

Policy Statement on Human Rights

1. About Evotec

Evotec is a life science company with a distinct business model focused on discovering, developing, and manufacturing therapeutics that matter to patients globally. Leveraging convergent technologies and the dedication of our experts, we aim to improve lives by providing affordable, effective medicines. As a leader in drug discovery, we are committed to upholding human rights and environmental sustainability across our business and supply chains.

This policy statement summarizes our human rights strategy and describes the implementation of human rights and environmental due diligence. It is reviewed at least annually and on an ad hoc basis and updated as necessary.

2. Our commitment to Human Rights

Evotec is committed to conducting its business in a manner that respects human rights and protects the environment. We aim to prevent all forms of human rights abuse and environmental risks in our own operations and to minimize them in our supply chain. If violations occur despite our efforts, we are committed to taking appropriate actions in order to stop them. Our commitment to respect human rights and the environment reflects our efforts to create a just and livable world for future generations. We have firmly anchored this in our corporate culture through guidelines and principles.

In developing and realizing our commitment, we are guided by high ethical standards and value integrity and transparency in what we do. Our conduct is based in particular on the following international principles and standards:

- The Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The UN Sustainable Development Goals (SDGs)
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The Paris Agreement
- The 10 principles of the UN Global Compact
- The OECD Guidelines for Multinational Enterprises



3. Due diligence process

To fulfil our commitment, we have implemented different measures and processes as elements of a due diligence process. We embed these measures and processes into existing management systems and decisions, for example in the area of occupational health and safety or in our supplier management. Basis of the due diligence process are risk analyses to identify human rights and environmental risks in our own business area and in the supply chain. The findings are used to derive appropriate preventive and remedial measures with the aim of preventing risks from occurring and eliminating or at least minimizing violations as far as possible. The results of the risk analysis also form the basis for deriving and adapting internal regulations, principles, guidelines and processes.

Being aware that appropriate due diligence is an ongoing process, we continuously develop the risk management processes and check it for effectiveness. If necessary, the processes are adapted. We internally document the implementation and performance of our human rights due diligence processes and internally report to the relevant functions and stakeholders.

3.1 Identification of risks

In order to identify human rights and environmental risks in connection with our business activities at our company locations and in our supply chain, we conduct annual and where appropriate ad-hoc risk analyses in our own business area and of direct suppliers.

As part of our risk analyses, we identify the industry sectors and countries relevant to Evotec and our suppliers. Based on industry and country risks, we identify abstract human rights and environmental risks related to Evotec and our suppliers in a first step. For the identification of risks, we use internal and external sources, such as country and industry indices, as well as a tool-based process with regard to our supply chain.

In a second step we carry out deeper risk analyses on a site and supplier basis, prioritizing areas with the greatest human rights and the environmental risks and where we see our largest opportunities for impact. The identification and assessment of specific risks is partly tool-supported as well as based on questionnaires, also taking into account the results of further internal analyses and processes.

The following human rights and environmental risks were identified and prioritized within the 2025 analysis cycle:

- Child labor
- Forced labor and human trafficking
- Discrimination
- Bullying/harassment in the workplace



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- Risks to the health and safety of employees / workers
 - Working conditions (wages)
 - Environmental pollution due to soil change, air pollution, harmful noise emissions or excessive water consumption
 - Disregard of freedom of association

3.2 Preventive measures and expectations towards our employees and suppliers

Based on the risk analysis, we derive appropriate preventive and corrective actions with the aim of preventing the realization of risks and eliminating or at least minimizing as far as possible any violations that have occurred. These measures at the same time reflect our high standards and address our expectations towards both our employees and our suppliers in the supply chain.

Own business area

Our own business area includes the following preventive measures, which at the same time reflect our high standards and expectations of our employees:

- **Code of Ethics and Business Conduct:** Evotec's [Code of Ethics and Business Conduct](#) is a binding guideline for all employees and expects them to implement Evotec's values for ethical business practices and good corporate behavior, including respect for human rights and environmental protection in their daily business. All employees worldwide are required to comply with Evotec's Code of Ethics and Business Conduct.
- **Corporate standards, guidelines and policies:** Promoting respect for human rights including employees' health and safety is anchored in different internally published and binding corporate standards, guidelines and policies. Such as the standard for managing health and safety risks or the sustainable procurement policy.
- **Health and safety:** We carry out mandatory health and safety training for employees at all sites worldwide. Other measures of our Environmental Health and Safety department include the definition of safety standards, regular audits and further health and safety training.
- **Communication and awareness-raising:** We communicate regularly within the company on human rights and environmental issues in order to further raise awareness and continue to expand our measures to promote for example inclusion and diversity.



Supply Chain

We also require our business partners in the supply chain to meet our standards regarding human rights and environmental protection. In particular, Evotec takes the following preventive measures:

- **Supplier Code of Conduct:** We contractually commit our suppliers to our [Supplier Code of Conduct](#). The Supplier Code of Conduct contains our expectations towards business partners regarding responsible behavior, respect for human rights and environmental protection. We expect our suppliers to commit to complying with the principles set out in the Supplier Code of Conduct and to implement adequate and effective procedures.
- **Risk-based training for suppliers:** To ensure that they understand and can fulfil these standards, we offer risk-based training for suppliers.
- **Risk-based review of suppliers:** Human rights and environmental criteria are taken into account when selecting suppliers. Before signing contracts and entering business relationships, we carry out risk assessments of suppliers and reassess them regularly. Based on the supplier risk, corrective action plans are developed for the supplier to reduce assessed risks. We have modified our standard operating procedures accordingly and trained employees in the purchasing department on these amendments.
- **Sustainable Procurement Policy:** As part of our global Procurement Policy a Sustainable Procurement Policy was developed to align Evotec's procurement practices with our commitment to sustainability and ethical standards. The Sustainable Procurement Policy defines binding principles and expectations for Evotec's employees involved in purchasing, requiring that procurement decisions are made in line with our sustainability objectives and human rights due diligence obligations.

We continuously develop our preventive measures. They are subject to regular review to ensure they are up to date and effective. If necessary, the measures are adapted.

3.3 Remedial measures

If we become aware of imminent or actual human rights violations or violations of environmental obligations in our own business area or in our supply chain via the risk analyses or by other means, e.g., the grievance process, this will be carefully examined, and appropriate measures will be taken to mitigate or end the violation in accordance with our possibilities of impact.

3.4 Grievance procedure

Evotec has established a grievance procedure for reporting potential and actual human rights and environmental risks or violations. Internal and external parties along the supply chain can raise concerns about human rights or environmental violations via the following channels:



- **Grievance Office:** Complaints can be submitted directly to Evotec's central LkSG Grievance Office by e-mail to: Humanrights@evotec.com as well as by letter to:
Evotec SE - Grievance Office, Essener Bogen 7, 22419 Hamburg, Germany
- **EVOwhistle:** Complaints can also be submitted in written form or via submission of voice recording – both also anonymously – via <https://evotecse.integrityline.app> to Evotec's digital whistleblowing system, EVOwhistle.

The processing of incoming reports is steered by the Grievance Office, which consists of Evotec employees acting independently in the processing of cases. Incoming reports and results of the investigation are taken into account also in our due diligence processes, e.g., risk analysis.

Further information on Evotec's grievance procedure under the LkSG can be found in the [Rules of Procedure](#) on the Evotec Website.

4. Responsibilities within Evotec

Clear responsibilities have been defined for the implementation and realization of the described due diligence process at Evotec. Due to technical expertise and proximity, the operational implementation of the risk analyses as well as the implementation and realization of the resulting actions and their integration into the business processes is carried out in the relevant departments (e.g. Purchasing Department, Environmental Health and Safety, Human Resources) and by corresponding local representatives.

The appointed Human Rights Officer is responsible for monitoring the due diligence process and advises the operating teams on the implementation and realization of the due diligence process. The Human Rights Officer informs the Management Board at least once a year and, if necessary, on an ad-hoc basis about his/her work and the implementation and performance of the due diligence process.

The overall responsibility for the implementation of the due diligence process at Evotec lies with the Management Board of Evotec SE.

Hamburg, December 2025