

Simtra
BioPharma Solutions



2024 Sustainability Report

Table of Contents



A Message from Our CEO	1
Sustainability Overview	2
About this Report	3
Material Assessments	4
Forward-Looking Statements	5
About Us	6
Our Mission, Vision and Purpose	7
Our Commitment to Sustainability	8
Stakeholder Engagement	9
Corporate Governance: Aligning Values with Actions	10
Sustainability Governance	12
Business Ethics and Compliance	13
Risk Management	14
Business Continuity, Incident Response and Resiliency	14
Investing in Our Team	17
Diversity	18
Employee Engagement	20
Wellbeing	21
Employee Health and Safety	21
Benefits	22
Careers	23
Community Involvement	26
Delivering Quality Products	28
Premier Quality	28
Quality Management System	30
Supply Chain Management	30
Reducing Our Environmental Impact	32
Greenhouse Gas (GHG) Emissions	33
Water Usage	34
Waste Management	35
Looking Ahead	36
Appendix	37
Performance Metrics	37
Assurance Statement	43
GRI Content Index	44
SASB Disclosure Index	51

A Message from Our CEO



At Simtra BioPharma Solutions (Simtra), we are committed to excellence and integrity in all that we do. As we grow our global footprint, operating in a sustainable and responsible manner is key to how we operate and make decisions relating to our operations. Since becoming an independent company in 2023, environmental, social and governance-related matters have played a vital role in shaping the way we do business, supporting our employees, and engaging with our local communities. As such, we are proud to share our first full-length Sustainability Report with you.

We are Made For This and our core values – *Make It Happen, Make It Together, Make It Right, and Make It Count* – guide us in our journey to be a premier contract development and manufacturing (CDMO) company for injectable products.

We have a direct connection to the critical treatments distributed by our pharmaceutical customers. From initial concept to development to commercial production, we are committed to making sure that the injectable drugs we manufacture perform as intended, every time. To that end, we work closely with our suppliers to ensure their contributions to our development and manufacturing processes meet rigorous standards and that they provide Simtra the

highest quality materials necessary to fulfill our commitments to our customers.

We are committed to building systems and processes that meet or exceed applicable U.S. and international regulatory and quality standards. In 2024, we committed millions of dollars to support capacity expansion and facility upgrades at our two sites, and reviewed our operational improvements and growth plans through the lenses of quality, safety, regulatory and sustainability.

We are investing in our people, our processes, and our systems to strengthen our organization, enhance employee engagement, advance technical capabilities, and expand manufacturing capacity to meet growing customer demand. At the same time, we are seeking to minimize our environmental footprint and maximize our positive impact on employees, customers, and the communities in which we live and work.

Thank you for your continued support and partnership.

Franco Negron
CEO, Simtra Biopharma Solutions

Sustainability Overview

At Simtra, sustainability is key to our ability to achieve our purpose to bring vital injectable products to our customers' patients worldwide. 2024 represented our first full year as an independent organization, and we made meaningful progress across environmental, social and governance-related priorities.

Key Highlights



Launched Mission, Purpose and Vision statements and Core Values.



Grew global employee base by ~26% and revamped our onboarding and training programs.



Operationalized a Sustainability Committee and employee Working Group to oversee progress and drive sustainability initiatives across the organization.



Operationalized over 15,000 sq. meters of solar panels and installed 25 electric vehicle (EV) charging stations at our German facility.



Launched/updated more than 20 corporate programs and policies.



Conducted our first greenhouse gas (GHG) emissions inventory.

About this Report



We are pleased to present our first annual Sustainability Report (Report), covering our sustainability-related performance from January 1 through December 31, 2024 (Reporting Period). This Report was developed to provide stakeholders information about Simtra's global operations and highlights of our efforts to address environmental, social, and governance-related matters. Included in this Report is an overview of Simtra as a company, what our values and commitments are, how we engage stakeholders, and why we do what we do.

The scope of this Report was determined based on materiality assessments conducted to determine material risks to Simtra's business and environmental impacts associated with our operations. The Report covers all of Simtra's operations, including our corporate headquarters and our global manufacturing facilities. This Report has been reviewed by our Executive Leadership Team (ELT) and approved by our Chief Executive Officer (CEO), as well as our Board of Managers (Board).

While every effort is made to provide accurate and complete information, Simtra does not warrant or represent that the information in this report is free from errors or omissions. The methodologies, assumptions and estimates underlying the integration of Simtra's sustainability data are likely to continue to change in future periods, due to regulatory or other developments or due to changes in our strategic goals or objectives. As a result, the information we provide in future disclosures may differ from this report and we may choose to issue corrections.

For context, the Report references select disclosures, or parts of their content, from the Global Reporting Initiative (GRI) Standards framework, as well as from the Sustainability Accounting Standards Board (SASB) Medical Equipment & Supplies and Biotechnology & Pharmaceuticals Standards. Content indexes are included to help readers more easily locate relevant information across the Report and Simtra's web-based resources and to demonstrate compliance with the GRI Standards.

Material Assessments

During the first quarter of the year, we conducted an initial materiality assessment during which priority topics were identified by analyzing relevant sustainability standards (including GRI and SASB), the Pharmaceutical Supply Chain Initiative (PSCI) Principles, industry trends, and the current and potential impacts of our operations. We followed up with a current state assessment, including a review of relevant owner/investor sustainability-related priorities, a review and compilation of industry-specific standards, and a review of publicly available information on Simtra's community initiatives and sustainability-related efforts.

This Report is structured to provide a summary of the impact of Simtra's operations on each of the material sustainability-related topics in the Reporting Period with consideration given to global trends, the expectations of stakeholders, and the Company's strategic objectives. We identified high "business relevance" issues through internal evaluations and document review and categorized issues with high "stakeholder impact" based on benchmarking companies in the same industry, and by looking at online reports published by international healthcare organizations. From this exercise, the following material sustainability-related topics were selected:

Material Assessment 2024

Area	Topic	Potential Impact Within Simtra's Value Chain		
		Upstream	Operation	Downstream
Reducing Our Environmental Impact	• Climate Action and GHG Emissions	✓	✓	✓
	• Water Management		✓	
	• Waste Management	✓	✓	✓
Investing in Our Team	• Culture and Inclusion		✓	
	• Employee Engagement		✓	
	• Employee Health and Safety	✓	✓	
	• Community Engagement		✓	
Delivering Quality Products	• Product Quality and Safety	✓	✓	✓
	• Supply Chain Management	✓		
Corporate Governance: Aligning Values with Actions	• Innovation	✓	✓	✓
	• Business Ethics and Compliance	✓	✓	✓
	• Corporate Governance and ESG Oversight	✓	✓	✓

Forward-Looking Statements

The information detailed in this Report may contain forward-looking statements that speak to reasonable expectations and assumptions based on our current understanding of our operations. These statements may include phrases such as, but are not limited to, “aim,” “believe,” “commit,” “could,” “drive,” “estimate,” “ensure,” “expect,” “goal,” “intend,” “may,” “might,” “mission,” “plan,” “project,” “seek,” “strategy,” “strive,” “target” and “will” or similar expressions to identify forward-looking statements. All statements other than statements of historical or current facts, including statements regarding any goals, strategy and roadmap, potential impact statements, plans, initiatives, projections, commitments, expectations or prospects, are forward-looking.

Forward-looking statements reflect Simtra’s current expectations with regard to sustainability-related efforts and those expectations involve inherent risks and uncertainties. Actual results could differ materially due to a variety of factors, including assumptions not being realized, scientific or technological developments, evolving sustainability or business strategies, changes in carbon markets, evolving government regulations in the geographic regions in which the Company operates, or other changes in circumstances. The standards of measurement and performance contained in this Report continue to develop and are based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this Report can or will be achieved.

While we believe our forward-looking statements are based on reasonable assumptions, any of these assumptions, and therefore, also the forward-looking statements based on them, could prove to be inaccurate. Given the significant uncertainties inherent in the forward-looking statements included herein, the inclusion of such statements is not a representation or guarantee that they will be achieved. Our forward-looking statements speak of the date of this Report and will not be updated unless required by law.

We value your feedback

We welcome feedback and questions about this Report and encourage you to share any queries or comments at: Sustainability@simtra.com.

About Us



2024 Highlights



Established new corporate headquarters.



Committed ~ \$300 million to expand U.S. manufacturing capacity, including breaking ground on a 150,000 square foot building to house state-of-the-art isolator filling lines.



Expanded Development and Pre-Commercial Services (DPCS) business and made \$14 million investment to install clinical-scale conjugation and purification capabilities for Antibody-Drug Conjugates (ADCs).



Manufactured more than 100 clinical and/or commercial products.



Produced products approved for market in more than 100 countries.

Simtra is committed to developing and manufacturing the highest-quality sterile injectable products to meet the evolving needs of our customers and their patients worldwide. With decades of expertise rooted in our Baxter legacy², we partner with pharmaceutical and biotechnology companies to help them navigate the complexities of parenteral drug production. As a standalone company owned by private equity firms Advent International³ and Warburg Pincus⁴ (our Sponsors), Simtra now operates as an independent CDMO providing a range of services for customers from clinical research to commercial deployment.

We support our customers' needs from our two state-of-the-art facilities in Halle Westfalen, Germany⁵ and Bloomington, Indiana,⁶ as well as from our new corporate headquarters in Parsippany, New Jersey. We offer a wide range of delivery systems including pre-filled syringes, liquid/lyophilized vials, diluents for reconstitution, and sterile crystallization. Our product types include biologics and small molecules, cytotoxics, highly potent compounds, and vaccines. Both manufacturing sites serve customers around the globe and conduct operations in quality-driven, current good manufacturing practice (cGMP)-compliant facilities, using ISO-certified manufacturing practices.

Received the **2024 Contract Development and Manufacturing Organization (CDMO) Leadership Award** across all six categories, reflecting our dedication to quality and customer satisfaction.



Our Mission, Vision and Purpose

Prior to becoming a stand-alone company in October 2023, Simtra's two manufacturing sites were a business unit of Baxter International. As such, our heritage is based on over 65 years of innovation in healthcare. Our legacy fuels our passion for continuous innovation and drives our focus on execution and excellence in everything we do.

We are a mission-driven company, with a clear vision and purpose that guide our corporate culture.



We are
MADE FOR THIS



Core Values

At the heart of Simtra's culture is the simple truth that **We Make What Matters**. Stemming from that statement is a set of values designed to help us work productively with one another and celebrate behaviors that will enable our business success. These values are a manifestation of the actions we strive for in our daily work and our personal conduct. Employees learn about our values and their role in helping us achieve our Mission, Vision and Purpose when joining the Company and our values are routinely used in our corporate communications and as part of our learning and development programs.⁷

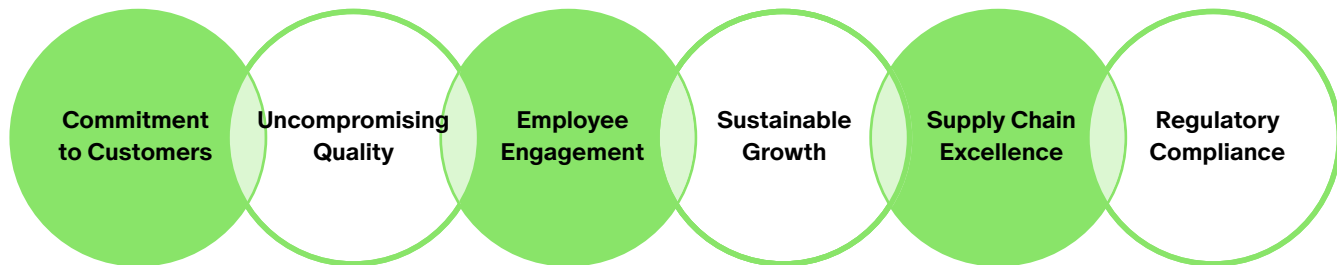
Our Commitment to Sustainability

Although a newly independent company, sustainability is not a new concept at Simtra. We recognize that we are at the start of a transformative journey, with the opportunity to build a best-in-class sustainability program aligned with our business objectives and supported by our people and our stakeholders. In 2024 we invested significant time and resources in our sustainability-related activities. We maintain both a sustainability steering committee made up of senior executives, as well as an employee Working Group currently made up of 13 employees from across the organization. Representative business areas include: Human Resources, Communications, Legal, Risk & Integrity (LRI), Environmental Health and Safety (EHS), Procurement and Supply Chain, Operations, Quality, Regulatory and Information Security. The Steering Committee met more than seven times during the year, and the Working Group held more than 24 meetings to discuss sustainability matters and develop this Report. The Company launched two trainings dedicated to sustainability and environmental, social and governance matters.

We Make It COUNT

At Simtra, **We Make It Count**. We take pride in our day-to-day work and know the impact we make. We take on challenges big and small to improve patient health. We drive organizational success by aligning individual efforts with the organization's short- and long-term goals, ensuring every action contributes to meaningful, measurable outcomes. We maximize patient impact by making decisions and prioritizing actions that drive the development, manufacturing, quality, and delivery of products, ensuring they meaningfully benefit patients. We deliver customer value by prioritizing actions and decisions that meet customer needs and commitments, ensuring every effort contributes to building strong, lasting value and trust.

Our Sustainability Program consists of six impact categories that represent the key focus areas of our Program:



Our Sustainability Program consists of six impact categories that represent the key focus areas of our Program. We will take steps to expand and scale our Program, as well as to determine the overall effectiveness of our sustainability-related efforts by, among other things, conducting employee surveys, soliciting feedback from key stakeholders, and periodically conducting benchmarking exercises.

Stakeholder Engagement

Simtra is committed to engaging in meaningful dialogue with our employees, our customers and our stakeholders, including with the communities in which we operate, to build trust and alignment as we strive to meet our business goals and sustainability aspirations.

Stakeholder Communication Channels and Key Topics

Stakeholder Group	Communication Channel(s)
Employees	<ul style="list-style-type: none"> • Regular all-Company communications • Quarterly CEO/CFO-led town halls • Quarterly site-led town halls • High-performance team and leadership workshops • Learning and development trainings and opportunities • Annual employee engagement survey • Focus group meetings and periodic functional communications • Social activities, both on-site and in the community • Employee Resource Groups
Customers	<ul style="list-style-type: none"> • Regular business review meetings • Customer audits • Participation in supplier sustainability assessments for our customers • Website, email, direct mail, catalogues, and social media • Attendance at industry conferences
Suppliers	<ul style="list-style-type: none"> • Tender notices for procurement of products/services • Policy governance and implementation, including periodic monitoring • Supplier diligence evaluations and audits • Periodic business reviews
Charities and Local Communities	<ul style="list-style-type: none"> • Regular dialogue with community partners • Community outreach and volunteering activities • Participation in community organizations
Sponsors	<ul style="list-style-type: none"> • Monthly business reviews • Quarterly Board and committee meetings

Corporate Governance

Aligning Values with Actions

2024 Highlights



Expanded Board to include additional independent member and formed a special committee of the Board to advise on operations and quality matters.



Conducted 17 compliance-related investigations; two reports received via our Ethics Hotline; average time to close ~10 days.



Formed various operational steering committees to oversee governance-related projects and initiatives (e.g., Corporate Policies, Sustainability, Advanced Technologies, Quality Enhancement).

We strive to embed good corporate governance in our day-to-day operations and to build a culture of integrity and accountability. As such, we are building and enhancing Simtra's foundational governance programs, policies and procedures consistent with best practices in our industry and our organizational structure.

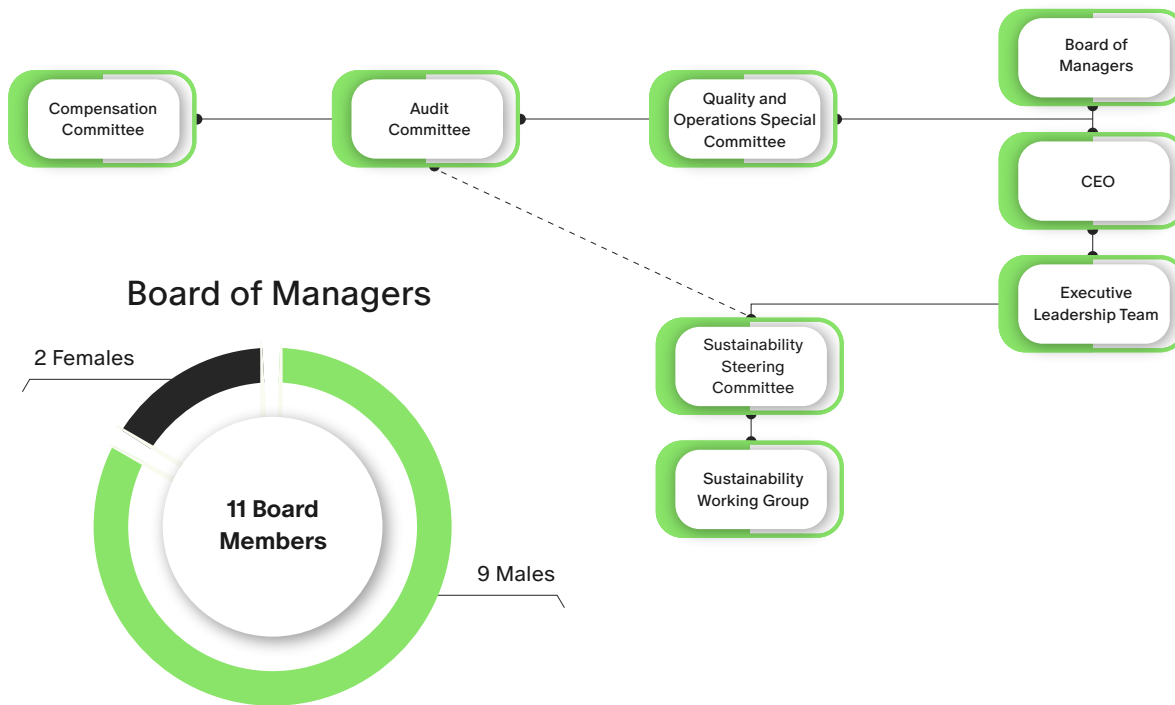
Our Board of Managers (Board) serves as the governing body that provides oversight of Simtra's strategic direction, financial health, and overall governance. The Board also provides guidance to Simtra's CEO and ELT to create and deliver sustainable shareholder value.

Our Board consists of 11 members, two of whom are independent⁸ members nominated by the Company's Sponsors. Board members serve at the discretion of our Sponsors. In the case of a member's resignation or removal, a qualified

successor is duly appointed consistent with the Company's operating agreement and Delaware law.

The Board is comprised of three committees, each with a specific charter—Audit Committee, Compensation Committee, and Quality and Operations Special Committee. Each committee meets quarterly. The Audit Committee provides oversight of our risk and compliance programs and policies, as well as our Sustainability Program (with input from the full Board). The Compensation Committee of the Board has oversight of Simtra's employment-related efforts, including our compensation and benefits policies and programs. The Quality and Operations Committee is a special committee of the Board responsible for reviewing quality and operations matters and reporting matters of importance or significance to the full Board for further discussion.

Corporate Governance Leadership Structure



Day-to-day operations of the Company is led by our Chief Executive Officer (CEO) and managed by the Simtra's executive leadership team (ELT) currently consisting of senior and executive leaders representing: Finance, Quality and Regulatory, Operations, LRI, Information Technology, Transformation, Human Resources, Commercial, Sales, Marketing and Development and Pre-Commercial Services (DPCS).

Respective ELT members are responsible for the development and implementation of the organization's policies and procedures, as well as execution of Simtra's corporate strategy. The ELT collectively drafted Simtra's Purpose, Vision and Mission statements and shared them with the Board before implementing them Company-wide.

Simtra's General Counsel and Chief Compliance Officer is the ELT member responsible for corporate risk management and compliance, as well as policy governance, reporting directly to our CEO with a direct line to the Audit Committee. The ELT directly supports risk management efforts and serves as a de facto risk management

and compliance committee, meeting periodically, but not less than annually, to discuss strategic risks to the Company, as well as compliance matters.

Simtra maintains a comprehensive Compliance Program, as well as a [Code of Conduct](#) (Code). Our Code outlines the principles that guide our corporate behavior and serves as the foundation for all Company programs, policies and procedures. It applies to all employees, officers and directors across the organization and establishes the framework in which we interact with each other and with our customers, suppliers, competitors, government agencies and the public to ensure that we fulfill our legal, regulatory and ethical obligations.

The commitments set forth in our Code are reinforced through employee training and various corporate communications, including quarterly town hall meetings, topic-specific emails and online courses. The Code is provided to all employees upon being hired and each year thereafter.

Sustainability Governance

Our Board, ELT and Sustainability Steering Committee are committed to driving sustainability throughout our business and engaging employees on key sustainability-related topics critical to our customers, stakeholders and the communities where we live and work.

Simtra's CEO has overall responsibility for the Company's sustainability efforts, with day-to-day management of Simtra's Sustainability Program being delegated to the Company's LRI function with operational oversight and direction provided by the Committee. The Committee was established shortly after the Company's formation in 2023 to align sustainability-related priorities and goals. The Company's General Counsel and Chief Compliance Officer serves as the executive sponsor of our Sustainability Program and is the Chairperson of the Committee. Other members of the Committee include the Chief Human Resources Officer, Chief Operating Officer, Chief Quality and Regulatory Officer and VP, and Head of Marketing. Each

Committee member is responsible for global and site-based progress against each impact category of our Program that is closest to their function.

The Board delegated oversight responsibilities for Simtra's Sustainability Program and sustainability-related efforts to the Audit Committee (Audit). Audit currently has four members (chaired by independent members of the Board). Audit is provided a programmatic overview of the Program annually and sustainability-related topics and/or Program highlights are presented and discussed at each Audit meeting, with a report out by the Audit Chair to full Board each quarter. Based on these presentations and discussions, the Board makes recommendations on how Simtra's policies, practices and disclosures can be adjusted or may better address relevant sustainability areas impacting the long-term value of the Company.



Business Ethics and Compliance

We maintain a comprehensive Compliance Program designed in accordance with applicable guidance and standards in our industry. The Company's Code and Compliance Program are applicable to all of our global business operations and both documents provide for a series of internal policies, procedures and/or controls to minimize areas of compliance risk, including anti-bribery and anti-kickback, trade compliance, vendor management, conflicts of interest, insider trading, antitrust and competition law, fraud, money laundering, and other improper activities.

In addition to outlining various controls to mitigate risks and prevent misconduct, Simtra's Code and various governance and risk management programs provide guidance and

direction to employees (and Simtra's suppliers to the extent applicable) regarding how to act ethically and remain compliant with global laws and regulations. Notable policies updated or operationalized in 2024 include our Compliance Program, Anti-Bribery and Anti-Corruption (ABAC) Policy, Anti-Retaliation Policy, Excluded Parties Policy, Information Governance Program, Document Management Policy, Privacy Policy, Information Security Program, Sustainability Program, Supplier Code of Conduct, Third-Party Management Program, and Advanced Technologies Program. Simtra's corporate programs and policies are reviewed and updated, as needed, on an annual or biennial basis.

Simtra's Ethics Hotline

Our hotline is available to Simtra employees, customers, partners, vendors, and others involved with our business. We encourage anyone to raise concerns if they become aware of possibly unlawful or unethical conduct or suspect there has been a violation of our Code of Conduct or company policies.

There are multiple ways to share concerns:

- Contact our Chief Compliance Officer:
 - Via email at compliance@simtra.com
 - Via direct email at jagarrett@simtra.com
- Simtra's Ethics Hotline:
 - In the United States: +1 833.221.2651
 - In Germany: 0800 1824463
 - From outside of Germany: +49 0800 1824463
 - Via the web: <http://www.simtra.ethicspoint.com>



Risk Management

We take a proactive and coordinated approach to identifying risks early so that material threats to our business can be understood, managed and mitigated, and so that opportunities can be enhanced and captured, where appropriate.

In 2024, Simtra established the foundational framework for an enterprise risk management (ERM) function, with plans to enhance and

expand its capabilities over time. As part of this commitment, the organization initiated its first strategic risk assessment to identify, prioritize, and address key risks that could impact its 2025 strategic plan, as well as longer-term objectives.

Business Continuity, Incident Response and Resiliency

We take a holistic approach to enterprise resilience in order to drive sustainable, efficient and reliable business growth. In developing our approach, we reviewed and assessed legacy business continuity plans (BCP) at both manufacturing facilities and developed an impact-based plan to address potential risks to our business operations, including those posed by natural or manmade disasters, cybersecurity

threats or supply chain challenges. To mitigate risks to our manufacturing operations and safeguard critical systems and processes necessary to serve our customers, we implemented both short, medium and long-term improvements as part of our overall resiliency strategy. We conduct risk assessments and business impact analyses to minimize potential downtime and leverage cross-functional

business units (e.g., operations, engineering, maintenance, finance, etc.) to drive collaboration. When needed, we engage external experts to build our capabilities, improve our processes, enhance our response preparedness and assist with crisis communication.

In addition to proactively making capital and process improvements, we have made various enhancements to our supply chain risk management processes and procedures. Our Third-Party Management Program outlines our supplier engagement strategy consistent with applicable laws, rules and regulations. The Program helps us manage risk across all our third-party relationships, including vendors, partners, suppliers, service providers and contractors. Suppliers and third-parties are, in general, contractually required to follow our Supplier Code of Conduct (Supplier Code) or represent and warrant that they maintain and follow policies, procedures and standards set forth in our Supplier Code and Third-Party Management Program.

Similarly, our Information Security Program sets forth the security framework for managing and controlling cybersecurity risks to the Company's technology systems. Objectives and functions of the Program include an outline of our control

environment which is implemented to minimize malicious or unintended cybersecurity risks to the Company's technology assets. The Program supports the Company's business objectives and ensures the ability of employees, partners and customers to conduct business in a technologically secure environment where risk is carefully managed. Likewise, our Information Governance Program provides a framework for information and records management, setting forth the requirements for the processing, maintenance, storage (and ultimate destruction) of Company and personal data.

Simtra's manufacturing facilities meet or exceed applicable regulatory and quality standards, including those of the FDA (United States) and EMA (European Union). Our proven expertise in meeting global regulatory requirements and expectations for quality control helps enable us to minimize compliance risks and potential production delays.

Simtra's approach goes beyond reactive measures. We are embedding resiliency into our organizational culture. By empowering employees with the knowledge and tools they need to identify risks, address needs and adapt to change, we foster an environment of innovation and agility.





Approach to Advanced Technologies

At Simtra, we recognize the transformative power of artificial intelligence (AI) and other advanced technologies to drive innovation and operational execution. Our Advanced Technologies Program was formed to oversee the deployment of these technologies across all areas of our organization. By establishing clear principles and governance processes, the Program ensures that our use of advanced technologies aligns with our values, supports our stakeholders and adheres to all relevant legal and regulatory requirements.

In 2024, we established an Advanced Technologies Steering Committee to implement, oversee and monitor the Program. Chaired by our Chief Information Officer and supported by our Privacy Officer, the Committee is also responsible for aligning Simtra's advanced technologies governance with the overall organizational strategy.

Through this Program, we embed responsibility and integrity into our technological initiatives, reinforcing our commitment to sustainability and operational excellence. By upholding these standards, Simtra strives to be a leader in deploying advanced technologies that not only drive business value but also contribute positively to society and the environment.

Investing in Our Team



2024 Highlights



Hired 418 employees in the U.S. with total net headcount growth of ~20.4% and 255 employees in Germany with total net headcount growth of ~28.9%.



Sustained ~35% women in management positions.



70% of our employees responded to our first annual Engagement Survey.

At Simtra, we ***Make It Together*** and we understand that the knowledge, ideas and capabilities of our employees are critical to our success. We are committed to a culture of respect, high standards, transparency, communication and supporting one another.

We take pride in our work and encourage employees to embrace responsibility and accountability. We recognize and reward employees and team members for successes and believe in giving credit where credit is due.

Diversity

We believe that diversity is good for business, and we value the different backgrounds, perspectives and experiences that come from having a diverse workforce. We also believe that diversity of opinions leads to better decision-making and ultimately to greater business success. As such, we seek to create an inclusive environment where individuals from different backgrounds and experiences can thrive. This involves educating and engaging employees and leaders about inclusion and promoting awareness and appreciation of the differences and similarities across our team.

We want employees at Simtra to know that we value their unique contributions and encourage each employee's professional growth. We are a merit-based Company and we are committed to providing equal employment opportunities for everyone consistent with applicable law. We believe that by building a culture where all employees feel respected and where they can share their unique perspectives, opinions and

We Make It TOGETHER

We work as one, respecting each voice and tapping into our unique strengths across teams in order to solve problems in new ways. We foster collaboration by expecting employees to work openly and effectively with others, sharing and resources to achieve common goals. We embrace all perspectives and respect and value unique experiences, skills and ideas that each person brings to the team. We support team success and prioritize the success of the team over individual accomplishments, celebrating wins and overcoming challenges together.

experiences we are able to leverage innovative thinking and develop real collaboration and teamwork that yields the best possible results for our customers and stakeholders.



Bloomington's PRIDE Employee Resource Group





Halle's Women at Simtra Employee Resource Group

Supporting Inclusiveness

We know that the best ideas can come from anywhere in the organization, so we encourage all employees to be comfortable sharing their perspectives. As such, we support various employee-led and voluntary resource groups (ERGs) that reflect the diverse nature of our workforce and that support inclusiveness at the Company. As of 2024, three different ERGs have been established, including women at Simtra, employees who identify with and/or support LGBTQ+, and professionals new to the pharmaceutical manufacturing and development industry. Each ERG works closely with a sponsor from the manufacturing site's leadership team to help Simtra continue to foster a global culture of inclusion and belonging. In general, our ERGs host events and focus on networking and continuing education.

Employee Engagement

We use surveys and other feedback channels to assess employee engagement. We conducted our first engagement survey shortly after taking over management of the Company in May 2024, and received generally positive feedback on our management team, workforce engagement and employee's perception of the Company's outlook and future. We also received feedback on where we had room for improvement, including the need to provide clarification to employees regarding the new organizational structure of the Company, enhance training and development, and improve communication and transparency. In response, we worked with the leadership teams at both manufacturing facilities and developed tangible action plans that included adding detail and information to our quarterly town hall meetings and launching enhanced onboarding and supervisor training.

We will continue to conduct annual surveys and intend to leverage feedback to improve our onboarding, training, professional development programs, communications and engagement.

Team Events

We encourage employee engagement and idea sharing through various onsite events and activities. In 2024, we hosted well-attended events at both manufacturing sites, including a family day activity, on-site complimentary coffee carts and food trucks, leadership roundtable discussions, quarterly town halls and keynote speaker events highlighting the impact and importance of Simtra's efforts in helping develop and manufacture critical injectable drugs and therapies.



Defining Our Culture

As a growing business, we spent much of 2024 strategically focused on attracting, retaining, developing and supporting our employees who, working together, can advance our mission. With an emphasis on defining our corporate culture and being an employer of choice in the life sciences industry, we are launching a wide range of initiatives that focus on supporting and enabling our employees in alignment with our mission, purpose and values.

Wellbeing

We take a holistic approach to well-being that extends beyond standard health and safety practices fostering a supportive environment where our employees can achieve both personal and professional commitments. Our organized activities and groups are designed to enhance overall health and wellbeing, making Simtra not just a place to work, but a community where everyone can thrive.

Employee Health and Safety

We are committed to achieving the highest standards in Environmental, Health and Safety (EHS). Employees undergo basic EHS training covering hazard recognition and reporting requirements, with additional training and instruction provided based on an employee's role and/or as necessary. Specialized training is assigned based on the employee's position and corresponding responsibilities. We also host fire prevention training for employees, as well as periodic CPR, automatic external defibrillator (AED) and first aid classes for supervisors and managers depending on their role in the organization.

Employees are encouraged to report any safety concern, incident or near miss without fear of retaliation and with the understanding that their

reports will be taken seriously, investigated and used to develop corrective actions to mitigate health and safety risks. We maintain various reporting mechanisms for employees to report work-related hazards and hazardous situations. Hazards are also identified through risk assessments, Gemba safety walks⁹ and incident investigations. If a hazard is identified or reported, an investigation is conducted and a root cause analysis is performed. Depending on the circumstances, a Corrective and Preventive Action (CAPA) plan is developed to address the issue and to support ongoing improvements.

Both our manufacturing sites are compliant with local laws, regulations and applicable EHS and safety-related standards, and our German manufacturing facility is SafeBridge certified.¹⁰



We maintain dedicated EHS employees and safety committees at both manufacturing sites. The safety committees meet regularly to discuss EHS-related topics and key performance indicators (KPIs), including recordable incident rates, identified hazards, trends, training initiatives and overall risk management efforts.

Our manufacturing facilities are also staffed with on-site healthcare professionals, including an occupational health nurse (OHN) at each site. The OHN assists with training for supervisors on incident investigation, hazard identification and management process.

Benefits

We offer competitive employment packages tailored to meet the needs of our global workforce. We understand that our employees' needs vary across regions, so we ensure our employment and benefit packages reflect local regulations and market conditions.

Depending on region¹¹, our benefits range from medical and dental coverage to retirement, disability and life insurance programs, all of which are designed to support the physical, emotional, and financial health of our employees and their families. We promote continuous learning for our employees and provide a tuition reimbursement program for approved courses at U.S. accredited institutions. We also provide flexibility to employees engaged in continuing their education, along with various opportunities for employees to advance in their careers.

Our compensation packages serve as a strategic tool to attract, retain, and engage employees – all of whom fuel our success. We have developed a market-competitive program that is tailored to meet the diverse needs of our employees globally. Our discretionary bonus plan (tailored to the jurisdictions in which we operate) is designed to acknowledge each employee's contributions to the Company's performance.



As a CDMO, our operations generally require that employees are physically present on-site but, where feasible, we support flexible work arrangements and we recognize and encourage employees to have a work-life balance. We believe in the concept of “high-performance

team” and have developed and expanded our onboarding, training and development, and leadership training programs to help our employees and managers drive and sustain a high performing, productive and engaged culture based on our values.



Employee Ownership Plan

A valuable addition to the compensation package offered to employees is the ability to participate in Simtra’s Employee Ownership Plan (EOP). Simtra’s Sponsors (Advent International and Warburg Pincus) have set aside a portion of their future investment profits in Simtra to give employees the opportunity to participate in Simtra’s financial success. As Simtra’s financial value increases, so does the EOP. There is no investment required by any employee to participate in the program, and eligible employees¹² can receive a share of the EOP upon successful transition of the Company in the future. An eligible employee’s share of the EOP will be based on annual wages or salary and years of service at the time of the transition.

Careers

Simtra operates in an innovative and dynamic industry, and our hiring and talent needs are expanding accordingly. We invest in our employees’ development by providing opportunities that contribute to the improvement of an employee’s job performance and/or

potential career advancement. We encourage employees to take advantage of available learning and development resources and to expand their expertise in areas relevant to our business.

We recognize that employees perform better when they receive constructive feedback, recognition, and growth opportunities. We are expanding the substantive training we provide managers and people-leaders so that they are better equipped to lead their teams, and we are transitioning the organization to more updated and streamlined systems to make it easier to track performance. We are in the

process of re-engineering our Performance Management system to a more modern approach that is dynamic, developmental, and focuses on fostering continuous improvement and collaboration. This approach aims to align employee goals more closely with organizational objectives while enhancing employee engagement and productivity.

Career Growth

We are working to build a culture at Simtra where employees have the resources and support to grow in their careers and find greater satisfaction in their work. By investing in our employees, we hope they continue to view Simtra as more than just an employer of choice and choose to stay with us for years to come.



"I think it's great that Simtra is making an important contribution to cancer treatment worldwide by developing and manufacturing injectable drugs. I like working here because it has never been boring in the 28 years I've been here. The Company has constantly realigned itself, ensuring that every day is challenging and full of variety. Thanks to the consistently great working atmosphere, it has always been easy for me to motivate myself and my team and to come to work."

Melanie Kampmeier, Quality Control, Halle, Germany

Tenure: 28 years

"Choosing to stay at Simtra is easy because Simtra continually invests in its people. We as employees feel this when we see improvements made to our site and for our people, which gives us confidence that we can continue bringing products that matter to people around the world."

Bob Stoner, Supply Chain, Bloomington, Indiana

Tenure: 33 years

Training

We are investing in our employees by providing enhanced resources for learning and development. Our new-hire onboarding program has been updated and is being expanded to include a multi-day series of trainings that introduce, among other things, our culture and corporate values, Good Manufacturing Practices (GMP), compliance obligations, EHS expectations and job-specific standard operating procedures (SOPs).

Throughout the year, training courses, modules, videos and one-on-one training are routinely provided to employees based on their roles and identified needs. Additionally, in 2024, we initiated targeted cross-site training between our U.S. and German manufacturing facilities to better align operations and share best practices across our Operations, EHS and Quality functions.

Apprenticeships & Internships

We maintain an apprenticeship program at our manufacturing site in Germany where approximately 20 individuals are selected each year to receive the opportunity to combine practical, hands-on training with paid work. The program draws from local schools and lasts for 3-4 years. Apprentices are often hired into full time positions after graduation. Simtra has continued this long-standing program to maintain a talent pipeline at the site and to support the local community. Three types of apprenticeships are offered: Chemical Lab Assistant, Chemical Production Technician and Pharmaceutical Production Technician.





Scholastic Learning Experiences

In 2024, approximately 80 students from local schools and universities visited our apprentice lab in Germany to gain exposure to practical applications of chemistry, physics, math and laboratory operations, enhancing their scholastic and theory-based learning experiences. We plan to host even more students in 2025 to support the increasing interest in STEM¹³-related degree programs and employment at Simtra.

Likewise, we support various functional internships at our U.S. manufacturing site. Simtra partners with local and regional colleges and universities to support internships and to provide interns a learning experience lasting approximately 3 months that includes hands-on and practical experience with academic

theory. Our internship program has become a cornerstone of our early talent strategy at the site and interns are considered for full time employment. In 2024, we hosted 10 interns during the summer months. In general, we offer traditional internships, pharmacy internships and thesis internships.

Community Involvement

We are proud to be a responsible corporate citizen and promote volunteerism in the communities in which they work and live.

In 2024, our Halle facility donated more than €20,000 to various healthcare programs and organizations and supported the surrounding communities through involvement in fundraising events for local non-profits focused on children's healthcare. Our team also supported strong

educational partnerships and outreach with local schools and universities, and sponsored local sports teams. Employees also volunteered their time to support disaster relief efforts, arts organizations, and climate action. Over 99% of Halle employees participated in a voluntary program donating money to local organizations that support cancer treatment and research.



Bloomington team contributing donations to the Salvation Army.

Community engagement is a real source of pride for employees at our U.S. manufacturing site. In 2024, the site donated nearly \$90,000 to community organizations benefiting medical research and care, children and education, and underserved populations. The site also directly supported and volunteered at STEM events, and various non-profits, including local primary and secondary schools and universities.

HEALTH & WELLBEING ENVIRONMENT

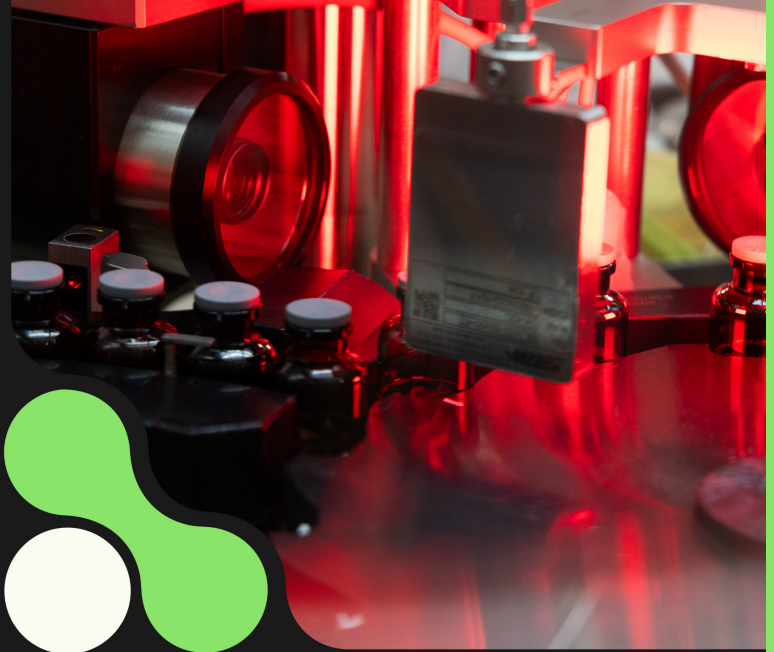


EDUCATION CARING FOR OUR COMMUNITIES

In 2024, our Halle facility donated more than €20,000 to various healthcare programs and organizations and supported the surrounding communities through involvement in fundraising events for local non-profits focused on children's healthcare, facilitating strong educational partnerships and outreach with local schools and universities, and sponsorship of local sports teams. Employees also volunteered their time to support disaster relief efforts, arts organizations, and climate action. Over 99% of Halle employees participated in a voluntary program donating money to local organizations that support cancer treatment and research.

Our approach to community engagement continues to expand and we recently announced the launch of the Simtra Gives Program, encouraging and incentivizing employees to directly support the communities in which they work and live. To support this objective, U.S.-based employees are provided up to sixteen hours of paid leave each year in order to volunteer their time at a non-profit of their choice. In support of the program, we are working to establish regular and convenient opportunities for employees in Germany to volunteer with a local organization.

Delivering Quality Products



2024 Highlights



Audited 12 times by global regulatory agencies across both sites.



Launched holistic quality enhancement plan (QEP).



Responded to 42 customer audits (14 in the U.S. and 28 in Germany).

Simtra
BioPharma Solutions

QUALITY POLICY STATEMENT

- Simtra BioPharma Solutions is committed to providing best in class quality by:
 - Delivering safe and effective products to our customers and patients.
 - Pursuing continuous improvement, prevention and reliability.
 - Complying with all applicable customer & regulatory requirements.
 - Always maintaining a state of control and inspection readiness.
 - Embracing quality as a competitive advantage for growth.
- Quality is a company core value that is owned by every employee.

A stylized signature of Franco Negron in black ink.

Franco Negron
CEO of Simtra BioPharma Solutions



As a CDMO, Simtra manufactures pharmaceutical drugs approved for distribution in more than 100 countries and we understand that delivering safe and effective products to our customers is the most critical aspect of our work. We are committed to providing best-in-class quality by pursuing continuous improvement, complying with applicable requirements, always maintaining a state of control, and embracing quality as a competitive advantage.

We Make It RIGHT

We endeavor to **Make It Right** the first time and on time. We hold ourselves to a high standard of excellence, fulfilling our commitments to our customers, their patients and our team members. In doing so, we act with integrity by upholding high ethical standards by being honest, transparent, and doing the right thing, even when it's difficult. We focus on Quality by meeting customer requirements and ensuring compliance with regulations, policies, and industry standards. We strive for excellence by continuously improving processes, seeking innovative solutions, and delivering outcomes that exceed expectations.



Awards Fact Sheet

Both of Simtra's manufacturing facilities are recognized as industry leaders, having earned numerous awards for manufacturing excellence in various categories over the last two decades.

See our [Awards Factsheet](#) for more details.

Quality Management System

Simtra's Quality Management System (QMS) contains the policies, procedures and processes necessary for us to comply with industry standards and regulations relevant to our development and manufacturing operations. Both our manufacturing sites are ISO¹⁴ 14001 (Environmental Management) and 45001 (Occupational Health and Safety Management) certified. Our German facility maintains an ISO 50001 (Energy Management) certification and is SafeBridge certified for the manufacturing of products containing potent active pharmaceutical ingredients. Both sites have gone through European Medicines Agency's (EMA) GMP renewal certification processes and are registered and in good standing¹⁵ with the US Food and Drug Administration (FDA), Japan's Pharmaceuticals and Medical Devices Agency (PMDA), and multiple other jurisdictions around the world.

Simtra's Quality Management System (QMS)

Certification	Bloomington	Halle
ISO 14001 Environmental Management Systems	✓	✓
ISO 45001 Occupational Health and Safety Management Systems	✓	✓
ISO 50001 Energy Management		✓
European Medicines Agency's (EMA) good manufacturing practice (GMP)	✓	✓
US FDA Drug Establishment Registration	✓	✓
Japan Drug Establishment Accreditation	✓	✓
UAE GMP		✓
Taiwan GMP	✓	✓
TGA GMP	✓	
State Licenses	✓	✓
SafeBridge - Industry Standard		✓

Supply Chain Management

2024 Highlights



Launched updated Supplier Code of Conduct.



Conducted sustainability screening of ~40 new suppliers.¹⁶

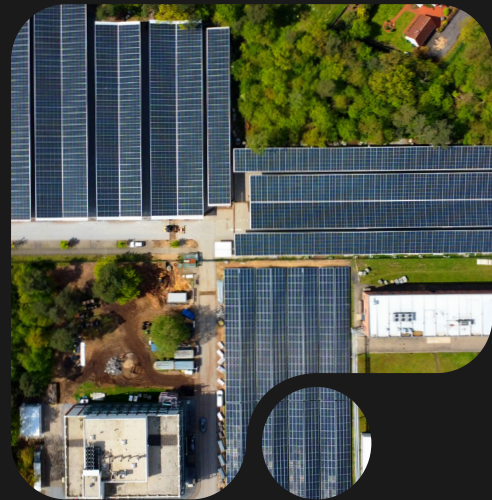


Performed updated diligence checks on 436 suppliers against consolidated screening list.



We expect our suppliers to have a similar commitment to quality and business ethics as those outlined in our Quality Policy and Code. Our Supplier Code establishes clear expectations for ethical, responsible and sustainable business practices. We conduct third-party due diligence and screening of high-risk and critical suppliers against the consolidated screening list (CSL) and mitigate compliance concerns or issues by contract, where appropriate. By setting and maintaining these standards, we promote transparency and accountability throughout our supply chain.

Reducing Our Environmental Impact



2024 Highlights



Recycled ~51% of our waste across both our manufacturing sites.¹⁷



Offset ~1,400 tons of CO₂ from solar panels installed at our Germany site.¹⁸



Sourced 100% renewable electricity at our manufacturing site in Germany.¹⁹

Simtra is committed to operational efficiency, reducing carbon emissions, minimizing waste and conserving water to reduce our environmental impact. As we continue to expand our operations and manufacturing capacity, we are cognizant of the impact our growth has on the environment and are taking steps to mitigate the potential impact. We are guided in this effort by a robust environmental and energy management system. Both our manufacturing facilities maintain ISO 14001 (Environmental Management Systems) certification for effective environmental management systems and our site in Germany maintains an ISO 50001 certification for effective energy management systems.

We intend to focus on measuring, improving, monitoring and expanding our sustainability strategies, including establishing waste reduction targets, as well as setting long-term targets for water use and waste disposal.

We make it HAPPEN

We bring a growth mindset to every opportunity. We encourage employees to take initiative to try new things, to set ambitious yet attainable goals and to track progress. We share ideas on how to evolve and enhance existing processes and ways of thinking.

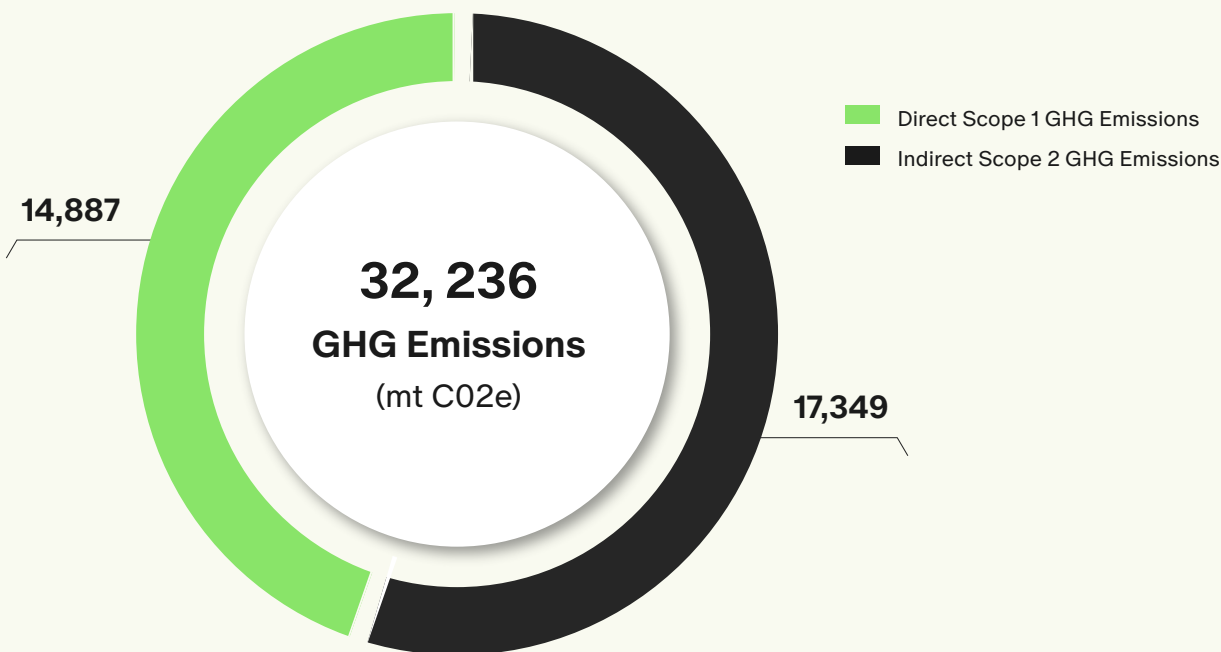
Greenhouse Gas (GHG) Emissions

We acknowledge the impact climate change has on our planet and are motivated to adopt a proactive and responsible stance on our climate-related impacts. To that end, we are:

- Assessing climate-related risks and opportunities to ensure resilience in our operations and supply chain;
- Investing, where feasible, in renewable energy sources to augment power generation, improve resiliency efforts and reduce our reliance on fossil fuels;
- Implementing sustainable practices in our manufacturing processes, including waste reduction, water conservation, and eco-friendly packaging;
- Engaging with stakeholders to foster a culture of sustainability; and
- Improving transparency of our sustainability efforts and performance by publicly reporting our environmental impact and sustainability efforts.

During 2024 we conducted our first GHG emissions assessment and inventory. Our direct emissions (Scope 1) from Simtra-owned or controlled sources were primarily from our use of natural gas to produce steam and heat at Halle and refrigeration during the manufacturing process at both plants. Our indirect emissions (Scope 2) came from purchased electricity used to power our manufacturing operations, and heating and cooling in Bloomington.

This being our initial GHG assessment, we understand and appreciate that continual assessment of our emissions is essential to helping us to understand our impact on the environment and to enhance our efficiency and reduce our footprint. We will continue to track Scope 1 and Scope 2 emissions and will collect indirect emission data associated with our supply chain (Scope 3).





EV Charging

In 2024, we installed 25 electric vehicle (EV) charging stations at our German manufacturing facility. The EV charging stations are powered by our factory network, which includes a photovoltaic system. The photovoltaic system covers approximately 15,000 square meters and produces ~20% of our electricity used on site, with the balance offset by a renewable energy certificate (REC).

Water Usage

Our primary use of water is for cooling and cleaning, and our water strategy focuses on water conservation, efficiency and responsible use.

Water for our U.S. manufacturing site is withdrawn from a nearby reservoir and supplied to our facility by the municipal water company. Water for our German manufacturing site is sourced from both the municipal water company and onsite groundwater sources. At both sites, water for sterile manufacturing or medical use is treated to meet stringent water quality standards, including but not limited to carbon filtration, softening and deionization, reverse osmosis and distillation. Industrial use of water for cooling, heating and

manufacturing typically goes through a softening process, and domestic use of water does not typically get pretreated.

Wastewater from our U.S. manufacturing is adjusted for pH and discharged into the municipal sewer system (pursuant to applicable discharge permits) prior to being conveyed to the local water treatment facility. Industrial wastewater containing contaminants that are not permitted by the site's industrial discharge permit, are collected and transported off site for incineration. Industrial wastewater is sampled periodically and analyzed in accordance with federal and local regulatory requirements. Raw materials are warehoused

to eliminate the potential contact with local waterways. Stormwater drains to local waterways or to the municipal stormwater sewer system.

Industrial wastewater from our German manufacturing site is treated at our onsite wastewater treatment plant (WWTP) based on the wastewater sources and expected contaminants. The WWTP consists of several treatment steps (depending on wastewater type) which may include screening, aeration, biological treatment, clarification and sand filtration. Treated wastewater (along with stormwater and untreated cooling water) is then discharged into a local waterway

consistent with applicable permits. All water usage, as well as wastewater treatment and discharge, comply with applicable legislation and permits.

We have formed a task force to evaluate and assess water reduction at our German site and currently have a water consumption normalized reduction goal of 0% due to ongoing site expansion. Likewise, we have conducted an impact assessment and water reduction effort at our U.S. manufacturing site, and are considering, among other things, investment in water saving low flow fixtures across the facility.



Simtra's onsite water treatment facility in Halle.

Waste Management

We partner with third-party waste management companies to implement protocols for environmentally responsible management, recycling, diversion, or landfilling of hazardous and non-hazardous waste to ensure it does not harm the environment or the public. Disposal and recycling are conducted by external waste companies with applicable certifications and permits. Where recycling is not feasible, waste is converted to energy by incineration.

Employees at both Simtra's manufacturing sites are trained on responsible waste sorting and recycling of all recyclable waste types. We plan to update our work and audit plans related to waste contractor operations (both internal and external) and are updating our EHS management software that tracks disposal and recycling activities.

Looking Ahead



We are committed to expanding our sustainability initiatives and to implementing additional sustainable practices across our operations. Since the Company's divestiture from Baxter in October 2023, we have made significant progress in expanding our operations, building our own culture, and establishing independent business processes and infrastructure independent from Baxter. However, through 2025, we will continue to rely on Baxter to support various systems pursuant to a transition services agreement. As a result, our access to certain sustainability-related data is limited until the end of 2025. At that time, Simtra will be fully independent with its own systems and processes. Accordingly, our first full year of independent data will be 2026.

Until that time, we will continue efforts to manage, among other things, our emissions, enhance our waste management and use of water and invest in state-of-the art equipment that will reduce our impact on the environment. Likewise, we intend to focus on building a culture of excellence, quality, integrity and sustainability at Simtra.

Lastly, we will continue to build governance mechanisms, processes and controls consistent with best practices. We will track, measure and report our progress along the way and look forward to being an even more resilient and sustainable organization in the future.

WE ARE MADE FOR THIS.

Appendix

Performance Metrics

Environmental

Materials	UOM	2024
Recycled input materials used		
Total input materials used	tonnes	0
Total recycled input materials used		0
Primary Product Recycled-material Inputs	Percentage	0%

Water & Effluents	UOM	2024
Water withdrawal		
Total water withdrawal from all areas (including areas in water stress ²⁰) – Freshwater	Megaliters	327.38
Groundwater		97.86
Third-party water		229.52
Water withdrawal		
Total water discharge from all areas (including areas in water stress) – Third-party water	Megaliters	308.52
Third-party water		308.52
Incidents of non-compliance with discharge limits		3 ²¹
Water Consumption		
Total water consumption from all areas with water stress	Megaliters	18.86

Emissions	UOM	2024
Direct Scope 1 GHG emissions	mt CO2e	14,887
Indirect Scope 2 GHG emissions		17,349
Total - Scopes 1 and 2 emissions		32,236
GHG emissions intensity ratio ²²		0.0268
Base year		2024

Waste	UOM	2024
Waste generated (by composition)		
Total waste generated		2,593
Non-hazardous waste		2,276
Regulated/hazardous waste		316
Waste diverted from disposal		
Total weight of waste diverted from disposal		1,493

Hazardous waste diverted from disposal		75
Recycling		74.9
Other recovery operations		0.14
Non-hazardous waste diverted from disposal	tonnes	1,418
Recycling		1,178
Other recovery operations		240
Waste directed to disposal		
Total waste directed to disposal		1,339
Total weight of hazardous waste directed to disposal		241
Incineration (with energy recovery)		212
Incineration (without energy recovery)		29
Landfilling		0.02
Other disposal operations		0.14
Total weight of non-hazardous waste directed to disposal	tonnes	1,098
Incineration (with energy recovery)		375
Incineration (without energy recovery)		87
Landfilling		396
Other disposal operations		240

Social

Employment	UOM	2024
Employees by location		
USA		1,316
Female		562
Male		749
Not Disclosed		5
Germany	Number	740
Female		340
Male		400
Total Employees by gender		
Female		902
Male	Number	1,149
Not disclosed		5
Employees by gender and age:		
Female		44%
Under 30 years old	Percentage	26%
30-50 years old		48%
Over 50 years old		26%

Male		Percentage	56%
Under 30 years old			25%
30-50 years old			51%
Over 50 years old			24%
New employee hires			
New employee hires during the reporting period		Number	586
Female			252
Under 30 years old			115
30-50 years old			102
Over 50 years old		35	
Male		Number	334
Under 30 years old			155
30-50 years old			145
Over 50 years old			34
New employee hires during the reporting period			
Female	Rate	43%	
Male		57%	

Occupational Health and Safety (OHS)		UOM	2024
Workers covered by an OHS management system			
All workers that are not employees but works for Simtra ²³			379
Work-related injuries			
All Employees			
Fatalities as a result of work-related injury	Number		0
	Rate		0
High-consequence work-related injuries (excluding fatalities)	Number		0
	Rate		0
Recordable work-related injuries	Number		20
	Rate		5.11
The number of hours worked	Number		3,913,525
Work-related ill-health			
All Employees			
Fatalities as a result of work-related ill health	Number		0
			8
All workers who are not employees but whose work and/or workplace is controlled by the organization			
Fatalities as a result of work-related ill health	Number		0
			0

Diversity and Equal Opportunity		UOM	2024
Workers covered by an OHS management system			
Individuals within Simtra’s governance bodies by gender			11
Female	Number		2
Male			9
Individuals within Simtra’s governance bodies by gender and age			
Female			18.2%
Under 30 years old	Percentage		0%
30-50 years old			0%
Over 50 years old			18.2%
Male			81.8%
Under 30 years old	Percentage		0%
30-50 years old			36.4%
Over 50 years old			45.5%

Non-discrimination		UOM	2024
Incidents of discrimination and corrective actions taken			
Total number of incidents of discrimination during the reporting period.	Number		0%

Local Communities		UOM	2024
Operations with implemented local community engagement, impact assessments, and/or development programs, including the use of			
Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts	Percentage		66%

Supply Chain

Product Quality and Safety		UOM	2024
Simtra's facilities participating in third-party audit programs for manufacturing and product quality			
Percentage of Simtra's facilities participating	Percentage		100%

Product Safety			
Product recalls issued	Number		1
Total units recalled			60,594
Fatalities associated with products			N/A
Enforcement actions taken in response to violations of good manufacturing practices or equivalent standards			0

Supplier Environmental and Social Assessment		UOM	2024
Suppliers that were screened using environmental criteria			
New suppliers screened (all)	Number		40 ²⁴
New suppliers screened using environmental and social criteria			40

Incidents of non-compliance concerning product and service information and labeling		
Incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by		0
Incidents of non-compliance with regulations resulting in a fine or penalty	Number	0
Incidents of non-compliance with regulations resulting in a warning		0
Incidents of non-compliance with voluntary codes		0

Governance

Anti-corruption	UOM	2024
Operations assessed for risks related to corruption		
Operations assessed for risks related to corruption	Number	2
	Percentage	100%
Communication and training about anti-corruption policies and procedures		
Governance body members that Simra's anticorruption policies and procedures have been communicated to		
Total employees communicated to	Number	11
Employees that the organization's anti-corruption policies and procedures have been communicated to	Percentage	100%
Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to		
Total employees communicated to	Number	2,056
Employees that the organization's anti-corruption policies and procedures have been communicated to	Percentage	100%
Total number and percentage of governance body members that have received training on anti-corruption		
Total governance body members that received training	Number	11
Percentage of governance body members that have received training	Percentage	100%
Total number and percentage of employees that have received training on anticorruption		
Total employees that received training	Number	2,056
Percentage of employees that have received training	Percentage	100%
Confirmed incidents of corruption and actions taken		
Total number of confirmed incidents of corruption		0
Confirmed incidents in which employees were dismissed or disciplined for corruption	Number	0
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		0

Anti-Competitive Behavior	UOM	2024
Legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	Number	0

Business Ethics	UOM	2024
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	USD	\$0
Business ethics 'Ethics for Everyone' on-time course completion rate ²⁵	Percentage	US: 85% DE: 83%

Agency Inspections²⁶	2020	2021	2022	2023	2024
Number of agency inspections per year	9	5	12	7	12

FDA Warning Letters (or equivalent)	2020	2021	2022	2023	2024
Number of agency inspections per year	0	0	0	0	0



**Verification Statement related to
Simtra's Scope 1, 2 and 3 GHG Inventory
for Calendar Year 2024**

Terms of Engagement

This Verification Statement has been prepared for Simtra Global Operations in accordance with ISO 14064-3: 2019 Part 3.

WAP Sustainability (WAP) was commissioned by Simtra to assure its scope 1 and 2 GHG emissions for the calendar year 2024 were prepared in accordance with WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (hereafter referred to as "the Inventory").

Simtra's management and the contracted GHG inventory practitioner were responsible for preparing the Inventory and for maintaining effective internal controls over the data and information disclosed. The verifier's responsibility was to carry out a Verification engagement on the Inventory in accordance with the contract with Simtra.

Ultimately, the Inventory has been approved by, and remains the responsibility of, Simtra.

WAP's Approach

Our verification has been conducted in accordance with the ISO Standards and WAP's internal verification procedures to provide limited assurance on the GHG emissions reported by Simtra.

To form our conclusions the Verification engagement was undertaken as a sampling exercise and covered the following activities:

- Discussed reporting content with relevant staff of the organization responsible for managing the inventory;
- Checked the emission factors and emission calculation to ensure the accuracy, completeness and transparency of the reporting; and
- Sampled and reviewed the raw data collected to ensure accuracy and consistency.

The WAP verifier confirms his independence from the client and the GHG inventory practitioner and that there was no known conflict of interest during the engagement.

Level of Verification & Materiality

The opinion expressed in this Verification Statement has been formed on the level of limited assurance and at a materiality of the professional judgment of the Verifier.

WAP's Opinion

Based on WAP's approach, nothing has come to our attention that would cause us to believe that the total scope 1, and 2 GHG emissions disclosed by Simtra for CY 2024 are not materially correct and that the GHG Emissions Inventories have not been prepared in conformance with the WRI Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Signed,

A handwritten signature in black ink, appearing to read "Kai Wang", is written over a light blue rectangular background.

Kai Wang
Lead Verifier
WAP Sustainability Consulting, LL

GRI Content Index

Statement of use: Simtra has reported the information cited in this GRI content index for the period of January 1 through December 31, 2024, with reference to the GRI Standards.

GRI 1 used: Foundation 2021

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> About Us Appendix - GRI Content Index 	Legal name: Simtra US LLC d/b/a Simtra BioPharma Solutions <ul style="list-style-type: none"> Headquarters: 927 South Curry Pike, Bloomington, Indiana 47403 Operates in Bloomington, Indiana Legal name: Baxter Oncology GmbH <ul style="list-style-type: none"> Headquarters: Kantstraße 2, 33790 Operates in Halle (Westfalen), Germany
	2-2 Entities included in the organization’s sustainability reporting	<ul style="list-style-type: none"> About Us About This Report Appendix - GRI Content Index 	<ul style="list-style-type: none"> Simtra US LLC dba Simtra Biopharma Solutions Baxter Oncology GmbH, Simtra is a tradename of Baxter Oncology GmbH
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> About This Report Appendix - GRI Content Index 	Contact: Sustainability@simtra.com
	2-4 Restatements of information	<ul style="list-style-type: none"> Appendix - GRI Content Index 	This is our inaugural report, no restatements applicable at this time.
	2-5 External assurance	<ul style="list-style-type: none"> Appendix - Assurance Statement 	--
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> About Us 	--
	2-7 Employees	<ul style="list-style-type: none"> About Us Our Team Appendix - Performance Metrics - Social 	--
	2-9 Governance structure and composition	<ul style="list-style-type: none"> Corporate Governance: Aligning Values with Actions 	--
	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> Appendix - GRI Content Index 	Simtra’s Chairperson is non-executive and independent.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
	2-12 Role of the highest governance body in overseeing the management of impacts	- Corporate Governance: Aligning Values with Actions	--
	2-13 Delegation of responsibility for managing impacts	- Corporate Governance: Aligning Values with Actions – Sustainability Governance	--
	2-14 Role of the highest governance body in sustainability reporting	- About This Report - Appendix - GRI Content Index	This report has been reviewed by our Executive Leadership Team (ELT) and approved by the Board of Directors (the Board).
	2-15 Conflicts of interest	- Corporate Governance: Aligning Values with Actions - Business Ethics and Compliance	--
	2-16 Communication of critical concerns	- Corporate Governance: Aligning Values with Actions - Business Ethics and Compliance	--
	2-19 Remuneration policies	- Appendix - GRI Content Index	Executive level compensation is reviewed and approved by the Compensation Committee of the Board.
	2-22 Statement on sustainable development strategy	- A Message from Our CEO	--
	2-25 Processes to remediate negative impacts	- Corporate Governance: Aligning Values with Actions - Risk Management	--
	2-26 Mechanisms for seeking advice and raising concerns	- Corporate Governance: Aligning Values with Actions - Business Ethics and Compliance - Appendix - GRI Content Index	In 2024, Simtra received 17 compliance-related inquiries through our dedicated compliance hotline, phone or email. Each of these inquiries was thoroughly investigated and addressed in accordance with our internal compliance protocols. Following a comprehensive evaluation, 100% of cases were either successfully resolved, appropriately addressed, or determined to be unsubstantiated. This reflects our ongoing commitment to maintaining a strong culture of compliance and ensuring that all concerns are handled with diligence, transparency, and integrity.
	2-27 Compliance with laws and regulations	- Appendix - GRI Content Index	There were no significant instances of non-compliance with laws and regulations nor were any associated fines paid during the reporting period.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
	2-29 Approach to stakeholder engagement	- About Us - Stakeholder Engagement	--
	2-30 Collective bargaining agreements	- Appendix - GRI Content Index	We wholly support the protection of human rights overall and our employees' rights to participate in collective bargaining. As of reporting, 90% of our employees in Germany are subject to a collective bargaining agreement of the German Chemical industry.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	- Corporate Governance: Aligning Values with Actions - Risk Management - About this Report - Material Assessments	
	3-2 List of material topics	- About this Report - Material Assessments	--
Material topics			
Anti-corruption, Business Ethics and Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Corporate Governance: Aligning Values with Actions - Business Ethics and Compliance	--
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	- Appendix - Performance Metrics - Governance - Appendix - GRI Content Index	A Strategic Risk Assessment is scheduled to take place in 2025.
	205-2 Communication and training about anti-corruption policies and procedures	- Corporate Governance: Aligning Values with Actions - Business Ethics and Compliance - Appendix - Performance Metrics - Governance	--
	205-3 Confirmed incidents of corruption and actions taken	- Appendix - Performance Metrics - Governance - Appendix - GRI Content Index	There were no confirmed incidents of corruption during the reporting period.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	- Appendix - Performance Metrics - Governance - Appendix - GRI Content Index	There we no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which Simtra was identified as a participant.
Water Management and Stewardship			

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
GRI 3: Material Topics 2021	3-3 Management of material topics	- Reducing Our Environmental Impact - Water Usage	--
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		
	303-2 Management of water discharge-related impacts		
	303-3 Water withdrawal	- Reducing Our Environmental Impact - Water Usage	
	303-4 Water discharge	- Appendix - Performance Metrics - Environment	
	303-5 Water consumption		
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Reducing Our Environmental Impact – Greenhouse Gas (GHG) Emissions	--
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	- Reducing Our Environmental Impact - Greenhouse Gas (GHG) Emissions - Appendix - Performance Metrics - Environment	--
	305-2 Energy indirect (Scope 2) GHG emissions	- Reducing Our Environmental Impact - Greenhouse Gas (GHG) Emissions - Appendix - Performance Metrics - Environment	--
	305-4 GHG emissions intensity	- Appendix - Performance Metrics - Environment	--
	305-5 Reduction of GHG emissions	- Reducing Our Environmental Impact - Greenhouse Gas (GHG) Emissions - Appendix - GRI Content Index	Per ISO requirements, each of our operating sites have defined an emissions reduction goal, which, based on significant site expansions activities, is currently set to 1%. Actions taken during the reporting period include Operational Execution initiatives such as integrating energy efficient and emissions reducing features for our smart expansion project, as well as state of the art machinery installation and upgrades, energy optimization, waste improvement plan, and green building initiatives.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
GRI 3: Material Topics 2021	3-3 Management of material topics	- Reducing Our Environmental Impact - Water Usage	--
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		
	303-2 Management of water discharge-related impacts		
	303-3 Water withdrawal	- Reducing Our Environmental Impact - Water Usage	
	303-4 Water discharge	- Appendix - Performance Metrics - Environment	
	303-5 Water consumption		
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Reducing Our Environmental Impact – Greenhouse Gas (GHG) Emissions	--
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	- Reducing Our Environmental Impact - Greenhouse Gas (GHG) Emissions - Appendix - Performance Metrics - Environment	--
	305-2 Energy indirect (Scope 2) GHG emissions	- Reducing Our Environmental Impact - Greenhouse Gas (GHG) Emissions - Appendix - Performance Metrics - Environment	--
	305-4 GHG emissions intensity	- Appendix - Performance Metrics - Environment	--
	305-5 Reduction of GHG emissions	- Reducing Our Environmental Impact - Greenhouse Gas (GHG) Emissions - Appendix - GRI Content Index	Per ISO requirements, each of our operating sites have defined an emissions reduction goal, which, based on significant site expansions activities, is currently set to 1%. Actions taken during the reporting period include Operational Execution initiatives such as integrating energy efficient and emissions reducing features for our smart expansion project, as well as state of the art machinery installation and upgrades, energy optimization, waste improvement plan, and green building initiatives.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
GRI 3: Material Topics 2021	3-3 Management of material topics	- Our Team – Employee Health and Safety - Appendix - GRI Content Index	There have been no employee fatalities, hospitalizations or amputations for the past five years. There are no open or pending worker health and safety violations at either facility and there are no open, active, pending or threatened claims brought by employees or non-employees relating to alleged exposure to hazardous materials or products.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	- Our Team – Employee Health and Safety	--
	403-2 Hazard identification, risk assessment, and incident investigation		--
	403-4 Worker participation, consultation, and communication on occupational health and safety		--
	403-5 Worker training on occupational health and safety		--
	403-9 Work-related injuries	- Appendix - Performance Metrics - Social	--
	403-10 Work-related ill health	- Appendix - Performance Metrics - Social	--
Diversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Our Team – Diversity - Appendix - GRI Content Index	Equal opportunity employment is the law — and we uphold it with conviction. We are committed to providing equal employment opportunities for all individuals and do not discriminate on the basis of race, color, religion, national origin, age, sexual orientation, gender identity or expression, veteran status, disability status, or any other legally protected characteristic. We provide reasonable accommodations to individuals with disabilities.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	- Appendix - Performance Metrics - Social	--
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	- Appendix - Performance Metrics - Social	There were no confirmed incidents of discrimination during the reporting period.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
		- Appendix - GRI Content Index	
Employee Engagement			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Our Team – Employee Engagement	--
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	- Our Team – Career – Training	--
Community Engagement			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Our Team – Community Involvement	--
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	- Appendix - Performance Metrics - Social	--
Product Quality & Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	- Delivering Quality Products – Premier Quality	--
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	- Appendix - Performance Metrics - Supply Chain - Appendix - GRI Content Index	We have not identified any instances of supplier non-compliance with regulations related to service information and labeling.

SASB Disclosure Index

Medical Equipment & Supplies and Biotechnology & Pharmaceuticals standards

SASB Code	Accounting Metric	Reporting Location	Remarks and Additional Information
Supply Chain Management			
HC-MS-430a.1: Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	- Appendix - Performance Metrics - Supply Chain	--
HC-MS-430a.2: Supply Chain Management	Description of efforts to maintain traceability within the distribution chain	- Appendix - SASB Disclosure Index	Direct material procurement must follow rigid and clearly defined supplier quality procedures, detailing traceability at the material/part level indicating the supplier, the manufacturing location, and the lot/batch. Variances to defined processes exist dependent on the material type and the impact on GMP operations.
Product Quality and Safety			
HC-MS-250a.1: Product Safety	(1) Number of recalls issued, (2) total units recalled	- Appendix - Performance Metrics - Supply Chain	--
HC-MS-250a.4: Product Safety	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	- Appendix - Performance Metrics - Supply Chain	--
Business Ethics and Compliance			
HC-MS-510a.1 & HC-BP-510a.1: Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	- Performance Metrics – Governance - Appendix - SASB Disclosure Index	There were no legal proceedings associated with bribery or corruption during the reporting period.
HC-MS-510a.2 & HC-BP-510a.2: Business Ethics	Description of code of ethics governing interactions with health care professionals	- Corporate Governance: Aligning Values with Actions - Business Ethics and Compliance	--

- ¹ Now under the umbrella of International Financial Reporting Standards (IFRS) International Sustainability Standards Board (ISSB)
- ² Prior to October 1, 2023, Simtra's two manufacturing sites made up the biopharma manufacturing business unit.
- ³ Advent is a leading global private equity investor committed to working in partnership with management teams, entrepreneurs, and founders to help transform businesses. With 16 offices across five continents, Advent oversees more than USD \$93 billion in assets under management and has made 430 investments across 44 countries. Since its founding in 1984, Advent has developed specialist market expertise across five core sectors: business & financial services, consumer, healthcare, industrial, and technology.
- ⁴ Warburg Pincus LLC is the pioneer of private equity global growth investing. A private partnership since 1966, the firm has the flexibility and experience to focus on helping investors and management teams achieve enduring success across market cycles. Today, the firm has more than \$87 billion in assets under management, and more than 220 companies in their active portfolio, diversified across stages, sectors, and geographies. Warburg Pincus has invested in more than 1,000 companies across its private equity, real estate, and capital solutions strategies. The firm is headquartered in New York with offices in Amsterdam, Beijing, Berlin, Hong Kong, Houston, London, Luxembourg, Mumbai, Mauritius, San Francisco, São Paulo, Shanghai, and Singapore.
- ⁵ The legal name of the German operating company is Baxter Oncology GmbH, trade name Simtra. The legacy name is currently scheduled to change in the fourth quarter of 2025.
- ⁶ As of March 3, 2025, the legal name of the U.S. operating company is Simtra US LLC. The legacy name was Baxter Pharmaceutical Solutions LLC dba Simtra Biopharma Solutions.
- ⁷ Looking forward, our Core Values will be incorporated into our performance management processes.
- ⁸ Simtra's relevant operating agreement provides that "each of [Warburg] and [Advent] shall have the right to appoint one (1) Manager that is not a current or former employee of such Sponsor or any of its current or former portfolio companies and not a current or former member of management of the Partnership or the Acquired Companies (provided, that such Manager may be a current or former non-employee consultant to such Sponsor or its Affiliates ... (each, an "Independent Manager")."
- ⁹ A Gemba walk is a direct observation management practice whereby leaders tour the workplace to observe and discuss operational activities with employees to identify areas for improvement.
- ¹⁰ The SafeBridge Potent Compound Safety Certification (SafeBridge Certification) is an occupational health and safety assessment of the Company's ability to safely handle and manufacture potent pharmaceutical compounds. Primary focus areas of the SafeBridge assessment are management, hazard identification and evaluation, hazard controls, communication, education and training associated with managing risks associated with highly potent active pharmaceutical ingredients (API).
- ¹¹ Benefits for employees of our German manufacturing facility are mandated by German law and managed in conjunction with our German Works Council.
- ¹² Employees are eligible to participate in the EOP if they are employed by Simtra at the time of a successful transition. The EOP is for U.S. employees. Non-U.S. employees participate in a similar plan applicable to their jurisdiction.
- ¹³ STEM refers to science, technology, engineering and mathematics.sffgsf
- ¹⁴ International Standards Organization (ISO) certifications validate an organization's fulfillment of certain global standards related to a particular quality, manufacturing or other business function.
- ¹⁵ Following receipt of Form 483 observations from the FDA during 2024, the Company provided satisfactory responses and both sites are currently classified as Voluntary Actions Indicated (VAI).
- ¹⁶ The suppliers screened represents approximately 80% of our 2024 spend on suppliers.
- ¹⁷ Percent of recycling diverted from total waste sent to disposal.
- ¹⁸ Based on maximum output of 3,300kw.
- ¹⁹ By virtue of renewable energy certificate (REC).
- ²⁰ Halle and Bloomington facilities are located in medium - high water stress level areas, according to the WRI Aqueduct Atlas.
- ²¹ Incidents in which wastewater parameters were above approved limits were communicated to the relevant authority, and necessary actions were taken to address the matter.
- ²² Organization-specific metric (the denominator) chosen to calculate the ratio = Square footage. Denominator value = 1,202,258 sq. ft.
- ²³ Includes consultants, contractors, apprentices, trainees, interns, and fixed term contract workers.
- ²⁴ 40 new suppliers (representing 80% of Simtra spend) are currently being screened for environmental and social impacts within the newly implemented Simtra & EcoVadis screening program.
- ²⁵ Calculated as of end of FY2024.
- ²⁶ Across both sites. Agencies involved include FDA CDER, TGA (Australia), FDA CBER, PMDA (Japan), Taiwan FDA, GMoH (Germany), ANVISA (Brazil), MoIT Russia EAEU, KFDA / MFDS (Korea), Cofepris (Mexico), USA FDA, and FDA CDER.