

Evotec SE
**Contribution to
UN Sustainable
Development Goals**



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7. Outlook for 202417

Throughout this Report, whenever words denoting gender are used, they are intended to apply equally to all genders, unless otherwise stated.

This 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 that relates solely to specific sites is marked as such. The reporting period covers the period from 1 January 2023 to 31 December 2023.



1. About this report

Evotec’s sustainability approach is aligned with the overarching framework of the UN's Sustainable Development Goals (SDGs). These goals are designed to ensure sustainable development on an economic, social, and environmental level worldwide. Our business model is designed to positively impact the lives of as many individuals as possible across the planet. We aim to enhance longevity, healthy lives, provide fair working opportunities, a safe workplace, clean environment, and a harmonious ecosystem to make a global contribution to a more sustainable world. As a company, we assess our contribution annually based on Evotec’s overall sustainability programmes, projects and initiatives. In a 2023 assessment of our material topics, we determined that Evotec makes the greatest contribution to SDG3 “Good Health and Wellbeing.” Additionally, we have an impact on SDG5 “Gender Equality.” We also make a significant contribution to SDG8 “Decent Work and Economic Growth”, SDG9 “Industry, Innovation and Infrastructure”, SDG12 “Responsible Consumption and Production.” as well as SDG 13 “Climate Change” and SDG7 “Access to Affordable, Reliable, Sustainable and Modern Energy for All.” We have highlighted these SDGs in the figure below.

Figure 1: Focus on our contribution to the Sustainable Development Goals



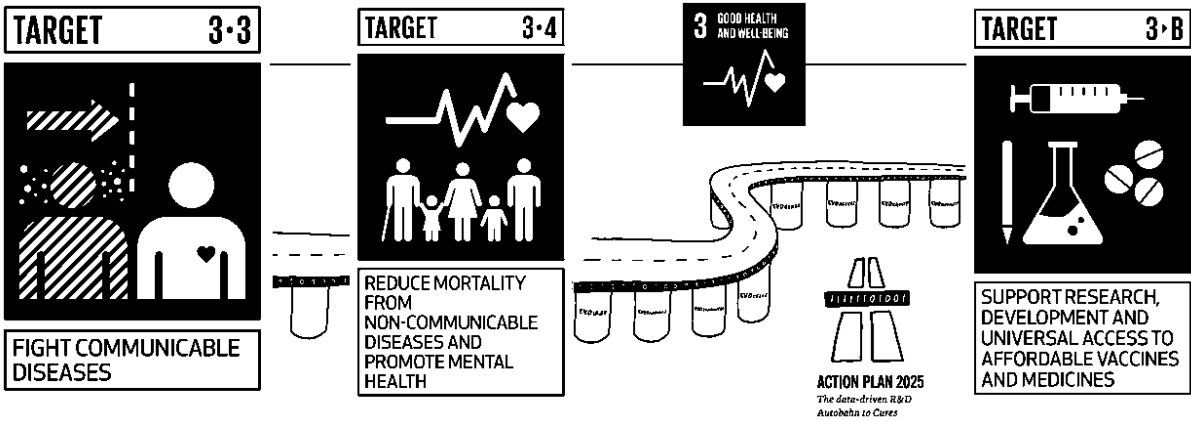


We aim to contribute to a sustainable world through our business activities and increase our contribution to the relevant SDGs as part of our mission to positively impact patients' lives and to promote wellbeing throughout the world. Evotec's core business is the discovery and development of first- or best-in-class medicines that are accessible and affordable to the global community. Our innovative approaches advance R&D that mainly contributes to a better quality of life for people suffering from both communicable and non-communicable diseases. Below are the details of our contributions in 2023.

2. SDG3: Ensure healthy lives and promote wellbeing for all at all ages

Our main purpose of existence as a company is the quest for therapies for uncured diseases, and this is a socio-economic matter of the highest relevance to SDG3. Our activities have a positive impact in particular on targets 3.3, 3.4 and 3-B (communicable diseases, non-communicable diseases & affordable medicines) – as outlined below. We strive to discover more precise therapies and to apply disruptive manufacturing processes to bring lower costs and provide affordable access to antibodies around the globe.

Figure 2: Contribution to SDG3



2.2 Communicable diseases

In the field of communicable diseases, we have focused on infectious diseases - anti-microbial resistances, and Global Health with a focus on, tuberculosis, Hepatitis B, and a number of severe bacterial infections and viral diseases.



2.2.1 Chikungunya

Our most advanced infectious diseases programme is currently focusing on the treatment and prophylaxis of an acute Chikungunya virus infection. A phase I clinical trial has started under the sponsorship of the National Institute of Allergy and Infectious Diseases (NIAID). It is a promising first-in-class anti-viral therapeutic agent and has the potential to be a prophylactic solution for people at risk during Chikungunya outbreaks.

2.2.2 Tuberculosis and Hepatitis B (HBV)

In addition, tuberculosis (TB) projects and a Hepatitis B Virus (HBV) project have advanced to the late preclinical/early clinical stage. At Evotec, our focus approach to curing TB is oriented towards the patient. We pursue this by using machine learning technologies with omics and patient data to explore biomarkers of treatment response in TB patients. Evotec received a second grant from the Bill and Melinda Gates Foundation (BMGF) five-year partnership and collaboration for TB drug discovery work in March 2023. Evotec has also advanced its Hepatitis B Virus (HBV) project to the late preclinical/ early clinical stage.

2.2.3 Severe Bacterial Infections (SBI)

In 2023, we have continued our collaborations with Lyon Bioaster, with the objective of developing new concepts and technologies able to address severe gram (+) and gram (-) infections. We have also discovered that a proprietary series displayed outstanding antibacterial activities against *Neisseria gonorrhoeae* (including Multi-Drug Resistant strains), a high priority pathogen according to the World Health Organisation (WHO) list. Based on these activities and the potential for oral administration, this series has the potential to treat resistant gonorrhoeae that has recently become a major threat for public health. We are currently looking for a partner to advance this programme.

We are also discussing with a partner to progress to a Hit to Lead programme a series of anti-gram (-) compounds showing poor activities in the rich medium Mueller-Hinton broth 2 (MH2) traditionally used to measure minimum inhibitory concentrations (MIC) but good activities in so-called in vivo mimetic media that are supposed to better mimic the physiological conditions.

Two collaborations with Institut Pasteur (on the active transport of Aminoglycosides) and CIRI (on staphylococcus persisters) were closed when the two PhD students passed their PhDs. The knowledge accumulated during this work and previous work in recent years is going to benefit the



whole anti-microbial resistance (AMR) community via to publications. In 2023, two patents were filed with partners and four publications in collaboration with partners were submitted (one was already accepted). Others are expected in 2024.

2.2.4 Virology

For future pandemics, our contribution to improved preparedness is to apply our platforms more proactively across a broad spectrum of infectious diseases. We consider this to be highly relevant as projections related to climate effects also suggest rising probabilities that infectious diseases reach most of the regions across the globe. For this reason, we have launched a pandemic preparedness and rapid response network initiative (PRROTECT) in June 2021, which incorporates three lines of preparedness:

- Preparedness against viral threats, i.e. the pre-development of a multimodality pipeline of therapeutic candidates against the most threatening viruses as defined by the WHO.
- Rapid response technologies to accelerate de novo R&D timelines of highly effective neutralising antibodies using AI/ML platforms.

2.2.5 SARS-CoV-2 and Nipah virus

Evotec's two pandemic virus projects (SARS-CoV-2 and Nipah virus) progressed in 2023. Two neutralising antibodies against SARS-CoV-2 with complementary activity against all variants of concern were identified. We have also developed a first-in-class bispecific immunomodulatory molecule with highly potent activity against all variants. The preclinical studies, including GLP (intravenous and sub-cutaneous tox studies in non-human-primate) have been completed in 2023.

Additionally, Evotec has taken note of the urgency of the Nipah virus, which is on the WHO priority list and under high surveillance. It is a deadly RNA virus that can spill over from bats to humans and cause encephalitis — inflammation of the brain — which manifests as fever, headaches, vomiting and respiratory distress. Since its discovery in 2001, about 20 outbreaks have been reported with a fatality rate of 40–75%, depending on the strain. In 2023, we initiated two projects to identify potent neutralising antibodies against Nipah virus in preparation for a potential Nipah virus pandemic. Supported by the PAD (Pandemic Antiviral Discovery ([PAD Initiative – Pandemic Antiviral Discovery](#))) initiative and by a grant from Open Philanthropy, we have initiated a project aiming at the identification of small molecules targeting key structures of Nipah RNA.



2.3 Non-communicable diseases

Evotec is also contributing through different therapeutic areas to reduce premature mortality from non-communicable diseases. In total, 33% of the projects in our pipeline target diseases such as diabetes, cardio-vascular diseases, and cancer.

2.3.1 Diabetes

Evotec is developing an allogenic iPSC-derived cell therapy product for diabetes which aims at replacing missing beta cells and restoring glycaemic control, thereby eliminating acute and long-term complications, and massively improving patients' quality of life. We began to develop off-the-shelf therapies that are intended to provide long-term anti-diabetic function in all patients with type 1 diabetes. This product is suitable for all patients with the disease and will be available at a lower cost, thereby creating access for all patients in need.

2.3.2 Cardiovascular

Evotec is developing a cell therapy product derived from induced pluripotent stem cells (iPSC) to treat patients with heart failure with reduced ejection fraction (HFrEF). We are leveraging our novel technology platforms and our partners networks to create economy-of-scale benefits during manufacturing and provide patients with access to products at a lower cost.

2.3.3 Oncology

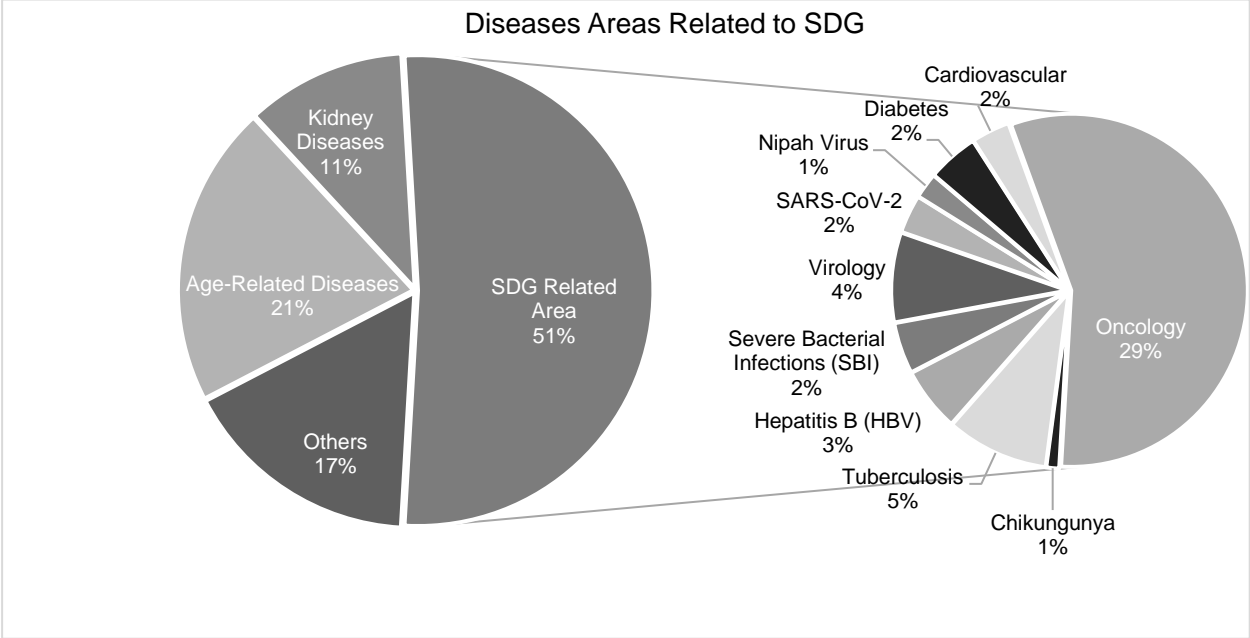
Evotec's Oncology R&D efforts are focused on liquid and solid tumour indications with high medical need and limited treatment options. We use the modality agnostic approach with a strong focus on immune-oncology programmes including cell therapy. We explored iPSC technology to develop multiple platforms to generate iPSC-based immune effector cells for cancer, by performing *in vitro* killing assays using established tumour cell lines.

2.3.4 Neuroscience and pain

A significant part of our work is devoted to age-related diseases such as Central Nervous System diseases (CNS) or eye diseases that are not explicitly defined as targets under SDG 3. We do, however, also regard these activities as a valuable contribution to an ageing society in industrialised countries.



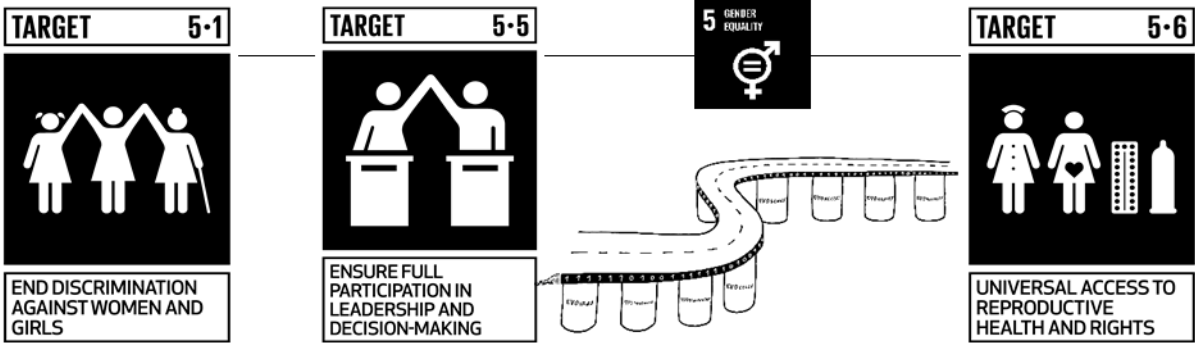
Figure 3: Disease areas contributing to the SDGs



3. SDG5: Achieve gender equality and empower all women and girls

Our quest to empower women is not only linked to providing them with access to reproductive health care therapies but also to empowering them with equal access to employment by a strict intolerance of any form of discrimination. We provide women with equal access to leadership positions and decision-making opportunities. Furthermore, at Evotec, any kind of discrimination, whether by sex or gender, is strictly forbidden as we consciously aim to contribute to sub-targets 5.1, 5.5 and 5.6 of SDG 5.

Figure 4: Our contribution to SDG5





3.2 Non-discrimination in employment

Evotec is an equal opportunity employer and has enacted within its Code of Conduct an explicit clause stating that discrimination and harassment are forbidden. This code was updated during 2023 to include bullying as part of our zero-tolerance approach towards discrimination.

We are committed to addressing this topic from its root causes. We are therefore taking steps to raise awareness about diversity, including its connection with unconscious bias.

Evotec has pledged its commitment to the German “Charta der Vielfalt” (“Diversity Charter”) and has been celebrating diversity every year in May since 2020, followed by our support for Pride in June. Furthermore, Evotec is a member of the Proud Science Alliance, an LGBTQ+ network in the healthcare and life sciences sector, striving for LGBTQ+ inclusiveness in organisations involved in the sector. Our diversity, equity & inclusion approach is being further developed in 2024. Finally, there are diversity councils in our Abingdon site in the UK and in Redmond/Seattle in the US.

3.3 Equal opportunity for women in leadership

At Evotec, women hold 31.9% of senior management positions two levels below the board. Given that women account for more than 50% of our total workforce, the pool of talent for decision making positions is large. A proportionate share of promotions should lead to an increasing share of women in leadership roles over time.

3.4 Access to sexual and reproductive health

Our contribution to this target is derived from our mission ***together for medicines that matter*** which encompasses expertise and a focus on women’s health. To pursue our mission to deliver safe and effective medicines for women, we are developing a teratogenicity platform using relevant iPSC-based differentiation model systems to detect compounds teratogenic to humans, as part of our grant from the Bill and Melinda Gates Foundation. Our integrated drug discovery and development project has now progressed to a collaboration for developing a first-in-class, non-hormonal form of contraception. In addition, we are in the middle of a five-year, multi-target alliance to translate first-in-class science and drug discovery into new drugs for polycystic ovary syndrome (PCOS).



4. SDG8 and SDG9

4.2 SDG8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all

We contribute to SDG 8 as it is inherent to Evotec's business model, which focuses on 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 as well as constant innovation that supports significant, long-term productivity improvements in our industry. For this reason, our company has positioned itself to contribute unceasingly to this goal by integrating targets **8.2**, **8.5**, and **8.8** in its business growth strategy.

4.2.1 Increasing labour value addition through technological upgrade and innovation

At Evotec, we have established a foundation that enhances our current offering of full, decent and productive employment for all. This is at the core of our Global Talent Acquisition & Employer Branding which aims to provide fair employment for all to attract qualified scientists and candidates for our activities. The diverse portfolio of Evotec's operations creates the opportunity to increase its workforce. Even though 2023 was a challenging year, our workforce increased by 4% compared to 18% in 2022.

At Evotec, we do not only focus on increasing the size of our workforce, but we have also used our best-in-class technologies to establish a translational BRIDGE initiative to facilitate the growth rate of scientific output. BRIDGE (Biomedical Research, Innovation & Development Generation Efficiency) is an integrated fund and award framework to attract novel academic science to create partnerships with pharma and the Biotech industry (see [Evotec.com](https://www.evotec.com)). This is our new formula to fast-track early-stage drug development from an academic concept to commercial reality, thereby accelerating translational drug discovery to create real economic value. As of 2023, Evotec has about 11 BRIDGE partnerships in place.

4.2.2 Productive employment and equal pay for all

We uphold the principle of “**equal pay for work of equal value**”. The remuneration system at Evotec is structured according to “**EVOgrades**” and is defined in the works agreement subject to the laws of every country. The **EVOgrade** is a salary level determined by qualification, roles and responsibilities. To maintain the principle of equal pay for equal work, the Works Council has a



“co-determination right” that fosters a collective bargaining agreement for remuneration covering 65.9% of Evotec employees. This autonomous body of employees has the responsibility to ensure the protection of employees’ rights, irrespective of their backgrounds, beliefs, ethnicity, gender, or any other diversity dimension they identify with.

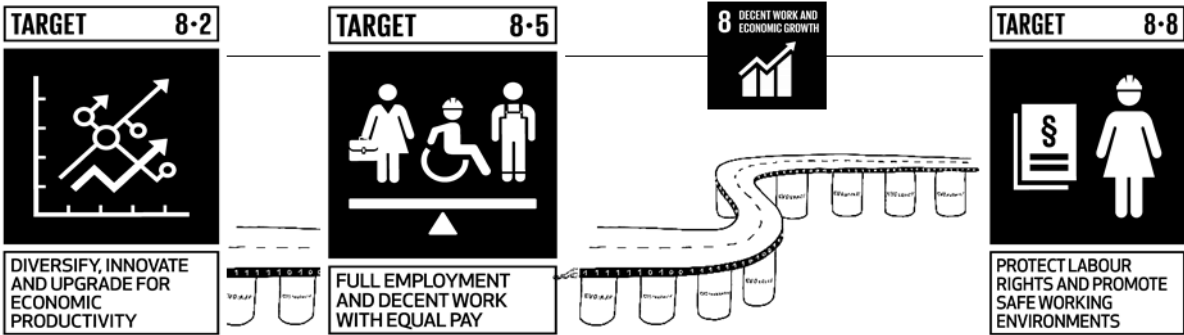
4.2.3 Promoting a safe and secure working environment

We understand that a safe and healthy environment contributes to full employment and decent work which translate into higher productivity. In 2023, we implemented the following measures as part of our global health and safety strategy:

- Mental health campaign
- Learning Teams initiative

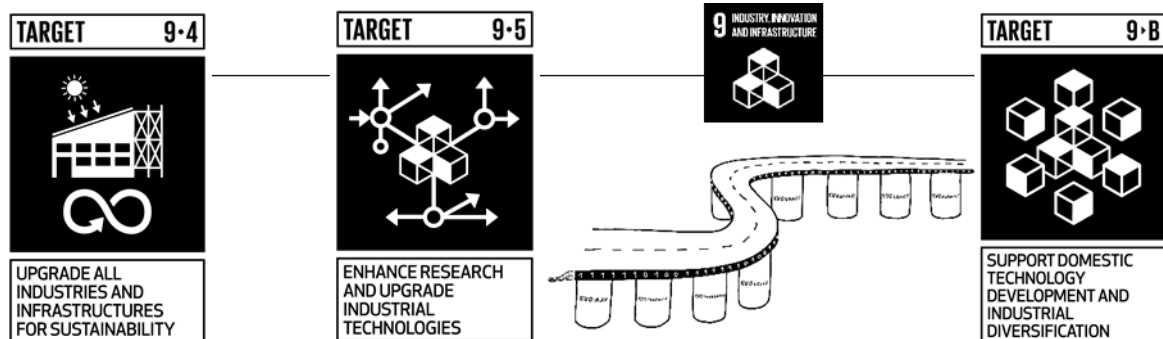
We aim to create awareness and focus on high-hazard activities to enhance work-related safety knowledge and resilience. Our organisation’s health and safety strategic objective is to keep our employees safe while they perform their work.

Figure 5: Our contribution to SDG8



4.3 SDG9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Additionally, we are contributing to SDG 9 by building resilient research infrastructure that promotes innovative and sustainable biomedical R&D to enhance human wellbeing. We are therefore making specific contributions to targets 9.4, 9.5 and 9.B as shown in figure 6.

**Figure 6:** Our contribution to SDG9

4.3.1 Promoting an inclusive and sustainable life-science industry

At Evotec, we are setting the pace by enhancing scientific research through End-to-End Shared R&D. This is an integrated, business-to-business (B2B) platform, offering an increased probability of success and greater precision for drugs that are truly relevant for diseases and patients.

4.3.2 Adopting sustainable technologies for resource efficiency

Moreover, our integrated drug discovery and development process provides high potential for added value and increases global access to biotherapeutics. This testifies to our ability to shift the paradigm of traditional biologics production to fully continuous manufacturing with high quality, less cost, and at a reduced environmental impact with lower footprint facilities. Our Just - Evotec Biologics facilities for biologics manufacturing in the US and France lead the drive towards diversification, with the agility and flexibility that could constitute the starting point for a global network. In 2023, Just – Evotec Biologics significantly increased its operational capacity, thereby contributing about 14% to Evotec’s overall net revenue. Evotec’s aim is to provide better access to biologics, currently out of reach for over six billion people.

5. D SDG12: Ensure sustainable consumption and production patterns

We aim to contribute to the targets **12.2**, **12.4**, **12.5** and **12.6** to achieve a sustainable business and an efficient use of natural resources by 2030. Improving process efficiency is the focus of our corporate sustainability initiatives, which is why SDG 12 resonates strongly with us.



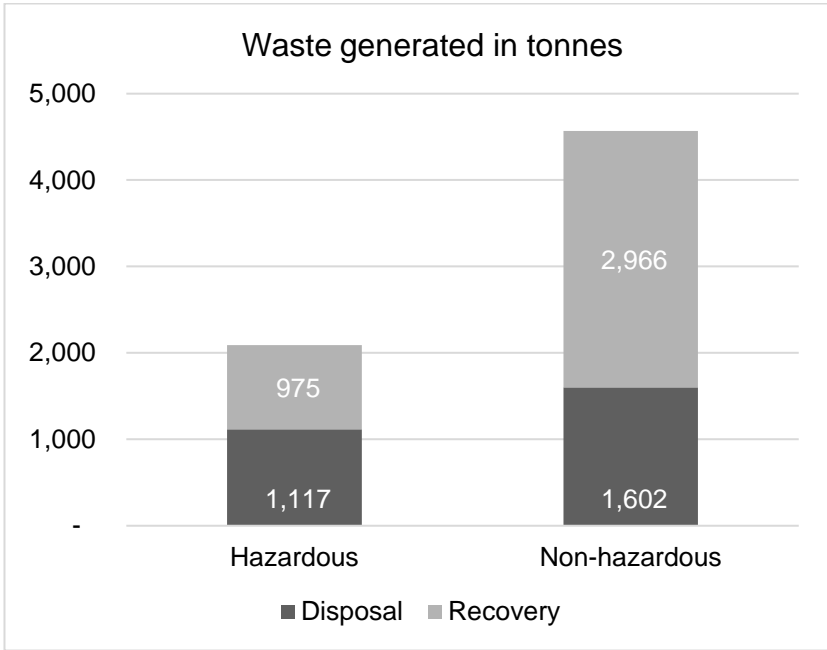
Figure 7: Our contribution to SDG12



5.2 Managing waste and chemicals

We have different initiatives driven by our people at all sites to better manage our waste. In 2023, about 59% (3,941 tonnes) of all the waste generated by Evotec was recovered. In partnership with Green-IT Solution GmbH, a sustainable IT company, Evotec also successfully remarketed written-off IT equipment that saved about 26.5 tCO₂e. We are continuously monitoring our waste generation and have put in place initiatives for waste management.

Figure 8: Managing waste



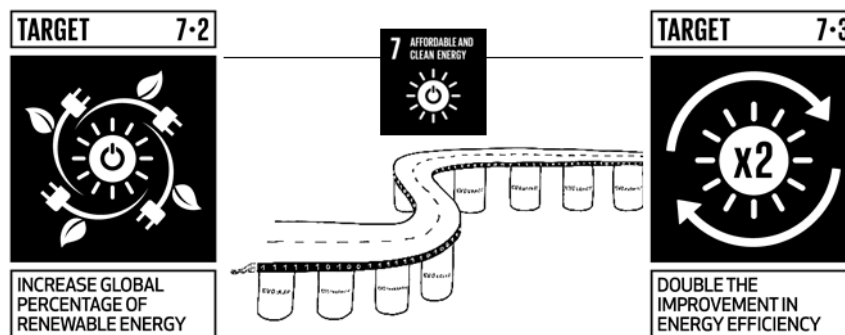


6. Contribution to SDGs 7 and 13

6.2 SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all

Together with our partners, we understand that for Evotec to maintain its growth and achieve its long-term objectives, our business activities should not adversely affect the environment. In those areas where they do have a negative impact, we are committed to taking measures to mitigate them. To attain sub-target **13.2** of this goal, we are focused on reducing and mitigating the adverse impacts of greenhouse gas emissions, as demonstrated by our commitment to adhere to the goals of the Science Based Targets Initiative. We pursue our actions to combat climate change and its impacts together with increasing access to sustainable and modern energy consumption. This is the case with our renewable energy and electricity strategy to achieve our science-based targets. We therefore aim to contribute to goal 7, specifically focusing on targets **7.2** and **7.3**.

Figure 9: Our contribution to SDG7



6.2.1 *Increasing the share of renewable energy consumption:*

We are constantly monitoring our energy consumption to reduce our carbon footprint by prioritising our operations and are currently consuming mainly renewable energy at almost all our sites in Germany. We aim to source 100% renewable electricity at all sites by 2026 and through to 2030. For this purpose, we are strategically investing 1% of our revenue every year in the transition towards long-term zero emissions at all Evotec sites.

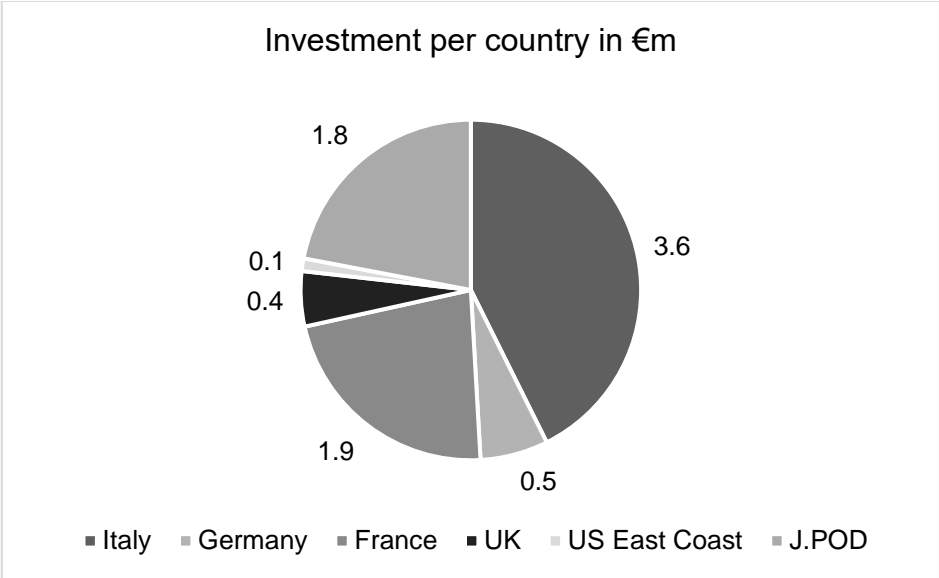
6.2.2 *Promoting energy efficiency*

We have prioritised energy efficiency measures as part of our climate mitigation goals. Evotec has improved its energy intensity from 303 (MWh/€m) in 2021 to 241 (MWh/€m) in 2023, representing



a 20.5% decrease in intensity. In 2023, approximately eight million Euros (€8.3 million) were invested in energy efficiency projects across all Evotec operating sites. Around 22% of these projects were completed in 2023, and the rest are at different stages of completion. We are certain that this investment will enhance energy efficiency greatly at Evotec.

Figure 10: Energy efficient investment across all operating sites



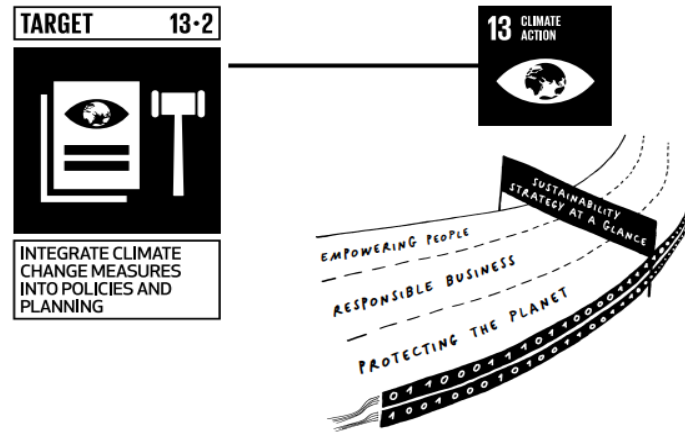
6.3 SDG13: Take urgent action to combat climate change and its impacts

6.3.1 Taking action to achieve net-zero by 2045

Since committing to set targets for the SBTi, we have worked on improving our environmental data collection to ensure that our emissions reduction targets are accurately designed. We submitted our near-term targets to the SBTi for evaluation in January 2023 and received approval in the last quarter of the year. In parallel, we designed an emission reduction programme and have set and submitted the net-zero targets for approval. With these measures in place, we are developing and implementing an action plan to achieve a realistic carbon reduction target of net-zero by 2045 at the latest. To achieve this commitment, we aim to conduct climate risk assessment and scenarios analysis for all Evotec assets and plants and use the results for our climate transition plan to attain net-zero as planned within country-specific and regional timelines.



Figure 11: Our contribution to SDG13



7. Outlook for 2024

Current socio-economic challenges and the consequences of global warming have placed sustainability at the forefront of all entities, both private and public. They are aiming to remain resilient in building a successful and sustainable business and communities. At Evotec, we acknowledge this importance with great lessons learnt from 2023. We aim to successfully pursue our mission to discover, develop and manufacture medicines that matter with our partners, and to positively impact patients, empower people, and at the same time protect the environment into the distant future. We believe this approach of doing business leads the way towards sustainable development as stipulated by the UN's 2030 agenda. Our commitment to strengthening governance structures is testified by the appointment of a Chief People Officer (CPO) to the Management Board in 2024. After the submission and approval of our SBTi near-term targets in 2023, we will also submit long-term net-zero targets to the SBTi for approval and we will conduct a climate risk and vulnerability assessment in 2024, which will be the basis for developing our climate transition plan. To further progress diversity, equity and inclusion at Evotec, we plan to develop a group-wide approach. In addition, we are working towards designing a wellbeing strategy focused on fostering a culture to enable colleagues to experience happy, healthy, and thriving days at work. **#Researchneverstops** remains the North Star guiding us and will continue to lead us into the future.