/in training) learning approach. We are convinced that our people grow most in a learning-supportive business environment.

![FIGURE 17: LEARNING APPROACH FOR EMPLOYEES](image)

Our feedback culture and EvoTalks are based on the SBI approach, Situation, Behaviour and Impact. Any feedback meeting should relate to a specific situation, describe the behaviour observed for the needed feedback and the impact related to the mentioned behaviour.

![FIGURE 18: TYPE OF TRAINING](image)

- **On the job**
- **From others**
- **24 training”

Training programs are provided for employees at all sites and cover a variety of topics, depending on the country of operations, as shown in the figure below.

**4.3.2. FEEDBACK CULTURE & EVOTALKS**

We regard feedback as a vital part of continuous development. We encourage exchange in all directions using our easy-to-understand approach to give and receive meaningful and on-going feedback. An open dialogue between line managers and their direct reports at least four times a year (EvoTalks) cover specific expectations, individual objectives, and development goals and with this, supports our feedback culture and drives our performance. All Evotec employees throughout the globe are following this process and are using Workday to document the outcome of these conversations at least every quarter of the year.

All new line managers and new employees receive within their onboarding period specifically targeted training on EvoTalks.

**4.3.3. ORGANISATIONAL EVOLUTION:**

**FOSTERING LEADING AND LEARNING**

With the implementation of the new CoE “Global People Development”, we provide tailor-made global solutions on Organizational- and People Development matters to prepare Evotec for the future and support the present business. We strive for people development solutions that will benefit all Evotec employees. With our learning culture we encourage our employees to take ownership of their own development.

**4.3.4. GLOBAL LEADERSHIP DEVELOPMENT APPROACH & PROGRAMS**

Accountable leaders who give clear direction, communicate transparently, and develop their people, create the backbone of all People Development efforts. Therefore, we pay specific attention to increasing leadership capabilities on all levels. As part of a comprehensive leadership development approach, three global Leadership Development programs were designed and implemented in 2021 as blended learning journeys: one for first-line managers on the fundamentals of people leadership (EvoLead Leading Self & Others), one dedicated to second line managers (EvoLead Leading Leaders), and one for senior executive leaders with global responsibilities (EvoLead Leading Globally). In 2021, 304 leaders have embarked on their learning journey, covering 46% of all eligible leaders. In 2022, further cohorts in all three programs will follow to allow every eligible leader to participate in the respective program. The programs will lead to a global leadership community, the EvoLead community, creating an exchange platform to network, inspire and support leaders globally. Dedicated local learning measures complement the global approach to meet specific needs.

In addition to formal training programs, a global Coaching process with a pool of validated external coaches is available to allow leaders to work on corresponding leadership challenges in a guided manner.

**4.3.5. GLOBAL LEARNING CULTURE AND EvoACADEMY**

We believe the success of the company depends also on continuous learning of our people to increase their expertise. Therefore, we strive to create a true learning culture to enable people to perform at their best.

In 2021, we offered a broad range of training for technical and behavioural skills on a local basis. To bundle and expand on the wide-ranging training offers, we are launching a global learning platform in 2022 – the “EvoAcademy”. The design and implementation have been a joint project of HR together with Business representatives from all areas within our company. With this single global learning platform, the company will be able to offer learning to all employees, manage learning initiatives effectively and will be able to report on trainings and other learning measures globally. The EvoAcademy was launched in March 2022 and will be filled constantly with training and learning content globally.

**4.3.6. EvoSuccess**

In 2021, we initiated our first step towards global succession planning in focusing on ensuring global business continuity. Around 30 key senior executive positions have been evaluated. The main goals of the EvoSuccess approach will be:

- having action plans in place in case key senior executives leave the company,
- identifying internal and/or external successors as well as back-up managers,
- gaining global transparency on the succession pipeline.

Plans to develop successors who can take over the responsibilities permanently as well as back-up managers were put in place. In 2022, the global succession planning approach will be further developed towards a more structured approach covering the assessment of performance and potential of succession candidates.
Global leading company in our business, as of today, we have not received complaints regarding discrimination from employees.

By the end of 2021, employees of 81 different nationalities worked at Evotec (2020: 75). The average age of Evotec’s employees at the end of 2021 was 38.5 years (2020: 38.6), and 1.6% of our employees have a recognized disability (2020: 1.2%).

 regard gender diversity, women represented 54% of our global workforce, an unchanged figure compared to 2020.

FIGURE 20: NATIONALITY SPLIT & AGE GROUPS IN 2021

NATIONALITY SPLIT*

* The charts exclude the USA for legal reasons

Regarding gender diversity, we are committed to an inclusive employer striving to reflect the diversity within our workforce. Our working environment is defined by respect, cooperation, openness, and flexibility in the way we think and act. Whether in acquiring talents, people development, promotion or pay, we believe that by embracing diversity in all its aspects, we can best practise equality of opportunities irrespective of gender, identity, ethic background & nationality, sexual orientation, age, religion & worldview, physical & mental abilities, or social background. This will create the best mix of skills, talent, ideas, creativity, and dedication to make us even stronger in becoming the

4.4. DEI – DIVERSITY, EQUITY, AND INCLUSION

We follow the global approach of “Diversity in Thought” and with it, we are committed to be an inclusive employer striving to reflect the diversity within our workforce. Our working environment is defined by respect, cooperation, openness, and flexibility in the way we think and act. Whether in acquiring talents, people development, promotion or pay, we believe that by embracing diversity in all its aspects, we can best practise equality of opportunities irrespective of gender, identity, ethnic background & nationality, sexual orientation, age, religion & worldview, physical & mental abilities, or social background. This will create the best mix of skills, talent, ideas, creativity, and dedication to make us even stronger in becoming the

Global leading company in our business, as of today, we have not received complaints regarding discrimination from employees.

With committing to the German “Charta der Vielfalt” ("Diversity Charter") and its 7 dimensions in 2020 and by running an awareness campaign in 2022, we further continued to work on becoming an even more attractive and diverse employer.

FIGURE 22: SENIOR EXECUTIVE MANAGEMENT BY GENDER IN 2021

Women led 77 senior executive positions from a total of 246 people in senior executive positions in 2021.

By the end of 2021, employees of 81 different nationalities worked at Evotec (2020: 75). The average age of Evotec’s employees at the end of 2021 was 38.5 years (2020: 38.6), and 1.6% of our employees have a recognized disability (2020: 1.2%).

4.5. OCCUPATIONAL HEALTH AND SAFETY

Employee matters are the most important ESG factor for Evotec. We are only as strong as we are because of the multifaceted people who drive us forward. We strive to offer fair, health-promoting, respectful, safe, and attractive working conditions that allow us to achieve our aims of research and development.

The topic of Occupational Health & Safety (“OHS”) is therefore important to us, not only for reasons of compliance with national laws and guidelines, but especially to be able to provide our employees with these underlying conditions. It is our duty to take responsibility for all employees’ Health, Safety and Well-being and our aspiration to guarantee them the best working conditions.

We have a direct impact on the well-being and safety of each employee through the design of the workplace and working conditions. At the same time, employees themselves are also responsible for ensuring a good working environment. Thus, we are also influenced by the behaviour of our employees. Current and future employees should enjoy the best possible environment to unfold their creativity. The improvement of processes to avoid unnecessary inefficiencies and stress as well as the security not to be measured by the outcome of an experiment but by the quality of work should also help to create an environment of trust (for further details, please refer to Employee Matters).

Process adjustments, which we were forced to implement due to COVID-19 in 2020, have kept employees safe and capable of maintaining business continuity at high quality standards. As a result, the elevated level of customer satisfaction and loyalty indicates that our sustainability strategy supports above-average growth even in a difficult environment (examples are outlined in Health and Safety).

Health and safety matters across the group are treated with just as much competence and professionalism as the core operating business. As a first measure completed in 2020, organisational structures were aligned under the new leadership function Global Head of Environment, Health & Safety, which reports directly to the Management Board. National EHS leaders support the global EHS team and are responsible for the operational implementation of activities at their sites in accordance with local rules and regulations. In 2021, Evotec welcomed two new National EHS Leaders (France/England), as well as adding five new EHS Specialists with expertise in Research Chemistry, Pharmaceutical Manufacturing, General Loss prevention, and Health and Well-being. The growth within the team capability is aligned to organizational growth, and the team has further developed expertise in Fire Prevention, Biosafety, Construction, and Environmental Management and General Safety.

In parallel to the organizational adjustments, one of the core tasks of the structural change was the harmonisation of guidelines and processes and the implementation of a robust reporting system for accidents, near accident and other notifiable events, or the safe handling of chemicals. The ISO 45001 standard for health and safety management systems published in March 2018 continues to serve as a guideline for designing the standards. Further to this, we have given all our employees a three-year pass to the mental health awareness app Headspace for their individual use beginning in 2020.

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In Q3 2021, after the completion of EHS Software solution Quentic in Germany and Austria in 2020, two further sites – Seattle and Redmond (US) – joined internally our logistics team; there have been no external leavers from EHS since 2018. The EHS Team continues to grow in order to meet and adapt to our growth and aspirations. The Team welcomed nine new members taking the team to 36 FTE at the end of the year.

4.5.1. HEALTH AND SAFETY STRUCTURES PROVED RESILIENT IN A CHALLENGING YEAR

A topic that set the backdrop for 2021, was marked by the need to continue with the COVID-19 secure measures to manage the continuous impacts of the pandemic. Demonstrating the Best Practice control measures and the constant employee vigilance, the pandemic had only minor effects on our operations in 2021, which is a fantastic achievement. All Evotec locations continued business activities with minimal interruptions within isolated departments at Verona, Toulouse, Seattle, and Oxford campuses. However, no employee-employee transmissions were reported. This is more impressive because of the spread of the variants Delta and more latterly Omicron, with no employee-employee transmissions were reported. This is more impressive because of the spread of the variants Delta and more latterly Omicron, with no employee-employee transmissions were reported. 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This leads to a reduction of 40 Days Lost Time reported in 2021 compared to 2020, not including Way to Work Accidents. In 2021, there were three Way to Work accidents that accounted for over 50% of the total lost time accidents of 308 Days – Of the Way to work accidents 57 due to fall breaking 53 due to fall from bike and 60 days due to road traffic accident arising from a scooter accident. This meant in real terms 308 days lost in 2021 vs 244 in 2020.

All Sites have Safety Committees in place, made up of Employees, Supervisors, and Safety Specialists that meet typically monthly or bi-monthly to discuss accidents, incidents, near misses, as well as updates to policies and procedures, employees’ concerns, among others. Due to COVID-19 pandemic, our EHS Leaders were only able to meet regularly via virtual means. However, this did not detract from our ability to grow the baseline data, seeing a doubling in numbers of near miss reporting (Safety Observation reports), this did not detract from our ability to grow the baseline data, seeing a doubling in numbers of near miss reporting (Safety Observation reports),...
5.2. OUR COMMITMENT TO COMPLY WITH ENVIRONMENTAL REGULATIONS

In the pursuit of better classification of sustainable activities to avoid greenwashing and to better allocate investments, the European Commission released the Taxonomy Regulation that entered into force in July of 2020.

Our commitment to be more sustainable, aligns well with the requirement to disclose non-financial information pursuant with the Taxonomy.

We have screened our business to disclose eligible and non-eligible taxonomy activities regarding the two first objectives for the fiscal year 2021. The conclusion of the exercise is that the main activities of the company are not covered by the Taxonomy regulation resulting in 100% of our turnover to be non-eligible.

Nevertheless, Evotec has assessed its operational (OpEx) and capital expenditure (CapEx) to environmental protection. The well-being of our planet is the basis for our operations. We are committed to making our contribution to the environment in which we operate.

5.3. OPERATIONAL ENVIRONMENTAL PROTECTION

Environmental protection encompasses various aspects and is understood as an integrated topic at Evotec. We are committed to making our contribution to environmental protection. We believe that the best way to protect the environment is to use resources in a responsible manner.

In addition, costs can also be saved through the responsible and economically efficient use of resources.

At Evotec, energy and water consumption is monitored on an annual basis. At the end of 2021, we started the implementation of a software to collect and aggregate energy and water consumption data globally.

5.4. OUR REPORT ON EMISSIONS

In a first effort to reduce our CO2 footprint, we have started to collect emissions data from all sites. At the end of 2020, a combined effort from different functions achieved a first limited approach to calculate our footprint for that year. In 2021, we took further steps and signed for external expertise assessment to calculate our emissions, which will be available for the report 2022.

For this reporting period, we used the same route as in 2020 to calculate our CO2 footprint. The impact of the COVID-19 pandemic showed a slowdown of greenhouse gas (GHG) emissions in 2020, while the return to a more normal working environment resulted in a higher variability.

Comparisons between this and last year report is influenced by the fact that we were able to expand our database related to sites and functions. Nevertheless, recalculation for 2020 were made.

Evotec’s global GHG emissions (CO2 Scope 1 and Scope 2 related to consumption of electricity and natural gas) have exceeded a volume of over 34,000 t CO2 in 2021.

Our Scope 1 emissions are related to site-related activities, while Scope 2 emissions account for less than one percent of our emissions profile.

It does not come as a surprise that by far the largest share of emissions is related to Scope 2. Although the absolute numbers are rising due to a significant expansion in business volumes, base revenues, headcount and lab space, our energy consumption reflects our overall approach to efficiency. While Scope 1+2 related emissions reached a peak in 2021, CO2 intensity, measured as CO2 emissions per EURm revenues, decreased by 48% year-over-year. The trend was even more pronounced when measuring CO2 emissions per employee (20.3% vs. 2021).

The data source for calculating major energy consumption is the International Energy Agency (IEA), which requires emissions reporting and tracking according to the internationally accepted GHG (Green House Gas) Protocol Corporate Accounting and Reporting Standard.

5.4.2. Scope 2: Emissions related to electricity consumption

5.4.3. Scope 3: Emissions related to the consumption of electricity and natural gas

Table 15: Scope 3 Emissions – Air Travel

<table>
<thead>
<tr>
<th></th>
<th>Europe</th>
<th>US</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees</td>
<td>420</td>
<td>282</td>
<td>462</td>
</tr>
<tr>
<td>Miles</td>
<td>1,200</td>
<td>800</td>
<td>2,000</td>
</tr>
<tr>
<td>Flight change</td>
<td>-25%</td>
<td>-25%</td>
<td>-25%</td>
</tr>
<tr>
<td>CO2/employee</td>
<td>0.11</td>
<td>0.08</td>
<td>0.12</td>
</tr>
<tr>
<td>Flight change</td>
<td>-42%</td>
<td>-42%</td>
<td>-42%</td>
</tr>
</tbody>
</table>

Note: All calculations are based on average CO2 emissions per flight.

The data we provide on environmental factors is still limited and has been expanded for 2021, where electricity, water consumption, heating, different types of fuels, among others will account for Scope 1+2 emissions. A broader Scope 3 coverage will include both air and rail travel, as well as purchased goods and services.
6. Governance

6.1. Compliance

Corporate Compliance is a key measure and part of our Corporate Governance. An effective Corporate Governance is crucial for the management of our business affairs. This has always been of utmost significance to Evotec.

Corporate compliance covers both internal policies and procedures. Enforcing compliance helps us to prevent, detect and respond to violations of rules and thereby to protect us from fines and lawsuits. It follows that the purpose of compliance is to protect our business, our employees as well as our stakeholders. The return on investing in compliance tools may turn out to be significant. Through this, we aim to avoid fraud, abuse, discrimination, and other practices that disrupt our operations or put our business at risk.

Our corporate culture is committed to the highest standards of transparency, integrity, and accountability. One key aspect of integrity is compliance with applicable legislation and internal company guidelines. We do not tolerate any infringement of applicable law or internal policies.

The compliance programme at Evotec is monitored by our compliance officer and her/his team; an independent and objective function that reviews and assesses compliance matters within the group. The compliance programme includes our Code of Conduct, policies, training, and a dedicated whistleblowing platform as well as a cross-functional compliance committee.

Compliance training:

In addition to our Code of Conduct, the global compliance department has established several global compliance policies that are mandatory for all employees as well as the members of the Management Board and Supervisory Board. These Policies are currently:

- Anti-Bribery and Corruption Compliance Policy
- Personal Data Breach Policy (new as of August 2021)
- Group Policy on Insider Information (revised version as of November 2021)
- Global Whistleblowing and Case Handling Policy
- Global Animal Welfare Compliance Policy

In August 2021, we implemented our electronic HR system as a process to improve the training programme, in August 2021 we completed the global rollout of a new mandatory electronic training dedicated to data protection topics. Such training is currently hosted with an external training provider as well. Both pieces of training are mandatory for all members of the Management Board and for all employees. The aim of our training programme is to achieve awareness of compliance aspects, to ensure that every decision meets Evotec’s compliance obligations and to minimize compliance risks and deviations.

Our global compliance department monitors participation in this training programme at regular intervals. As required by Italian law, the compliance programme of the group company Aptuit (Verona) S.r.l. is also monitored by the Surveillance Board, which is made up of employees and independent external advisors. The compliance model for Aptuit (Verona) S.r.l. is regularly adapted to the company’s business and applicable legislation.

6.2. Anti-Corruption

We see the management of risks and opportunities as the permanent task of identifying, analyzing, and mitigating risks, including the initiation of countermeasures suitable to address potential and actual developments within the company and in its operating environment. This also includes material circumstances for us that fall within the statutory standards for non-financial reporting, such as Employee Matters, Anti-corruption, or Human Rights risks.

Compliance Committee:

We have set up a Compliance Committee comprised of functions representing the global compliance, global risk management and internal audit department. Such Compliance Committee is established to align on compliance relevant topics and thereby ensure cross-functional communication between our second and third lines of defense. This committee will meet on a regular basis and in December 2021 for the first time.

Animal welfare compliance:

All sites also have employees designated as animal welfare officers as well as veterinarians, who advise, support, and audit the research departments and provide instructions on animal rights compliance. In addition, the subscription of a compliance tool (Crower-I) will help sites to keep up to date with local legislation and compliance requirements.
TABLE 18: GOALS ON BIOETHICS’ RELATED TOPICS

<table>
<thead>
<tr>
<th>GOAL</th>
<th>MEASURE</th>
<th>SCOPE</th>
<th>NEXT MILESTONES</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avoid/prevent financial crime</td>
<td>Hiring an anti-financial crime specialist</td>
<td>Not defined</td>
<td>End of 2022</td>
<td>Not started</td>
</tr>
<tr>
<td>Document compliance controls</td>
<td>Further define and document processes and procedures for compliance controls with regard to ABC compliance</td>
<td>Not defined</td>
<td>2022/2023</td>
<td>In progress</td>
</tr>
</tbody>
</table>

Since the ABC Policy was implemented only recently, the global compliance department may in 2022 randomly check travel expense reports or ask for internal audit department for a dedicated audit.

6.3. HUMAN RIGHTS

Traditional aspects of human rights such as working and social conditions are outlined in the SOCIAL section. In addition, our activities as a drug discovery and development company entail specific challenges. They relate particularly to the use of human tissue and cells and the use of animals in experiments, which together relate to human rights and bioethics at Evotec.

6.3.1. RESPONSIBLE HANDLING OF HUMAN TISSUE SAMPLES

Human biosamples are critical for identifying new and improved ways of prevention, diagnosis, and treatments of various diseases. They represent one of the most valuable resources in biomedical research. We, as a drug discovery alliance and development partnership company, frequently depend on the use of human biosamples and corresponding data. With this comes great responsibility towards the donors of these samples and we handle all biosamples ethically and in alignment with the donor’s consent. We are committed to take technical and organisational measures to protect the donor’s privacy under all circumstances. Thus, Bioethics has been identified in our materiality analysis as a highly important category for us and our investors, based on sustainability standards and internal discussions.

We utilize human biosamples (e.g., blood, urine, tissue) of patients and our associates. Donating biometrical data for biomedical research denotes our full respect and obligates us to do everything to protect the donor’s individual rights. To ensure, that Evotec only uses human samples, which have been obtained in accordance with ethical standards and applicable local laws and regulations, we are committed to regularly check our suppliers of human biometrical material for compliance.

We highly value and appreciate individuals who donate biosamples for biomedical research, and thus we make sure that these samples are collected, shipped, stored, and used in agreement with ethical guidelines, applicable laws, and the patient’s consent, by us and our collaborators. Donating biometrical data for biomedical research denotes our full respect and obligates us to do everything to protect the donor’s individual rights. To ensure, that Evotec only uses human samples, which have been obtained in accordance with ethical standards and applicable local laws and regulations, we are committed to regularly check our suppliers of human biometrical material for compliance.

Human biosamples are handled at many Evotec sites in various contexts. We have locally established human sample management in place, covering acquisition, storage, processing and handling of human samples, clinical and sample-driven data and documentation in accordance with local laws and international guidelines. In order to align all our sites globally and to further improve all issues related to human biosample management, we have created Evotec’s Human Biosample Strategy and Operations (HBSO) in Q4 2021. HBSO will align human sample activities in Evotec Discovery and Development sites and handle the expertise on ethical, legal and logistical topics. Examples of our ongoing work are the currently ongoing development of a policy on the use of human biosamples and the creation of a repository structure strictly to manage human biosamples and corresponding data.

Many current questions on ethical use of biosamples are exceeding the scope of current legislation. We therefore follow and engage in discussions between stakeholders, companies, and experts on these topics. We also do this through memberships and active participation in expert’s community organizations like the International Society for Biological and Environmental Repositories (ISBER).

TABLE 19: HOW TO COMBAT CORRUPTION

<table>
<thead>
<tr>
<th>GOAL</th>
<th>MEASURE</th>
<th>SCOPE</th>
<th>NEXT MILESTONES</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establishing HBSO for managing human biosamples</td>
<td>HSBSO starts operating in 2021</td>
<td>Evotec Group</td>
<td>2021</td>
<td>Done</td>
</tr>
<tr>
<td>Internal publication of a policy on human biosample use</td>
<td>Publication of policy in Q2 2022</td>
<td>Evotec Group</td>
<td>Q2 2022</td>
<td>In progress</td>
</tr>
<tr>
<td>Global harmonisation of documents (Directives, SOPs, Work instructions) across Evotec sites and in line with the policy on human biosample use</td>
<td>– By the end of 2022 all directives and 70% of global SOPs are effective – By end of Q2 2022 90% global SOPs are effective – By end of Q2 2022 all local SOPs/IV will be adapted to be in line with global documents</td>
<td>Evotec Group</td>
<td>Q2 2023</td>
<td>In progress</td>
</tr>
<tr>
<td>Establishment &amp; development of Göttingen human sample management system</td>
<td>– On the regular basis: Cheeked, evaluated and documented progress of the tasks and timelines – Collected feedback from employees involved to further optimise the system</td>
<td>Evotec Göttingen</td>
<td>Q4 2021</td>
<td>Done</td>
</tr>
<tr>
<td>Development of the list of the required documents (SOPs, protocols based on ISBER guidelines)</td>
<td>– On the regular basis: Cheeked, evaluated and documented progress of the tasks and timelines – Collected feedback from employees involved to further optimise the system</td>
<td>Evotec Göttingen</td>
<td>Q4 2021</td>
<td>Done</td>
</tr>
<tr>
<td>Development of documents and workflows for collaborative &amp; strategic partnership projects that involves human biospecimen</td>
<td>– On the regular basis: Cheeked, evaluated and documented progress of the tasks and timelines – Collected feedback from employees involved to further optimise the system</td>
<td>Evotec Göttingen</td>
<td>Q4 2021</td>
<td>Done</td>
</tr>
</tbody>
</table>

We evaluate our approach to human sample management and its effectiveness frequently, by checking it against new developments in the field of bioethics. There are many discussions evolving around the use of human samples, especially in relation to new technologies. We want to take part in these discussions with our expertise, but we also want to listen to experts in the field to make sure that the way, we handle human samples, is best. Consequently, our internal processes are subject to evaluation in regard to robustness and effectiveness and we adapt them, where we think it is required.

IPSCs do not exist naturally and are instead generated (‘induced’) in culture from somatic cells through co-expression of defined transcription factors. Unlike embryonic stem cells (ESC), they do not require destruction of preimplantation embryos, but are derived from ethically approved, fully consenting human patient material. We collaborate with authorised partners who specialise in donor recruitment from clinical sites, and the consenting process is conducted by a clinical team. Patients are informed about research activities in a blinded fashion prior to signing the consent form. If a patient agrees to sign the consent form, our partner will proceed and collect a tissue sample. From this point onwards samples are handled under a unique sample ID, and no personal information is shared with us for protection of patient rights. Should a patient decide to withdraw consent, they can contact the clinical site or partner and, consequently, we will destroy the respective sample and all associated data. Importantly, most IPSC lines created by the partner are obtained in a non-exclusive manner to enable unrestricted access for the entire research community.

We consider induced pluripotent stem cells (iPSCs) as a highly valuable resource for human disease modelling and regenerative medicine, thereby substantially potentiating the possibility to discover new drugs in screening formats and to treat life-threatening diseases through cell therapy-based strategies. With the ability to reprogram somatic cells from any healthy or diseased person into iPSC, we generated a platform that can compare different disease severities and genetic backgrounds. Milestones, generations and collaboration expansions with Beatriz Myers Squibb in 2021 provide evidence of the progress of these activities (for details please refer to our Annual Report).

IPSC reprogramming is performed at the partner’s site or at Evotec according to standardised procedures. For rare diseases that affect a small percentage of the population as well as specific mutations for which patients are hard to find, we use genetic engineering to introduce disease-specific mutations into iPSC lines. This methodology is applied when the overall patient population
Evotec’s new DILI platform

Current gold standard
- Image based DILI platform
- Primary human hepatocytes
- High-content imaging – Seven read-outs

EvoPanomics

EvoPanHunter

PREDICTION ACCURACY
70%
86%

FIGURE 25: EVOTEC’S NEW PREDICTION PLATFORM

In aiming to minimise the use of animals in research and development as far as possible, we already use a broad range of in vitro pharmacological experiments as part of its drug discovery process. These experiments, which are conducted in test tubes, test a wide range of parameters in human cell lines and tissues. Using the latest technologies, such as imaging and increasingly also non-invasive methods (e.g., light sensors), refined techniques and advice from bioinformaticians are also in the spirit of the 3R principle. We see great potential in enforcing the “Replace” guideline of the 3Rs. Within Evotec, we use a number of methods (in vivo, in vitro, in silico, computational) that replace animal experimentation on a routine basis. In the highly scientific context of our work, we constantly strive to use the latest and best methods to fulfil our goals.

Already today, many procedures i.e., in cellular sciences deliver superior results and successfully replace animal experiments, especially experiments that would otherwise require the use of vast numbers of animals. It is difficult to capture our progress numerically because we usually start out with the replacement method wherever possible and thereby already avoid usage of animals from the beginning.

When it comes to toxicity testing, an area highly regulated and potentially worth reconsidering by lawmakers, we generate data with much higher predictive value than mandatory animal tests already today. Here we can prove superiority with numbers. In the field of drug-induced liver injury (DILI), predictive accuracy amounts to 86% and compares favourably with a rate of 50% generated with animal models.

6.3.3. STANDARDS IN ANIMAL PROTECTION

We set ourselves very high standards to ensure animal welfare in our research. At the same time, we make great efforts to reduce animal testing. Animal protection is always employer’s protection at the same time as it helps to avoid psychological stress, which, is a focus area of our EHS department. Therefore, our company philosophy aims to exceed all applicable regulations in order to ensure the best possible protection of animals and employees. We support various voluntary initiatives such as the Culture of Care rollout in order to ensure the best possible protection of animals and employees. Therefore, our company philosophy aims to exceed all applicable regulations in order to ensure the best possible protection of animals and employees. We support various voluntary initiatives such as the Culture of Care rollout in order to ensure the best possible protection of animals and employees.

We undertake to apply the principle of the 3Rs when using animals for research. The goal of the 3R Principle is to avoid animal experiments altogether (Replacement), to limit the number of animals (Reduction) and their suffering (Refinement). The 3R principle aims to ensure the welfare of laboratory animals and is an integral part of our research and development processes. The application of other R principles such as Respect, Reusability is always possible. As an incentive to improve processes, members of the laboratory staff can qualify for an internal award by driving initiatives to implement the 3Rs principles.

Disease modelling, which accounts for twice the amount of animal usage in toxicity testing, has even more potential to reduce the number of animal tests. As outlined further above, precision medicine based on patient-derived data holds the promise to yield more predictive disease models. In Germany, almost half of the animals used in drug discovery are used in disease modelling (classified as basic research). We suspect that data for other countries show a similar distribution. The potential for replacing animal tests in this part of the discovery process therefore appears even bigger than in toxicity testing.

Since 2016 a global team of veterinarians on permanent employment contracts has worked on the improvement and harmonisation of standards between the different sites. In 2019, an updated version of our Global Animal Welfare Policy was issued. The vet team also introduced new guidelines concerning the maintenance of a high level of animal hygiene. Evotec stands out from many other companies in the industry by employing a total of 20 in-house vets, a growth of 8 in-house vets since 2020. The advantages of this practice include the unlimited prompt availability of experts on site, much more efficient communications, and the methodical accumulation of knowledge about company-specific interfaces and processes.

TABLE 3: AUDITS & VISITS OF IN-VIVO UNITS BY REGULATORY BODIES 2019-2021

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>SITE</th>
<th>DATE</th>
<th>AGENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Germany</td>
<td>Gittingen</td>
<td>June 26th</td>
<td>AAALAC</td>
</tr>
<tr>
<td>England</td>
<td>Manchester</td>
<td>November 22nd</td>
<td>AAALAC</td>
</tr>
<tr>
<td>Germany</td>
<td>Hamburg</td>
<td>June 3rd</td>
<td>Legal authorities animal welfare act §16 (Behörde für Gesundheit und Verbraucherschutz)</td>
</tr>
<tr>
<td>Germany</td>
<td>Gittingen</td>
<td>July 10th</td>
<td>Veterinary Pharmacy audit by LAVES</td>
</tr>
<tr>
<td>Austria</td>
<td>Orth</td>
<td>November 8th</td>
<td>AAALAC</td>
</tr>
<tr>
<td>Germany</td>
<td>Hamburg</td>
<td>November 9th</td>
<td>Veterinary Pharmacy audit by local authorities (Behörde für Gesundheit und Verbraucherschutz)</td>
</tr>
<tr>
<td>Italy</td>
<td>Verona</td>
<td>December 14th</td>
<td>Italian Ministry of Health</td>
</tr>
<tr>
<td>Italy</td>
<td>Verona</td>
<td>May 31st &amp; June 1st</td>
<td>AAALAC</td>
</tr>
<tr>
<td>Germany</td>
<td>Hamburg</td>
<td>July 7th</td>
<td>Legal authorities TierSchTrV</td>
</tr>
<tr>
<td>Germany</td>
<td>Gittingen</td>
<td>October 18th</td>
<td>Legal authorities unannounced TierSchTrV</td>
</tr>
<tr>
<td>Italy</td>
<td>Verona</td>
<td>October 18th</td>
<td>Legal Authorities unannounced</td>
</tr>
<tr>
<td>Austria</td>
<td>Orth</td>
<td>October 20th</td>
<td>Legal authorities unannounced (§32(2) TVG 2012)</td>
</tr>
<tr>
<td>France</td>
<td>Toulouse</td>
<td>October 26th, 28th &amp; 29th</td>
<td>AAALAC</td>
</tr>
</tbody>
</table>

Alongside its ethical obligations for the animals’ welfare, we are interested in achieving best quality of the data generated by animal experiments. Only when the animals feel comfortable, are subjected to as little stress as possible and are kept in good, standardised conditions, can high-quality experimental results be obtained, and the number of necessary experiments can be limited to a minimum.

All animal experiments are carried out exclusively after official approval on the basis of the requirements set out in the European Directive 2010/63/EU or the usually even stricter national legislation (e.g., Animal Welfare Act, Animal Welfare Experimental Animal Ordinance, Medicinal Products Act). It must therefore be justified in each individual case why a project cannot be carried out without animal experiments. In addition, the number of test animals must be reduced to the minimum level with which the test objective can be achieved.

The responsible national authorities consult a commission of experts to assess these applications. This commission is composed of experts
experienced in the field of animal testing and representatives of animal welfare organizations. In addition, our work is regularly monitored by the local responsible veterinary authorities. We have also found that the reason this is crucial for our success. We continuously provide our employees with awareness training to inform them of the evolving threats and their role to prevent incidents and to have the common language and understanding of information security aspects. Due to the importance of our stakeholders’ interests, the requirements of them are integrated into information security strategies and followed with the implementation of the ISMS. We ensure the compliance with the applicable laws and regulations by considering them as a crucial part of the ISMS and always reviews its practices to identify the opportunity for improvements.

We have the aim to achieve ISO/IEC 27001 certification for the ISMS in 2023 and prioritized the activities to accomplish that goal.

Table 21: IT Goals

<table>
<thead>
<tr>
<th>Goal</th>
<th>Measure</th>
<th>Scope</th>
<th>Next Milestones</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve supplier selection</td>
<td>Implement ESG supplier risk assessment into the supplier onboarding process</td>
<td>Evotec Group</td>
<td>Q2 2022</td>
<td>Ongoing</td>
</tr>
</tbody>
</table>

Evotec Group Continuously Started

Evotec 2023 In process

The ISMS is based on ISO/IEC 27001 which has a PDCA (Plan-Do-Check-Act) cycle as a basis that supports the regular reviews and continuous improvements of the system itself. Apart from information security risk management process, the evaluation of the ISMS is achieved by the reviews which include internal security assessments/tests, management reviews, internal audits, and external audits. The results from the evaluation activities are used to form the basis for non-conformities and corrective actions. Once identified, a nonconformity or corrective action triggers mitigation activities like updating processes/procedures or improving the security mechanisms to drive improvements and address the weaknesses within the system.
7. Outlook

While sustainability is inherent in our business model and has always been an intrinsic part of our corporate culture, we have made considerable progress in setting up structures for a systematic sustainability management going forward. The process of digitalising the measurement and reporting of material ESG-related KPIs has progressed and will support management decisions in an integrated approach to align corporate and sustainability strategy with our stakeholders’ requirements and the planet’s needs. Unbiased decisions based on science and data are our guiding principle. We intend to intensify our dialogue with key stakeholder groups and have started to do so by conducting a governance roadshow in February. In eight meetings our Chairwoman of our supervisory board, Prof. Dr. Löw-Friedrich met for the first time shareholders controlling large portions of our share capital as well as so called proxy advisors. The exchange of views was designed to help improving stewardship desks’ understanding of our sustainability strategy and has provided valuable input from an important stakeholder group that will find its way into our supervisory board’s decision making and eventually also in further alignment within the entire organisation. We understand sustainability management as a dynamic and flexible process that should lead to measurable results. 2022 will set the stage for our path towards net zero, with the communication of our CO2 emission targets and the related roadmap how to get there by the end of the year. Publication processes of our sustainability report according to internationally accepted reporting standards will be further refined and the goal of publishing an audited report, originally targeted for 2022, ranks high on our agenda for March 2023.

8. GRI content index

This report was prepared in reference to the Global Reporting Standards (GRI). The materials referenced are as follow:

<table>
<thead>
<tr>
<th>GRI STANDARD</th>
<th>DISCLOSURE</th>
<th>SASB PAGE NUMBER(S)</th>
<th>CHAPTER/SUBSECTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 102: General Disclosures 2016</td>
<td>102-1 Name of the organisation</td>
<td>8</td>
<td>How We Are Organized</td>
</tr>
<tr>
<td></td>
<td>102-2 Activities, brands, products, and services</td>
<td>8</td>
<td>Our Business Model</td>
</tr>
<tr>
<td></td>
<td>102-3 Location of headquarters</td>
<td>8</td>
<td>How We Are Organized</td>
</tr>
<tr>
<td></td>
<td>102-4 Location of operations</td>
<td>8</td>
<td>How We Are Organized</td>
</tr>
<tr>
<td></td>
<td>102-5 Ownership and legal form</td>
<td>8</td>
<td>How We Are Organized</td>
</tr>
<tr>
<td></td>
<td>102-6 Markets served</td>
<td>8</td>
<td>How We Are Organized</td>
</tr>
<tr>
<td></td>
<td>102-7 Scale of the organisation</td>
<td>Please refer to the Annual Report</td>
<td></td>
</tr>
<tr>
<td></td>
<td>102-8 Information on employees and other workers</td>
<td>20, 21, 24</td>
<td>Fair Employment; DEI; Diversity, Equity, and Inclusion</td>
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<tr>
<td></td>
<td>102-9 Supply chain</td>
<td>38</td>
<td>Supply Chain</td>
</tr>
<tr>
<td></td>
<td>102-10 Significant changes to the organization and its supply chain</td>
<td>8, 38</td>
<td>Who We Are and How We Pursue Our Mission; Supply Chain</td>
</tr>
<tr>
<td></td>
<td>102-11 Precautionary Principle or approach</td>
<td>12, 30</td>
<td>Resolve in Connection with Non-Financial Matters; Operational Environmental Protection</td>
</tr>
<tr>
<td></td>
<td>102-12 External initiatives</td>
<td>45</td>
<td>Memberships &amp; Initiatives</td>
</tr>
<tr>
<td></td>
<td>102-13 Membership of associations</td>
<td>45</td>
<td>Memberships &amp; Initiatives</td>
</tr>
<tr>
<td></td>
<td>102-14 Statement from senior decision-maker</td>
<td>5</td>
<td>Foreword by the management team</td>
</tr>
<tr>
<td></td>
<td>102-15 Values, principles, standards, and norms of behaviour</td>
<td>8, 19, 32</td>
<td>How We Are and How We Pursue Our Mission; Fair Employment; Compliance</td>
</tr>
<tr>
<td></td>
<td>102-16 Governance structure</td>
<td>10</td>
<td>Our ESG Approach</td>
</tr>
<tr>
<td></td>
<td>102-17 List of stakeholders groups</td>
<td>13</td>
<td>Stakeholder &amp; materiality analysis</td>
</tr>
<tr>
<td></td>
<td>102-18 Collective bargaining agreements</td>
<td>21</td>
<td>Fair Employment</td>
</tr>
<tr>
<td></td>
<td>102-19 Identifying and selecting stakeholder</td>
<td>13</td>
<td>Stakeholder &amp; materiality analysis</td>
</tr>
<tr>
<td></td>
<td>102-20 Approach to stakeholder engagement</td>
<td>13</td>
<td>Stakeholder &amp; materiality analysis</td>
</tr>
<tr>
<td></td>
<td>102-21 Key topics and concerns raised</td>
<td>13</td>
<td>Stakeholder &amp; materiality analysis</td>
</tr>
</tbody>
</table>

This report was prepared in reference to the Global Reporting Standards (GRI). The materials referenced are as follow:
SUSTAINABILITY REPORT 2021

GENERAL DISCLOSURES

102-45 Entities included in the consolidated financial statements
102-46 Defining report content and Topic boundaries
102-47 List of material topics
102-48 Restatements of information
102-49 Changes in reporting
102-50 Reporting period
102-51 Date of most recent report
102-52 Reporting cycle
102-53 Contact point for questions regarding the report

ECONOMIC TOPICS

GRI 205: Anti-corruption 2016
103-1 Explanation of the material topic and its Boundary
103-2 The management approach and its components
103-3 Evaluation of the management approach
205-2 Communication and training about anti-corruption policies and procedures
205-3 Confirmed incidents of corruption and actions taken

ENVIRONMENTAL TOPICS

GRI 305: Emissions 2016
103-1 Explanation of the material topic and its Boundary
103-2 The management approach and its components
103-3 Evaluation of the management approach
305-1 Direct (Scope 1) GHG emissions
305-2 Energy indirect (Scope 2) GHG emissions
305-3 Other indirect (Scope 3) GHG emissions

GRI 308: Supplier Environmental Assessment 2016
103-1 Explanation of the material topic and its Boundary
103-2 The management approach and its components
103-3 Evaluation of the management approach
308-1 New suppliers that were screened using environmental criteria
308-2 Negative environmental impacts in the supply chain and actions taken

SUSTAINABILITY REPORT 2021

SOCIAL TOPICS

GRI 401: Employment 2016
103-1 Explanation of the material topic and its Boundary
103-2 The management approach and its components
103-3 Evaluation of the management approach
401-1 New employee hires and employee turnover
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

GRI 403: Occupational Health and Safety 2016
103-1 Explanation of the material topic and its Boundary
103-2 The management approach and its components
103-3 Evaluation of the management approach
403-1 Occupational health and safety management system
403-2 Hazard identification, risk assessment, and incident investigation
403-3 Worker training on occupational health and safety
403-4 Promotion of worker health
403-5 Work-related injuries

GRI 404: Training and Education 2016
103-1 Explanation of the material topic and its Boundary
103-2 The management approach and its components
103-3 Evaluation of the management approach
404-2 Programs for upgrading employee skills and transition assistance programs
404-3 Percentage of employees receiving regular performance and career development reviews

GRI 405: Diversity and Equal Opportunity 2016
103-1 Explanation of the material topic and its Boundary
103-2 The management approach and its components
103-3 Evaluation of the management approach
405-1 Diversity of governance bodies and employees
405-2 Diversity, equity and inclusion

GRI 406: Non-discrimination 2016
103-1 Explanation of the material topic and its Boundary
103-2 The management approach and its components
103-3 Evaluation of the management approach
406-1 Incidents of discrimination and corrective actions taken
406-2 Diversity, equity and inclusion
GRI STANDARD | DISCLOSURE | SASB | PAGE NUMBER(S) | CHAPTER/SUBSECTION
--- | --- | --- | --- | ---
GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | 38 | Supply Chain | 
GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | 39 | IT Security | 
GRI 419: Socioeconomic Compliance 2016 | 419-1 Non-compliance with laws and regulations in the social and economic area | 33 | Compliance | 

9. Memberships & Initiatives

Memberships
International Society for Biological and Environmental Repositories (ISBER)
Accelerating COVID-19 Therapeutic Interventions and Vaccines (ACTIV)
COVID R&D Alliance
Advanced Oxford

External Initiatives
Charta der Vielfalt – 2020
Science Based Targets initiative (SBTi) – Signed in December 2020, accepted in February 2021
## 10. Appendix

### A. Companies Listed on the SBTi Website as “Taking Action” (December 2021)

<table>
<thead>
<tr>
<th>Name</th>
<th>Country</th>
<th>Near-Term Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>AbbVie</td>
<td>USA</td>
<td>Committed</td>
</tr>
<tr>
<td>Abdi Ibrahim Pharmaceuticals</td>
<td>Turkey</td>
<td>Committed</td>
</tr>
<tr>
<td>Alchem International Private Limited</td>
<td>India</td>
<td>Committed</td>
</tr>
<tr>
<td>Allergan Pharma Inc.</td>
<td>Japan</td>
<td>1.5°C</td>
</tr>
<tr>
<td>AstraZeneca</td>
<td>UK</td>
<td>Committed</td>
</tr>
<tr>
<td>Bioc记者了解</td>
<td>Portugal</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Bayer AG</td>
<td>Germany</td>
<td>1.5°C</td>
</tr>
<tr>
<td>BioNTech Inc.</td>
<td>USA</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Catalent Pharma Solutions</td>
<td>USA</td>
<td>Committed</td>
</tr>
<tr>
<td>Charles River Laboratories, Inc.*</td>
<td>USA</td>
<td>1.5°C</td>
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<tr>
<td>Chiesi Farmaceutici S.p.A.</td>
<td>Italy</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Chugai Pharmaceutical Co., Ltd.</td>
<td>Japan</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Daichii Sankyo Co., Ltd.</td>
<td>Japan</td>
<td>Well-below 2°C</td>
</tr>
<tr>
<td>Dr. Reddy’s Laboratories Ltd.</td>
<td>India</td>
<td>1.5°C</td>
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<tr>
<td>Eisai Co., Ltd.</td>
<td>Japan</td>
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</tr>
<tr>
<td>Eisai Europe Limited</td>
<td>UK</td>
<td>Committed</td>
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<tr>
<td>Evotec SE</td>
<td>Germany</td>
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<tr>
<td>Gilead Sciences, Inc.</td>
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<tr>
<td>GlaxoSmithKline</td>
<td>UK</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Glenmark Pharmaceuticals Limited</td>
<td>India</td>
<td>Committed</td>
</tr>
<tr>
<td>Grupa Ferro International SA</td>
<td>Spain</td>
<td>1.5°C</td>
</tr>
<tr>
<td>IQVIA Holdings Inc</td>
<td>USA</td>
<td>Committed</td>
</tr>
<tr>
<td>Illumina, Inc.</td>
<td>USA</td>
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<tr>
<td>Ipsen S.A.</td>
<td>France</td>
<td>Committed</td>
</tr>
<tr>
<td>Johnson &amp; Johnson</td>
<td>USA</td>
<td>1.5°C</td>
</tr>
<tr>
<td>LED Pharma A/S</td>
<td>Denmark</td>
<td>Committed</td>
</tr>
<tr>
<td>Labcorp</td>
<td>USA</td>
<td>Committed</td>
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<tr>
<td>Lundbeck A/S</td>
<td>Denmark</td>
<td>1.5°C</td>
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<td>McKesson Corporation</td>
<td>USA</td>
<td>Committed</td>
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<tr>
<td>Merck &amp; Co., Inc.</td>
<td>USA</td>
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<tr>
<td>Merck KGaA</td>
<td>Germany</td>
<td>Committed</td>
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<tr>
<td>Novartis</td>
<td>Switzerland</td>
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<tr>
<td>Novo Nordisk A/S</td>
<td>Denmark</td>
<td>1.5°C</td>
</tr>
</tbody>
</table>

*Our peers
Committed: Official submit intentions to set targets
1.5°C: Companies have submitted and approved targets in line to halt global temperature rise to 1.5°C.
2°C: Companies have submitted and approved targets in line to halt global temperature rise to 2°C.
Well-Below 2°C: Companies have submitted and approved targets in line to halt global temperature rise to well-below 2°C.

### B. Taxonomy Disclosure

#### Proportion of Turnover from Product or Services Associated with Taxonomy-Eligible Economic Activities – Disclosure Covering Year 2021

<table>
<thead>
<tr>
<th>Name</th>
<th>Country</th>
<th>Near-Term Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>ONO PHARMACEUTICAL CO., LTD.</td>
<td>Japan</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Otsuka Pharmaceutical Co., Ltd.</td>
<td>Japan</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Pfizer Inc.</td>
<td>USA</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Qiagen NV.</td>
<td>The Netherlands</td>
<td>Committed</td>
</tr>
<tr>
<td>SANDIF</td>
<td>France</td>
<td>1.5°C</td>
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<tr>
<td>SEREVE</td>
<td>France</td>
<td>2°C</td>
</tr>
<tr>
<td>SILAB</td>
<td>France</td>
<td>Well-below 2°C</td>
</tr>
<tr>
<td>Santen Pharmaceutical Co., Ltd</td>
<td>Japan</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Shionogi &amp; Co., Ltd.</td>
<td>Japan</td>
<td>1.5°C</td>
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<tr>
<td>SkyCell AG</td>
<td>Switzerland</td>
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<tr>
<td>TAKING PHARMACEUTICAL CO., LTD</td>
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<tr>
<td>THE CO., LTD.</td>
<td>Taiwan</td>
<td>1.5°C</td>
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<tr>
<td>Tokai Pharmaceutical Company</td>
<td>Japan</td>
<td>1.5°C</td>
</tr>
<tr>
<td>Teva Pharmaceutical Industries LTD</td>
<td>Israel</td>
<td>Committed</td>
</tr>
<tr>
<td>Thermo Fisher Scientific Inc.*</td>
<td>USA</td>
<td>Committed</td>
</tr>
<tr>
<td>UCB</td>
<td>Belgium</td>
<td>Well-below 2°C</td>
</tr>
</tbody>
</table>

*Our peers
Committed: Official submit intentions to set targets
1.5°C: Companies have submitted and approved targets in line to halt global temperature rise to 1.5°C.
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Well-Below 2°C: Companies have submitted and approved targets in line to halt global temperature rise to well-below 2°C.

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>F01</td>
<td>Revamping site HVAC</td>
<td>3.5%</td>
</tr>
<tr>
<td>F02</td>
<td>MEC 1 additional steam boiler</td>
<td>0.8%</td>
</tr>
<tr>
<td>F03</td>
<td>Incremental upgrade of existing BMS (DCS)</td>
<td>0.3%</td>
</tr>
<tr>
<td>F04</td>
<td>Waterproofing of roof/terrace and external painting</td>
<td>0.5%</td>
</tr>
<tr>
<td>F05</td>
<td>CapEx of Taxonomy non-eligible activities</td>
<td>96.5%</td>
</tr>
</tbody>
</table>

### Proportion of CapEx From Product or Services Associated with Taxonomy-Eligible Economic Activities – Disclosure Covering Year 2021

<table>
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<tr>
<th>Name</th>
<th>Country</th>
<th>Near-Term Action</th>
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<tbody>
<tr>
<td>Code</td>
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</tr>
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<tr>
<td>F01</td>
<td>Revamping site HVAC</td>
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<td>F02</td>
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<td>0.8%</td>
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<tr>
<td>F03</td>
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<td>F04</td>
<td>Waterproofing of roof/terrace and external painting</td>
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<tr>
<td>F05</td>
<td>CapEx of Taxonomy non-eligible activities</td>
<td>96.5%</td>
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### Proportion of OPEX From Product or Services Associated with Taxonomy-Eligible Economic Activities – Disclosure Covering Year 2021

<table>
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<tr>
<th>Name</th>
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</tr>
</thead>
<tbody>
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<td>Code</td>
<td>Description</td>
<td>Percentage</td>
</tr>
<tr>
<td>------</td>
<td>-------------</td>
<td>------------</td>
</tr>
<tr>
<td>F01</td>
<td>OPEX of Taxonomy eligible activities</td>
<td>0%</td>
</tr>
<tr>
<td>F02</td>
<td>OPEX of Taxonomy non-eligible activities</td>
<td>100%</td>
</tr>
</tbody>
</table>

Total 100%
For further enquiries please contact

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