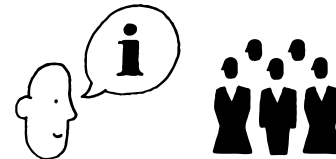


Evotec SE
**SUSTAINABILITY
REPORT 2021**

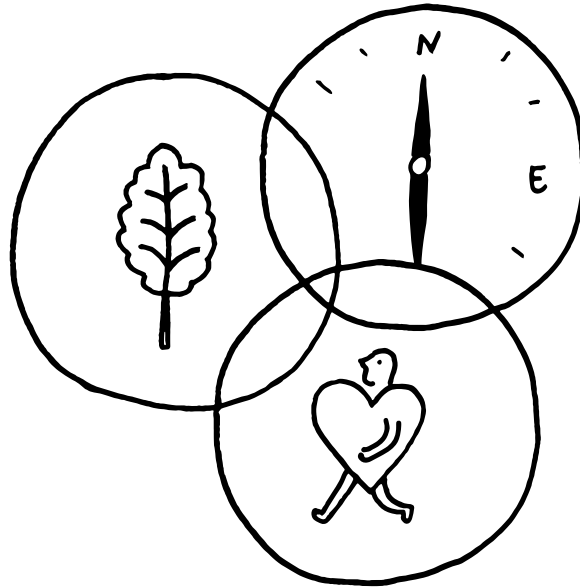
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This sustainability report relates to the Evotec Group (group sustainability report). For reasons of simplicity, we use the term Evotec when referring to the whole Evotec Group. Unless otherwise stated, the key figures refer to the entire Evotec Group. 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.

1. About this report



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 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.

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.

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

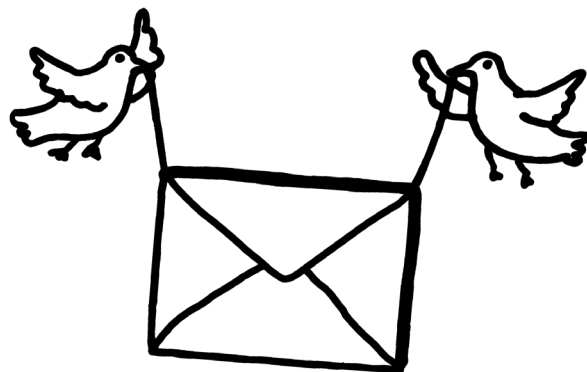
REPORT SECTION	OUR MATERIAL TOPICS	WHERE CSR-RUG AND MATERIALITY ASSESSMENT CONNECT	CURRENT AND FUTURE GRI DISCLOSURE	SASB
Our organization and Sustainability Management	Commercial success		201	
	Stakeholder engagement		102	
Social	Availability & access to medical treatment			
	Innovation /R&D			
	Invest in people		401 & 404	HC-BP-330a.1 HC-BP-330a.2
	Diversity, equity & inclusion		405	
	Occupational health & safety		403	
	Corporate culture & leadership			
	Environment	Carbon /GHG-emission		301, 302, and 305
	Operational environmental protection		306 & 303	
Governance	Animal welfare			
	IT security		418	

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 21 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



#researchneverstops – our mission in one claim perfectly describes the inherent alignment of corporate and sustainability strategy. Discovering and developing precise, accessible, and affordable cures for all is our most important contribution to the global community in all diversity dimensions. As more than 3,300 diseases are still undruggable today, with even more different 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 of each individual patient.

Our business model is aligned with our moral duty to make responsible use of scarce and valuable resources, to protect the environment, and our obligation to create a physically and psychologically safe environment for our people. We want to foster creativity and support all our employees in their individual fulfilment. The development and implementation of a Diversity, Equity & Inclusion strategy for our 4,198 employees with more than 80 nationalities, is a far-reaching project that will be rolled-out in 2022.

COVID-19 certainly had material effects on all aspects of our lives. Primarily, I would like to point out the dedication of our people. Thanks to their entrepreneurial, collaborative, and innovative management of new challenges, we were able to keep elevated levels of service quality and customer satisfaction, and at the same time kept our people safe.

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 TEchnology plaTform), 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,

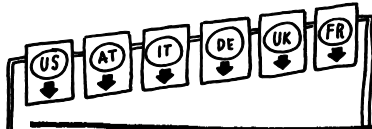
Werner Lanthaler
Chief Executive Officer

1.2. OUR SUSTAINABILITY REPORT AT A GLANCE

4,198

Employees worldwide

>1,000
new employees



54%
Women



46%
Men

81

Nationalities

38.5

average age
of employees

31%

of Senior Management
are women

82%

employees with academic
qualification

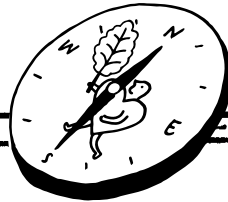


ENVIRONMENTAL
DATA MANAGEMENT
SYSTEM

— SCOPES — 1 — 2 — 3



SBTi
TARGETS FOR
1.5°C LIMIT BY
END 2022



>2,000

suppliers being assessed
for ESG topics

**GUIDED
GOVERNANCE**

CODE OF CONDUCT

—
EVO WHISTLE

—
GLOBAL POLICIES

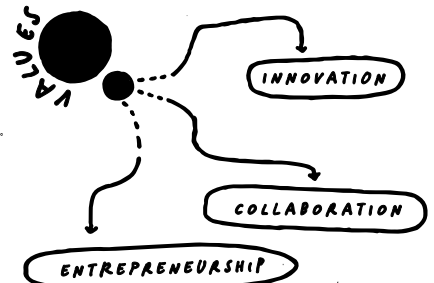
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COMPLIANCE
TRAINING

**EVO SAFE
VISION 2025**

Accident
Incident Rate **3.80**

28

projects in
infectious diseases



1.3. KEEPING THE PROMISE – ESG MEASURES TAKEN IN 2021

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 ~800t /yr)
- ▶ **EVO**earth week to raise overall awareness towards the protection of environment
- ▶ Improving data quality of our carbon footprint by implementing a software-based, systematic emission data collection as basis to set SBTi targets.

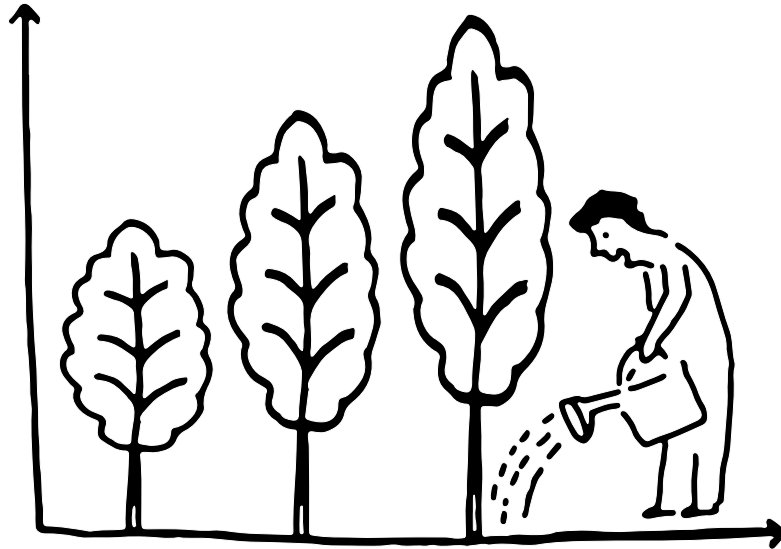
Making our contribution to better pandemic preparedness

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 *#researchneverstops* 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 (“PoS up”). 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 unmet 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 2009 Evotec has been listed in the TecDAX, in 2018 it has been included in the MDAX. Evotec SE has been listed on NASDAQ since November 2021.

We operate globally with 4,198 highly qualified people at 15 sites in six countries across Europe and the USA. We have operating sites in Hamburg (headquarter), Cologne, Göttingen, and Munich (Germany), Lyon and Toulouse (France), Abingdon and Alderley Park (United Kingdom), Verona (Italy), Orth an der Donau (Austria), 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.

2.3. OUR BUSINESS MODEL

Our business model is based in the provision of solutions to our partners that enable significant improvements in the approval likelihood of new drugs. At the same time, we are accelerating the drug discovery process and reducing the high cost of attrition often associated with traditional drug discovery processes. We do this by leveraging the advanced capabilities of our integrated platforms.

In order to address demand for faster, cheaper and better outcomes of early-stage drug discovery processes, we deliver fully integrated drug discovery and development programs to our partners as well as comprehensive expertise in deep learning and computational approaches and the integration of such knowledge across the full value chain of research, drug discovery and development. We possess capabilities across precision medicine discovery, including biomarker selection, human pharmacokinetics (PK) testing, clinical trial planning, safety assessment and manufacturability. We achieve differentiated results by integrating these firmly-established R&D capabilities, cutting-edge proprietary technologies and the knowledge of its experienced scientists.

We generate revenue through three core collaboration routes:

1. **“Fee-for-service”**: We provide stand-alone or fully integrated drug discovery and development solutions to our partners. Our solutions range across all modalities and from early target identification to manufacturing of compounds and commercial products. Well-defined work packages are typically provided and compensated at FTE-rates or on a “fee-for-service” basis, and they are distinct in scope and nature.
2. **EVOroyalty**: We leverage our proprietary technology platforms to develop new drug discovery projects, assets and platforms, both internally and through collaborations. Such projects allow us to create starting points for the development of strategic partnerships through our **EVOroyalty** collaboration model. These collaborations are typically based on agreements with partners, which involve a combination of upfront payments, ongoing research payments, and significant financial upside through milestones and royalties.
3. **EVOequity**: We make equity investments in products, technology platforms and companies through which we obtain early access to innovation. We facilitate the acceleration of innovation by providing capital as well as access to our technology platforms, expertise and network. We expect to realize returns on investments both from successful exits from our portfolio companies and fee-for-service and FTE-rate based revenues with our portfolio companies.

Please refer to the [Annual Report](#) for further details of our business model.

2.3.1. PATIENT-FOCUS

Our business model is patient focused. Aligned with our mission, we aim to find cures for a wide range of diseases — irrespective of the size of the affected patient population. In our research activities, we help to fight not only the symptoms of diseases, but their causes.

TABLE 2: OUR CORE THERAPEUTIC AREAS

<ul style="list-style-type: none"> ▶ Diabetes and its complications, e.g., kidney diseases ▶ Infectious diseases – Global health (e.g., Tuberculosis, Malaria) – Virology (e.g., Chikungunya Virus, HBV) – Anti-microbial resistances (AMR) 	<ul style="list-style-type: none"> ▶ Fibrosis ▶ CNS diseases ▶ Pain and inflammation ▶ Immunology ▶ Rare diseases ▶ Respiratory diseases ▶ Women’s health
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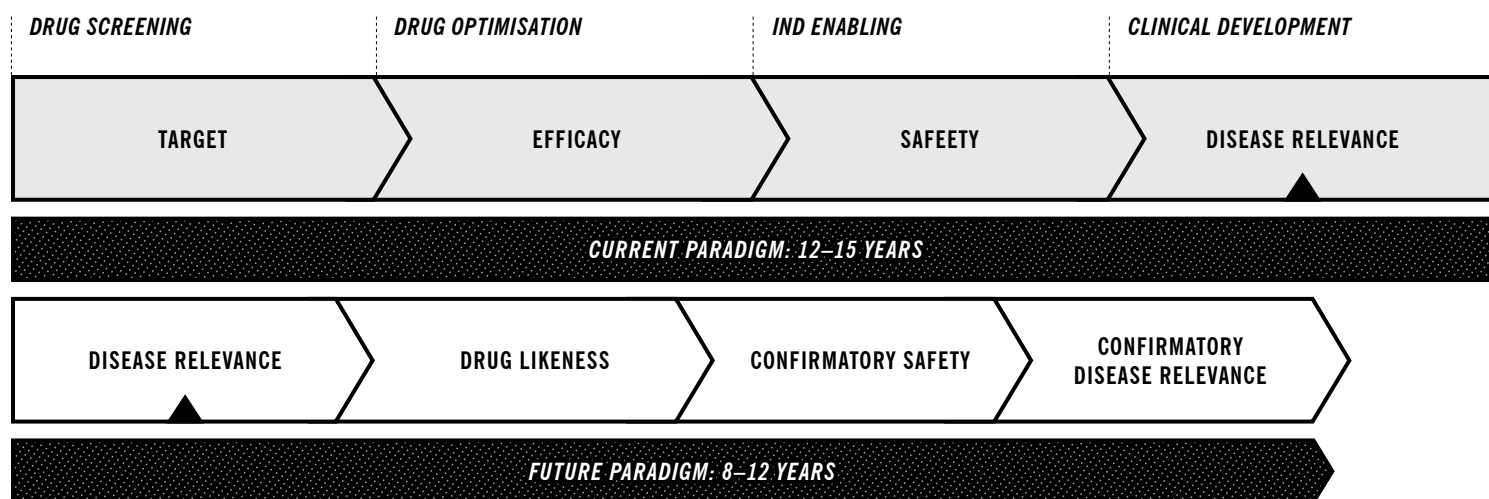
Our focus on patient data and personalized medicine might result in many cases in very well targeted patient groups as opposed to so called blockbuster drugs. However, endemic, and pandemic diseases are also in focus of many projects.

2.3.2. MOST SUSTAINABLY EFFICIENT

Our business model is characterized particularly by high efficiency. We seek to advance drug discovery and development to make today's healthcare systems more sustainable. More than 90% of drugs work in only 50% (or less) of patients. This is not just economic waste; it is also not in the interest of patients and humanity. We want to counteract this by showing disease relevance at the very beginning of the drug discovery cascade rather than in later clinical trials. This will bring up probabilities of success in drug discovery and development processes. Patient relevance is the guiding principle of every experiment we conduct.

Our fully integrated drug discovery offering is based on sharing innovative technologies with our partners and granting them access to fast learning platforms. We thereby make efficient use of resources and reach inflection points faster, at lower costs and with better quality than conventional in-house discovery efforts in the industry. While savings from avoiding redundant infrastructures are not necessarily recognised in our own accounts, the sustainable benefits for the industry are obvious. Compared to conventional in-house processes, external innovation efficiency helps to reduce time (30%) and costs (50%).

FIGURE 1: FASTER AND BETTER IDENTIFICATION OF DISEASE RELEVANCE



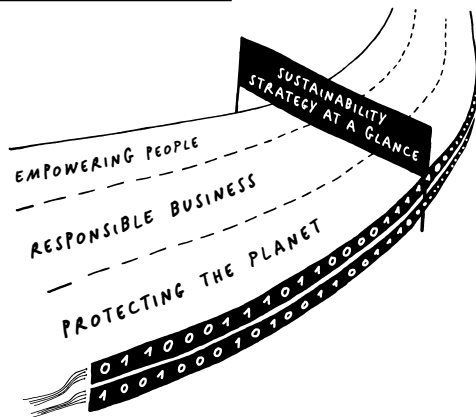
Though we are not distributing drugs, we are significantly increasing the chances of patients around the globe to get access to better and more affordable medicine. The focus on patient relevance, access and affordability should help to reduce inequalities and eventually also increase prosperity around the globe.

3. Our sustainability management

3.1. OUR ESG APPROACH

We structure our sustainability management into three principal areas ESG, standing for the environmental, the social and the governance areas. We call these areas for social "Empowering (our) People", governance "Responsible Business" and environment "Protecting the Planet".

FIGURE 2: OUR SUSTAINABILITY STRATEGY



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

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

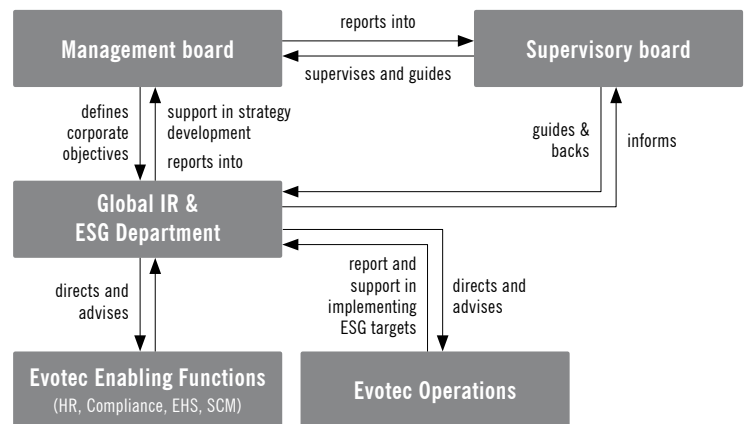
part of our short- and long-term incentive plans. While commitment and sponsorship of management is key, success will depend on anchoring sustainability in our corporate culture and establishing responsibilities within the organisation. **EVOLeaders** are encouraged to implement ESG goals in the reward schemes of their teams.

The 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 stand in direct contact not only to Management and Supervisory Board. It is entitled to direct and advice functional areas in 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.

FIGURE 3: DEPARTMENTS INVOLVED



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 3: OUR CORPORATE GOALS 2022

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
Building best of Governance & Sustainability	Assessment of “ESG readiness” and analysis of what is material to us	Evotec Group	Constant assessment	Done*
	Implementation of ESG factors in target structure of functional areas	Evotec Group	Q1 2022	In progress
	Defining and implementing D, E and I strategy	Evotec Group	Q1 2023 onward	In progress
	Defining and communicating science-based targets	Evotec Group	Q4 2022	In progress
	Dialogue with rating agencies and ESG specialists on the buy-side	External Stakeholders	On-going	In progress
	Establishing ESG goals and purpose as core values of the entire organisation and as an integral part of Action Plan 2025	Evotec Group	On-going	In progress

* Constant revision and taking U.S. requirements into account after NASDAQ listing

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 10% of scientific footprint in areas addressed by UN SDG3; more or equal to € 10 m in 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 **EVOgrades** from 7 to 12 passing our **EVOleaders** programmes, a turnover rate under 11%, and grow by more than 700 employees.

3.1.2. ESG: A COMPREHENSIVE APPROACH TO FULFIL OUR PURPOSE

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

medicine 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 examples, please refer to 3.4.1. OUR Contribution to SDG3 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 OUR 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.

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 recognizes 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 experience and expertise 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 showed in the table below.

TABLE 4: CUSTOMER RETENTION

	2019	2020	2021
Number of customers*	769	829	833
Number of customers > € 1 m revenues	79	86	97
Repeat business (in %)	92%	90%	91%
New customers during the year	283	315	355

* 2019: thereof 8 related to Just Biotherapeutics acquisition.

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 5: ESG MEASURES 2020-2021

	2020	2021
Actively engage ESG Rating agencies/ESG Contact	✓	✓
Conduct materiality assessment to identify material ESG business considerations	✓	✓
Consider setting a climate target approved by the Science-Based Target Initiative	✓	✓
ESG section on website	×	✓
Formulate a climate/sustainability strategy	✓	✓
Group-wide appreciation & celebration of Diversity Day and Pride Month	-	Q2
Group-wide inclusion of ESG topics in personal targets of all employees	-	✓
Include ESG materials in investor updates	×	✓
Increasing awareness and appreciation of investors and rating agencies	✓	✓
Map business activities to the UN SDGs	✓	✓
Implementation of EVO earth week to raise overall awareness towards the protection of environment	-	Q4
Sourcing of 100% renewable energy at all German sites	-	Q1
Estimated savings of CO ₂ e of ~800t per year after decision on replacement of heating system in building B95 in Abingdon	-	✓
Adhere to internationally accepted standard for non-financial reporting	×	✓

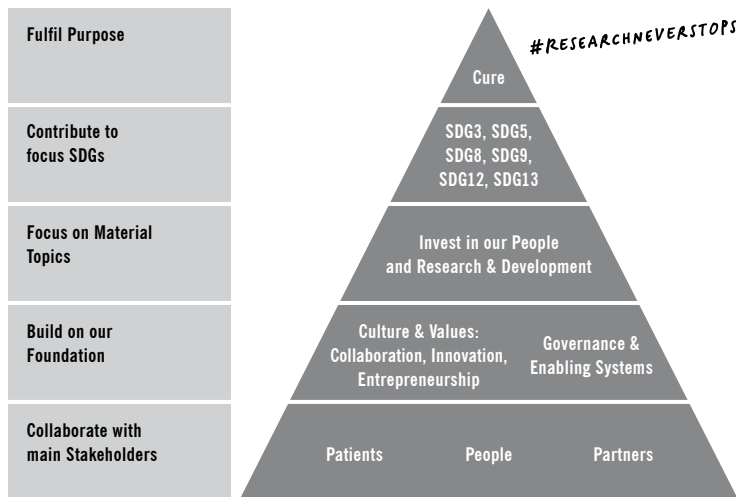
3.2. RISKS IN CONNECTION WITH NON-FINANCIAL MATTERS

We see the management of risks and opportunities as the permanent task of identifying, analysing, and mitigating risks, including the initiation 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 CSR-RUG Directive. Information on material risks arising from Evotec's business activities can be found in the *Management of Risks and Opportunities* section in the Group Management Report of the Annual Report 2021.

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 **EVO**leaders 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

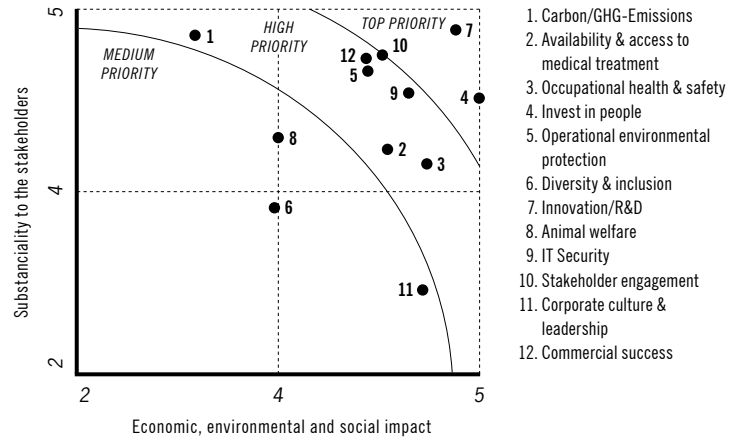


A full review in collaboration with our stakeholders is planned for 2023, which will be aligned with the upcoming Corporate Social Responsibility Directive (CSRD) of the EU (European Union) and will continue a 4-year cycle thereafter. The topics most likely to impact Evotec's ESG strategy are dynamic 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. 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.

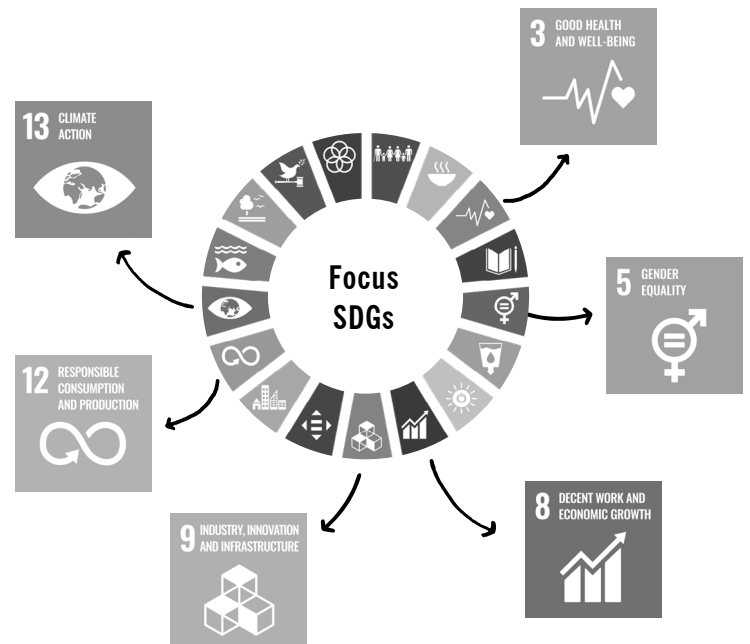
FIGURE 5: MATERIALITY MATRIX



3.4. OUR CONTRIBUTION TO THE SDGS

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". We also have a great impact on SDG 8 "Decent Work and Economic Growth" 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 6: OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

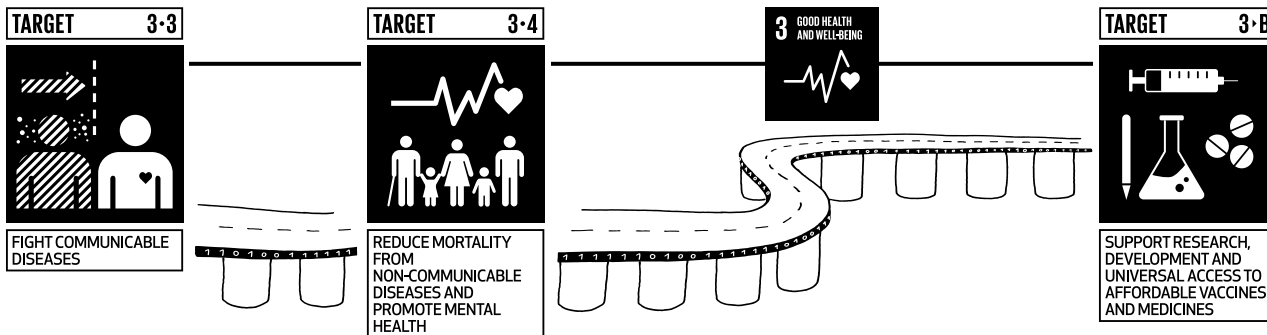


We aim to contribute to a sustainable world through our business activities. We will develop a roadmap on how to increase our contribution to each of the goals and specific sub-targets this year.

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.

FIGURE 7: OUR CONTRIBUTION TO SDG 3 TARGETS



Currently, our focus is on the Chikungunya program, our tuberculosis projects, antimicrobial resistance, the Pandemic Preparedness and Rapid RespoNse TEChnology PlaTform 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 Chikungunya, chronic hepatitis B and SARS-CoV-2) and Anti-microbial Resistance (AMR).

TABLE 6: SUMMARY OF PROJECTS AND ALLOCATED HEADCOUNT IN THE FIELD OF INFECTIOUS

	2019	2020	2021
Global Health	11	9	8
Virology	6	8	8
AMR	13	12	12
Total	30	29	28
<i>allocated FTE (in % of total Innovate R&D)</i>	38%	35%	29%

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).

FIGURE 8: OUR CONTRIBUTION TO SDG 8 TARGETS

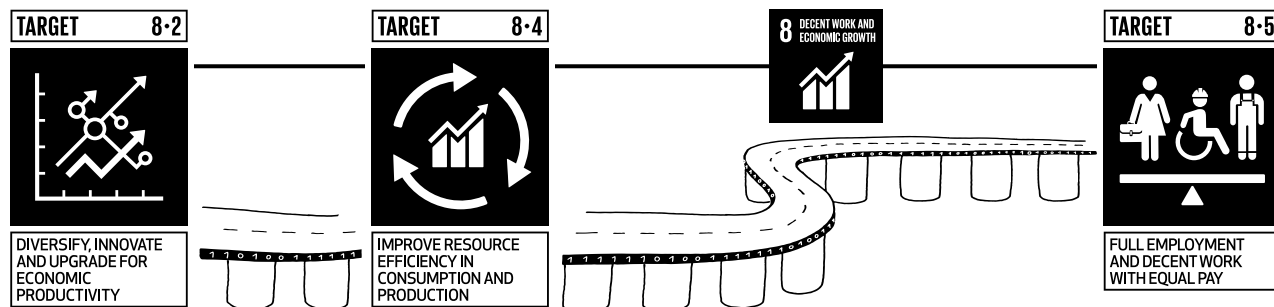
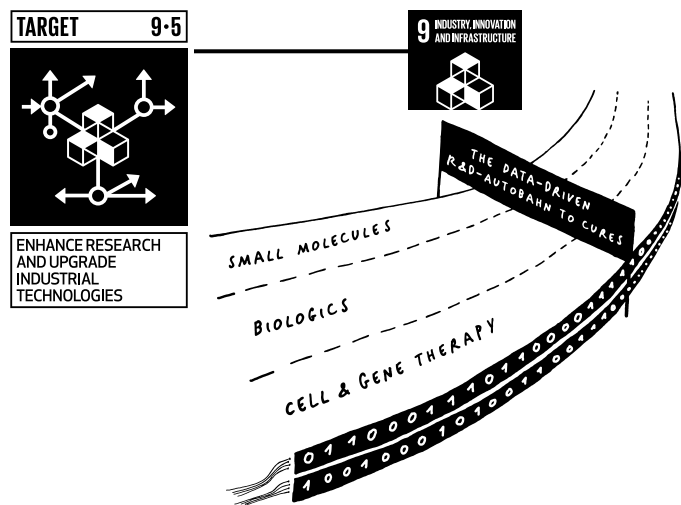


FIGURE 9: OUR CONTRIBUTION TO SDG 9 TARGETS

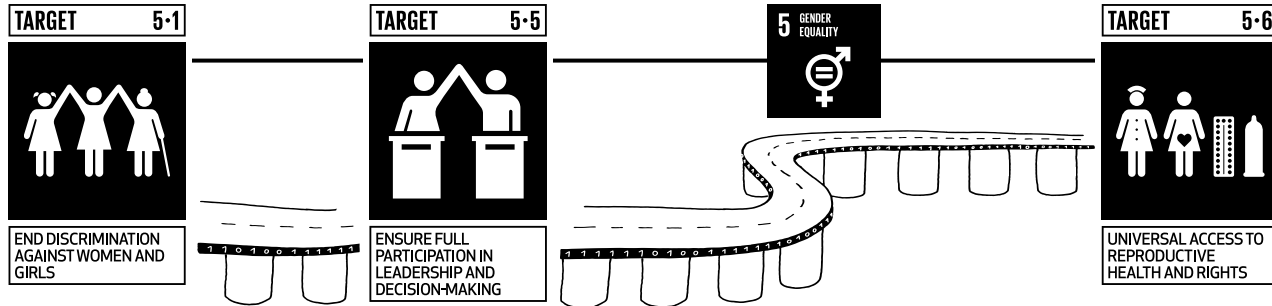


For 2022, we have set our corporate goals to make itself an even better place to work for all, with that we seek to contribute to full employment and decent work for all.

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.

FIGURE 10: OUR CONTRIBUTION TO SDG 5 TARGETS



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.

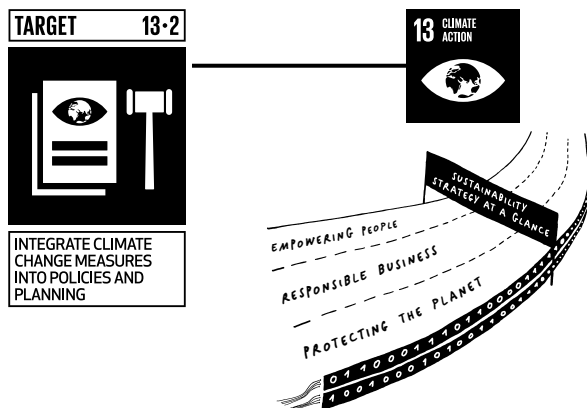
Our contribution to target 5.6 derives from our mission #researchneverstops and corporate goals to focus on women’s health. Pursuing this mission, we have received a grant from the Bill & Melinda Gates Foundation for the integrated discovery and development of a novel, first-in-class programme to accelerate progress in the area of women’s health and contraceptive technology.

Additionally, 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).

3.4.4. OUR CONTRIBUTION TO SDG13: TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

Since committing to set targets for the SBT initiative, we have worked to improve our environmental data collection system to ensure the accurate design of our emissions reduction targets.

FIGURE 11: OUR CONTRIBUTION TO SDG 13 TARGETS

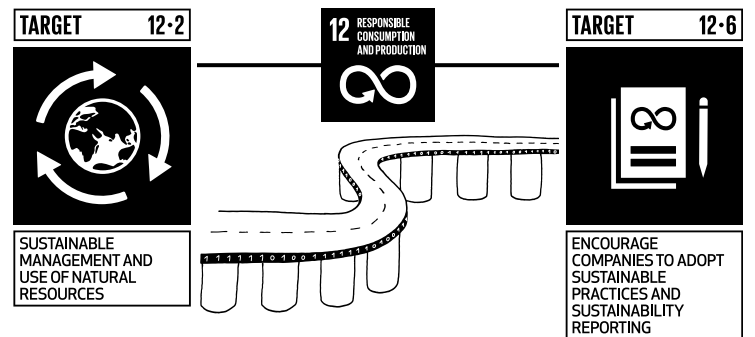


In 2021, we signed with external providers for the access and use of two data management systems; one for the evaluation of environmental data - and a second one to design an emission reduction program.

3.4.5. OUR CONTRIBUTION TO SDG 12: 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.

FIGURE 12: OUR CONTRIBUTION TO SDG 12 TARGETS



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 spaces, green chemistry, waste separation project, among others, our employees have used their entrepreneurship and innovation to engage in the sustainability topics as well.

4. Social



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. As innovation is driven by the need to solve medical problems, 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. Finding ways for patients and partners to do early-stage research experiments and processes faster and better is the key business that the Company delivers within the framework of Innovation. Our social responsibility efforts aim to provide access to affordable, innovative treatment solutions to people worldwide, regardless of their economic or social status, including settings where limited medical resources are available.

We are closely monitoring the market, and at the same time upgrading our key technologies and infrastructure to build a sustainable work environment for our employees as well as our pharma and biotech partners. The key to our success is focusing on potentially disease-modifying mechanisms, identifying these mechanisms in specific disease areas, and building a platform that can then exploit these mechanisms. In addition, we are connected to the world's leading expertise in disease biology, collaborating with top notch universities and scientists and then integrate this knowledge into our drug discovery platform. We have critical mass, the infrastructures, the people and the know how to run multiple programs all the way from target validation, to hit identification, lead optimization and pre-clinical development.

TABLE 7: GOALS IN GLOBAL HEALTH

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
Chikungunya EVT894 sufficient as a single injection for therapy and prophylaxis	Read out of Phase I trial results	Evotec Group	2023	In progress
Tuberculosis Deliver novel drug candidates and regimens	TB Drug Discovery Portfolio & Accelerator Consortium ERA4TB Consortium	Evotec Lyon	2023	In progress
	PAN-TB Consortium	Evotec Toulouse		
	ERA4TB Consortium	Evotec Verona		
Antimicrobial resistance Fighting	Various Projects	Evotec/Evotec ID Lyon	Mid-2025	In progress
Pandemics Offer the best preparedness & protection for future	Launch of "PRROTECT" (Pandemic Preparedness and Rapid RespOnse TEChnology PlaTform)	Evotec Group	2021	Done

EVT Innovate 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 focus meetings 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

in strategic directions. Business activities of fundamental importance require approval of all Board members. With these governance and steering committees in place, we ensure to deliver solutions for some of the largest and most pressing global unmet medical needs.

4.1.1. CHIKUNGUNYA PROGRAM – A MONOCLONAL ANTIBODY IN CLINICAL DEVELOPMENT FOR THERAPY AND PROPHYLAXIS

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 neutralising activity *in vitro* and *in vivo* in therapy and prophylaxis models and demonstrated efficacy against all circulating Chikungunya genotypes. EVT894 is a first-in-class anti-viral therapeutic agent against Chikungunya and might also work as a prophylactic solution for immediate protection of people at risk during Chikungunya outbreaks. 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 novel 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 pre-clinical candidates with treatment shortening potential 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 up to completion of Phase I. The second is a first-of-its-kind global collaboration named PAN-TB, 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 thirty organizations 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 combination regimens with treatment-shortening potential ready for Phase II clinical evaluation. The partners intend to maintain the ERA4TB platform active beyond the project official duration.

The aim of PAN-TB is to create treatment regimens comprised of medicines to which there is limited or no drug resistance and that are ready for phase 3

clinical development. The regimens could be a crucial step toward addressing the current global challenges and complexities around anti-TB diagnosis and treatment. The members of the Project to Accelerate New Treatments for Tuberculosis (PAN-TB collaboration) are Evotec, GSK, Johnson & Johnson, Otsuka Pharmaceutical Co., Ltd., based in Japan, the Bill & Melinda Gates Medical Research Institute, the Bill & Melinda Gates Foundation (BMGF) and as a new member the Global Alliance for TB Drug Development. All members have committed to leveraging their assets, resources, and scientific expertise to advance the development of novel regimens. It is the largest global collaboration in the field of tuberculosis.

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 visible contribution to the United Nations target of curing TB by 2030.

Beyond the projects being advanced through these consortia, we continue to progress a diverse portfolio of anti-tuberculosis drug discovery programs supported by funding from BMGF. The pipeline encompasses multiple new chemical series from early to late discovery stages. Early-stage programs including new series and novel assay developments have the potential to replenish the TB drug pipeline from the front end. Most programs are being developed with partners and/or within consortia.

In addition, we are exploring innovative approaches to TB treatment including host directed therapy against tuberculosis. Another area of exploration is the field of TB biomarker research. Biomarkers of treatment response and of cure would enhance clinical trial efficiencies and may have application in determining the duration of treatment required for cure of individual patients. We are investigating avenues to make contributions in this area by harnessing the power of Evotec's core technologies.

Finally, we are committed to continued development and expansion of our comprehensive anti-tuberculosis assay platform to advance internal programmes and assist partners with their anti-TB drug discovery and development.

4.1.3. ANTIMICROBIAL RESISTANCE – TARGETING SUPERBUG INFECTIONS

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 Antibacterials NOW (GNA NOW) which seeks to 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 1 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 including Evotec, high calibre academic research organizations and one industrial partner called Nosopharm. The program is supported by approximately € 31 m in total of which we provide in-kind contributions up to € 19 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*, *Acinetobacter baumannii* 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 1 by early 2023.

4.1.4. PRROTECT – 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 hospitalisation. Taking a more proactive stance by applying these platforms across a broad spectrum of infectious diseases is our contribution to improved preparedness for the future.

PRROTECT is an open, pre-competitive network initiative designed to provide optimal protection against future pandemics. It incorporates three lines of preparedness: First, Preparedness against viral threats by pre-developing a multimodal pipeline of therapeutic candidates against viruses identified by the World Health Organization (WHO) as particular threats; second, rapid response technologies to accelerate de novo R&D timelines of highly effective neutralising antibodies using AI & ML platforms as part of the **EVO**access platform (e.g. J.HALSM); third, flexible manufacturing network with high-intensity production facilities (J.POD[®]) to rapidly deliver therapeutic antibodies on demand.

We have also identified and developed a bispecific 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 curative treatment. 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.

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

Diversity as a social matter in drug development has received greater awareness in the more recent past. The U.S. Food & Drug Administration (FDA) released its final guidance in November 2020 and proposed adaptive studies as one of several ways to enhance 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:

- enrolment adjustments after interim analysis, based on pre-specified criteria
- broader eligibility criteria to include populations in trials that are often excluded without strong clinical or scientific justification
- 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
- 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 acknowledgement 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 ONE Evotec culture focusing on the enablement and growth for and with our employees.

Consequently, employee matters relate to our major stakeholder group, which is most important to fulfil 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 the direct interface to an important external stakeholder group, potential applicants. Impacts also arise at all places in which our employees encounter further stakeholders like investors, partners, authorities, or academia.

Human Resources (HR) is one of our Global Functions within the Enabling Functions at Evotec, reporting directly to the CEO since 2018. Global HR is responsible for the company-wide aligned approaches and standards, processes and regulations on all people and organisational development matters with specialized Centers of Expertise (CoE), Global Strategic HR Business Partnering as well as Global HR Operations with all local HR Teams

in all countries where we have operations. The dynamic growth of Evotec requires a scalable organisation, and Global HR was therefore the first fully digitalised division, employing Workday as a people information system. Workday ensures that people processes are globally aligned and consistent within the Evotec Group.

To evaluate our performance, we consider different KPIs related to our workforce, including but not limited to: overall headcount, turnover rate, recruitment counts, average FTE, year-end FTE, average total workforce, permanent workforce at the end of the financial year, non-permanent workforce at the end of the financial year, number of permanent employees hired, number of permanent employee departures, share of total workforce located in the country of the company headquarters, average age of the workforce, among others. They can be found in the following sections of this report.

4.2.1. GROWTH IN NUMBERS

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.

4.2.2. OVERALL HEADCOUNT

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 FTE¹ went up by 18.4% in 2021, from 3,120.7 FTEs in 2020 to 3,696.4 FTEs in 2021; by year end, the FTE was 3,945.4.

TABLE 8: HEADS* AS OF 31 DECEMBER

HEADS* AS OF 31 DECEMBER	2019	2020	2021
Austria	-	29	42
France	649	766	903
Germany	720	862	1,054
Italy	666	703	785
UK	727	839	935
USA	268	373	479
Total Evotec Group	3,030	3,572	4,198
Execute	2,425	2,874	3346
Innovate	161	209	310
Sales & Enabling functions	444	489	542
Total Evotec Group	3,030	3572	4,198

* Heads: (including permanent, fixed-term contracts, apprenticeship, students, paid interns, employees on leave (maternity, parental, sabbatical, etc.) and not time pro-rated)

¹FTE: including permanent, fixed-term contracts, excluding employees on leave (maternity, parental, sabbatical, etc.) and time pro-rated

4.2.3. ATTRACTING, ENGAGING, AND RETAINING TALENT

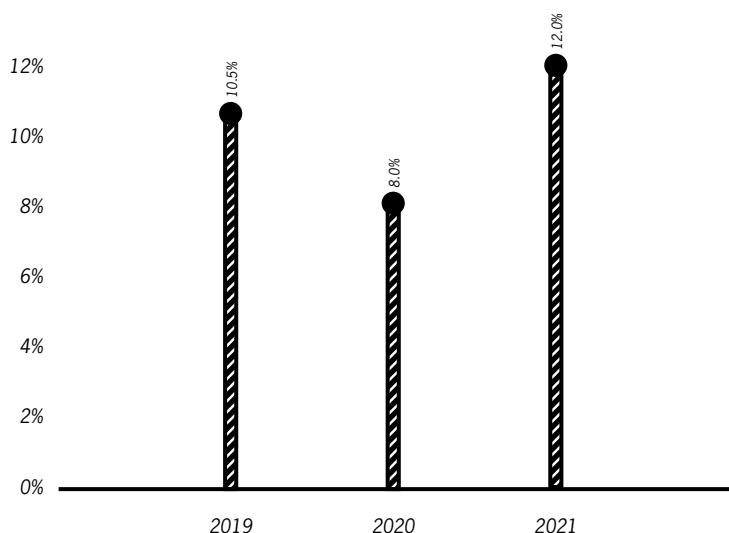
Evotec's growth is highly correlated to the growth of our people regarding volume and skills. Our rate of growth is therefore determined to a considerable extent by its ability to attract the right employees to Evotec and to develop as well as to retain them over the long term.

In 2021, 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 around 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.

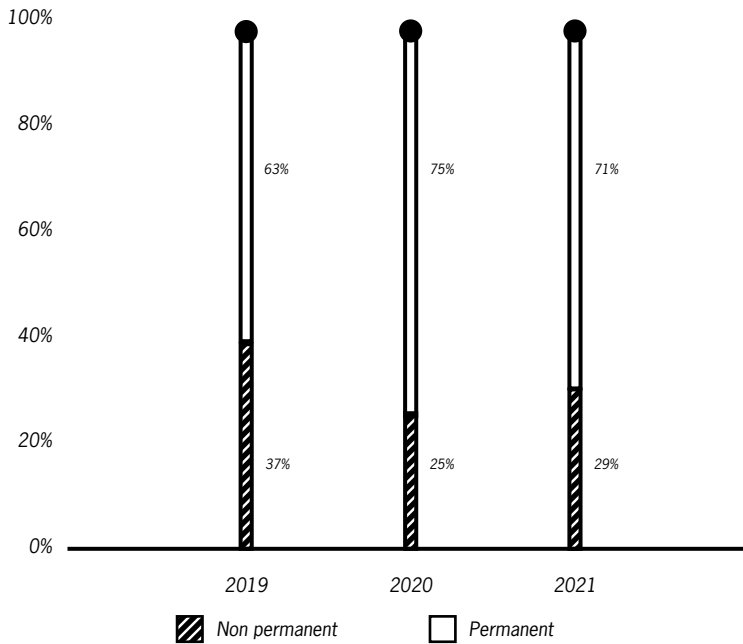
In 2020, our workforce turnover rate decreased from 10.5% in 2019 and 10.5% in 2019 to 8%. While this is a level we want to achieve sustainably in the future, we were aware already last year that the development was influenced by the COVID-19 crisis and saw counterbalancing effects in 2021. The blended number 2020/2021 still is in-line with previous years and compares favourably with competitors. In general, we accept a certain level of turnover as this can result in adding expertise. However, we are keen to keep experienced employees within Evotec for as long as possible. Longer term we consider a fluctuation rate in high single digit territory an appropriate target, balancing benefits from knowledge conservation, new input and recruiting efforts.

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.

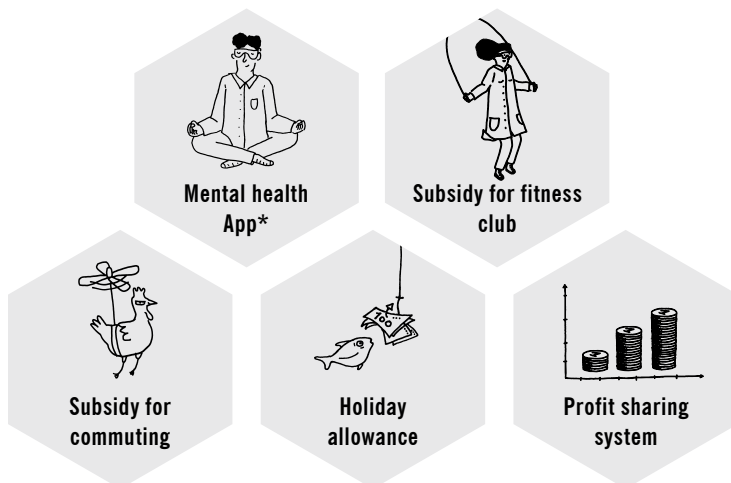
FIGURE 14: RECRUITMENT



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 headquarter is located.

As part of our goal to be an even better place to work and attract and retain our workforce, we offer benefits to our employees beyond law requirement. Some benefits are displayed in the following figure.

FIGURE 15: BENEFITS PROVIDED TO EMPLOYEES



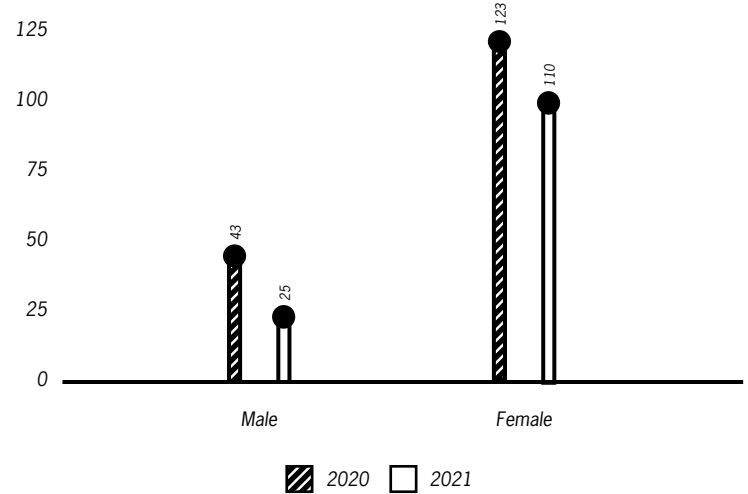
*Headspace is available to all employees on a 3-year licence until January 2023

Other benefits, as healthcare, disability and invalidity coverage and 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.

FIGURE 16: PARENTAL LEAVE

Total number of employees that took parental leave, by gender



As part of offering better working conditions, 66% 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.

4.2.4. 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.

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 fulfil 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

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.
- ▶ **EVOacademy**: participation rates, quality of training, fit for specific roles etc.

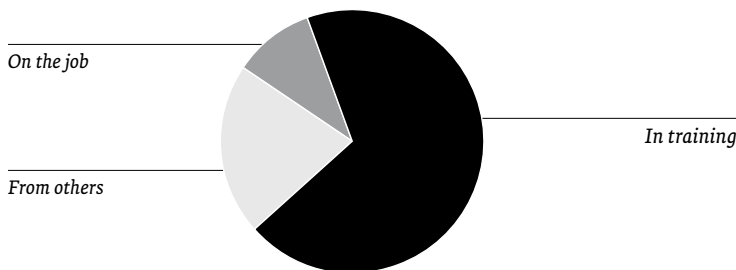
TABLE 9: GOALS IN TRAINING & EDUCATION

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
Expanding the range of training opportunities for our staff	Establishment of a global learning platform (EVOacademy)	Evotec Group	2022	In progress
Continue to improve the training of our leaders	Participation rate of eligible leaders in our leadership programs to reach 100% by the end of 2022	Evotec Group	2022	In progress

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/from others/in training) learning approach. We are convinced that our people grow most in a learning-supportive business environment.

FIGURE 17: LEARNING APPROACH FOR EMPLOYEES



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

FIGURE 18: TYPE OF TRAINING

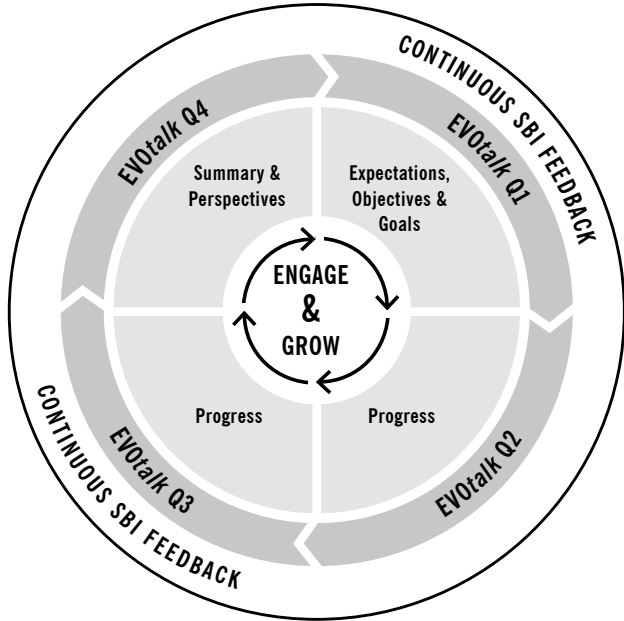


4.3.2. FEEDBACK CULTURE & EVOTALKS

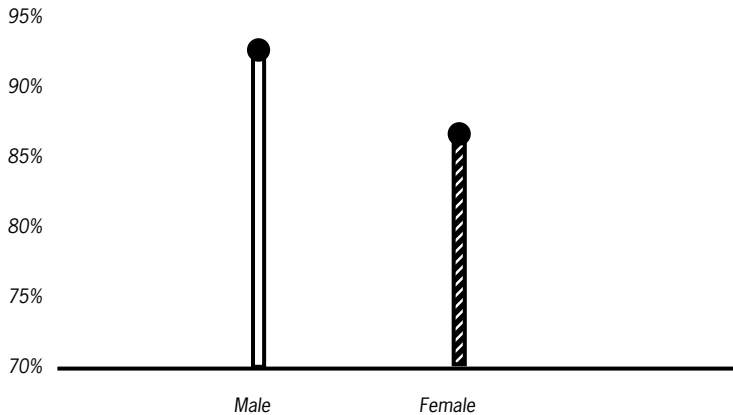
We regard feedback as a vital part of continuous development. We encourage exchange in all directions using our easy-to-understand approach to give and receive meaningful and on-going feedback. An open dialogue between line managers and their direct reports at least four times a year (**EVOTALKS**) cover 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**.

FIGURE 19: FEEDBACK APPROACH AND EMPLOYEES RECEIVING PERFORMANCE



EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER



Our feedback culture and **EVOtalks** are based in the SBI approach, **S**ituation, **B**ehaviour and **I**mpact. 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.

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-varying 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. EVOsuccession

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 **EVOsuccession** 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.

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, 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

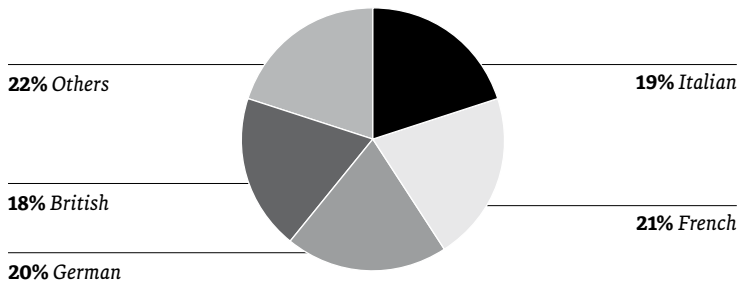
Global leading company in our business; as of today, we have not received complaints regarding discrimination from employees.

With committing to the German “Charta der Vielfalt” (“Diversity Charter”) and its 7 dimensions in 2020 and by running an awareness campaign in 2021, we further continued to work on becoming an even more attractive and diverse employer.

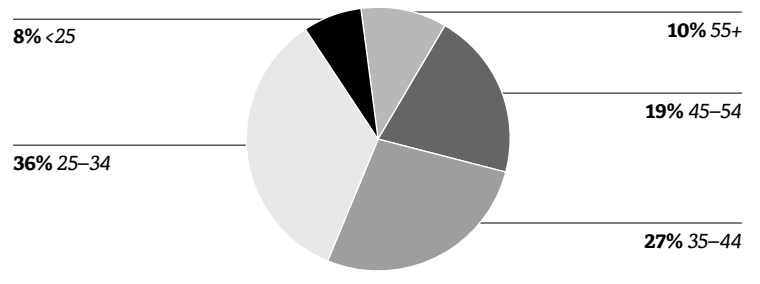
By the end of 2021, employees of 81 different nationalities worked at Evotec (2020: 75). The average age of Evotec’s employees at the end of 2021 was 38.5 years (2020: 38.6), and 1.6% of our employees have a recognized disability (2020: 1.2%).

FIGURE 20: NATIONALITY SPLIT & AGE GROUPS IN 2021

NATIONALITY SPLIT*



AGE GROUPS*



* The charts exclude the USA for legal reasons

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

In 2018, we set our corporate gender goal for senior executive management, two levels below the Board, to reach a proportion of 30% women by 30 June 2022. In 2021, this target was met ahead of time with 31%.

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

FIGURE 21: DETAILED GENDER SPLIT BY COUNTRY

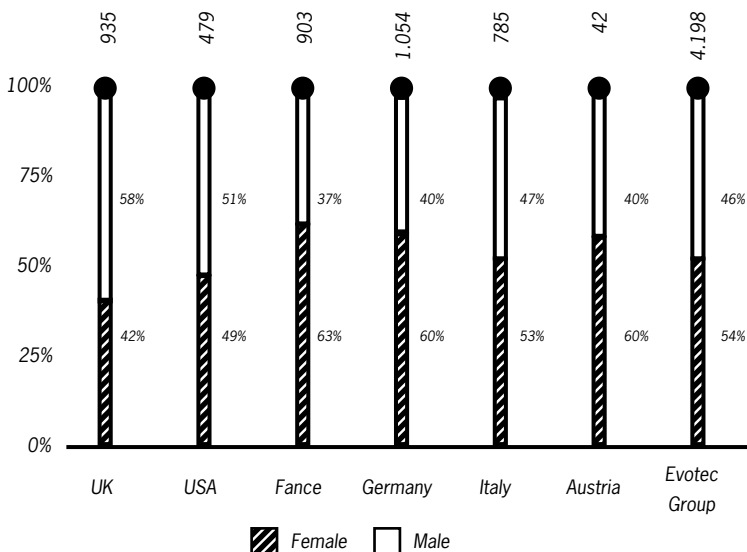
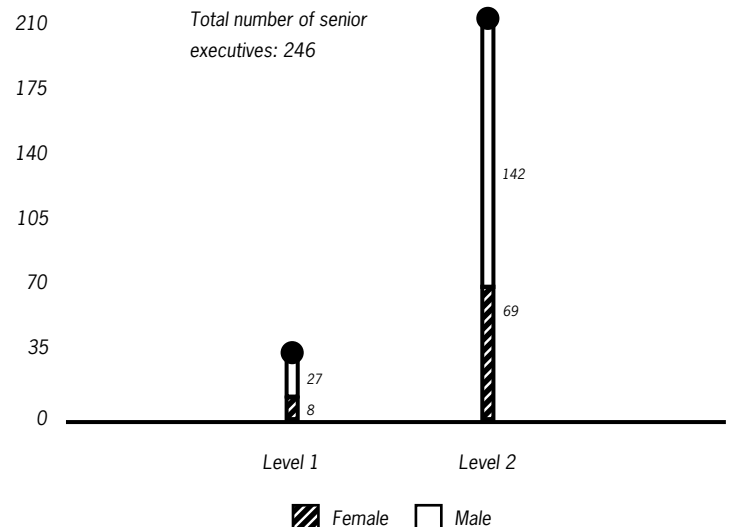


FIGURE 22: SENIOR EXECUTIVE MANAGEMENT BY GENDER IN 2021



By level composition, a yearly comparison is showed in the table below.

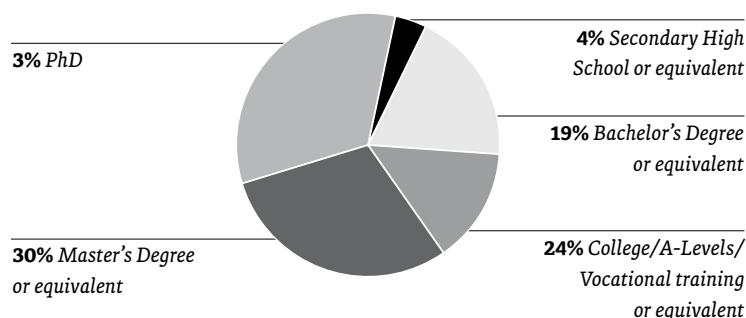
TABLE 10: DETAILED SENIOR MANAGEMENT BY LEVEL AND GENDER

Gender	2019	2020	2021
Senior Executive Management*			
Female	25.8%	26.5%	31.3%
Male	74.2%	73.5%	68.7%
Level 1*			
Female	23.1%	17.9%	22.9%
Male	76.9%	82.1%	77.1%
Level 2*			
Female	26.4%	28.0%	32.7%
Male	73.6%	72.0%	67.3%

* Before 2020, our ratios were based on people reporting to the board whereas now those ratios are based on our senior management grading structure. We have adjusted 2019 data accordingly.

FIGURE 23: GROUPWIDE EDUCATIONAL LEVEL

EDUCATIONAL LEVEL



At Evotec, more than 80% of our employees hold an academic or equivalent degree, an above average number in the industry. Nonetheless, a diverse group of people, with different areas of knowledge and skills, are necessary for the success of our company.

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 aim of #researchneverstops.

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 organisational 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.

TABLE 11: GOALS IN EHS

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
Becoming a peer leader in terms of OHS.	Employee survey, benchmark exercise about industry offerings.	Evotec Group	2025	In process
Develop a better understanding of occupational health offerings in the territories	With active case management, we intend to reduce the length of time employees are absent following a workplace accident.	Evotec Group	2025	In progress
Promote employee health	Setup of digital offerings as part of company health promotion	Evotec Group EVOzone Local EHS Sharepoint	Quarterly	In progress
Training & awareness	Safety relevant training is provided to all employees via face-to-face classes, online drop-in sessions, and workshops	Evotec Jr./Middle Managers Develop EHS Leading Safety Modules EVOsafe	2022–2025	In progress (UK Trial 2022)
Risk assessment and preventive measures	– Workplaces are regularly subjected – Targeted implementation of measures – Design attractive working conditions and environment	Evotec employees	constantly	
Event & emergency preparedness	Performance of first aid and fire delegate training including use of AED	Evotec Group AED	constantly	In progress
Implementation of a group-wide health & safety management software	Promote the implementation of this software to generate transparency in Evotec’s EHS activities and risk management.	East Coast/US France/UK/Italy	Q1/Q2-2022 Q3 22 – Q3 23	In progress

In Q3 2021, after the completion of EHS Software solution Quentic in Germany and Austria in 2020, two further sites - Seattle and Redmond (US) – implemented the web-based software. Quentic supports the documentation, organisation and evaluation of all health and safety topics, facilitating accurate reporting. The software solution will be rolled out as standard tool to all sites throughout 2022 and 2023. Supporting the Digitisation of EHS activities will enable us to meet the data integrity tests of the limited validation exercises for ESG reporting, as well as streamline the process and escalation of incident management and corrective and preventative action planning, completion and review in line with ISO 14001:2015 and ISO 45001:2018 ambitions.

Our EHS specialists have been reviewing local procedures for the use of carcinogenic, mutagenic or toxic for reproduction (“CMR”) Hazardous substances and novel molecules, developing the Occupational Hygiene models for all sites, further to these works’ investment will be sought where required to enhance engineering control strategies in line with good chemical practices, including all steps within supply chain from bench to patient.

As the “Autobahn to cures” gathers pace, the growth of all sites has added not only further ambition, but also additional Environmental, Health and Safety considerations. We continue to fuel professional development for the teams and opportunities for resource growth. To this end all EHS Leaders have been up skilling their teams accordingly, with EHS Leaders taking the next step in

their careers (Professional Certification within local Territory). Furthermore, we bespoke short trainings to meet site needs in: Biosafety, Radiation Safety, Construction Design Management, Legionella Management, Chemical Hygiene, Environmental Management, Fire Safety, High Potent Active Pharmaceutical Ingredient (HPAPI) safety, Toxicology, etc.

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 the greater virulence posing heightened transmission risk.

Local Health and Safety Procedures introduced shortly after the outbreak in 2020 forceful recommendations and adapted to meet the territory legislation as required through 2021, and the pandemic readiness programmes developed

by local leadership teams at the site level for each location remained in place and adapted as the horizon changed. Funding for additional control measures and Personal Protective Equipment (“PPE”) continued to be available without barriers. Travelling was curtailed, and this meant that there was no EHS Leaders face to face conference in 2021.

Throughout 2021, maximum employee occupancy has been continuously monitored and where practicable increased or lowered to ensure no impact on operability. The minimum lab space per scientist, social distancing along with use of mandatory face masks within the entire organisation continued even after some local territories rescinded requirement by law. Our employees continued to work from home where possible, which provides additional office space. However, most of our work is done at the labs, and hygienic measures on site needed to meet the highest possible standards. Additional to the existing controls, most sites offered free Lateral Flow Test (“LFT”) kits to all employees to self-test at home several times a week, and where positive results obtained a further PCR test was requested locally.

Our employees, contractors and visitors dealt with the situation in a very responsible manner. Employees who showed symptoms of a potential COVID-19 infection isolated themselves immediately, upon track and trace there remained zero employee – employee transmissions recorded to the local reporting authority.

Against the backdrop of national levels of transmission and regional lockdowns/restrictions, this again demonstrates our commitment to our core value a special meaning: *#researchneverstops*.

4.5.2. TARGETS FOR 2021 ACHIEVED DESPITE THE PANDEMIC

Already in 2020, we announced that we intend to reach a leading position in our sector in terms of occupational health and safety by 2025. Health and safety matters across the group are treated with just as much competence and professionalism as the core operating business. As mentioned in page 37, we achieved an overall structure alignment for environment, health and safety.

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’s going in to 2022, including budgeted further heads yet to be filled and Maternity replacement. The additional hires brought special expertise in the areas of construction project management, employee health and well-being, health coordination and delivery of service, and general chemical hygiene and risk management. In 2021, the team said goodbye to one colleague who joined internally our logistics team; there have been no external leavers from EHS since 2018.

Several Documents were drafted for the Global team to agree in 2021 and listed below, following sites’ risk profile and addresses the emerging needs of the growing business, the corporate standards build on the accident incident reporting programme, and reflect aspects of the wider **EVOsafe** vision 2025.

- ▶ EHS Leadership
- ▶ Risk Management
- ▶ Emergency Planning
- ▶ Chemical Management
- ▶ High Hazard Operations
- ▶ Management of Change
- ▶ Contractor Management

During 2022, these documents will be finalised and will be accompanied by site gap analysis, self-assessment and reviewed as part of the phase 1 EHS Corporate Audit programme with a view to forming a compliance scorecard and action plan.

We recorded 27 lost-time accidents (LTA) in 2021 across the territories that resulted in our employees losing working time. Of the 27 accidents, 12 were due to employees suffering harm on their commute to or from the workplace, 15 LTAs occurred within the workplace. A total of 353 working days were lost due to accidents in 2021, of which 204 occurred when our employees were travelling to and from work. During 2022, preventative safety campaigns will be focusing on the areas related to accident been recorded as displayed in the table below.

TABLE 12: BREAKDOWN OF GLOBAL LTAS IN 2021

CAUSAL AGENT	NO. OF ACCIDENTS	NO. OF DAYS LOST
Temperature hot or cold (THC)	1	9
Stairs steps ladders (SSL)	3	56
Slip trip or fall on same level	2	29
Chemical exposure (CE)	2	3
Manual handling (MHA)	4	12
Struck into/against (SAI)	1	13
Way to work* (WTW)	13	231

**Only Germany, France and Italy have a legal requirement to record accidents that occur during the employees’ commute. No data is currently available for UK and US employees.*

Already in 2020, EHS introduced the Accident Incident Rate (AIR) as a key performance indicator for our organisation. We refer to the calculation below:

$$\text{Accident Incident rate (AIR)} = \frac{(\text{No. of subjects to report (amount)} * 1,000)}{\text{employee (number)}^3}$$

$$\text{Global AIR 2020} = \frac{13 * 1,000}{3,376} = \mathbf{3.85}$$

$$\text{Global AIR 2021} = \frac{15 * 1,000}{3,945} = \mathbf{3.80}$$

³FTE at the end of the year.

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 arm, 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.

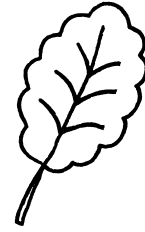
All Sites have Safety Committees in place, made up of Employees, Supervisors and Safety Specialists that meet typically monthly or bi-monthly to discuss accidents, incidents, near misses, as well as updates to policies and procedures, employees' concerns, among others. Due to COVID-19 pandemic, our EHS 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), taking virtual meetings (EHS Digest), in which topics such as OHS Vision 2025, more in-depth review discussions on accidents and incidents (4four Blocker investigations) – sharing of LTA investigations or significant near misses and requirement for sites to undertake a gap analysis and implement control measures so far as is reasonably practicable – , and discussion around the development of the EHS framework standards.

TABLE 13: ACCIDENTS REPORTING

	2019	2020	2021	YOY 20/21
Lost time accidents (incl. Way to Work)	27	21	27	+22.2%
Lost working days	275	175	149	+14.8%
Accidents	232	248	283	+14.1%
Incidents	203	216	243	+12.5%
Near misses/safety observations	419	926	2,210	+138.7%

During 2021, we recorded a total of 310 accidents that caused harm (accidents + LTA). The increase by 15% versus 2020 was lower than the headcount growth of 16%. Even more encouraging is the fact that the severity of events was significantly lower, leading to a reduction of lost working days from 175 in 2020 to 149 in 2021, a reduction of 15%.

5. Environment



5.1. TAKING CARE OF THE PLANET

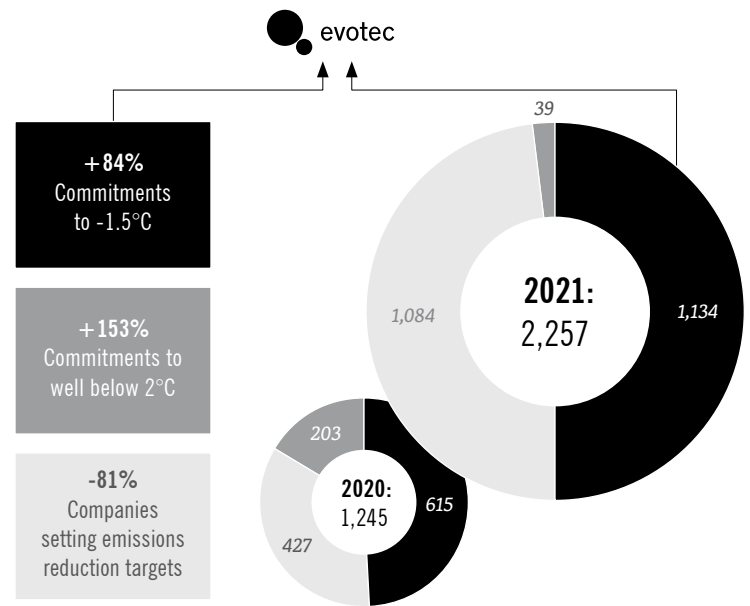
The report “Global warming of 1.5°C” by a global assembly of leading climate scientists under the leadership of the Intergovernmental Panel on Climate Change (IPCC) suggested already in 2018 measures to prevent the worst effects of climate change and limit warming to <1.5°C.⁴ Therefore, our environmental responsibility is more than a contribution to society, and it goes beyond good citizenship, which we take seriously anyway. It also supports sustainable dynamic growth. And it is simply a matter of consistency. With this, the commitment to science-based targets complies with our unbiased and data-driven business model. Our corresponding stakeholder & materiality analysis in 2020 verified two key impacts: carbon neutrality (climate protection) as well as green & safe sites matter most for Evotec.

In December 2020, Evotec’s management consequently signed the pledge to the Science Based Targets initiative (SBTi), committing itself to set 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.

SBTi reviewed and accepted our pledge in January 2021, and we are listed on their website⁵ as one of 2,257 companies as of December 2021 (2020: 1,245) acting currently and as one of 1,134 (615) that are committed to the 1.5°C targets and determined to become net carbon neutral by 2050 at the latest.

At the end of 2021, 50 companies in the Pharmaceuticals, Biotechnology and Life Sciences industry are recognised as “taking action” in accordance with the regulations of the Science-based target initiative; the list of companies can be found in the Appendix. 48% have 1.5°C targets in place, validated by the SBTi. Only a minority follows the ≤2.0°C route, while 50% are like Evotec, classified as committed.

FIGURE 24: COMPANIES ACTING ACCORDING TO SBTi



Source: Science Based Targets initiative as per December 2021

Among the 50 companies, only three are members of our peer group (for details please refer to the list of peer group companies in the Appendix)

Within Evotec, our Global Environment, Health & Safety (EHS) department is responsible for managing all environmental topics, flanked by the Facility Management (FM), Supply Chain as well as our Procurement team. In addition to the official responsibilities, we focus on building an employee-driven sustainability culture where individuals contribute to the Company’s environmental efforts. Additionally, recurring stakeholder engagement will be a fixed component of future activities.

Furthermore, we are convinced that preparing for a low carbon economy ahead of time will turn out to be a competitive advantage. An increasing number of our large collaboration partners have joined the SBTi already. In simple terms, our Scope 1 and Scope 2 emissions are the Scope 3 emissions of our partners and future customers. As a result, by observing environmental protection targets we are observing the interests of our partners, sparing them the effort to make provisions for compensation measures. Our commitment to the SBTi may therefore turn out to be a competitive factor. It may well cause our partners to expand their collaboration agreements or extend them to include additional disease areas.

⁴Global Warming of 1.5°C — (ipcc.ch)

⁵ <https://sciencebasedtargets.org/companies-taking-action>

5.2. OUR COMMITMENT TO COMPLY WITH ENVIRONMENTAL REGULATIONS

In the pursue 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 as 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 yet 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). It is estimated that our CapEx has representation of 3.5% for eligible activities, meanwhile there is no evidence showing our OpEx has eligible activities. Therefore, our OpEx is 100% non-eligible for 2021.

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. The well-being of our planet is the basis for our existence and our ability to do business.

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

As a biotechnology company, we operate a number of laboratories and machines for the development of active substances. For example, the cooling or heating of materials requires the use of several resources. Another example is the operation of our offices. Consequently, we have a direct impact on the environment in which we operate.

We cover the topics of waste, water and wastewater as well as energy in this field.

At Evotec, energy and water consumption are monitored on an annual base. At the end of 2021, we started the implementation of a software to collect and properly aggregate the 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 and refine our dataset related to sites and functions. Nonetheless, recalculations 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 of CO₂ in 2021.

Our Scope 1 emissions are related to cell incubators and the use of dry ice. We do not operate a fleet and therefore Scope 1 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 emissions related to the consumption of electricity and natural gas for heating increased in 2021, CO₂ intensity, measured as tCO₂ per EURm revenues, decreased by 16.4% year-over-year. The trend was even more pronounced when measuring tCO₂ per employee (-26.3% vs. 2021).

TABLE 14: SUMMARY OF GHG EMISSIONS

	EVOTEC TOTAL CO ₂ EMISSIONS (TCO ₂)		EVOTEC TOTAL TCO ₂ PER EURM REVENUES		PER AVG. EMPLOYEE (TCO ₂ /AVG. EMPLOYEE)	
	2020	2021	2020	2021	2020	2021
Greenhouse Gas Emissions						
Total Scope 1 and 2 CO ₂ emissions in tCO ₂	33,407	34,347	66.69	55.78	11.84	8.73
YoY change		2.8%		-16.4%		-26.2%
Total Scope 1, 2 and 3 CO ₂ emissions in tCO ₂	33,820	34,670	67,52	56.31	11.98	8.82
YoY change		2.5%		-16.6%		-26.4%
Scope 1 GHG emissions - cell incubator CO ₂ and dry ice in tCO ₂	41.86	69.71	0.08	0.11	0.01	0.02
YoY change		66.6%		35.5%		19.5%
Scope 2 GHG emissions – electricity and fuel use in tCO ₂	33,365	34,277	66.61	55.67	11.82	8.72
YoY change		2.7%		-16.4%		-26.3%

Data sources used for calculating energy mixes:

Germany: https://www.umweltbundesamt.de/sites/default/files/medien/1410/publikationen/2020-04-01_climate-change_13-2020_strommix_2020_fin.pdf

Italy: AXPO Italia

UK: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/877047/Press_Notice_March_2020.pdf

France : <https://www.rte-france.com/eco2mix>

Seattle/Redmond: Seattle City Light

U.S. East Coast: <https://www.eia.gov/electricity/data/state/>

To calculate emissions of selected electricity supply technologies we have chosen to adopt lifecycle CO₂ equivalent emissions per energy source. The multipliers represent median values calculated by Intergovernmental Panel on Climate Change (IPCC; https://www.ipcc.ch/site/assets/uploads/2018/02/ipcc_wg3_ar5_annex-iii.pdf)

The process of setting targets will be conducted in the course of 2022. We will adhere to the recommendations of the SBTi (Science Based Targets Initiative), which requires emissions reporting and tracking according to the internationally accepted GHG (Green House Gas) Protocol Corporate Accounting and Reporting Standard.

The assessment of Scope 3 emissions is still limited to business-related air travel during 2021. A reporting system for a reliable analysis of upstream and downstream activities – commute travel, supply chain and inter-site logistics, in particular – has been initiated in the first quarter of 2022 with our contracted external services.

Air travel data for Europe covers flights by employees in the years 2020 and 2021. Emissions receded in 2020, compared to 2019, due to COVID-19-related flight restrictions, in 2021 travel emissions decreased as well due to the implementation of more restrictions in the last quarter of 2020, which were extended in some countries to 2021 and specific entry restriction worldwide. Emissions data for the US is based on estimates due to a lack of actual data; emissions related to US air travel are based on an estimate of 0.13 t of CO₂ per head in 2020 and 0.08 in 2021. Based on these assumptions, CO₂ emissions related to air travel amounted to about 469 tonnes in 2020 and about 319 tonnes in 2021.

TABLE 15: SCOPE 3 GHG EMISSIONS – AIR TRAVEL

	EUROPE			US		TOTAL
Air travel (business, conferences) – tCO ₂ *	420.2	282.4	49.0	36.4	469.2	318.8
YoY change		-32.8%		-25.8%		-32.1%
Miles	1,145,290	326,622				
YoY change		-71.5%				
Employees	3,199	3,719	373	479	3,572	4,198
tCO ₂ /employee	0.13	0.08	0.13	0.08	0.13	0.08
YoY change		-42.2%		-42.2%		-42.2%

*Estimations based on average t/CO₂

1) Calculation is based on methodology applied by myclimate.org and atmosfair.de

The data we provide on environmental factors is still limited and has been expanded for 2022, 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 helps 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:

Our group-wide mandatory electronic compliance training, currently hosted with an external learning provider, is provided to all new starters, and will require repetition on a regular basis once our internal global training platform, **EVOacademy**, is rolled out in the first quarter of 2022. 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 advisers. The compliance model for Aptuit (Verona) S.r.l. is regularly adapted to the Company's business and applicable legislation.

Code of Conduct:

Our commitment to a compliance-oriented corporate culture is manifested in our code of conduct, which defines values and principles for the conduct of our business that apply equally to members of the Management Board and Supervisory Board and to all employees. Our code of conduct is published in the IR & ESG section of Evotec's website (www.evotec.com/en/investor-relations/governance). The code of conduct has been updated and implemented with Evotec's US listing on Nasdaq in November 2021. This new version covers topics such as the use of company funds, correct accounting and record keeping, anti-bribery and corruption, anti-money laundering, dealing with personal conflicts of interest and insider trading, antitrust provisions, anti-hedging and pledging, our employee's work environment, safety, health and the environment, animal welfare, patents, copyright and confidentiality, personal data, global trade, duty to report/whistleblowing, SEC (Securities and Exchange Commission) disclosure and policy ownership of the code of conduct.

Global Policies:

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 (new as of November 2021);
- ▶ Group Policy on Insider Information (revised version as of November 2021);
- ▶ Global Whistleblowing and Case Handling Policy; and
- ▶ Personal Data Breach Policy (new as of August 2021)

In August 2021, we implemented via our electronic HR system a process which ensures that all employees must acknowledge electronically that they read and understood our compliance policies. Such acknowledgment is also required once there are new or updated policies available.

Whistleblowing platform

Another important aspect of accountability and transparency is the opportunity for our employees to express their misgivings responsibly and effectively. At Evotec, we are committed to create a speak-open culture. Potential breaches of compliance obligations can be reported to the relevant manager, the Company's group compliance officer, global compliance department, or any manager of other departments or someone in a relevant function. In January 2020, we implemented a web-based whistleblowing platform offering a highly secure way to speak up in terms of confidentiality and data protection, which can be found under the URL <https://evotecgroup.integrityline.org/>. Evotec provides employees and external stakeholders with a channel to report compliance-related concerns such as suspected or observed misconduct, violations of the Evotec's Code of Conduct or other legal violations. **EVOwhistle** is our dedicated and secure

website hosted outside the company network. It aims to create a trusted system with protection for both the whistleblower and the person which may be the subject of an addressed concern. Over the course of 2021, the system recorded 8 incidents, of which six were questions asked related to compliance topics and two were reported concerns/cases.

All whistleblowing incidents received by our global compliance department are supposed to be handled by the global compliance department in accordance with our Global Whistleblowing and Case Handling Policy to ensure, if necessary, a timely, fair and professional investigation as well as follow-up or corrective measures. Whistleblowing plays a significant role in identifying risk related issues, and a good-faith reporter is protected against retaliation even if the report is found to be unsubstantiated or misconduct is not confirmed by subsequent investigation. We appreciate active engagement as a sign of a good corporate culture. An anonymous reporting of incidents is possible as well through **EVOwhistle**.

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 defence. 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 (Croner-i) will help sites to keep up to date with local legislation and compliance requirements.

TABLE 16: COMPLIANCE GOALS

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
Refresh compliance training	Refresh the compliance training at least for employees who have completed the compliance training prior to 2021 or even for all employees with Go-live of EVOacademy	Evotec Group	2022	Not started
Implementation of a compliance management system according to ISO 37301:2021	Implement several documented processes and procedures	Limited scope: regional (Hamburg) and topics (handled by the global compliance department located in Hamburg)	2022 – plan to extend the scope as of 2023	In progress

We consider part of our evaluation in regards of compliance topic, our channel for reporting compliance concerns, **EVOwhistle**, the implementation of the automated, electronic reminders for training completion and policies acknowledgment, as well as the Compliance Management System according to ISO 37301:2021, which was implemented in Q3 2021.

The compliance department manages a broad scope of topics in the social and economic areas, where no significant issues related to non-compliance have been brought to the attention of the department.

6.2. ANTI-CORRUPTION

We see the management of risks and opportunities as the permanent task of identifying, analysing, 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.

Our target in terms of corruption is zero incidents, and we have not recorded any case of corruption this far. We have established and rolled out in November 2021 a stand-alone Anti-Corruption and Bribery

Compliance Policy (ABC Policy) that is mandatory to read and acknowledge by all employees as well as the members of the Management Board and Supervisory Board. Such policy supplements our Code of Conduct and states our non-tolerance of bribery, kickbacks, or corruption of any kind. Our employees are not permitted to give or offer anything of value (including gifts, hospitality, or entertainment) to anyone for the purpose of improperly obtaining or retaining a business advantage. Similarly, employees may not solicit or accept anything of value for an improper business purpose. The policy has been designed to prevent bribery from occurring, avoid the appearance of wrongdoing and enable us to respond promptly and effectively to any inquiries about its conduct. Employees who violate the policy may be subject to disciplinary action, up to and including termination.

Another aspect of anti-corruption law is the avoidance of transactions with individuals or organisations on international sanction lists.

- a) Since year-end 2017 we have followed a systematic approach intended to ensure that such individuals or organisations are identified and verified before any transactions are completed.
- b) We have also established and implemented in March 2021 a new corporate travel policy that outlines rules and approval processes for business travel.

TABLE 17: HOW TO COMBAT CORRUPTION

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
Avoid/prevent financial crime/fraud	Hiring an anti-financial crime specialist	not defined	End of 2022	Not started
Document compliance controls about ABC compliance	Further define and document processes and procedures for compliance controls with regard to ABC compliance	not defined	2022/2023	In progress

Since the ABC Policy was implemented only recently, the global compliance department may in 2022 randomly check travel expense reports or ask 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 responsible 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 healthy donors to generate data, which helps to facilitate precision medicine, diagnostics, and drug discovery and development efforts, with the ultimate goal of improving health worldwide. We obtain human biosamples and relevant clinical data through couple of different ways: through strategic partnerships with key clinical centres, through sponsored studies from clients, or by purchase from human biosample distributors or biobanks. One of the examples of an impact is an establishment the National Unified Renal Translational Research Enterprise (NURTuRE), the first kidney biobank covering England, Scotland and Wales and a key resource for the renal research community, where we are one of the funding parties and strategic collaborator. Similarly, we as Evotec established strategic partnership with Quality and Organ Donation, UK biobank, which aims to advance organ

transplantation, drug discovery as well as clinical and biomarker research. In addition, our internal **EVOgnostic** program, uses our Molecular Patient Databases (E.MDP) – build by collecting precious human data – to stratify patients based on omics and biomarker data. E.MPD is also used in strategic partnerships with drug discovery collaborators such as Chinook and Novo Nordisk, with the goal of finding treatments for patients with life threatening kidney diseases.

In accordance with applicable local laws and regulations, we establish ethical guidelines and rules to be followed by our employees. We also expect our business partners and suppliers to act accordingly.

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 biomaterial for biomedical research deserves 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 biomaterials 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 biosamples 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 bundle 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 18: GOALS ON BIOETHICS' RELATED TOPICS

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
Establishing HBSO for managing human biosamples	HBSO starts operating in 2021	Evotec Group	2021	Done
Internal publication of a policy on human biosample use	Publication of policy in Q2 2022	Evotec Group	Q2 2022	In progress
Global harmonization of documents (Directives, SOPs, Work instructions) across Evotec sites and in line with the policy on human biosample use	<ul style="list-style-type: none"> - By the end of 2022 all directives and 70% of global SOPs are effective - By end of Q1 2023 90% global SOPs are effective - By End of Q2 90% of local SOPs/WI have been adapted to be in line with global documents 	Evotec Group	Q2 2023	In progress
Establishment & development of Göttingen human sample management system	<ul style="list-style-type: none"> - On the regular basis: Checked, evaluated and documented progress of the tasks and timelines - Collected feedback from employees involved to further optimize the system 	Evotec Göttingen	Q4 2021	Done
Development of the list of the required documents (SOPs, protocols based on ISBER guidelines)	<ul style="list-style-type: none"> - On the regular basis: Checked, evaluated and documented progress of the tasks and timelines - Evaluated and checked with Evotec legal and quality department compliance and applicability of proposed documents 	Evotec Göttingen	Q4 2021	Done
Development of documents and workflows for collaborative & strategic partnership projects that involve human biospecimen	<ul style="list-style-type: none"> - On the regular basis: check, evaluate and document progress of the tasks and timelines - Collect feedback from employees involved - Monitor updates in regulatory requirements and adjust where needed 	Evotec Göttingen	Q4 2022	In progress

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 learn from 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.

6.3.2. DISEASE MODELLING WITH iPSCS

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. Milestone generations and collaboration expansions with Bristol Myers Squibb in 2021 provide evidence of the progress of these activities (for details please refer to our Annual Report).

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 consented 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 number 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 samples and all derivatives thereof. Importantly, most iPSC lines created by the partner are obtained in a non-exclusive manner to enable unrestricted access for the entire research community.

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 to iPSC lines. This methodology is applied when the overall patient population

is too small for the patients to become pseudonymised. iPSC lines are stored at our cryostorage facilities. A mirror bank holding a smaller quantity of each cell line has been established across several sites to ensure the security and consistency of all iPSC lines long term.

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 employee'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 planned for 2022 to improve *in vivo* research.

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, Reproducibility is always welcome. 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.

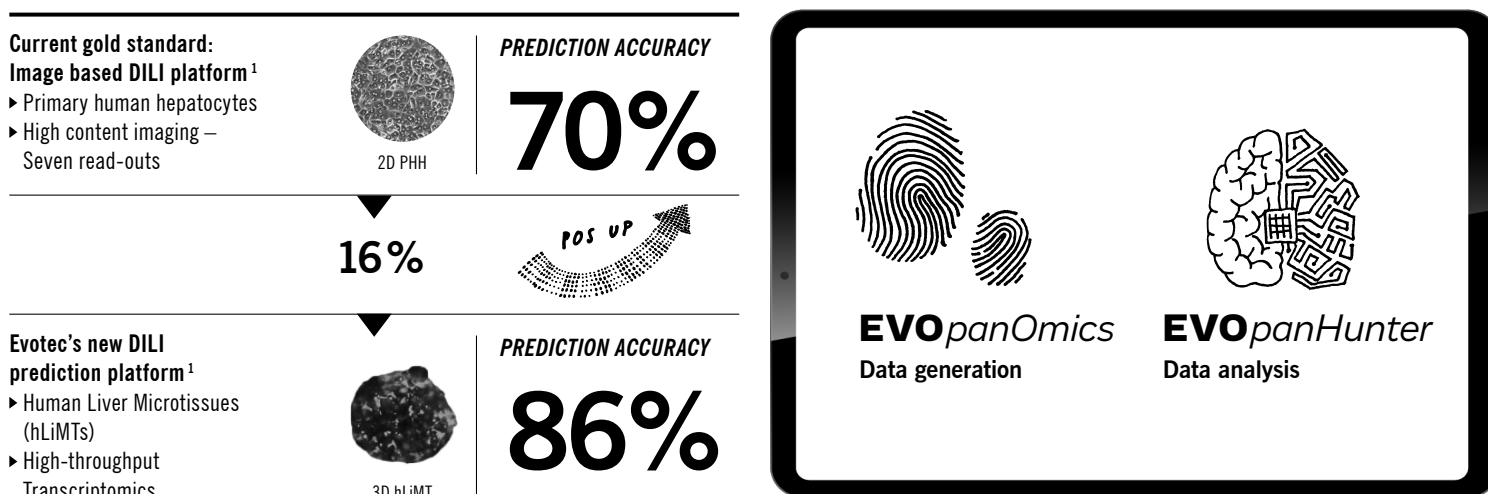
In aiming to minimise the use of animals in research and development as far as possible, we already use a broad range of *in vitro* pharmacological experiments as part of its drug discovery process. These experiments, which are conducted in test tubes, test a wide range of parameters in human cell lines and tissues. Using the latest technologies, such as imaging and increasingly also non-invasive methods (e.g., light sensors), refined techniques and advice from biostatisticians 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 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 tests, 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.

FIGURE 25: EVOTEC'S NEW PREDICTION PLATFORM



¹ Prediction are based on matched 2D Primary Human Hepatocyte assay or Human Liver Microtissues (hLiMTs) with 128 reference compounds tested (largest reference compound data base reported)

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.

6.3.4. ANIMAL USE IN DRUG DISCOVERY

To ensure that best practice for animal testing is followed, we implement recommendations from laboratory animal science associations (GV-SOLAS, FELASA) and the German Veterinary Association for Animal Welfare (TVT). In addition, all research sites have applied for accreditation by the internationally acknowledged animal protection organisation AAALAC International (Association for Assessment and Accreditation of Laboratory Animal Care International) and have been accredited successfully. The exhaustive accreditation took place after an in-depth review of the conditions and programmes for keeping and using the laboratory animals, as well as the professional qualifications of their keepers and the scientific staff. A re-accreditation of the sites takes place every three years; in 2021, for the Hamburg and the Verona sites. Our goal of having all six relevant sites accredited according to AAALAC standards was reached by the end of 2020.

TABLE 19: AUDITS & VISITS OF IN-VIVO UNITS BY REGULATORY BODIES 2019–2021

	COUNTRY	SITE	DATE	AGENCY
2019	Germany	Göttingen	June 28th	AAALAC
	England	Manchester	November 22nd	AAALAC
2020	Germany	Hamburg	June 3rd	Legal authorities animal welfare act §16 (Behörde für Gesundheit und Verbraucherschutz)
	Germany	Göttingen	July 15th	Veterinary Pharmacy audit by LAVES
	Austria	Orth	November 5th	AAALAC
	Germany	Hamburg	November 9th	Veterinary Pharmacy audit by local authorities (Behörde für Justiz und Verbraucherschutz)
	Italy	Verona	December 14th	Italian Ministry of Health
2021	Italy	Verona	May 31st & June 1st	AAALAC
	Germany	Hamburg	July 7th	Legal authorities TierSchTrV
	Germany	Göttingen	October 18th	Legal authorities unannounced audit TierSchVersV
	Italy	Verona	October 19th	Legal Authorities unannounced visit
	Austria	Orth	October 20th	Legal authorities unannounced audit (§32(2) TVG 2012)
	France	Toulouse	October 26th, 28th & 29th	AAALAC

Alongside its ethical obligation 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. Internal committees are established at all sites to regularly discuss animal welfare aspects and adapt them to the respective applicable legislation or current standards.

Animal welfare is enshrined as a state objective in the German constitution and regulated in the Animal Welfare Act. It is therefore unsurprising that a wide variety of regulatory requirements must be met, and regular audits undergone. We are open to spontaneous or announced audits of this kind at any time and at any site, both in Germany and at its international sites. In recent years, audits or visits were conducted by various regulatory authorities at all six sites. No significant complaints were reported, and all necessary corrections were made within only a few weeks or even days.

6.4. SUPPLY CHAIN

Our world is increasingly global and interconnected, so supply chains are too. Our corporate success depends, among other things, on good cooperation with our business partners as well as reliable and responsible sourcing of materials. From our suppliers, we expect to be compliant with essential environmental and social standards. In this context, we are oriented towards the OECD Guidelines for Multinational Enterprises. Further, it will be important to be prepared for the requirements of the Supply Chain Act, which becomes effective in 2023 respectively 2024 for Evotec.

At Evotec, Supply Chain Management includes the areas of Purchasing, Logistics, and Facility Management and Engineering. On one hand we have an influence on the selection of suppliers and products and e.g., the associated emissions per purchased product. On the other hand, interruptions within the supply chain can affect our business operations significantly.

TABLE 20: GOALS OF SUPPLY CHAIN

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
Ensure ESG compliance of suppliers	Publish new terms and conditions of purchase	Evotec Group	Q2 2022	Ongoing
	Issue of a supplier code of conduct	Evotec Group	Q2 2022	Ongoing
Increase the transparency of our supply chain	– Get the remaining active suppliers onto IntegrityNext – Agree on corrective actions with non-compliant suppliers	Evotec Group	Continuously	Started recently
Improve supplier selection	Implement ESG supplier risk assessment into the supplier onboarding process	Evotec Group	Q2 2022	Ongoing

Within the developed Risk Matrix there is a dashboard showing the overall ESG compliance situation of our supplier base. Non-compliant suppliers will be approached by procurement teams to agree on improvements. How to deal with suppliers that do not meet our expectations and are not willing or not able to improve themselves, especially with regards to ESG related topics, will be defined in 2022. This approach will be executed by our global procurements teams and will be analysed and reviewed by our Internal Audit & Risk Management team. In 2021, 37% of new suppliers were

Supply chain surveillance

Our active supplier base contains approximately 6,800 suppliers. 79% of these are based in Europe, 20% in North America, and 1% in Asia-Pacific region. In total 99.1% of our suppliers originate from OECD countries.

To ensure the ESG compliance of the suppliers, a risk assessment matrix was developed in 2021, which is based on the results of IntegrityNext that was implemented in 2020. The IntegrityNext platform combines sustainability social media screening and ESG supplier assessments. Each supplier needs to upload certificates and answer questionnaires related to the following categories:

- ▶ Anti-Bribery and Anti-Corruption
- ▶ Environmental Protection
- ▶ Human Rights and Labour
- ▶ Quality Management
- ▶ Energy Management
- ▶ Data Protection (GDPR, General Data Protection Regulation)
- ▶ Conflict Minerals
- ▶ REACH
- ▶ Carbon Footprint

Out of 6,800 suppliers, so far 3,200 were invited to register on IntegrityNext. These are all suppliers we had spent more than EUR 1,000 since 01.01.2020. By the end of 2021, more than 2,000 suppliers have already completed their profiles. These suppliers represent 80% of our total spend. The next step is to encourage not yet registered suppliers to complete their profiles, analyse the profiles of suppliers that do not fully meet our requirements, and agree on corrective actions. In addition, the target for 2022 is to implement the supplier risk assessment into the supplier onboarding process to ensure their compliance before starting a business relationship.

To deploy our principles of ethical behaviour systematically along the value chain, we will issue a Supplier Code of Conduct and publish new Terms and Conditions of Purchase by mid of 2022.

screened using environmental and social criteria. From our pool of suppliers, 1,701 were assessed for environmental impacts and 1,631 for social impacts.

Through our external platform IntegrityNext, we have identified a relevant number of suppliers with a status that can refer to having a negative environmental or social impact. We have also found that the reason this might occur derives from lacking certified standards for social issues (e.g., SA8000 certification), environmental management system (e.g., ISO 14001

and EMAS), policies addressing environmental/social issues, or the requested information was not provided by the supplier.

6.5. IT SECURITY

In an environment where the protection of intellectual property is a key competitive factor, our good reputation will hinge upon the security, quality, and integrity of its data. For this reason, information security is of paramount importance to us. Not only intellectual property but also sensitive information of our customers, employees, and other stakeholders must be protected. Security of information is an integral part of our management structure to maintain continuity of our business, legal and regulatory compliance and to adhere to Evotec’s best practices. Confidentiality, availability, and integrity are essential for Evotec’s information assets and strategic issues for reasons of trust and privacy. All digital technologies are on the rise and almost all of our business areas might be affected by cyber-attacks. Therefore, Evotec aims to strengthen the mechanisms to protect its data, secure the information systems, and maintain operational performance.

We have implemented an Information Security Management System (ISMS) according to ISO/IEC 27001⁶ to control information security risks, developing standard information security processes and raising our employee’s awareness of information security aspects. The Chief Finance Officer (CFO) and the Chief Operations Officer (COO) are the sponsors of the ISMS. EVP Global Head of Information Technology is responsible for board level agreement of strategy and securing sufficient funds and resources for the strategy and keeping the board up to date with major security concerns.

Our approach to information security is to ensure the confidentiality, integrity and availability of our assets, information, and IT services by preventing unauthorized access, use, disclosure, disruption, modification, recording or destruction of information. We believe that being proactive, assessing our risks, and mitigating them by acting appropriately are the keys to ensuring the sustainability of our performance. Continuous improvement

which aims to always do better and not be content with the existing state 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 to have the common language and understanding of information security aspects. Due to the importance of our stakeholder’s interests, the requirements of them are integrated into information security strategies and fulfilled 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

GOAL	MEASURE	SCOPE	NEXT MILESTONES	STATUS
ISO/IEC 27001 certification	Global ISMS Roll-out and Certification Audit	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.

⁶ISO/IEC 27001 is the international standard that describes best practice for an ISMS (information security management system). Achieving accredited certification to ISO 27001 demonstrates that the company is following information security best practice and provides an independent, expert verification that information security is managed in line with international best practice and business objectives.

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:

GRI STANDARD	DISCLOSURE	SASB	PAGE NUMBER(S)	CHAPTER/SUBSECTION
GENERAL DISCLOSURES				
GRI 102: General Disclosures 2016	102-1 Name of the organisation		8	How We Are Organized
	102-2 Activities, brands, products, and services		8	Our Business Model
	102-3 Location of headquarters		8	How We Are Organized
	102-4 Location of operations		8	How We Are Organized
	102-5 Ownership and legal form		8	How We Are Organized
	102-6 Markets served		8	How We Are Organized
	102-7 Scale of the organisation			<i>Please refer to the Annual Report</i>
	102-8 Information on employees and other workers		20, 21, 24	Fair Employment; DEI - Diversity, Equity, and Inclusion
	102-9 Supply chain		38	Supply chain
	102-10 Significant changes to the organization and its supply chain		8, 38	Who We Are and How We Pursue Our Mission; Supply Chain
	102-11 Precautionary Principle or approach		12, 30	Risks in Connection with Non-Financial Matters; Operational Environmental Protection
	102-12 External initiatives		45	Memberships & Initiatives
	102-13 Membership of associations		45	Memberships & Initiatives
	102-14 Statement from senior decision-maker		5	Foreword by the management team
	102-16 Values, principles, standards, and norms of behaviour		8, 19, 32	Who We Are and How We Pursue Our Mission; Fair Employment; Compliance
	102-18 Governance structure		10	Our ESG Approach
	102-40 List of stakeholder groups		13	Stakeholder & materiality analysis
102-41 Collective bargaining agreements		21	Fair Employment	
102-42 Identifying and selecting stakeholder		13	Stakeholder & materiality analysis	
102-43 Approach to stakeholder engagement		13	Stakeholder & materiality analysis	
102-44 Key topics and concerns raised		13	Stakeholder & materiality analysis	

GRI STANDARD	DISCLOSURE	SASB	PAGE NUMBER(S)	CHAPTER/SUBSECTION
GENERAL DISCLOSURES				
	102-45 Entities included in the consolidated financial statements			<i>Please refer to the Annual Report</i>
	102-46 Defining report content and Topic Boundaries		3	About this report
	102-47 List of material topics		13	Stakeholder & materiality analysis
	102-48 Restatements of information		3	<i>Overall Reporting Standards</i>
	102-49 Changes in reporting		13	Stakeholder & materiality analysis
	102-50 Reporting period		3, 5	About this report; foreword by the management team
	102-51 Date of most recent report		4	About this report
	102-52 Reporting cycle		4	About this report
	102-53 Contact point for questions regarding the report		48	
	102-55 GRI content index		41	GRI Content index
Material topics				
ECONOMIC TOPICS				
GRI 205: Anti-corruption 2016	103-1 Explanation of the material topic and its Boundary		33	Anti-corruption
	103-2 The management approach and its components		33	
	103-3 Evaluation of the management approach		33	
	205-2 Communication and training about anti-corruption policies and procedures		33	
	205-3 Confirmed incidents of corruption and actions taken	HC-BP-510a.1	33	
ENVIRONMENTAL TOPICS				
GRI 305: Emissions 2016	103-1 Explanation of the material topic and its Boundary		29	Taking Care of the Planet; Our Report on Emissions
	103-2 The management approach and its components		29	
	103-3 Evaluation of the management approach		29	
	305-1 Direct (Scope 1) GHG emissions		31	
	305-2 Energy indirect (Scope 2) GHG emissions		31	
	305-3 Other indirect (Scope 3) GHG emissions		31	
GRI 308: Supplier Environmental Assessment 2016	103-1 Explanation of the material topic and its Boundary		38	Supply Chain
	103-2 The management approach and its components		38	
	103-3 Evaluation of the management approach		38	
	308-1 New suppliers that were screened using environmental criteria		38	
	308-2 Negative environmental impacts in the supply chain and actions taken		38	

<i>GRI STANDARD</i>	<i>DISCLOSURE</i>	<i>SASB</i>	<i>PAGE NUMBER(S)</i>	<i>CHAPTER/SUBSECTION</i>
SOCIAL TOPICS				
GRI 401: Employment 2016	103-1 Explanation of the material topic and its Boundary		19	Fair Employment
	103-2 The management approach and its components		19	
	103-3 Evaluation of the management approach		20	
	401-1 New employee hires and employee turnover	HC-BP-330a.1	20, 21	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	HC-BP-330a.2	21	
	401-3 Parental leave		21	
GRI 403: Occupational Health and Safety 2018	103-1 Explanation of the material topic and its Boundary		25	Occupational Health and Safety
	103-2 The management approach and its components		25	
	103-3 Evaluation of the management approach		26	
	403-1 Occupational health and safety management system		25	
	403-2 Hazard identification, risk assessment, and incident investigation		27	
	403-4 Worker participation, consultation, and communication on occupational health and safety		28	
	403-5 Worker training on occupational health and safety		26	
	403-6 Promotion of worker health		25	
	403-9 Work-related injuries		27	
GRI 404: Training and Education 2016	103-1 Explanation of the material topic and its Boundary		21	Training and education
	103-2 The management approach and its components		21	
	103-3 Evaluation of the management approach		22	
	404-2 Programs for upgrading employee skills and transition assistance programs		22, 23	
	404-3 Percentage of employees receiving regular performance and career development reviews		23	
GRI 405: Diversity and Equal Opportunity 2016	103-1 Explanation of the material topic and its Boundary		24	DEI – Diversity, equity and inclusion
	103-2 The management approach and its components		24	
	103-3 Evaluation of the management approach		24	
	405-1 Diversity of governance bodies and employees		24, 25	
GRI 406: Non-discrimination 2016	103-1 Explanation of the material topic and its Boundary		24	DEI – Diversity, equity and inclusion
	103-2 The management approach and its components		24	
	103-3 Evaluation of the management approach		24	
	406-1 Incidents of discrimination and corrective actions taken		24	

<i>GRI STANDARD</i>	<i>DISCLOSURE</i>	<i>SASB</i>	<i>PAGE NUMBER(S)</i>	<i>CHAPTER/SUBSECTION</i>
SOCIAL TOPICS				
GRI 414: Supplier Social Assessment 2016	103-1 Explanation of the material topic and its Boundary		38	Supply Chain
	103-2 The management approach and its components		38	
	103-3 Evaluation of the management approach		38	
	414-1 New suppliers that were screened using social criteria		38	
	414-2 Negative social impacts in the supply chain and actions taken		38	
GRI 418: Customer Privacy 2016	103-1 Explanation of the material topic and its Boundary		39	IT Security
	103-2 The management approach and its components		39	
	103-3 Evaluation of the management approach		39	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		39	
GRI 419: Socioeconomic Compliance 2016	103-1 Explanation of the material topic and its Boundary		32	Compliance
	103-2 The management approach and its components		32, 33	
	103-3 Evaluation of the management approach		33	
	419-1 Non-compliance with laws and regulations in the social and economic area		33	

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)

NAME	COUNTRY	NEAR-TERM ACTION
AbbVie	USA	Committed
Abdi Ibrahim Pharmaceuticals	Turkey	Committed
Alchem International Private Limited	India	Committed
Astellas Pharma Inc.	Japan	2°C
AstraZeneca	UK	1.5°C
BIAL	Portugal	Committed
Bayer AG	Germany	1.5°C
Biogen Inc.	USA	1.5°C
Catalent Pharma Solutions*	USA	Committed
Charles River Laboratories, Inc.*	USA	1.5°C
Chiesi Farmaceutici S.p.A.	Italy	1.5°C
Chugai Pharmaceutical Co., Ltd.	Japan	1.5°C
Daiichi Sankyo Co., Ltd.	Japan	Well-below 2°C
Dechra Pharmaceuticals PLC	UK	Committed
Dr. Reddy's Laboratories Ltd.	India	1.5°C
Eisai Co., Ltd.	Japan	2°C
Eisai Europe Limited	UK	Committed
Evotec SE	Germany	Committed
Gilead Sciences, Inc.	USA	1.5°C
GlaxoSmithKline	UK	1.5°C
Glenmark Pharmaceuticals Limited	India	Committed
Grupo Ferrer Internacional SA	Spain	1.5°C
IQVIA Holdings Inc	USA	Committed
Illumina, Inc.	USA	1.5°C
Ipsen SA	France	Committed
Johnson & Johnson	USA	1.5°C
LEO Pharma A/S	Denmark	Committed
Labcorp	USA	Committed
Lundbeck A/S	Denmark	1.5°C
McKesson Corporation	USA	Committed
Merck & Co., Inc.	USA	1.5°C
Merck KGaA	Germany	Committed
Novartis	Switzerland	1.5°C
Novo Nordisk A/S	Denmark	1.5°C

NAME	COUNTRY	NEAR TERM ACTION
ONO PHARMACEUTICAL CO., LTD.	Japan	1.5°C
Otsuka Pharmaceutical Co., Ltd.	Japan	2°C
Pfizer Inc.	USA	1.5°C
QIAGEN N.V.	The Netherlands	Committed
SANOFI	France	1.5°C
SERVIER	France	2°C
SILAB	France	Well-below 2°C
Santen Pharmaceutical Co., Ltd	Japan	1.5°C
Shionogi & Co.,Ltd	Japan	1.5°C
SkyCell AG	Switzerland	1.5°C
TAIHO PHARMACEUTICAL CO., LTD	Japan	2°C
TCI Co., Ltd.	Taiwan	1.5°C
Takeda Pharmaceutical Company	Japan	1.5°C
Teva Pharmacuetical Industries LTD	Israel	Committed
Thermo Fisher Scientific Inc.*	USA	Committed
UCB	Belgium	Well-below 2°C

***Our peers**

Committed: Official submit intensions 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

Turnover of Taxonomy eligible activities	0%
Turnover of Taxonomy non-eligible activities	100%
Total	100%

PROPORTION OF OPEX FROM PRODUCT OR SERVICES ASSOCIATED WITH TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES - DISCLOSURE COVERING YEAR 2021

OpEx of Taxonomy eligible activities	0%
OpEx of Taxonomy non-eligible activities	100%
Total	100%

PROPORTION OF CAPEX FROM PRODUCT OR SERVICES ASSOCIATED WITH TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2021

	Code	
CapEx of Taxonomy eligible activities		3.5%
Revamping site HVAC	F43	1.6%
MEC I additional steam boiler	F43	0.8%
Incremental upgrade of obsolete BMS (DCS)	F43	0.7%
Waterproofing of roof/terraces and external painting	F43	0.5%
CapEx of Taxonomy non-eligible activities		96.5%
Total		100%

For further enquiries please contact

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