

Dear Shareholders,

On behalf of the entire Supervisory Board I would like to thank you for your continued support and investment in Evotec. Considering the global challenges that the Covid-19 pandemic and the war in the Ukraine brought to the economy and the people, I am delighted that 2021 was a very successful year for Evotec. Our financials reflect our strong growth and underline the strength of our unique business strategy to operate as a profitable biotech company that is fully committed to long-term value generation.

We were very thankful that capital markets showed their appreciation of our business strategy and supported us in 2021 with granting access to additional capital for funding of future growth. Our NASDAQ-listing in November not only resulted in gross proceeds of US\$ 500 m and an enhanced investor base. It also increased awareness among potential partners and future employees for our unique offering in the world's largest biotech-market, in which we generate revenues in excess of 50% of our group revenues already today.

Strategy and purpose aligned by going VERY long as ONE

Our strategy is based on the vision of our founder Manfred Eigen that constant or "evolutionary" development and expansion of our technologies and platforms leads to disruption and allows us to set quality and efficiency benchmarks for many processes in our industry. Our innovation hub is the basis for the discovery and development of better/precise medicines leading to increasing probabilities of success. Identifying the **right** targets from patient derived disease models as opposed to rather random identifications of targets is what the industry really needs. At the same time, we strive for better global access to more effective drugs.

We believe in continuous improvement and in collaboration for the sake of a sustainable contribution to a better living environment for all people. The retention rate of our partners of constantly more than 90% and continuous extension and expansion of alliances demonstrate the benefit of sharing our proprietary technology platforms. Developing proprietary R&D programs and offering our innovation hub to partners concurrently puts us in the best possible position to reach our clear strategic goal to build one of the largest royalty pools in our industry. Meanwhile, we have created a "shared economy" in R&D with more than 500 partners working on our platform at the same time. This is the result of tremendous efforts by all employees and the Management Board and reflects the trust of all our stakeholders for which I am deeply thankful.

Change in Board compositions to keep the pace on the data-driven R&D Autobahn to Cures

To further evolve our successful growth story, I am very happy to welcome Dr Matthias Evers in the role of Chief Business Officer to our Management Board. Matthias Evers is a proven thought leader of innovation in the field of Artificial Intelligence-/Machine Learning-driven science. We are confident that his expertise and experience will enable him to make an important contribution to our network of partners.

In the Supervisory Board we are proposing to further strengthen our financial as well as medical sector expertise with the nomination of Camilla Macapili Languille. In her work as an investment expert, most recently heading the Life Sciences & Healthcare Investments division at Mubadala Investment Company, she has gathered extensive knowledge of the pharmaceutical and biotechnology sectors as well as international experience in the areas most relevant to Evotec. Ms. Macapili Languille ideally complements the range of competencies of the potential Supervisory Board of Evotec SE and replaces Kasim Kutay,

who will retire from the Supervisory Board on 22 June 2022. I also want to take this opportunity to thank Kasim Kutay for his valued contribution to Evotec.

Supervisory Board Engagement

Evotec places great emphasis on a continuous dialog with financial analysts and investors. Our Management Board and the Investor Relations team engage regularly with the investor community. We have analyzed thoroughly results from our 2021 Annual General Meeting ("AGM") and implemented the learnings into a structured re-design process of the management remuneration scheme. We then reached out to our main shareholders to discuss our thoughts well ahead of this year's AGM as an additional measure to intensify the dialog with portfolio managers and stewardship desks of our institutional investor base.

At the beginning of 2022 for the first time, I have had the opportunity to engage directly with some of our largest institutional investors as well as all relevant proxy advisors. Institutional investors represent more than 20% of our share capital, in addition to our core shareholders Novo A/S and Mubadala Investment Company, representing more than 17%. We discussed our remuneration scheme and potential areas of improvement, explained the composition of our Supervisory Board in the context of our target profile as well as our sustainability strategy. The presentation is available to all our shareholders (please find the presentation [here](#)).

I very much appreciate the open and constructive conversations we had which genuinely helped to build our new management remuneration scheme. This is now aligned with our strategy, reflects the expectations of our investors and sets the right incentives for our Management Board. We have carefully considered previous concerns and propose at the upcoming AGM a new system with redesigned LTI performance metrics to ensure that high payouts only materialize in case of a strong increase in company value and with an extended vesting schedule of four years and thus significant shareholder benefit. Shareholding guidelines as well as a deferral of the short-term incentive will be implemented to ensure further alignment of management and shareholder interests. Transparency has been increased and we eliminated discretionary elements as well as the restricted share plan for the Management Board. In addition, we decreased the maximum compensation levels while maintaining target remuneration levels, which were found reasonable compared to both, German and international peers. Further information can be found in our remuneration report (published [here](#)).

Progress on our Sustainability Roadmap

ESG is part of Evotec's DNA as our vision and business model is to improve health and well-being around the globe, and therefore directly targets the third Sustainable Development Goal ("SDG") of the United Nations. We at Evotec are fully committed not only to SDG 3 but to all aspects of sustainability. Our new remuneration scheme provides for ambitious personal ESG targets holding our Management Board accountable. We are on our way to set measurable targets around climate change, waste reduction and responsible use of scarce and valuable resources. We focus on diversity, equity and inclusion among our people recognizing that the diversity of our people is our strength. We are committed to a work environment of trust, safety, respect and integrity in which we foster creativity and where our people can bring their full self to the work place and thrive. There is still a lot to do and we are only starting to join forces and design Evotec's sustainability roadmap, jointly with a newly formed ESG sub-committee of the Supervisory Board. The encouragement, support and empowerment of both the Management Board and the Supervisory Board will allow us to continuously learn and go far, and we will continue to report on our progress and achievements.

We are sourcing 100% renewable energy since January 2021 at all German sites, we decided to replace heating system in building B95 in Abingdon (est. CO2e savings of

~800t/yr), we organized EVOearth week to raise overall awareness towards the protection of the environment. In 2021 we committed ourselves to set emission targets that are aligned with the requirements set out in the Paris Agreement and the Science-based target initiative (SBTi). The process to set SBTi targets and to define our road to Net Zero is on its way as we speak. Sustainable thinking is holistic and will ensure long-term success.

For more details please refer to our Sustainability Report (published [here](#)). 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. In our view, GRI standards provide a comprehensive overview of our activities to improve all aspects of ESG. We are also aligning with other industry standards like the SASB (Sustainability Accounting Standards Board), to the extent applicable to Evotec. In our view, SASB and others have a strong inclination towards the manufacturing side of the pharmaceutical industry while Evotec's focus is on drug discovery. Nonetheless, references to the disclosures are made to the material topics of our business.

#researchneverstops

Our purpose is to go very long ensuring that corporate and sustainability strategy are intrinsically aligned at all times. Discovering and developing precise, accessible, and affordable cures for all is our most important contribution to the global community. As more than 3,300 diseases are still undrugable today, with even more diverse patient populations affected in different ways, we can only be successful if we think holistically and long-term. Our strategy of leveraging disruptive technologies and efficient processes in collaborative drug discovery & development to build the industry's most valuable co-owned pipeline is perfectly aligned with our purpose to contribute to a better quality of life for each individual patient.

In order to protect the safety of people, our AGM this year will be held virtually again. I hope that you will engage in the conversation. Please address your questions via our AGM portal and we will respond during the AGM which will be broadcasted via the password-protected internet service under this [link](#).

At Evotec, everyone is deeply committed to give our very best every day. I am confident that you continue to value our contributions and I look forward to staying closely connected whilst we implement, together with our high performing teams, the action plan 2025 "The data-driven R&D Autobahn to Cures".

Thank you very much for your support!

Prof. Dr Iris Löw-Friedrich

Chairperson of the Supervisory Board