

2025

Sustainability Report



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A Message from Our CEO

At Simtra, our commitment to excellence, integrity, and responsible operations guides every decision we make. As our global footprint continues to expand, we remain focused on supporting our clients—and ultimately the patients they serve—through unwavering quality, safety, and compliance.

Since becoming an independent company in late 2023, we have continued to strengthen our environmental, social, and governance practices across our operations. This Sustainability Report reflects both our progress and our enduring commitment to acting responsibly and operating transparently, and contributing meaningfully to the communities in which we live and work.

Our values—Make It Happen, Make It Together, Make It Right, and Make It Count—define how we operate as a premier contract development and manufacturing organization for injectable products. They shape how we partner with customers and how we develop, manufacture, and deliver critical therapies so they reach patients safely, reliably, and on time.

We recognize the critical role injectable medicines play in patient care, and with that role comes a profound responsibility. From development through commercial manufacturing, we are driven to uphold the highest standards of performance, quality, and care in everything we do.

In 2025, we made significant investments in our facilities, equipment, and technology to expand capacity across our global network. Each investment was evaluated through the lenses of quality, safety, regulatory requirements, and sustainability—ensuring we are well positioned to meet both current and future customer needs.

Equally important, we continue to invest in our people and our processes. By fostering a strong, inclusive culture; supporting the communities where we operate; minimizing our environmental impact; and maintaining accountability and transparency, we strengthen our organization and advance our mission.

Sustainability is not separate from our business—it is integral to how we deliver for our customers, protect patients, and build long-term resilience for Simtra.

Thank you for your continued trust and partnership.

Franco Negron

About Our Report

We are pleased to present Simtra’s second annual Sustainability Report (Report), which outlines our sustainability-related performance for the period from January 1 through December 31, 2025 (Reporting Period). Our Report is intended to provide an overview of Simtra’s global operations and highlight our progress on sustainability-related matters.

The scope and content of our Report were informed by a Double Materiality Assessment (DMA) conducted in 2025 to identify environmental, social, and governance topics that are material from both an impact and a financial perspective. This assessment identified sustainability-related risks and opportunities that could affect our business performance and our value creation. Our Report covers Simtra’s operations at our corporate headquarters and global manufacturing facilities, and has been reviewed by Simtra’s Executive Leadership Team (ELT) and Sustainability Steering Committee, and approved by our Chief Executive Officer (CEO) and Board of Managers (Board).

While we strive to maintain the accuracy and completeness of the information presented, Simtra does not warrant that our Report is free from errors or omissions. The estimates and methodologies used to compile some of our sustainability data may rely on assumptions that are inherently subject



to uncertainty and may evolve over time due to regulatory developments, data availability, changes in strategic priorities, or other factors. Accordingly, future disclosures may differ from the information presented in our Report, and Simtra may issue updates or corrections as appropriate.

For context, our Report references select disclosures, or portions thereof, from the Global Reporting Initiative (GRI) Standards. A Content Index is included to assist readers in locating relevant information across our Report and Simtra’s web-based resources, and to demonstrate alignment with the GRI Standards. In addition, Simtra recognizes the evolving sustainability reporting landscape and intends to progressively enhance our disclosures over time to align with the requirements of the European Union’s Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards.

Our Commitment to Sustainability

In 2025, Simtra conducted a DMA as a foundational effort designed to strengthen our strategic planning and sustainability disclosures. Apart from positioning Simtra to meet future CSRD requirements for our European operations, the DMA serves as the evidence base for our Sustainability Program, which is organized around six interconnected impact categories.

These categories represent our most significant opportunities to create value and mitigate risk:

Commitment to Customers

We leverage our risk management and materiality insights to remain a reliable, responsible partner, ensuring that our sustainability progress directly supports our customers' own sustainability goals.

Uncompromising Quality

By embedding resilience into our daily operations, we safeguard the high standards required for life-saving injectable medicines.

Employee Engagement

We prioritize employee development and leadership competencies, recognizing that a highly engaged, skilled team is the engine of our sustainable growth.

Sustainable Growth

Our DMA identifies long-term opportunities that allow us to expand our business while maintaining a positive impact on the environment and society.

Supply Chain Excellence

We proactively manage emerging risks to maintain supply continuity, protecting our partners from global volatility and regulatory shifts.

Regulatory Compliance

Our governance framework provides clear accountability and timely decision-making, keeping us ahead of evolving global standards and complex legal requirements.

Material Topic Identification and Methodology

As part of the DMA, Simtra applied a structured, multi-step approach to identify and prioritize sustainability issues. The process began with the identification of a broad universe of potential topics, which was narrowed down to 41 sustainability related topics, informed by global sustainability trends, industry-specific and sustainability standards, regulatory requirements, and Simtra’s sustainability strategy and supply chain profile. The topics were subsequently refined through stakeholder engagement and internal validation by Simtra’s Sustainability Steering Committee, resulting in the final 16 material topics that support our sustainability strategy across four strategic pillars.

Material Topics Supporting Simtra’s Sustainability Strategy

Aligning Values with Actions

- Corporate Governance
- Cybersecurity and Data Privacy
- Responsible Supply Chain Management

Delivering Quality Products

- Product (Drug) Safety and Quality
- Regulatory Compliance

Investing in Our Team

- Labor Practices and Working Conditions
- Employee Health and Safety
- Employee Recruitment, Development, and Retention
- Employee Engagement
- Diversity and Inclusion
- Community Engagement

Reducing Our Environmental Impact

- Environmental Stewardship
- GHG Emissions and Climate Change
- Circularity and Waste Management
- Energy Management
- Water Management

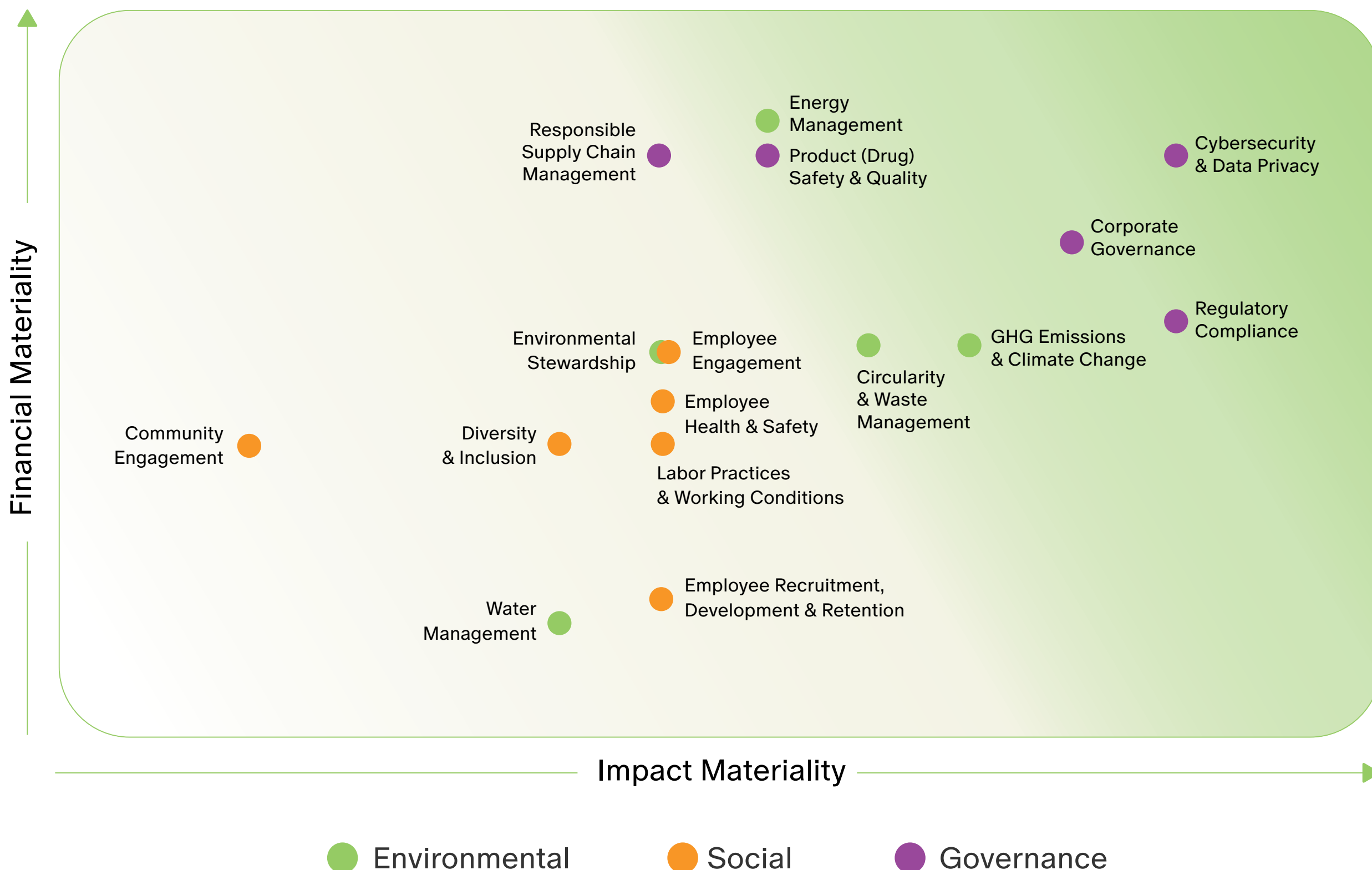


Stakeholder inputs were evaluated using a structured scoring methodology that weighed responses based on relevance and influence on Simtra’s business strategy. Leadership then reviewed and validated the topics in alignment with strategic priorities and business context. Each topic was assessed qualitatively through two lenses: 1) impact materiality, which evaluated

the severity and likelihood of each sustainability topic on the environment and society; and 2) financial materiality, which scored the magnitude and likelihood of sustainability-related risks and opportunities. Using defined materiality thresholds, topics deemed material from either the impact or financial perspective were considered material overall. The results are presented in Simtra’s Double Materiality Matrix.

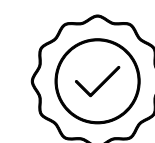
Double Materiality Matrix

Note: Environmental Stewardship and Employee Engagement had the same final score, and as such both topics appear in the same place on the matrix.



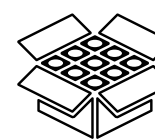
Stakeholder Engagement

Stakeholder engagement was central to the DMA, with particular emphasis on the critical importance of regulatory compliance, product safety, and quality. Insights from stakeholders informed topic prioritization, impact materiality, and the identification of sustainability-related risks and opportunities, including financial impact. Stakeholders consistently emphasized that rigorous compliance and delivery of reliable, high-quality products are the most critical outcomes of Simtra’s operations, underscoring the essential role our business plays in protecting patients and ensuring continuity of care. Beyond this, key insights from stakeholder engagement concluded:



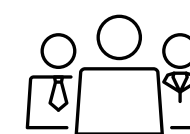
Governance and Business Practices

Regulatory compliance, ethical conduct, transparency, and leadership accountability are critical to stakeholder trust, operational consistency, and business continuity.



Product Impacts

Patient safety, product quality, and lifecycle considerations are paramount. High quality products support positive health outcomes, customer trust, and public confidence. Environmental and societal impacts related to waste, packaging, and sourcing were also identified as being important focus areas.



People Impacts

Workforce conditions, leadership practices, and community outcomes were emphasized, including fair labor practices, diversity and inclusion initiatives, and local employment benefits. Employee engagement, morale, and safe working conditions were seen as key drivers of productivity and well-being.



Environmental Impacts

Manufacturing activities drive energy use, material consumption, waste generation, and water use. Stakeholders highlighted opportunities to reduce these impacts through energy efficiency, renewable energy, and responsible facility design.



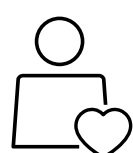
Advancing Trust and Excellence through Materiality

The 2025 DMA identified highly material priorities that form the basis of our multi-year roadmap:



Governance

Strong corporate governance, regulatory compliance, cybersecurity, and a commitment to ethical conduct and accountability.



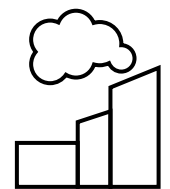
Social

Labor practices, employee health and safety, and diversity and inclusion initiatives to ensure workforce stability and talent retention.



Products and Patients

Product safety and quality, which remain central to patient protection, trust, and operational continuity.



Environmental

Energy management and greenhouse gas (GHG) emissions, with a focus on compliance for our European operations.

These priorities validate that our strategic focus on quality, compliance, and safety is aligned with long-term value creation and stakeholder expectations. Moving forward, this integration will enable us to better identify emerging opportunities and deliver the “Quality by Design” that our customers depend on.

This work has already begun and in 2025 we advanced key initiatives that strengthen our resilience and transparency:

Quality and Safety Leadership: We accelerated our Quality Enhancement Program (QEP) and initiated a Compliance Action Plan (CAP) in Halle, reinforcing our role as a reliable, compliant partner.

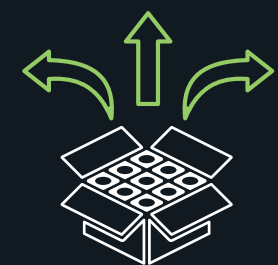
Workforce Resilience: We launched a new performance management framework and deepened leadership competencies so our team can navigate the complexities of a sustainable global supply chain.

Strategic Transparency: The DMA enabled a robust disclosure framework, providing customers with transparent, sustainability-aligned data for their own sustainability targets.

In coming years, we will leverage the insights from our DMA to continue to align our sustainability efforts with our core purpose: to bring vital injectable products to our customers’ patients worldwide. As such, the DMA will help us more thoughtfully integrate environmental and social initiatives into our daily operations, aligning our resources with the sustainability topics that matter most to our stakeholders.

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.



More than 159m units

released to global markets, supporting uninterrupted patient access to medicines



~30%

growth of global employee base



177,145

training hours completed



120

countries served, enabling global market access through integrated CDMO capabilities

About Us

At Simtra, we start with the end in mind—patient safety. We are committed to the safe, reliable development and manufacture of high-quality sterile injectable products that meet the evolving needs of our customers and the patients they serve worldwide.

Building on decades of expertise rooted in our Baxter legacy, we partner with pharmaceutical and biotechnology companies to produce parenteral medicines in strict compliance with regulatory requirements and industry standards, ensuring consistent quality, dependable supply, and the highest standards of patient safety.

In October 2025, Simtra successfully completed its separation from Baxter, concluding the transition services agreement and achieving operational independence while maintaining continuity for our customers. This milestone marked an important step in strengthening Simtra's operational execution and reinforcing our focus on patient safety and product quality.

As an independent CDMO owned by Advent International and Warburg Pincus, Simtra provides end-to-end services spanning clinical development through commercial manufacturing.



We support our customers from two state-of-the-art manufacturing facilities in Halle Westfalen, Germany, and Bloomington, Indiana, USA, as well as from our corporate headquarters in Parsippany, New Jersey, USA.

Our capabilities include a broad range of delivery systems such as pre-filled syringes, liquid and lyophilized vials, nested cartridges and supporting diverse product types, including biologics and small molecules, cytotoxics, highly potent compounds, and vaccines. Both manufacturing sites operate under ISO certified environmental, health, and safety management systems that support the reliable production of safe, high quality injectable medicines for our customers' patients worldwide.

Our Mission, Vision, and Purpose



With a legacy of 65+ years of manufacturing experience, our company combines deep technical know-how and global reach with a strong commitment to quality to help pharma and biotech innovators bring complex medicines to patients.

Everything we do is driven by our purpose: to bring vital injectable products to our customers' patients worldwide. Our mission is unwavering: acting with complete integrity, upholding high quality standards, bringing to bear our deep scientific and technical expertise, and always delivering on our commitments. Anchored in this shared purpose and mission, we work toward a common vision: to be the premier contract development and manufacturing organization for injectable products.

Our Core Values

At the core of Simtra's culture is a simple truth: We Make What Matters.

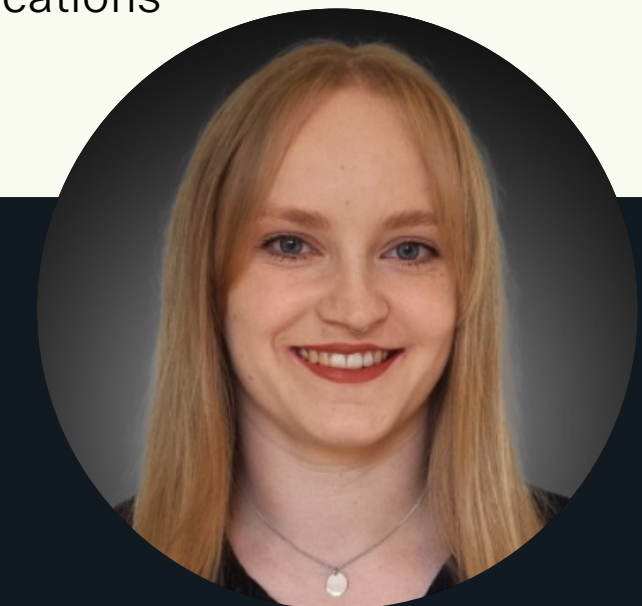
This belief underpins a set of values that guide how we work, and recognize the behaviors that drive our success. Our values reflect the standards we strive to uphold in our daily work and personal conduct. Employees are introduced to these values upon joining the company and learn how they support our Mission, Vision, and Purpose. We bring these values to life everyday through how we interact with others, reinforced by open communications and a shared commitment to accountability and excellence.

Make It Happen:

Lajana Schulz, Chemical Lab Technician
Halle, Germany

"While developing a new cleaning validation method for one of our customers, Lajana truly showed what 'Made for This' means. With passion, creativity, and perseverance, she worked closely with colleagues to move a complex challenge forward in a big way. Her contribution lays the foundation for new standards and provides knowledge that will benefit many projects in the future."

Nora Ismaeel, Manager, Process Performance & Qualification



Business Model and Value Chain

Product quality is at the center of everything we do. As a sterile injectables CDMO we deliver dependable, high-quality manufacturing services grounded in rigorous regulatory compliance, operational execution, and continuous innovation. Our integrated value chain enables us to consistently produce and supply critical sterile injectable products, positioning Simtra as a trusted, long-term partner and a reliable supplier to pharmaceutical and biotechnology customers worldwide.



Operations

In our operations, we transform raw materials into high-quality sterile injectable products through formulation development, lyophilization, aseptic fill/finish, analytical testing, and validated packaging. We leverage advanced manufacturing technologies, automation, and containment systems to reduce contamination risks and enhance efficiency. Our manufacturing sites serve customers around the globe and conduct operations in quality-driven facilities, supporting product integrity and a global distribution network.



Governance and Innovation

In governance and innovation, we uphold rigorously maintained quality systems, comply with global regulatory requirements, and drive continuous improvement across our operations. We continue to invest in automation, AI-driven analytics, and digital supply chain transparency to support operational execution. Our recent \$45 million investment to expand Antibody-Drug Conjugate (ADC) capabilities further demonstrates our commitment to innovation and to meeting the evolving needs of our customers and their patients.



Social

From a social standpoint, we rely on a highly skilled workforce including production operators, scientists, engineers, and quality professionals. We invest in comprehensive training, employee engagement, and diversity and inclusion initiatives to foster a safe, compliant, and innovative workplace. We continue to empower our employees to openly engage with leadership through our joint employee-leadership safety committees, Gemba walks, and quality committee meetings.



Environmental & Supply Chain

From an environmental and supply chain perspective, we source raw materials from certified suppliers, including APIs, excipients, and packaging components, supported by strong cold-chain logistics and specialized handling of potent compounds. Our procurement and logistics practices are designed to maintain supply continuity and risk mitigation, supported by digital tracking systems and regular supplier audits.

SPOTLIGHT

Our Global Expansion

In October 2025, we announced a major expansion of our global manufacturing network, designed to give our clients greater capacity, faster scale-up, and more reliable access to complex sterile injectable therapies. By strengthening supply continuity across North America and Europe, we are helping our customers mitigate risk and deliver critical medicines to patients with increased reliability.



As part of this growth, we acquired a 65-acre campus in Bloomington, Indiana, with over 300,000 square feet of expansion space. This expansion will include new isolator-based vial lines and create purpose-built manufacturing opportunities for customer-specific high-potency oncology products. This positions us to become the first U.S.-based CDMO able to offer commercial-scale manufacturing for ADCs while also expanding capacity at the existing Bloomington facility with the addition of two new prefilled syringe lines.

This U.S. expansion is part of a broader, dual-continent strategy focused on high-potency capabilities, syringe production, and development services. We are striving to meet the rising demand for ADCs and other highly potent sterile injectables at both our US and German sites. At our existing campus in Bloomington, we are constructing a 153,000 square-foot production facility with at least six new isolator filling lines, including a high-speed vial line with three lyophilizers dedicated to highly potent molecules. This facility will be operational by 2027, complementing other expansion efforts already underway at our existing Bloomington campus.

We are also leveraging the high-potency expertise we have developed in Halle, where we already produce multiple approved ADCs in a SafeBridge Category 4 certified facility.

Recent investments in Halle include a \$14 million bioconjugation suite and a \$125 million production building. We are transferring most of this experience to our U.S. operations, enabling us to develop a fully integrated end-to-end ADC platform across both continents while also expanding our Development and Pre-Commercial Services. By establishing domestic U.S. commercial-scale ADC manufacturing, we are helping our customers complete the entire drug product supply chain within the United States—a capability that has become increasingly critical considering geopolitical, supply-chain, and tariff pressures on global pharma manufacturing.



With this expansion in Halle, we are in a great position to help our clients accelerate development of new therapies, such as targeted cancer treatments, and deliver these critical drugs to patients sooner. With the opening of this new facility, we are delivering on our promise to our customers. This state-of-the-art facility further builds out our expertise in large-scale vial filling for liquid and lyophilized products, as well as prefilled syringes, which is a new technology for our Halle site.

Franco Negron, CEO

Aligning Values with Actions



Corporate Governance

At Simtra, we drive good corporate governance across our operations to foster a culture of integrity, accountability, and reliability. By integrating rigorous internal controls and risk management, we support the consistent delivery of high-quality, safe products and provide transparency and oversight to our clients.

Our 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 Code of Conduct serves as the foundation for our ethical standards, applying to all employees and key business partners. We emphasize strong supplier governance to maintain supply chain integrity, minimizing service interruptions for our customers. Through annual training and targeted compliance monitoring, we reinforce our commitment to legal and ethical obligations.

Additional details of our Corporate Governance and oversight can be found starting on page 10 of our [2024 Sustainability Report](#).

Corporate Governance Leadership Structure

Audit Committee

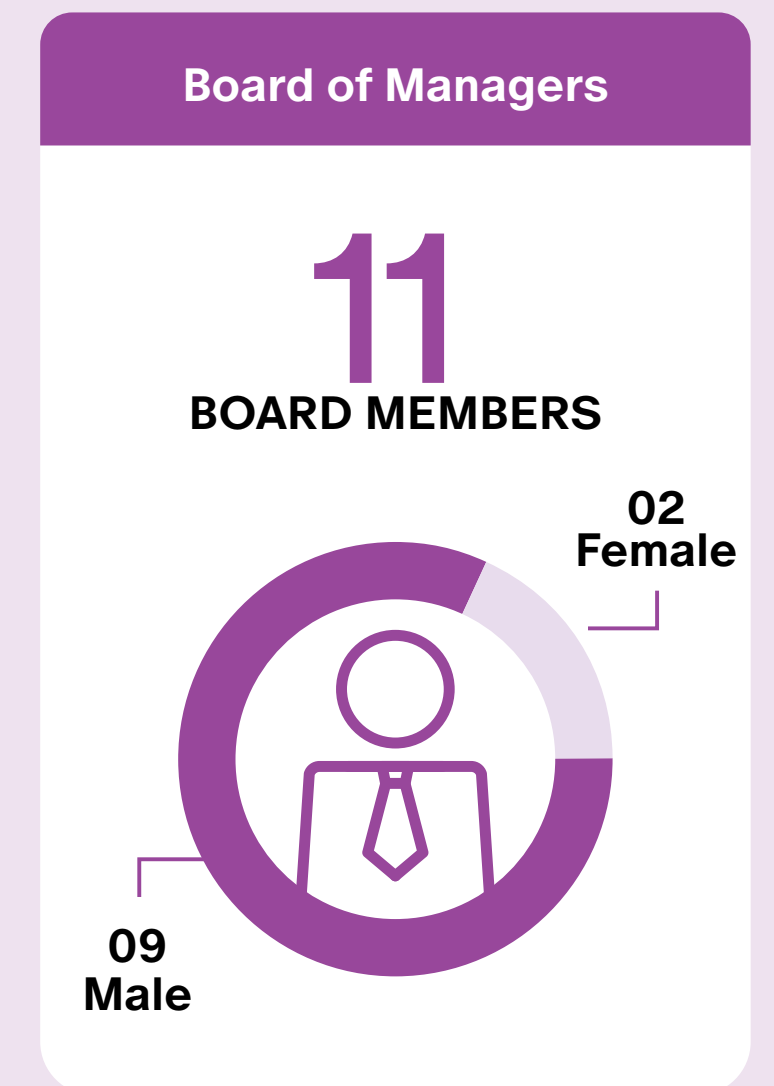
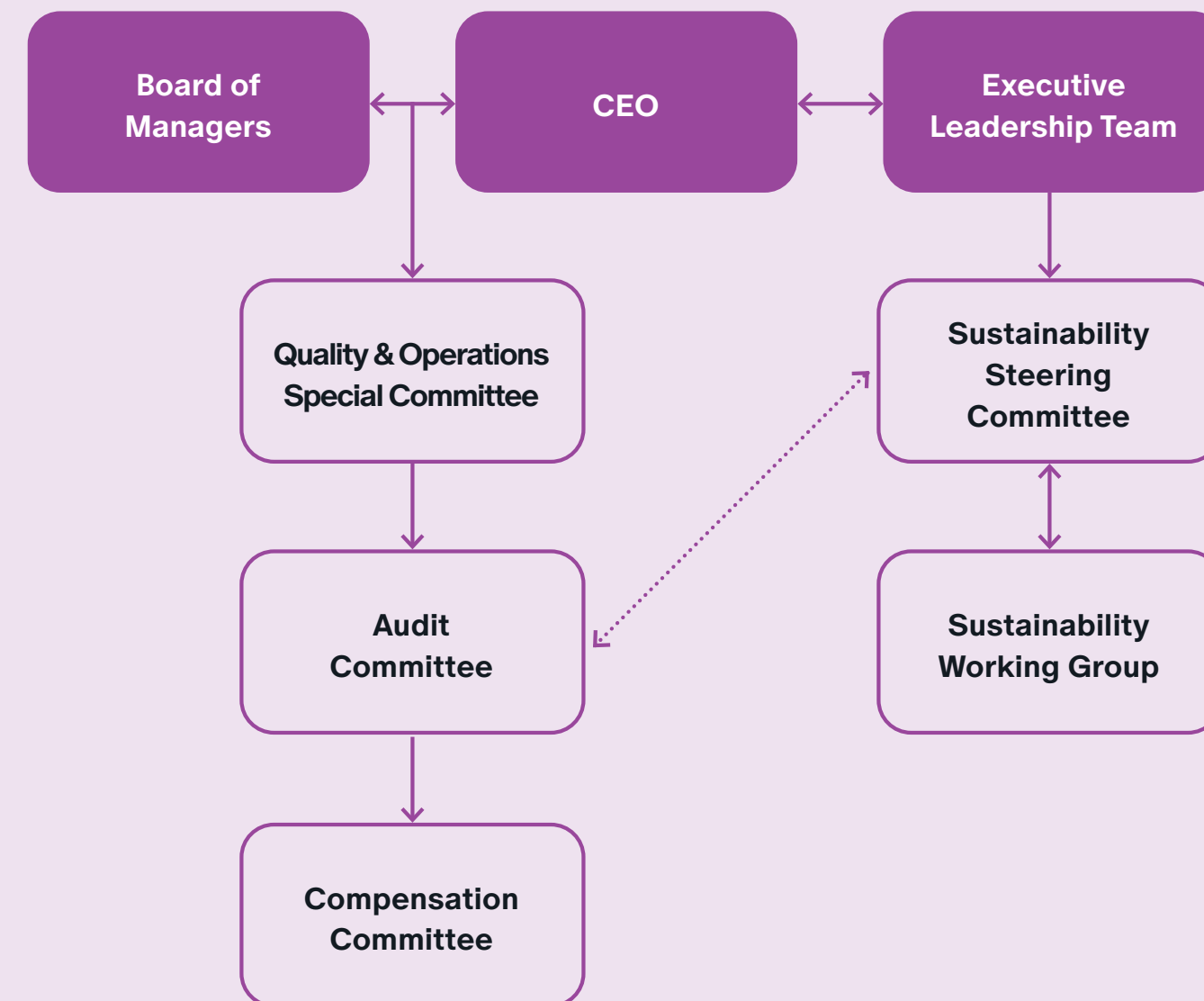
Oversees risk, compliance, and the Sustainability Program.

Quality and Operations Committee

Monitors quality matters and operational performance to maintain service continuity.

Executive Leadership:

Led by our CEO, the ELT executes day-to-day strategies across all functional areas. Our General Counsel oversees risk management and reports directly to the Audit Committee.



2025 HIGHLIGHTS



100%

of operations assessed for risks related to corruption



7

new corporate policies launched



96%

of employees completed compliance and ethics training

Sustainability Governance and Oversight

Simtra is strengthening the role of sustainability in supporting its business through a structured governance framework that encourages accountability at every level. The CEO holds ultimate responsibility for sustainability performance, with day-to-day management led by the Legal, Risk & Integrity (LRI) team. This integration safeguards that material sustainability topics—critical to our customers and stakeholders—are woven into our core operational fabric.

Strategic guidance is provided by the Sustainability Steering Committee, which is comprised of senior leaders who align sustainability progress with functional goals:

Executive Sponsorship

The General Counsel chairs the Committee and serves as the Program's executive sponsor.

Functional Accountability

Leaders from Operations, Quality, HR, and Marketing monitor and drive progress within their specific impact categories at both global and site levels.

Board Governance

The Audit Committee, composed of independent members, provides oversight and reports progress to the full Board quarterly so that efforts support long-term value creation.

To further drive sustainability throughout the organization, we utilize a dual-track approach for execution where the Sustainability Steering Committee provides high-level strategic oversight and alignment with business objectives, while an employee-led Working Group representing diverse functions across the organization drives program implementation and deepens stakeholder engagement on the ground.

Additional details of our Corporate Governance and oversight can be found on page 12 of our [2024 Sustainability Report](#).



Strategy, Resilience, and Risk Management

At Simtra, we view resilience not merely as an operational requirement, but as a fundamental commitment to our customers. By aligning Enterprise Risk Management (ERM) with the core of our strategy, we help keep our operations a stable anchor for the customers who rely on us.



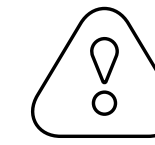
Our risk governance framework is designed to provide the transparency and reliability our customers expect. Led by our General Counsel, risk oversight is integrated across the organization, to promote accountability at every level.

This structure facilitates:



Consistent Decision-Making

Aligning our operational choices with the highest standards of quality and safety.



Proactive Escalation

Rapidly identifying and addressing risks before they can impact product quality, regulatory compliance, or supply continuity.



Sustainability Integration

Actively managing emerging environmental and social risks to support our long-term viability as a partner in a shifting global landscape.

We take a coordinated approach to risk that balances mitigation with opportunity. ERM at Simtra is a strategic tool that informs our investment priorities and operational planning, allowing us to pivot effectively in a complex operating environment. This proactive stance helps us move beyond simply reacting to change, positioning us to withstand it and safeguard the value we deliver to our customers.

Building on the foundational capabilities established in 2024, we continued to strengthen our ERM framework throughout 2025. Key highlights of our commitment to customer-centric resilience include:

Annual Strategic Risk Assessments	In-depth evaluations to prioritize risks affecting both near-term delivery and long-term business goals.
Enhanced Risk Ownership	Assigning dedicated owners to material risks, ensuring monitoring and direct reporting to Senior Management and the Board's Audit Committee.
Operational Integration	Advancing ERM beyond a high-level oversight function by strengthening its connection to operational decision-making, safeguarding the supply chain, and reinforcing our role as a trusted, high-quality service provider.

By integrating risk management into our strategic approach, Simtra enhances its organizational resilience, protects long-term value, and remains a dependable partner in an increasingly complex regulatory and risk environment.



Our strategic approach to sustainability begins with our people and our culture; we believe that a truly engaged workforce is the essential foundation for any environmental or operational success. By communicating our sustainability goals in a way that every employee can relate to, we foster a shared sense of commitment and ensure everyone feels personally invested in our progress. This culture is reinforced by high-level engagement, such as the CEO's direct oversight of safety and incident reporting, which demonstrates that our leadership is deeply committed to the well-being and accountability of the entire organization.

Jim Garrett - General Counsel

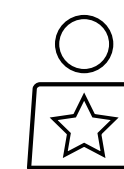
Operational, Workforce, and Infrastructure Resilience

We proactively manage operational continuity and workforce risks, recognizing that resilient operations are essential to maintaining high-quality, reliable service for our customers.



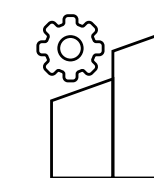
Operational continuity

Sustainability risks such as energy availability, water stress, and extreme weather events are incorporated into our business continuity planning, ensuring our facilities remain operational under challenging conditions - *because* patients depend on uninterrupted access to their medicines, even during disruptions and natural disasters.



Workforce resilience

Talent retention, succession planning, and employee engagement efforts support our broader sustainability objectives, enabling us to maintain a skilled and committed workforce that supports operational execution - *because* attracting, developing, and retaining top talent is essential to delivering innovative, high-quality products for our customers.



Future-proofed infrastructure

New and upgraded facilities are designed to anticipate climate impacts, energy transition pathways, and regulatory developments, ensuring long-term operational reliability. These investments are informed by ERM insights to align infrastructure planning with strategic risk considerations - *because* investing in future-ready, innovative infrastructure preserves long-term value for our customers and supports their evolving needs.

Governance and Remuneration

Simtra is committed to strong, responsible, and transparent governance to support its purpose: to bring vital injectable products to our customers' patients worldwide. Governance practices are designed to ensure effective oversight of strategy, operational performance, quality, compliance, environmental, health and safety (EHS), and ERM.

Business Ethics and Compliance

Simtra maintains a comprehensive Compliance Program and our Code of Conduct is designed to safeguard the integrity of our global operations and protect our customers' interests. By establishing rigorous controls against risks ranging from anti-bribery to trade compliance, we maintain a stable, transparent, and legally compliant value chain.

This framework provides clear ethical guidance to employees and suppliers, reinforcing our commitment to responsible business conduct. In order to be a reliable partner in a shifting landscape, all corporate policies are routinely reviewed, keeping our operations aligned with evolving regulations and best practices.

Additional details of our Corporate Governance and oversight can be found on page 13 of our [2024 Sustainability Report](#).



SIMTRA'S INTEGRITY HOTLINE

Simtra maintains a confidential and anonymous whistleblower mechanism available to employees and external stakeholders via a third-party hotline and web portal. Reports may relate to violations of law, the Code of Conduct, financial controls, workplace conduct, or other policy breaches. All reports are triaged and investigated under documented procedures designed to maintain confidentiality, objectivity, and protection against retaliation.

Whistleblower activity, significant cases, and remediation measures are reviewed quarterly by the Audit Committee. During the reporting period, the Company received 31 compliance related inquiries through our dedicated Integrity Hotline, phone, email or in person. Following a comprehensive evaluation, 100% of cases were either successfully resolved, appropriately addressed, or determined to be unsubstantiated. Overseen by Compliance & Ethics, investigations are conducted by Human Resources, legal counsel, or external investigators as appropriate.

The assignment of these relevant parties is determined by the specific nature and risk level of each individual case to support a thorough and objective review.

Where investigations identify misconduct or control gaps, corrective actions are implemented, including disciplinary measures, targeted training, management actions, and enhancements to policies or internal controls. Moreover, all allegations of retaliation are investigated, and substantiated retaliation results in disciplinary action.

Our Integrity 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 mtloffredo@simtra.com

Simtra's Integrity 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>

Cybersecurity and Data Privacy

Cybersecurity and data privacy are fundamental to Simtra's commitment to operational resilience, supporting the protection of confidential information, continuity of operations, and confidence among customers and stakeholders.

Cybersecurity risks at Simtra are governed through clearly defined oversight structures and included in our ERM framework. Our risk governance processes align with organizational risk appetite and operational priorities, ensuring that cybersecurity is considered alongside other strategic and operational risks. Pragmatic cybersecurity policies, technical controls, and ongoing employee training reinforce our ability to identify, assess, and respond to threats in a proactive manner.

We manage data privacy through a formal compliance framework aligned with applicable data protection regulations and industry standards. Simtra's privacy practices are designed to protect personal information collected through our digital platforms and business interactions, as described in our publicly available [Privacy Policy](#).

This Policy, along with our internal privacy policies, outlines how we collect, use, share, and secure personal information, including the

measures we take to protect personal data and the rights of data subjects under relevant privacy laws.

Confidential client, proprietary, and clinical data are safeguarded through a combination of technical and organizational measures, ensuring the integrity and confidentiality of sensitive information.

These safeguards include:

- **Access controls** to restrict data access to authorized personnel only;
- **Data segregation and encryption** to protect information at rest and in transit;
- **Continuous monitoring** of anomalies and potential security threats; and
- **Vendor and third-party due diligence** when engaging service providers that process or store personal or sensitive data on our behalf.

Incident Response and Continuity Planning

Simtra maintains integrated cybersecurity incident response, data breach management, and business continuity plans to enable rapid containment, investigation, remediation, and regulatory notification where required, ensuring continuity of critical operations during disruptions. These plans are regularly updated to reflect organizational changes and evolving best practices, and incident response tabletop exercises are conducted periodically to test readiness and strengthen our ability to deliver reliable, resilient service to customers.

Employee Awareness and Training

We reinforce cybersecurity and data privacy best practices through targeted employee training programs and internal communications. These initiatives help build a culture of vigilance and accountability across the organization, ensuring that employees understand their roles in safeguarding data and responding to potential cybersecurity threats.

Advanced Technologies and Responsible Innovation

At Simtra, we recognize the transformative potential of artificial intelligence (AI) and other advanced technologies to drive innovation, operational efficiency, and sustainable growth. Our Advanced Technologies Program oversees the deployment of these technologies across the organization, ensuring that their application aligns with our corporate values, supports stakeholders, and complies with all applicable legal and regulatory requirements.

Guided by the Advanced Technologies Steering Committee, the Program was established in 2024 to implement, oversee, and monitor technology initiatives. Chaired by our Chief Information Officer and supported by our Privacy Officer, the Committee helps integrate governance of advanced technologies with Simtra's overall organizational strategy and sustainability objectives.

Through this Program, we build responsibility, integrity, and ethical considerations into all technological initiatives. This reinforces our commitment to operational execution, sustainability, and stakeholder trust.



Responsible Supply Chain Management

At Simtra, our supply chain is more than a logistical network; it is a critical component of our commitment to customer success and patient safety.

We maintain continuity and reliability by embedding robust governance mechanisms directly into our responsible management programs. This foundation begins with our Code of Conduct and specifically our [Supplier Code of Conduct](#), which outlines the ethical, social, and environmental standards we expect of all business partners, including those in our indirect supply chain. By setting these clear expectations for labor rights, environmental stewardship, and anti-corruption, we foster a transparent ecosystem that reflects our own internal standards of excellence.

To maintain this integrity, we use a proactive oversight model that monitors our suppliers on a monthly basis, regardless of spend or product type. This universal approach allows us to identify performance trends early and intervene before risks escalate, ensuring that every partner contributes to a resilient and compliant supply base. Our governance is further strengthened by a risk-based due diligence program that includes third-party screening and enhanced monitoring for critical partners, effectively mitigating legal, ethical, and operational risks before they can impact our customers' requirements.

Quality Supplier Oversight and Engagement

Simtra's quality supplier engagement is governed by a comprehensive Supplier Quality Management Program to validate that business partners operate in line with applicable legal, ethical, environmental, and quality standards. We expect suppliers to acknowledge and comply with Simtra's Supplier Code of Conduct, which sets clear expectations related to legal compliance, labor and human rights, environmental responsibility, and business ethics. These principles form the foundation of our supplier relationships and promote accountability and transparency across the supply chain. The framework is designed not only to mitigate operational, regulatory, and data-security risks, but also to support continuous performance improvement and innovation among supplier partners.

We manage the technical and regulatory health of our supply chain through a structured Supplier Quality Lifecycle. This end-to-end framework governs every stage of the relationship, from initial planning and risk-based qualification, which

may include on-site audits and QMS verification, through to ongoing maintenance and eventual retirement. Once a supplier is approved, they are integrated into our Supplier Handling Matrix, an oversight model that defines specific requirements for contracts, performance indicators, and business continuity arrangements based on the criticality of their service.

The ongoing performance of our supply base is overseen by a cross-functional Supplier Quality Review Board, which leverages tools like Supplier Corrective Action Requests (SCARs) to drive continuous improvement. This technical rigor is complemented by our logistical excellence, highlighted by our Halle facility's Authorized Economic Operator – Full (AEO-F) status. As the European Union's highest accreditation for customs compliance, this certification ensures that high-value injectable products move through the global supply chain with maximum security and minimal delay. Through this integrated approach, we remain a dependable CDMO partner, delivering critical medicines with the transparency and accountability our global stakeholders expect.



Simtra uses EcoVadis to monitor sustainability performance both internally and across our supplier network.

Our top 40 suppliers by spend, representing approximately 80% of total procurement, are included in the assessment. Current rated partners exceed benchmark performance across all EcoVadis categories. The next phase of our sustainability efforts will focus on engaging suppliers to review scores and understand their action plans for continuous improvement.

Delivering Quality Products



2025 HIGHLIGHTS



11
Regulatory Inspections
 (FDA, EMA, etc.)



18+
Quality Management System Certifications, including ISO 14001 and ISO 45001



58
Audits
 Internal and External/Third-Party



0%
Sterility Test Failure Rate

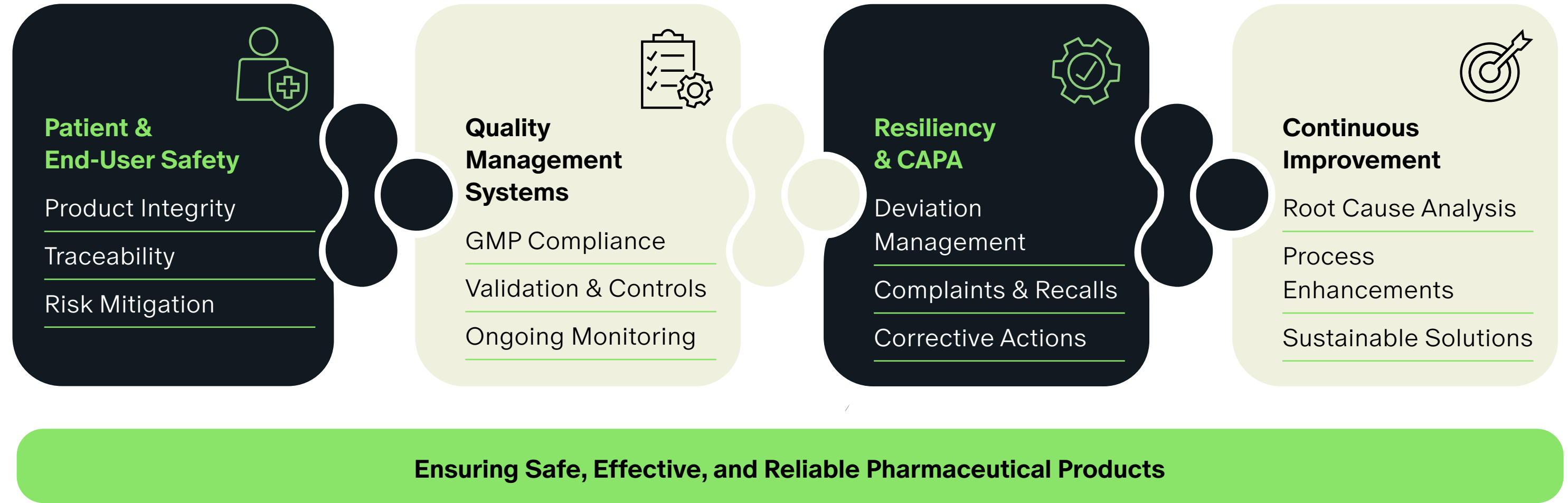
As a premier CDMO, Simtra manufactures pharmaceutical products distributed in over 120 countries. We recognize that delivering safe and effective medicines is the foundation of our responsibility to patients, customers, and stakeholders.

We are committed to best-in-class quality and product safety through:

<p>Regulatory compliance and control</p> <p>Maintaining operations that consistently meet or exceed applicable regulatory requirements and industry standards.</p>	<p>Continuous improvement</p> <p>Refining our processes and systems regularly to enhance quality, efficiency, and compliance.</p>	<p>Quality as a competitive advantage</p> <p>Leveraging our quality management to strengthen reliability, customer trust, and market positioning.</p>
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By combining high-quality standards with transparency, responsiveness, and reliable delivery, our customers receive the medicines they need when they need them. This approach not only safeguards patient outcomes but also builds long-term partnerships with our customers who value reliability, ethical practices, and operational integrity.

Quality and Product Safety at Simtra



SPOTLIGHT

Advancing Industry Knowledge Through Stakeholder Engagement

Throughout 2025, Simtra prioritized industry-leading knowledge sharing by hosting a series of educational forums designed to foster technical expertise and strengthen customer partnerships. A hallmark of this initiative was our technical seminar in Halle, Germany, which focused on the complexities of ADCs and drew approximately 50 industry professionals. To complement these larger forums, we also hosted intimate, high-touch 'Dine and Discover' sessions, such as our event in San Francisco, to facilitate deeper peer-to-peer dialogue.

Looking toward 2026, we remain committed to this roadmap of thought leadership. With upcoming engagements scheduled for Bloomington in April and a return to Halle later in the year, we continue to leverage our facilities as hubs for innovation and collaborative excellence, while fostering technical expertise and strengthening customer partnerships.

Product Safety and Quality

At Simtra, we place quality at the core of our operations, focusing on meeting customer requirements and complying with all applicable regulations, policies, and industry standards.

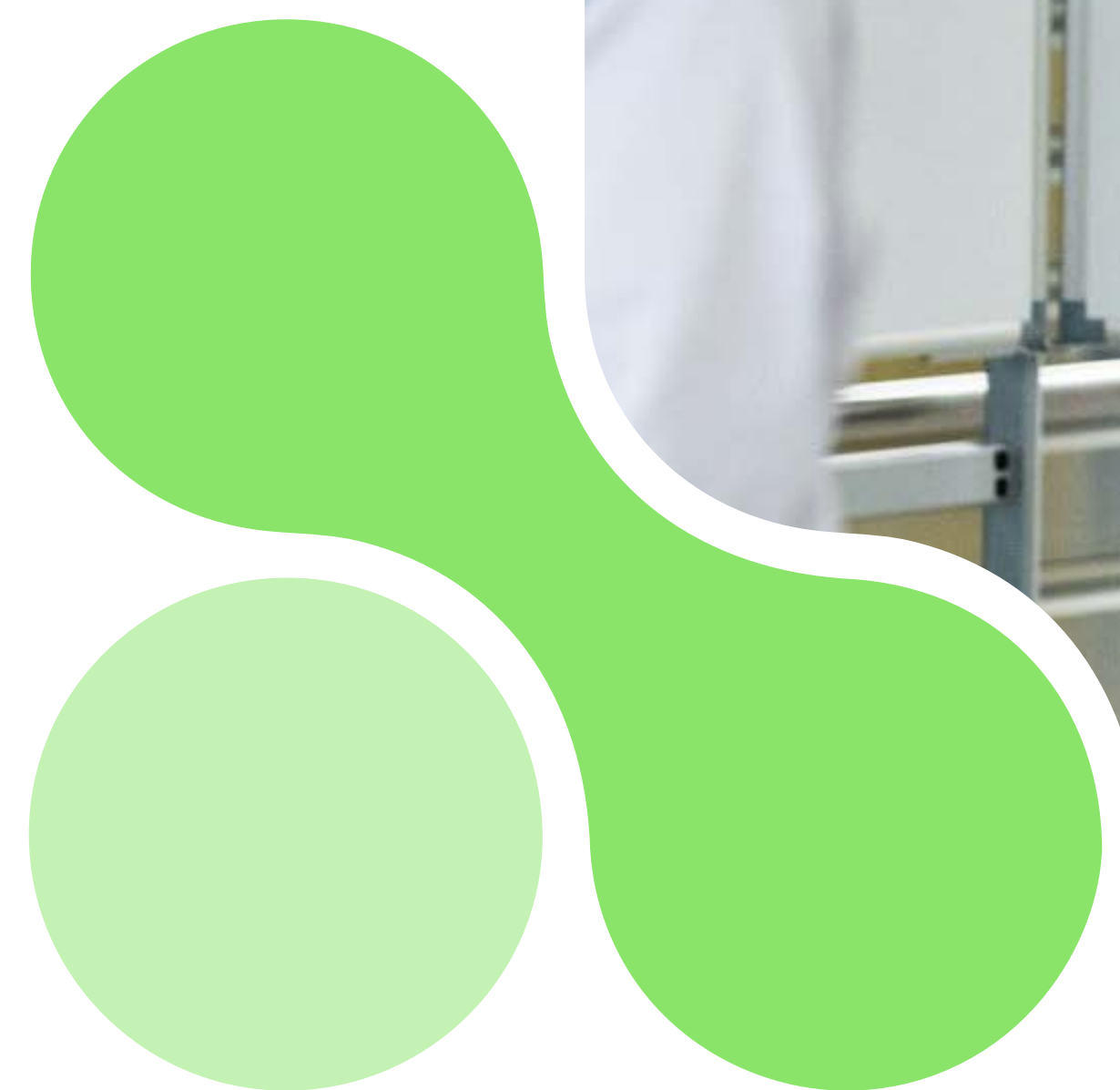
We prioritize quality training to uphold not only the safety and integrity of our products but also the ongoing development of employee skills and excellence. By continuously improving processes, adopting innovative solutions, and investing in our people, we strive to deliver outcomes that exceed customer expectations.

Patient and End-User Safety

Patient and end-user safety is integrated throughout our manufacturing, testing, and product release processes. Key considerations include product integrity, traceability, and risk mitigation, ensuring that medicines delivered to customers meet the highest standards of safety and efficacy.

Regulatory Compliance

Regulatory compliance is foundational to Simtra’s mission, supporting patient safety, protecting our workforce and the environment, and maintaining the trust of customers, regulators, and other stakeholders. We operate in close alignment with all applicable global, regional, and local regulations governing pharmaceutical manufacturing, quality, environmental protection, labor practices, and data integrity. This focus helps us deliver safe, effective, and reliable products to our customers worldwide.



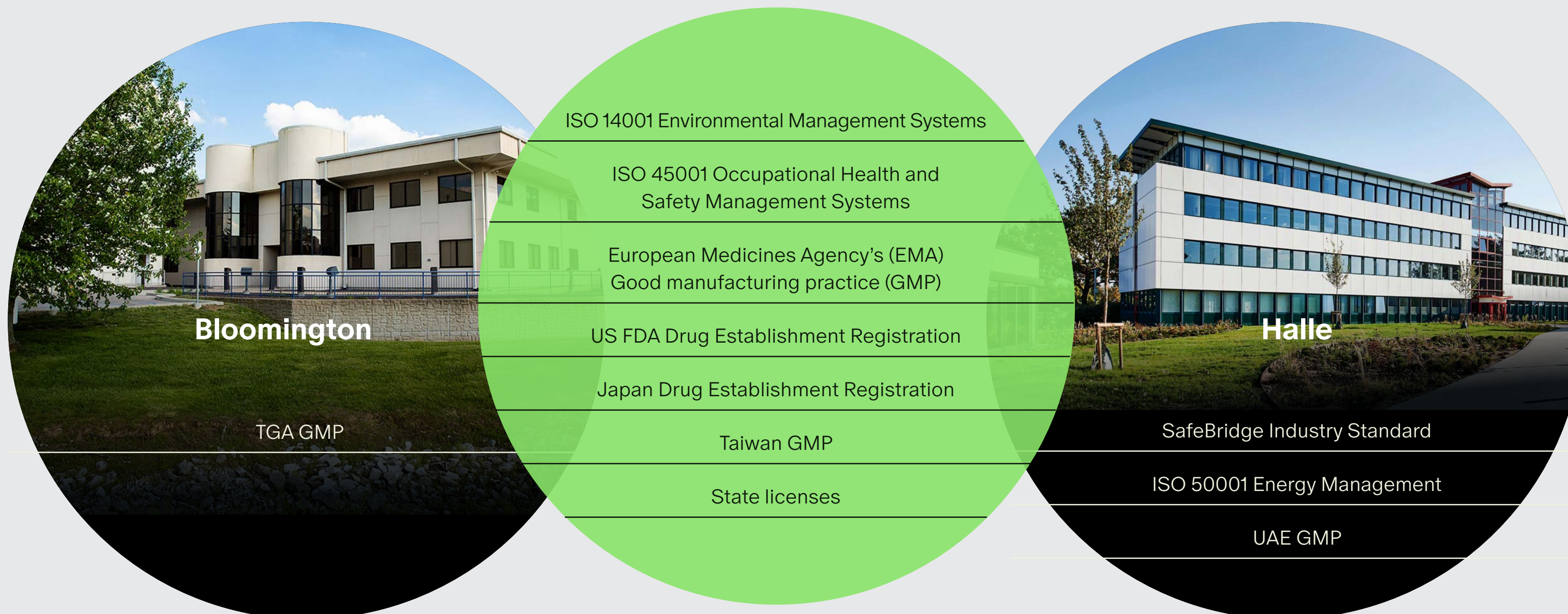
Quality Management System

Product quality and safety are managed through our quality management system designed to meet regulatory requirements and customer expectations across the product lifecycle. Simtra’s Quality Management System (QMS) contains the policies, procedures, and processes necessary for us to maintain compliance with industry standards and regulations relevant to our development and manufacturing operations.

Throughout 2025, we made significant advancements in our operational and quality management systems. A new unified Quality Management System has been implemented, encompassing training, document management, quality events (including deviations, corrective and preventive actions (CAPA), laboratory investigations, and complaints), change control management, supplier quality management, and audit and inspection management. Additionally, we deployed a new enterprise resource management system to streamline operations, supported by enhanced automation tools to track and improve performance. All global quality requirement documents have been successfully transitioned to Simtra, and the legal name change for both the Bloomington and Halle sites was completed successfully.

Both our manufacturing sites are ISO 14001 (Environmental Management) and 45001 (Occupational Health and Safety Management) certified. Our Halle facility maintains an ISO 50001 (Energy Management) certification and is SafeBridge certified for the manufacturing of products containing potent active pharmaceutical ingredients. Both our manufacturing sites have gone through European Medicines Agency’s (EMA) GMP renewal certification processes and are registered with the US Food and Drug Administration (FDA), Japan’s Pharmaceuticals and Medical Devices Agency (PMDA), and multiple other jurisdictions around the world. Continued maintenance of these certifications from major agencies around the world helps to demonstrate that our processes are in control and are compliant.

Simtra’s Certifications and Qualifications





Building Resilience and Driving Continuous Improvement

We embed resiliency into our culture through defined processes for managing deviations, customer complaints, product recalls, and CAPA. These processes support timely responses, root cause analysis, and continuous improvement, reinforcing our commitment to safe, high-quality, and reliable pharmaceutical products.

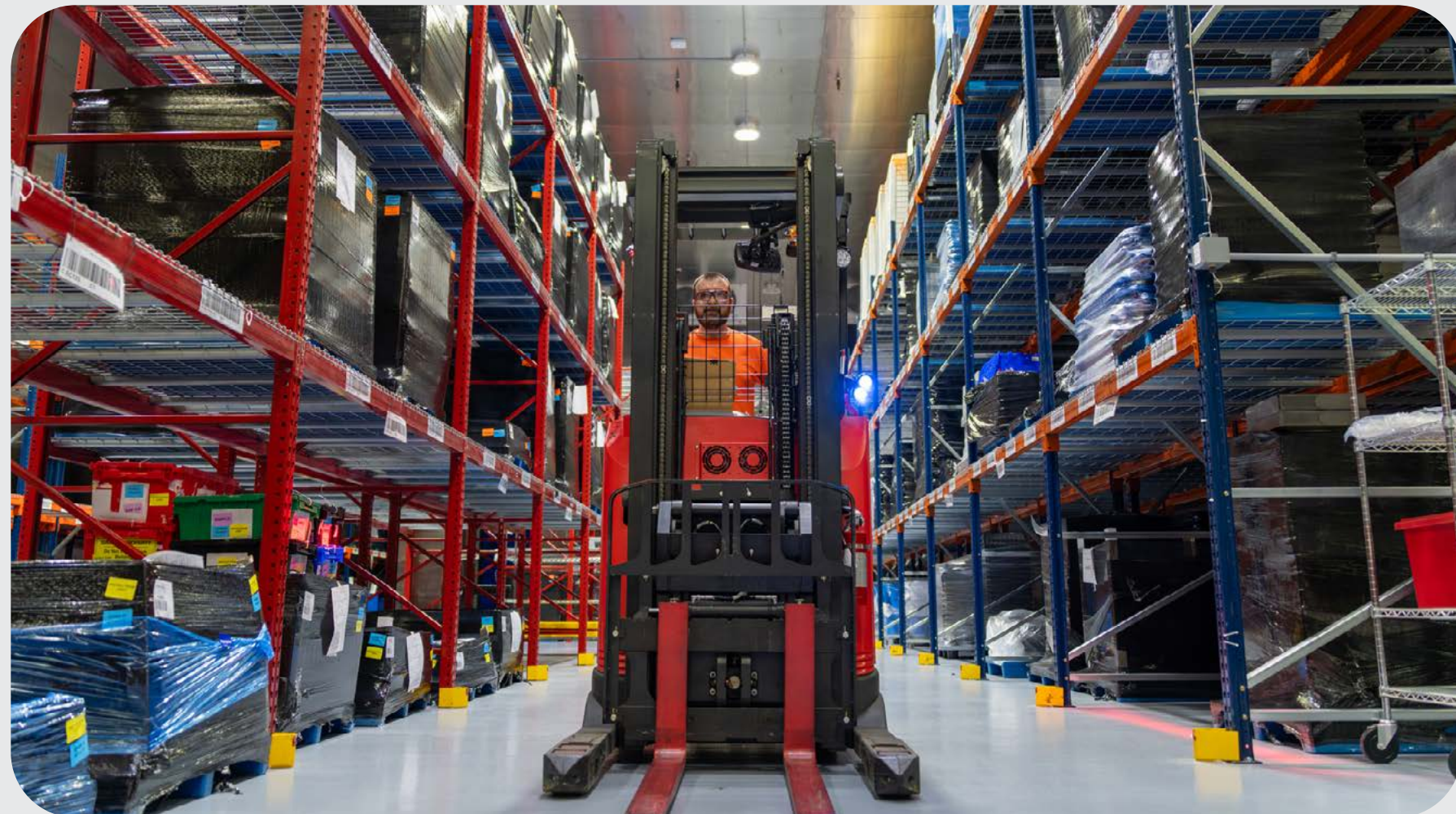
Regulatory risks are proactively managed via internal audits, inspections, and management reviews, with findings addressed through CAPA processes. Structured initiatives such as the Quality Enhancement Plan (QEP) and Compliance Action Plan (CAP) strengthen regulatory alignment, enhance operational resilience, and promote adherence to best practices.

The QEP establishes enterprise-wide priorities for strengthening our quality systems, culture, and operational execution, while the CAP provides a formal mechanism to address inspection observations and internal audit findings to make continuous improvement in a timely, consistent, and sustainable manner. Both programs were developed in response to various observations, including the FDA,¹ during the reporting period and together these programs enable regulatory feedback to be systematically evaluated, translated into corrective and preventive actions, and integrated into standard operating practices.

As a CDMO, proactive and transparent engagement with regulatory authorities is a core element of our quality and compliance strategy. We maintain constructive and professional relationships with regulators through timely and accurate regulatory communications, a high state of inspection readiness across our manufacturing network, and prompt implementation of corrective and preventive actions when required. By taking this approach, we strengthen relationships with regulatory authorities, enhance inspection readiness, and provide continuous assurance that our facilities, processes, and systems remain aligned with evolving regulatory expectations across global markets.

¹We received a Warning Letter from the U.S. Food and Drug Administration (FDA) following the inspection of our sterile injectable manufacturing operations in Halle/Westfalen, Germany, in September of 2025. We take the agency's observations seriously and are fully committed to working collaboratively with the FDA this year to implement comprehensive corrective and preventative actions to meet all regulatory and client concerns raised by the letter.

Simtra is poised to be the premier CDMO by providing superior service to our clients and delivering value through a customer centric approach that begins with our Simtra values and culture.



SPOTLIGHT

Enhancing Customer Centricity and Strategic Partnerships

At Simtra, we are dedicated to exceeding expectations at every touchpoint. This philosophy emphasizes building long-term relationships through a collaboration between site operations and commercial business to deliver exceptional value. To drive this mission, we established a cross-functional Customer Experience Council in 2025 to identify high-impact service improvements. This builds on our long-standing use of the Net Promoter Score (NPS), that has been conducted across both sites since 2010 to benchmark customer satisfaction.



Investing in our Team

2025 HIGHLIGHTS

 **2,677**
Employees
 a 10% YOY growth

 **33%+**
Women in
 management roles

 **73%**
Employees responded
 to our second annual
 Engagement Survey **(up 3%)**

 **84.7%**
Decrease in recordable
 work-related accidents
 from 2024

 **75**
Participants in
 the Apprenticeship
 Program in Halle

 **25**
Interns in
 Bloomington

 **29**
Charities
 supported

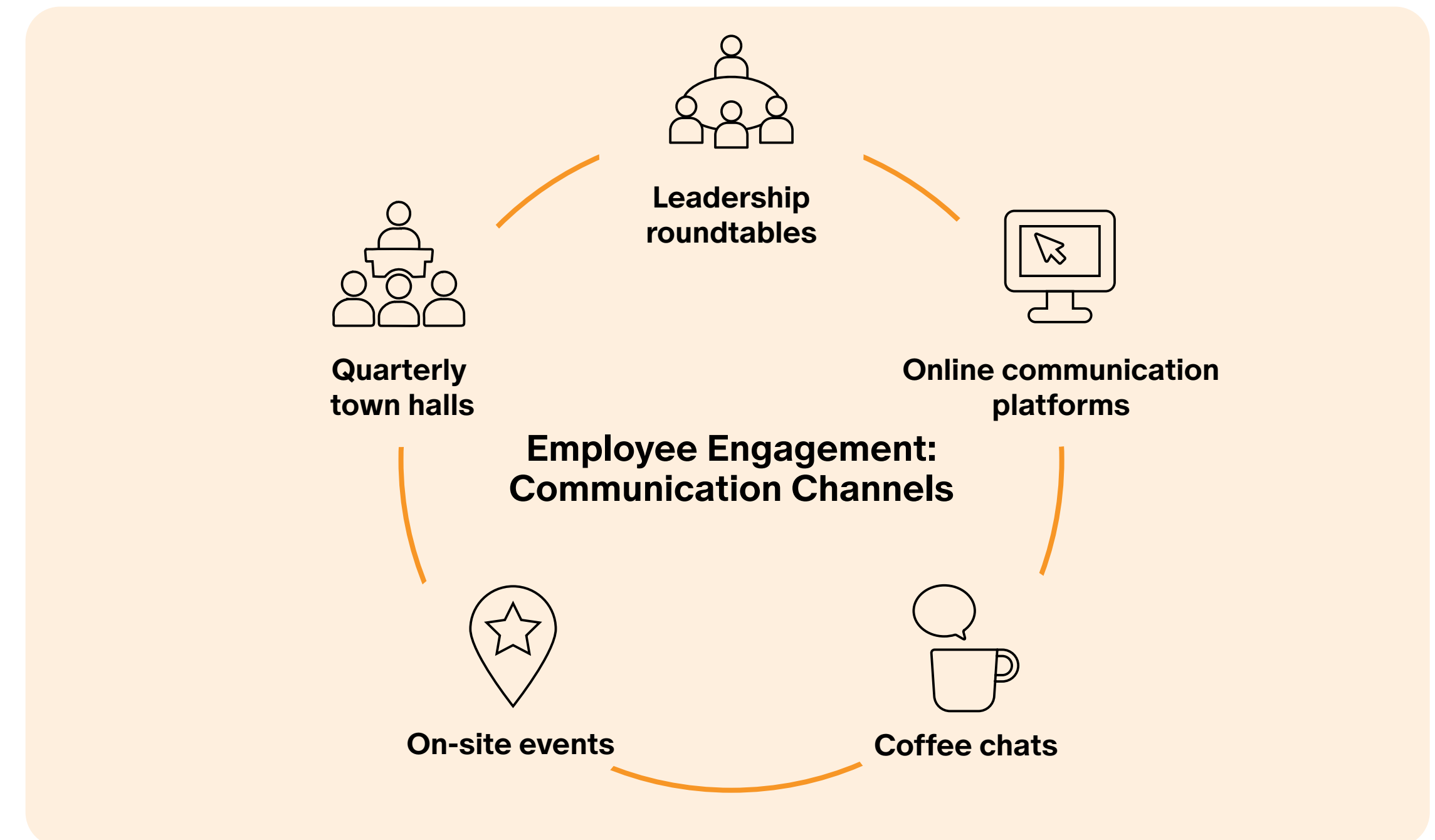
 **350+**
Employees participated in
Giving activities totaling
 2,600+ volunteer hours

 **\$125k+**
Contributed to
 community initiatives

At Simtra, We Make It Together. We are committed to fostering a culture of respect, high standards, transparency, and open communication, where collaboration and mutual support are embedded in how we work every day.

As a newly independent organization, we recognize that our people are central to our success. In 2025 we continued to strengthen our workplace culture by expanding programs and systems designed to improve the employee experience and support development, health and wellness.

We recognize that the knowledge, skills, and wellbeing of our employees are essential to our success and long-term performance. We take pride in our work and encourage employees to demonstrate responsibility, accountability, and ownership of their contributions. Through ongoing investment in training and development, we strengthen capabilities, support career growth, and enable employees to reach their full potential. We also recognize and celebrate both individual and team achievements, reinforcing our belief in giving credit where it is due and in sustaining a culture of continuous learning, engagement, and operational execution.



Employee engagement is a strategic impact category for us and a priority across all employee relations efforts, because employee feedback directly informs how we lead, operate, and improve.

Our employee engagement approach is designed to support innovation, collaboration, inclusion, and teamwork across all sites and functions. Open communication and active listening are foundational to our engagement strategy. We maintain multiple channels for ongoing dialogue and feedback, including quarterly town halls, leadership roundtables, coffee chats, on-site events, and online communication platforms. These forums provide regular opportunities for employees to share ideas, raise concerns, and engage directly with leadership, ensuring that employee voices are heard and acted upon. Employee engagement is also reinforced through on-site activities and team-building initiatives that foster connection and a shared sense of purpose.

In 2025, these activities included family days, complimentary coffee carts and food trucks, and leadership-led discussions highlighting the critical role Simtra employees play in delivering safe, high-quality injectable medicines to patients.

To further enhance the employee experience, we launched the Employee Experience Program to strengthen the first 365 days of onboarding and are continuing to enhance both global and local communication channels. Together, these initiatives demonstrate our commitment to using employee insights to build a more connected, aligned, and high-performing organization.



2025 Engagement Survey Insights

To turn feedback into action, we conducted our second engagement survey in May 2025. The results provided a transparent look at our early formation, highlighting teamwork and collaboration as significant cultural strengths.

To turn this feedback into meaningful change, site and global leadership teams established targeted action plans to address key opportunities:

Performance Accountability

A new performance management program was launched in 2025. This expanded to all U.S. Employees in 2026 and will launch in Halle in 2027. Performance management includes setting clear goals and expectations, followed by regular performance and development conversations.

Enhancing Communication

We are improving the consistency and transparency of quarterly town halls and reinforcing clear messaging regarding organizational strategy and priorities.

New Hire Insights

In late 2025, we initiated specific new hire surveys to capture early feedback and refine the onboarding experience.

Recognition

In 2026, we will launch Spotlight, a peer-to-peer recognition program designed to celebrate achievements and reinforce behaviors aligned with our core values and strategic priorities.

Training and Development

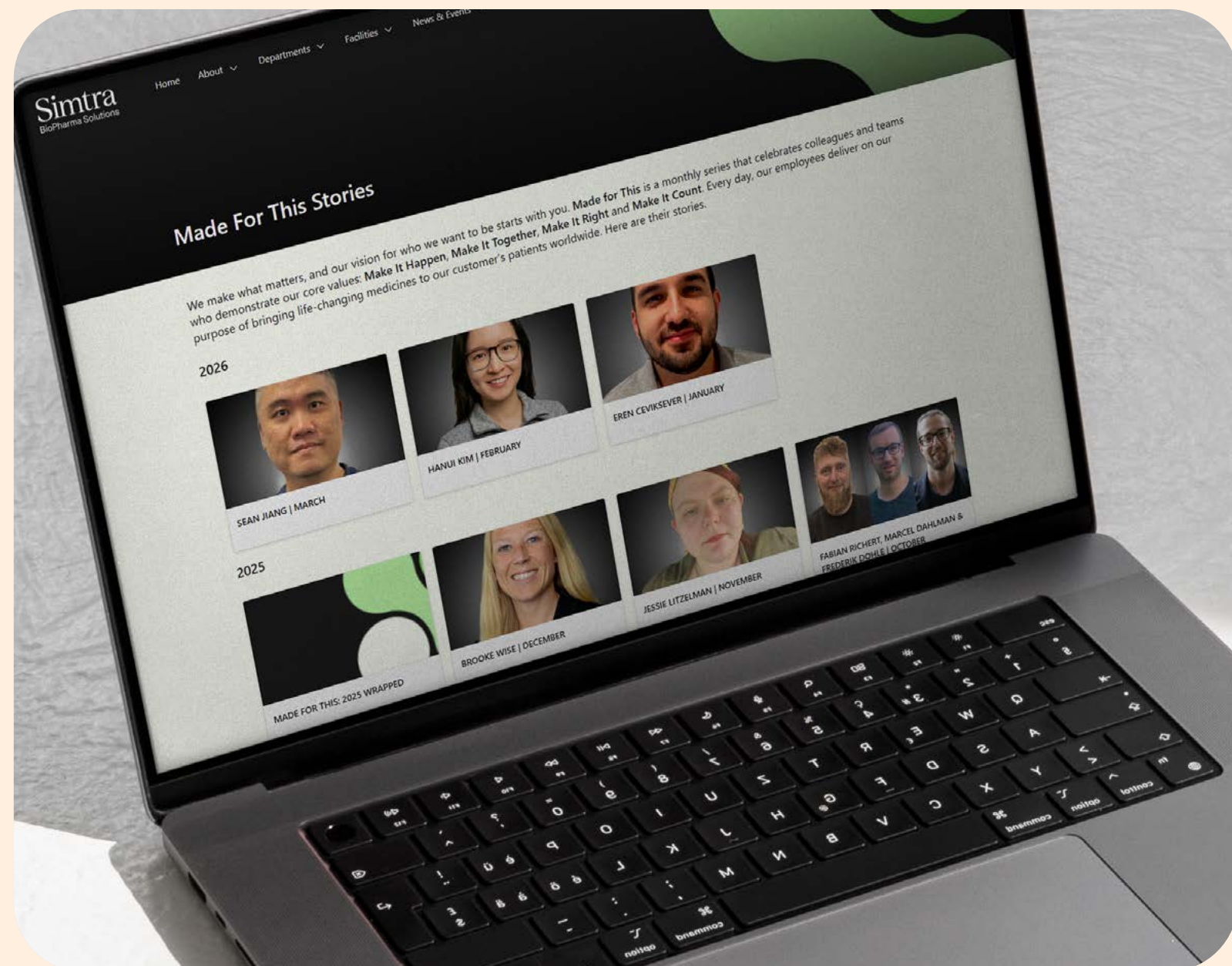
Feedback regarding the need for better tools and training guides our current capability-building investments. Feedback on manager capability played a critical role in shaping our leadership development priorities. In response, we are introducing a global leadership development program for mid-level managers in 2026, complemented by site-based programs designed to build front-line leader capability.

Looking ahead, rather than conducting a single annual survey, we are launching a series of pulse surveys to more effectively evaluate impact of initiatives, drive accountability and measure cultural health. By using employee insights to drive continuous improvement, we are building an engaged and collaborative workplace where our teams can thrive alongside the company.

SPOTLIGHT

Made for This: Building a Culture of Recognition from Within

We launched 'Made for This,' an intranet series designed to celebrate employee contributions and foster a sense of community across the organization. Currently acting as a strategic bridge while we develop an official rewards and recognition program – a monthly, peer-nominated feature that highlights a 'job well done' on our intranet homepage. While currently internal, we have built the series with the scalability to eventually share these success stories externally via social media and the Simtra website.

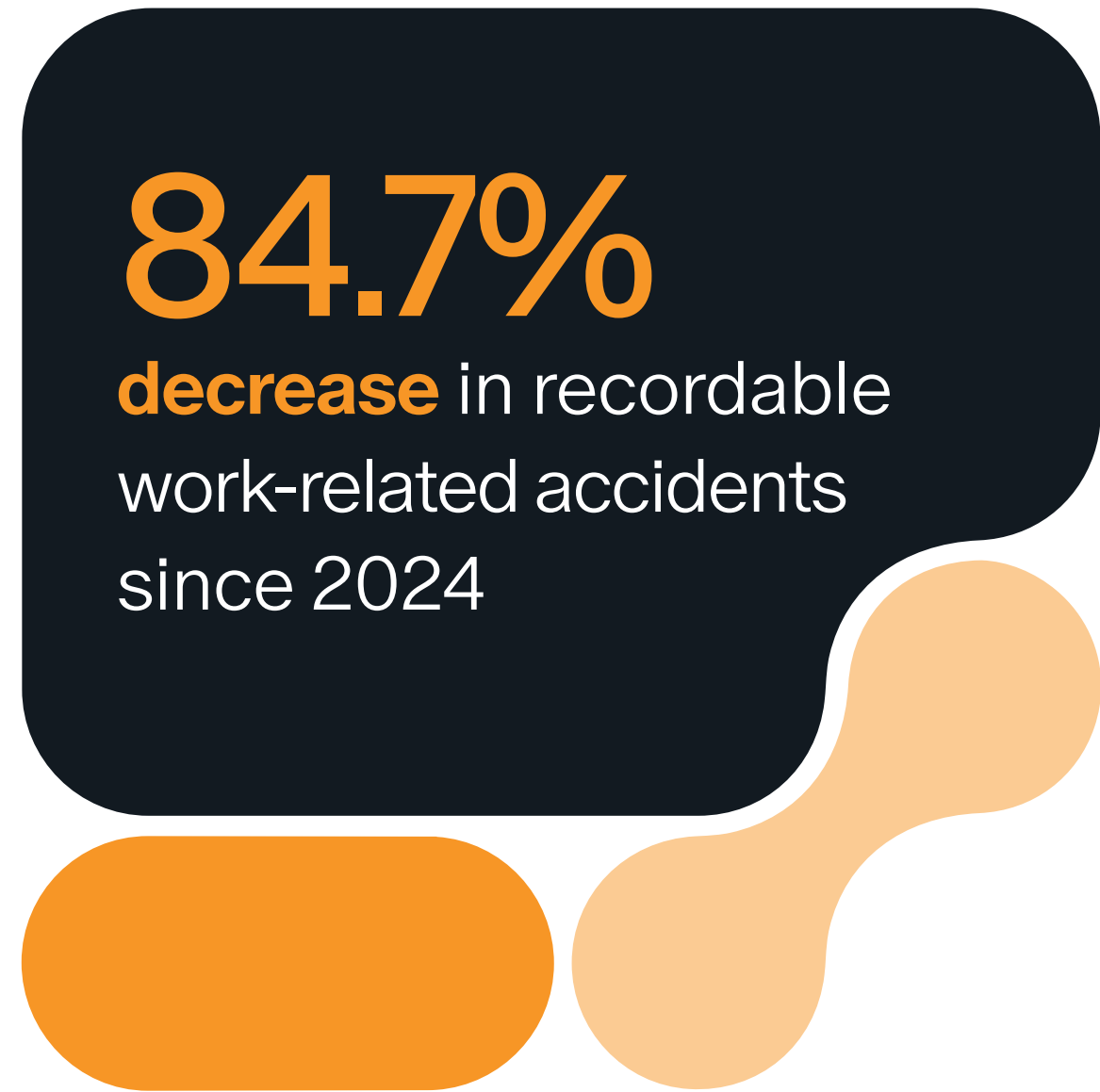


Employee Health, Safety, and Well-Being

At Simtra, employee health, safety, and well-being are integral to employee engagement and to our ability to consistently deliver high-quality products for our customers. We believe that an engaged workforce, supported by a safe and healthy working environment, is essential to maintaining strong quality performance and responsible business practices across all operations.

We actively involve employees in identifying workplace risks, strengthening safety practices, and reinforcing a culture of quality through structured processes for hazard identification, risk assessment, and the implementation of effective controls. By eliminating hazards where feasible and reducing residual risks to the lowest practicable level, we help create an environment in which employees can focus on safe, compliant, and high-quality manufacturing outcomes. These expectations are also extended to contractors through our Contractor Management Program, which requires alignment with our safety standards and applicable regulatory requirements.

Employee participation is a core element of our approach. We maintain site-level safety committees that provide a formal platform for employee engagement, consultation, and feedback on environmental, health, and safety matters, strengthening communication between employees and leadership and reinforcing shared accountability for both workplace safety and product quality. Further enhancements to this employee engagement structure are planned for 2026 to continue strengthening employee involvement and continuous improvement.



Employee Health and Safety

We prioritize employee health and safety by monitoring EHS performance across all sites and operations. Our manufacturing environments are supported by GMP-aligned safety controls that protect employees while enabling safe, compliant, and efficient production processes that consistently meet customer and regulatory expectations.

All site-based employees receive foundational EHS training focused on hazard recognition, incident and near-miss reporting, and safe work practices. Additional role-specific and specialized training is provided based on job responsibilities and potential risk exposure, including Lockout/Tagout (LOTO), Material Handling, and Hazard Communication, as well as fire prevention and emergency response, as well as periodic CPR, automated external defibrillator (AED), and first aid training for supervisors and managers, as appropriate.

These programs help employees confidently perform their work while reinforcing shared accountability for safety and product quality. Employees play an active role in identifying and addressing risks. We maintain structured processes for incident reporting, investigation, and prevention,

supported by a digital EHS platform that streamlines reporting, inspections, and corrective actions across both sites. Employees are encouraged to report safety concerns, incidents, and near misses without fear of retaliation, with the understanding that every report is valued and used to strengthen safety performance and operational controls.

Hazards are identified through employee reporting, formal risk assessments, safety walks, and incident investigations. When a hazard or incident is identified, a root cause analysis is conducted, and corrective and preventive actions are implemented in line with the hierarchy of controls. Investigation findings are used to improve EHS programs, strengthen operational practices, and support consistent, high-quality manufacturing outcomes.



In a highly regulated environment, we're proud to uphold a strong commitment to health and safety through disciplined processes, adherence to global standards, and a mindset of continuous improvement. Our teams work proactively to manage risk, and ensure that our operations remain safe and reliable.

Shonna McCracken Senior Manager, EHS – Bloomington



Employees are trained in reporting expectations and are empowered to stop work and remove themselves from any task they believe to be unsafe. Concerns can be raised through the EHS platform or by speaking directly with supervisors or with the EHS team, reinforcing an open and transparent culture where speaking up is encouraged.

Our EHS management system covers all employees, contractors, visitors, activities, and workplaces. Dedicated EHS professionals and safety committees support ongoing oversight and employee engagement. Safety committees meet regularly to review key EHS topics and performance indicators, including incident trends, identified hazards, training activities, and risk management priorities, strengthening collaboration between employees and leadership.

Occupational health services further support employee well-being and safe operations through incident management, trend analysis, and close collaboration with EHS and site leadership. At each manufacturing site, an on-site Occupational Health Nurse provides direct employee support, participates in incident investigations, supports hazard identification, and contributes to the implementation of corrective actions. Injury and illness data are reviewed regularly to identify trends and drive targeted risk-reduction initiatives, and ergonomic assessments are conducted for new or modified processes to help establish appropriate controls.

Together, these practices reinforce a strong culture of safety and engagement—one in which employees are actively involved, supported, and empowered to protect themselves and one another, while consistently delivering safe, high-quality products for our customers.

“

EHS partners with the training team to support day-to-day operations and ensure all initiatives are carried out with employee safety in mind. Partnership from the EHS group in the planning stages of any project is instrumental in preventing rework and building efficiency with a safety-first mindset.

Heather Cain Manager
Manufacturing Training - Bloomington

Employee Well-Being

Simtra takes a holistic approach to employee well-being, focused on creating a supportive environment where employees can balance personal and professional responsibilities and feel empowered to perform at their best.

Depending on their location (and consistent with local practice and law), employees have access to comprehensive, company-sponsored medical, dental, and vision benefits. Plan options and enrollment information are communicated annually, and benefit providers offer tools and resources to support informed decision-making.

Simtra also offers a range of voluntary wellness and health-promotion programs designed to support physical and mental well-being. These include on-site fitness centers, wellness activities, and organized health initiatives available to employees. Free annual flu vaccinations are provided, and Occupational Health Nurses promote preventive care, community health resources, and educational programs. Employees are encouraged to participate in wellness events that support healthy lifestyles.

In addition, Simtra supports employee groups and organized activities that foster connection, inclusion, and overall well-being—reinforcing Simtra as a community where employees can thrive. By integrating safety, health, and well-being into our culture and daily operations, we aim to strengthen long-term employee satisfaction, resilience, and engagement.

Through continuous monitoring, training, employee involvement, and proactive risk management, Simtra remains committed to protecting its people and promoting a safe, healthy, and supportive workplace across all operations.

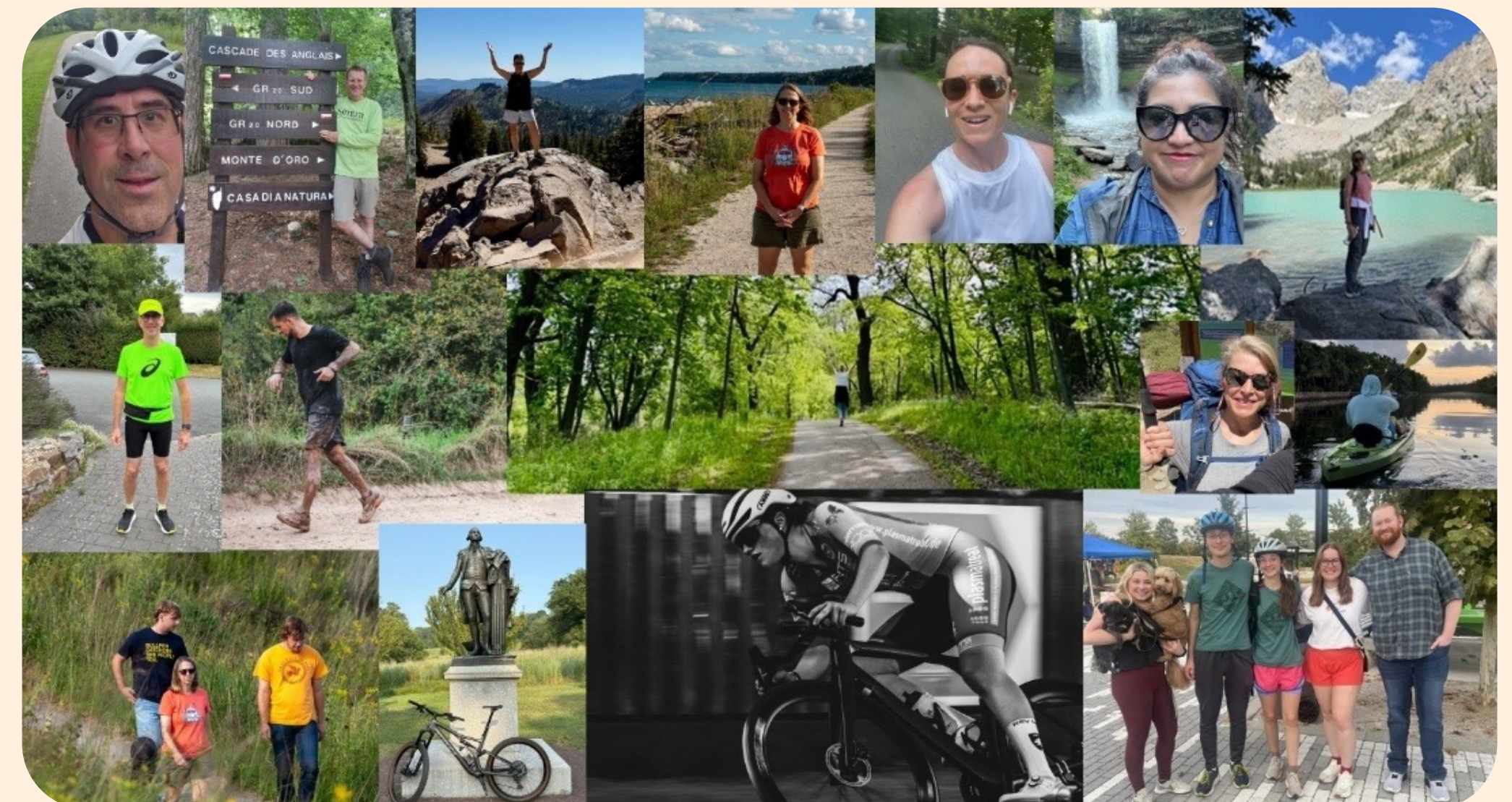
SPOTLIGHT

Moving for a Mission That Mattered

In 2025, Simtra employees united through the Global Simtra Gives Movement Fundraiser—an eight-week, employee-led initiative that turned everyday movement into meaningful community impact for children living with cancer and other serious illnesses.

From August 4 to September 30, employees across all regions logged miles by walking, running, and cycling, with Simtra donating \$1 or €1 for every mile to regional charity partners, up to \$10,000 or €10,000 per organization. In the United States, donations supported St. Jude Children’s Research Hospital, and in Germany, contributions supported Fruchtalarm.

By transforming individual activities into collective action, employees directly supported children and families in need—reinforcing Simtra’s commitment to strengthening communities through compassion, connection, and shared purpose.



Employee Recruitment, Development and Retention

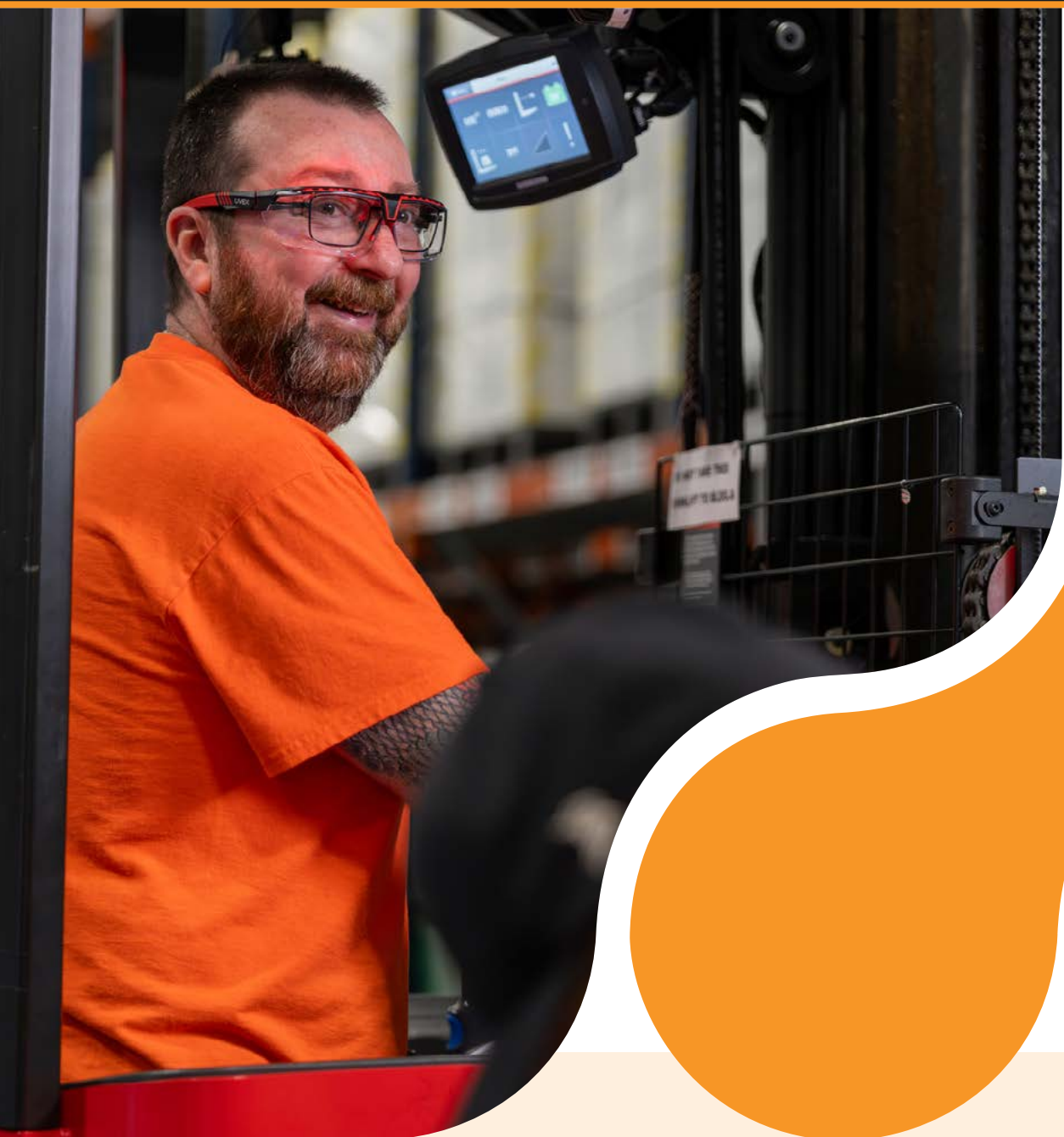
At Simtra, we recognize that attracting, developing, and retaining skilled professionals is critical to advancing our mission and sustaining our growth. Operating in an innovative and dynamic industry, our talent needs continue to expand alongside our business. We implement a strategic talent acquisition approach to attract individuals whose expertise, values, and mindset align with our corporate culture, purpose, and long-term goals.

As a growing business, 2024 was a year of strong focus on attracting, developing, and supporting our employees, recognizing that our people are essential to advancing our mission. With an emphasis on defining our corporate culture and strengthening our position as an employer of choice in the life sciences industry, we launched a wide range of initiatives to support career development and reinforce alignment with our mission, purpose, and values.

In 2025, we built on this foundation by continuing to invest in programs that enable employee growth, engagement, and long-term success, further embedding our culture across the organization and ensuring our workforce is equipped to support Simtra's strategic priorities and operational excellence.

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.





Training and Skills Development

Simtra continues to invest in its employees by providing enhanced resources for learning and development. In 2025, our new-hire orientation program was updated and expanded to include a multi-day series of training courses that introduce our corporate culture and values, GMP compliance obligations, EHS expectations, and job-specific standard operating procedures.

Additionally, we expanded various cross-site training opportunities between our U.S. and German manufacturing facilities. These initiatives focused on aligning operations, sharing best practices, and strengthening collaboration across Operations, EHS, and Quality functions. Building on initial efforts launched the prior year, in 2025 we expanded these initiatives to continue improving operational consistency, knowledge transfer, and employee skill development across our global workforce.

Additional investments in training in 2025 include the development of leadership competencies, expansion of training teams at both sites, and broader skills training across manufacturing, quality, and operational support functions. These efforts reflect our commitment to empowering employees, fostering career growth, and supporting organizational excellence.

New in 2025: Leadership Competencies for All Employees

Action Oriented

Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm.

Being Resilient

Rebounding from setbacks and adversity when facing difficult situations.

Collaborates

Building partnerships and works collaboratively with others to meet shared objectives.

Communicates Effectively

Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Customer Focus

Building strong customer relationships and delivers customer-centric solutions.

Decision Quality

Making good and timely decisions that keep the organization moving forward.

Drives Results

Consistently achieving results, even under tough circumstances.

Ensures Accountability

Holding self and others accountable to meet commitments.

Instills Trust

Gaining confidence and trust in others through honesty, integrity, and authenticity.

Self-Development

Actively seeking new ways to grow and be challenged using both formal and informal development channels.

Throughout the year, employees received role-specific training through a combination of courses, e-learning modules, videos, and one-on-one sessions tailored to their identified development needs.

General training	Role-specific	Employee Leadership Competency
Code of Conduct Annual Certification	Good Documentation Practices	Taking Initiative
Privacy and Confidential Information	Nonconformance and CA/PA Management	Discover the Power of Great Collaboration
Reply Chain Phishing Attacks		Building Accountability: Taking Ownership
Information Security Annual Awareness Training		Building Credibility and Trust

Looking ahead, in early 2026, we centralized learning and development efforts across the organization to create a consistent and standardized training foundation that supports manufacturing excellence. This initiative will introduce common training standards and curricula, enhance onboarding and role readiness, and strengthen leadership capabilities across our sites. We anticipate that this effort, combined with the EEP, will also accelerate the onboarding of new employees while helping to minimize errors, deviations, and rework. We also anticipate it driving clearer training expectations across roles and fostering more consistent learning experiences across departments, shifts, and locations.

Retention and Succession Planning

We continued efforts started in 2024 to reduce attrition, retain top talent and develop future leaders of the organization through structured succession planning and mentoring programs. We also continued to invest and expand our internship programs and mentorship initiatives designed to provide early-career professionals with hands-on experience and guidance, supporting individual growth and organizational continuity.



At Simtra, our growth and success are driven by the talent, commitment, and expertise of our people. By investing in thoughtful recruitment, continuous learning, and career development, we are building a strong, engaged workforce that is equipped to support operational execution and advance our mission.

Joel Tobin, VP Global Talent & Org Development





Apprenticeship and Internship Programs

Simtra is committed to developing the next generation of talent through structured apprenticeship and internship programs at our manufacturing sites in Germany and the U.S. These programs combine practical, hands-on training with academic knowledge, supporting both employee development and local communities.

At our German manufacturing site, we maintain a long-standing apprenticeship program that selects approximately 20 individuals each year. Apprentices participate in a 3–4-year program that integrates paid, practical work with classroom-based learning, often drawing participants from local schools. Upon completion, apprentices are frequently offered full-time employment, helping to maintain our talent pipeline for the site. The program offers three apprenticeship tracks: Chemical Lab Assistant, Chemical Production Technician, and Pharmaceutical Production Technician.

To support the program, in 2025, approximately 230 students (an increase from 80 students in 2024) from local schools and universities visited the German apprentice lab to gain hands-on exposure to chemistry, physics, math, and laboratory operations, enhancing their academic learning with practical experience. Building on this success, we plan to host even more students in 2026 to support growing interest in STEM-related studies and careers at Simtra.

At our U.S. manufacturing site, we also provide functional internships in partnership with local and regional colleges and universities. These internships, typically lasting three months, combine practical, hands-on experience with academic theory. In 2025, we hosted 25 interns, an increase from 2024, across multiple disciplines such as engineering, supply chain, R&D, and IT. The program is a cornerstone of our early talent strategy, with interns often considered for full-time roles upon program completion.

Through these apprenticeship and internship programs, Simtra fosters practical skill development, supports early career growth, and strengthens our pipeline of qualified talent while contributing to local workforce development and STEM education initiatives.

Community Engagement

Community engagement is a cornerstone of Simtra’s sustainability strategy, reflecting our responsibility to contribute meaningfully to the communities in which we work and live.

Simtra encourages employee volunteering as a key component of its community strategy, allowing team members to apply their expertise and personal time to support local causes and strengthen connections with the communities where we live and work. We maintain transparent engagement with local stakeholders, seeking to understand community needs and implement initiatives that create lasting positive social impact.

Through our Simtra Gives community engagement program, we actively support local initiatives that promote health, education, and well-being in the communities where we operate, partnering with organizations to maximize positive social impact.

In 2025, our Halle facility contributed over €15,000 to healthcare programs and local organizations, including fundraising efforts for non-profits focused on children’s healthcare. We also strengthened educational partnerships with local schools and universities and sponsored local

sports teams. Employees volunteered their time to support disaster relief efforts, arts initiatives, and climate action projects. Over 94% of Halle employees participated in a voluntary program donating to organizations supporting cancer treatment and research.

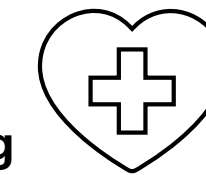
In Bloomington, employees actively engaged in community programs, and the site donated over \$100,000 to organizations supporting medical research and care, children and education, and underserved populations. Staff also volunteered at STEM outreach events and supported local schools, universities, and non-profits, contributing their skills and time to enhance community well-being.

Through these efforts, Simtra demonstrates its commitment to being a responsible corporate citizen, enhancing employee engagement, and delivering meaningful contributions to our communities.

Simtra Gives

Committed to community engagement

Health & Wellbeing



- Supporting mental & physical wellness programs
- Promoting healthy lifestyles & disease prevention
- Improving access to health resources & care

Environment

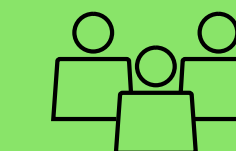


- Protecting natural resources & biodiversity
- Reducing waste & carbon footprint
- Supporting sustainability initiatives & education

Community Engagement



Caring for our communities



- Volunteering & partnering with local organizations
- Supporting underserved & at-risk populations
- Responding to community needs & emergencies

Education



- Investing in educational initiatives
- Supporting STEM & job training programs
- Providing scholarships & school resources



Community Data



\$115,000

Total community investment

(monetary + in-kind)



5

Events supporting local educational programming



2,600+

Volunteer hours

logged by employees

SUPPORTING OUR COMMUNITY

Intern-Led “Stuff the Backpack” Initiative

In a meaningful demonstration of our “Make It Together” value, Simtra interns spearheaded the “Stuff the Backpack” community service event to support local youth as they began the school year.

Originally planned to benefit a single elementary school, the team demonstrated significant agility when a local county referendum successfully covered the school’s supply needs. To establish the greatest community impact, the program was redirected to support a local domestic violence shelter with a high population of children in need.

The initiative resulted in the delivery of over 500 items, providing children with essential resources for academic success and personal well-being.

By providing these essential supplies, the children started their school year with confidence and the tools necessary for a successful future.

Key donations included:



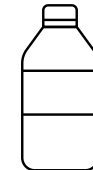
45

high-quality backpacks



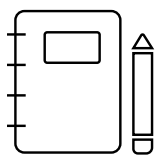
25

lunch boxes



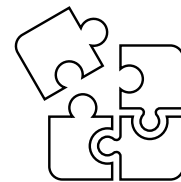
25

water bottles



Over 100

essential classroom items including 65 notebooks, Kleenex, and hand sanitizer



A wide array of

educational and enrichment materials such as colored pencils, flashcards, puzzles, and coloring books

Labor Practices and Working Conditions

We are committed to upholding fair, ethical, and responsible labor practices across all operations. Our employment policies are grounded in our core values and aligned with internationally recognized labor standards and applicable local regulations, supporting a positive employee experience and a culture that enables high-quality, compliant manufacturing for our customers.

As a growing CDMO, we continue to invest in training, development, and leadership capabilities to build a skilled, motivated, and resilient workforce - directly supporting product quality, regulatory readiness, and customer confidence.

Open communication and constructive employee relations are central to our approach. Clear grievance mechanisms and reporting channels enable employees to raise concerns, share feedback, and contribute to continuous improvement. Employees are encouraged to speak up without fear of retaliation, reinforcing a culture of trust, transparency, and accountability that supports both engagement and operational execution.



Compensation, Benefits, and Development

Simtra offers competitive compensation and benefits designed to attract, retain, and engage talent across our global workforce. Our total rewards programs are market-aligned and tailored to local requirements and workforce needs. Our discretionary annual bonus plan recognizes both individual and collective contributions to company performance and quality outcomes.

Depending on location, benefits include medical and dental coverage, retirement plans, disability and life insurance, and other programs that support the physical, emotional, and financial well-being of employees and their families. We promote continuous learning through expanded onboarding, technical and leadership training, and development programs, including a tuition reimbursement program for approved U.S. institutions. Employees are also supported with flexibility for continued education and access to internal career opportunities.

While many roles require on-site presence to support safe and compliant manufacturing, we support flexible work arrangements where feasible and encourage a healthy work-life balance. Our high-performing team philosophy underpins investments in onboarding, leadership development, and people management, helping to sustain an engaged, capable, and quality-focused workforce.

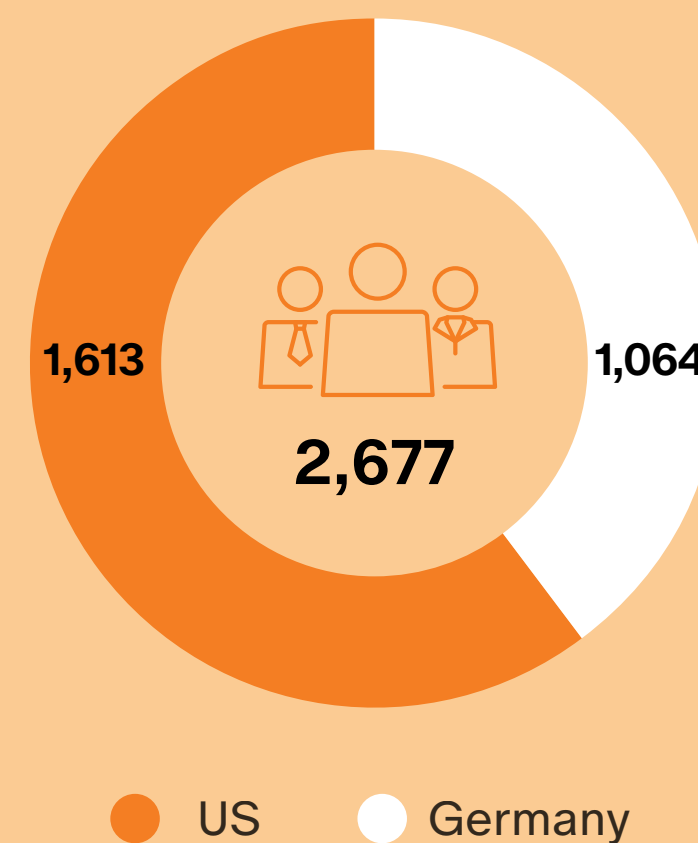


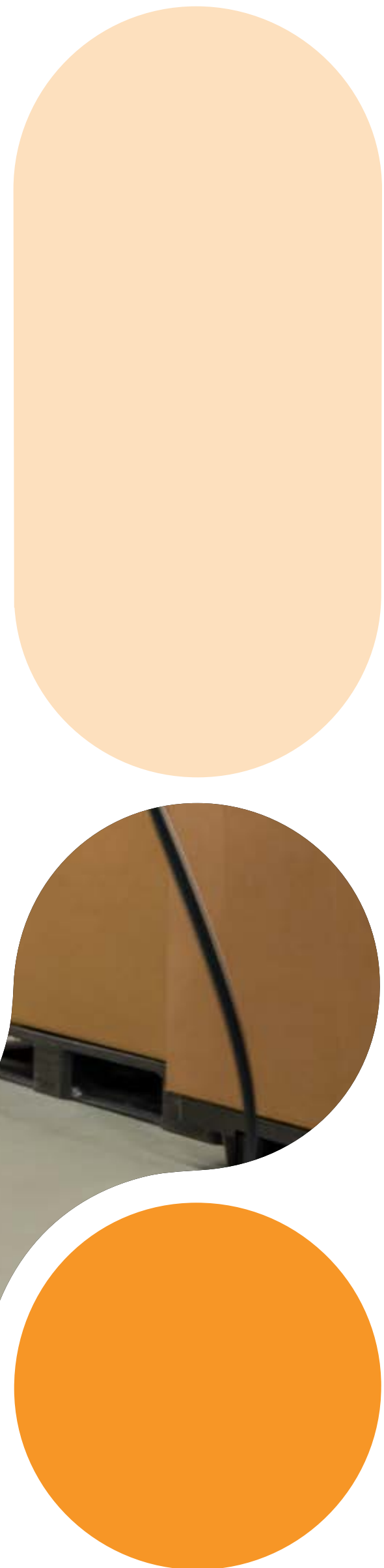
Employee Ownership Plan

In 2025, we continued to offer eligible² employees participation in our Employee Ownership Plan (EOP), reinforcing our commitment to engagement, retention, and shared success. The EOP enables employees to benefit from Simtra’s long-term growth without any personal financial investment, with allocations based on compensation and years of service at the time of a future company transition. By aligning employee contributions with the company’s long-term performance, the EOP strengthens engagement, supports our employer-of-choice strategy, and reinforces a culture in which employees are directly connected to Simtra’s success in delivering high-quality products for customers.

² 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.

Employees by Location





Belonging

At Simtra, we value a range of backgrounds, perspectives, and experiences within our workforce, recognizing that diversity of thought contributes to stronger decision-making and business success.

Throughout 2025, Simtra remained committed to fostering an inclusive workplace, guided by our core values of integrity, respect, and collaboration. By creating a culture in which employees feel respected, empowered to share their perspectives, and supported in their professional growth, we believe we can better leverage innovative thinking, strengthen teamwork, and deliver the best possible outcomes for our customers and stakeholders.

Our policies and initiatives supported diversity and belonging across all levels of the organization. We uphold equal opportunity and non-discrimination practices in recruitment, promotion, compensation, and all aspects of employment, ensuring fair treatment for all employees regardless of ethnicity, age, or background consistent with applicable law and best practice.

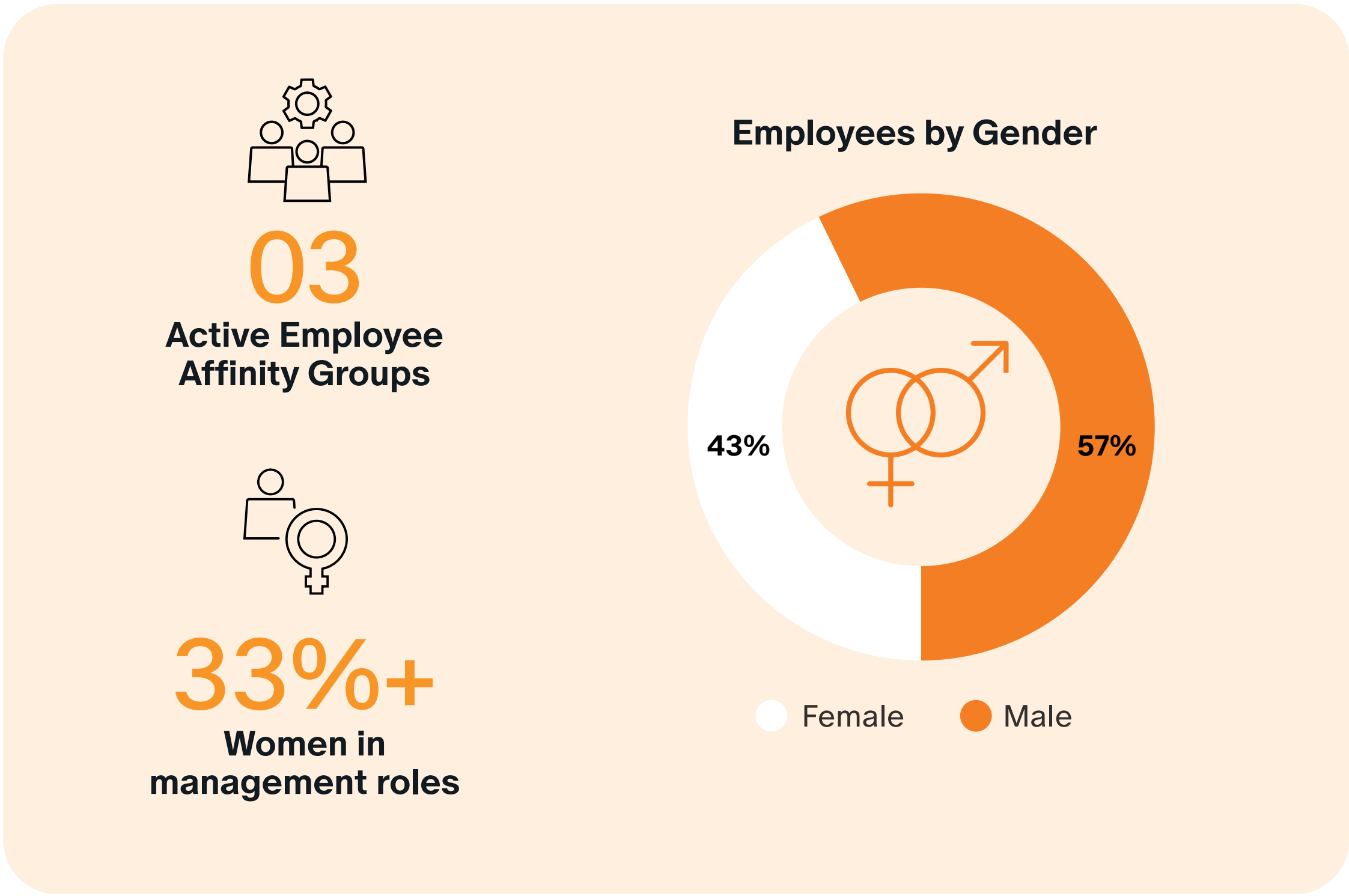
We have tracked and reported on our workforce composition and diversity metrics, including representation by gender and other key demographics. Insights from these metrics informed initiatives designed to strengthen inclusion, foster a sense of belonging, and drive continuous improvement across our teams.

Supporting Inclusiveness

Simtra recognizes that the best ideas can come from anywhere in the organization and encourages all employees to share their perspectives. To support this, the company supports several employee-led and voluntary affinity groups that reflect the diverse nature of our workforce and promote inclusiveness across the company. Membership and participation in all affinity groups is open to all employees and is an opportunity for employees to share common interests or experiences.

Throughout 2025, three affinity groups were active: Women at Simtra, LGBTQ+(PRIDE) for employees who identify with and/or support, and Professionals Emerging in Pharma (PEP) for professionals new to the pharmaceutical manufacturing and development industry. Each affinity group works closely with a sponsor from the manufacturing site's leadership team to support efforts to foster a global culture of inclusion and belonging, but affinity groups are employee-sponsored and led and there are no professional or employment-related benefits for membership or participation in any affinity group.

Hosted events focused on networking, professional development, and continuing education, providing all employees with opportunities to connect, learn, and contribute to a collaborative and inclusive workplace culture.



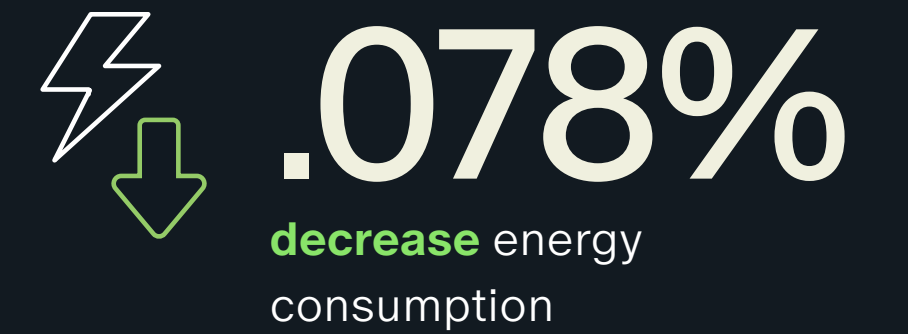
CHARITABLE INITIATIVES

In 2025, a group of 60 women from Simtra participated in the Muddy Angel Run in Gelsenkirchen, a mud run dedicated to raising awareness of breast cancer. The event symbolizes the challenges faced by patients throughout their cancer journey: treatments require courage, strength, and strong teamwork. The participation was organized by Women@Simtra and supported by the site leader, who served as the sponsor.

Reducing our Environmental Impact



2025 HIGHLIGHTS



New steam generator
in Halle reducing energy needs and exhaust gas temperatures.

Dry cooling towers
installed in Halle, reducing water usage

Expansion of **wastewater treatment facility**
in Halle

Installation of **interrupted power supply**
(UPS) in Bloomington

At Simtra, we view environmental stewardship as more than a corporate responsibility - it is a strategic driver of operational resilience. As we expand our manufacturing capacity, we are working to reduce the environmental impact of our growth by incorporating resource-efficiency practices into our business model.

In 2025, this “smart expansion” was anchored by high-impact infrastructure investments, including new high-efficiency steam generators designed for thermal recovery and the implementation of dry cooling towers. These towers represent a significant leap in water conservation, utilizing air-cooled heat exchangers to eliminate the massive water loss typical of traditional evaporative systems, thereby insulating our operations from regional water scarcity and rising utility costs.



True resilience is built from the ground up, which is why we prioritize employee engagement alongside technical upgrades. The Simtra *Zukunftsschmiede* provides employees with a platform to suggest energy savings initiatives or report actions taken to reduce energy consumption, empowering our employees to identify and implement efficiency gains in their daily workflows, transforming sustainability from a static policy into an active, shared practice. This culture of accountability is reinforced by a rigorous management framework: both of our manufacturing facilities maintain ISO 14001 and 45001 certifications, and our Germany site holds ISO 50001 for energy management, ensuring our processes remain lean, compliant, and globally competitive.

This integrated approach extends our value beyond our own facilities, reinforcing our role as a vital partner in the pharmaceutical supply chain. By managing our direct impacts with precision, we directly support our customers in achieving their own

Scope 3 emissions targets and broader sustainability commitments. Our compliance posture is supported by adherence to applicable environmental regulations and the implementation of formal pollution prevention and control programs, including a Spill Prevention (SPCC) Plan developed and maintained in accordance with 40 CFR Part 112, and a Slug Control Program implemented where required. Our environmental stewardship turns climate and regulatory risks into a competitive advantage by delivering reliable, sustainable manufacturing solutions that meet evolving stakeholder expectations.

Looking ahead, we will continue to strengthen our sustainability strategies by enhancing measurement and monitoring practices, driving continuous improvement, and expanding our initiatives. This includes establishing waste reduction targets and developing longer-term goals for water use efficiency and responsible waste disposal.

SPOTLIGHT

Empowering Employees to Drive Innovation, Efficiency, and Sustainability

In Halle, the Simtra *Zukunftsschmiede* serves as a single, web-based platform for capturing employee ideas and energy-related improvement opportunities. Introduced in April 2025, the platform replaced the previous reporting system and provides all employees with simple, device-independent access to submit ideas, possible risks, and energy-saving suggestions quickly and easily.

The platform enables employees to propose suggestions and ideas focused on process improvement, cost efficiency, waste reduction and workplace enhancements, while also highlighting opportunities to reduce energy consumption and improve environmental performance—such as savings on electricity, gas, and water or more sustainable ways of working. In this way, employees actively contribute to continuous improvement, operational execution, and our sustainability goals.

To strengthen engagement and transparency, employees can track the evaluation and implementation status of their submissions and view, like, and comment on ideas from colleagues—encouraging collaboration, knowledge sharing, and the development of new solutions across the site.

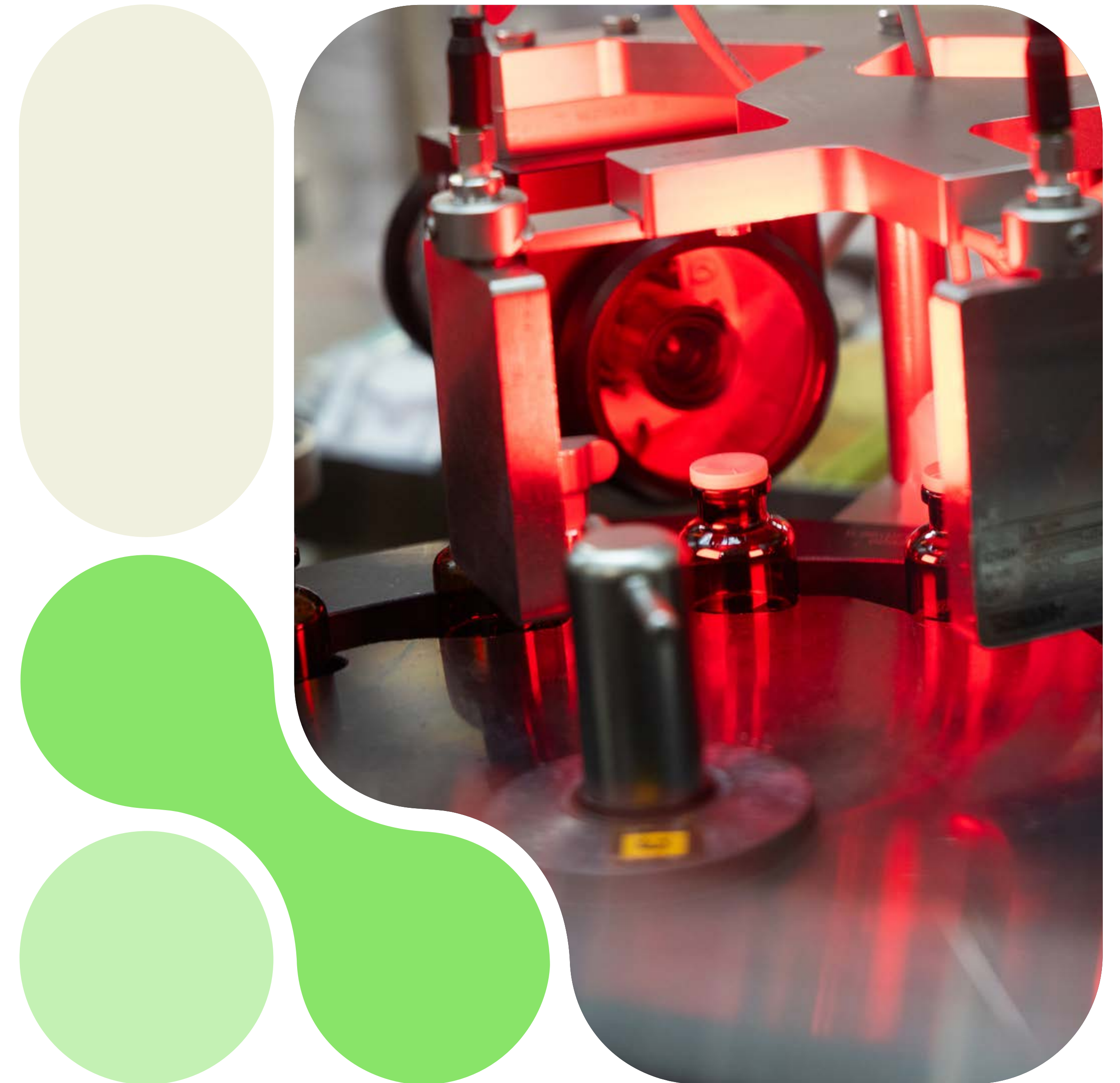


GHG Emissions and Climate Change

We recognize the growing impacts of climate change and are committed to proactively managing climate-related risks, opportunities, and impacts. Our 2025 DMA identified climate resilience and emissions reduction as material priorities, shaping our efforts to build resilience across operations and the value chain while reducing our environmental footprint.

Our climate and energy approach includes:

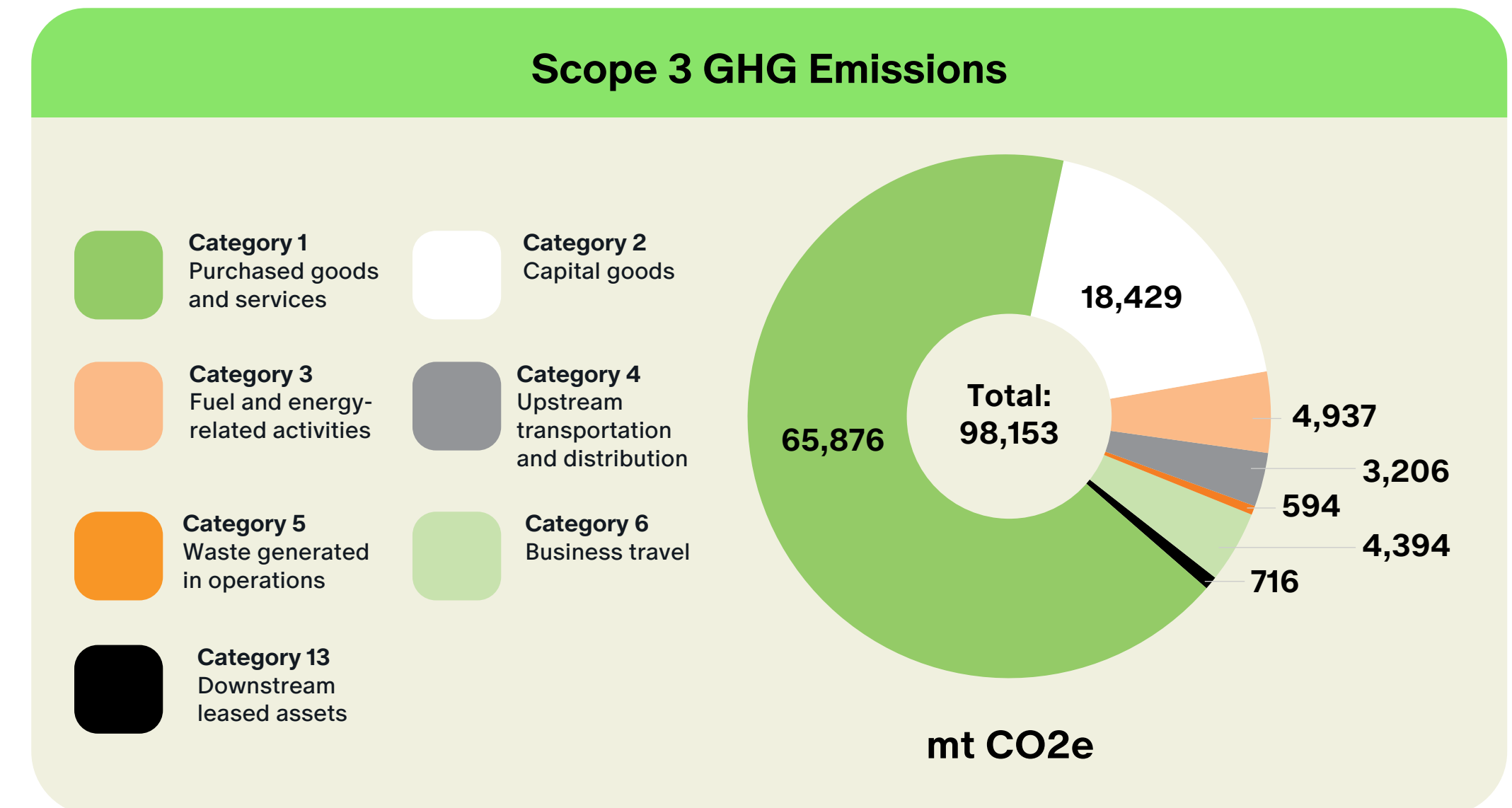
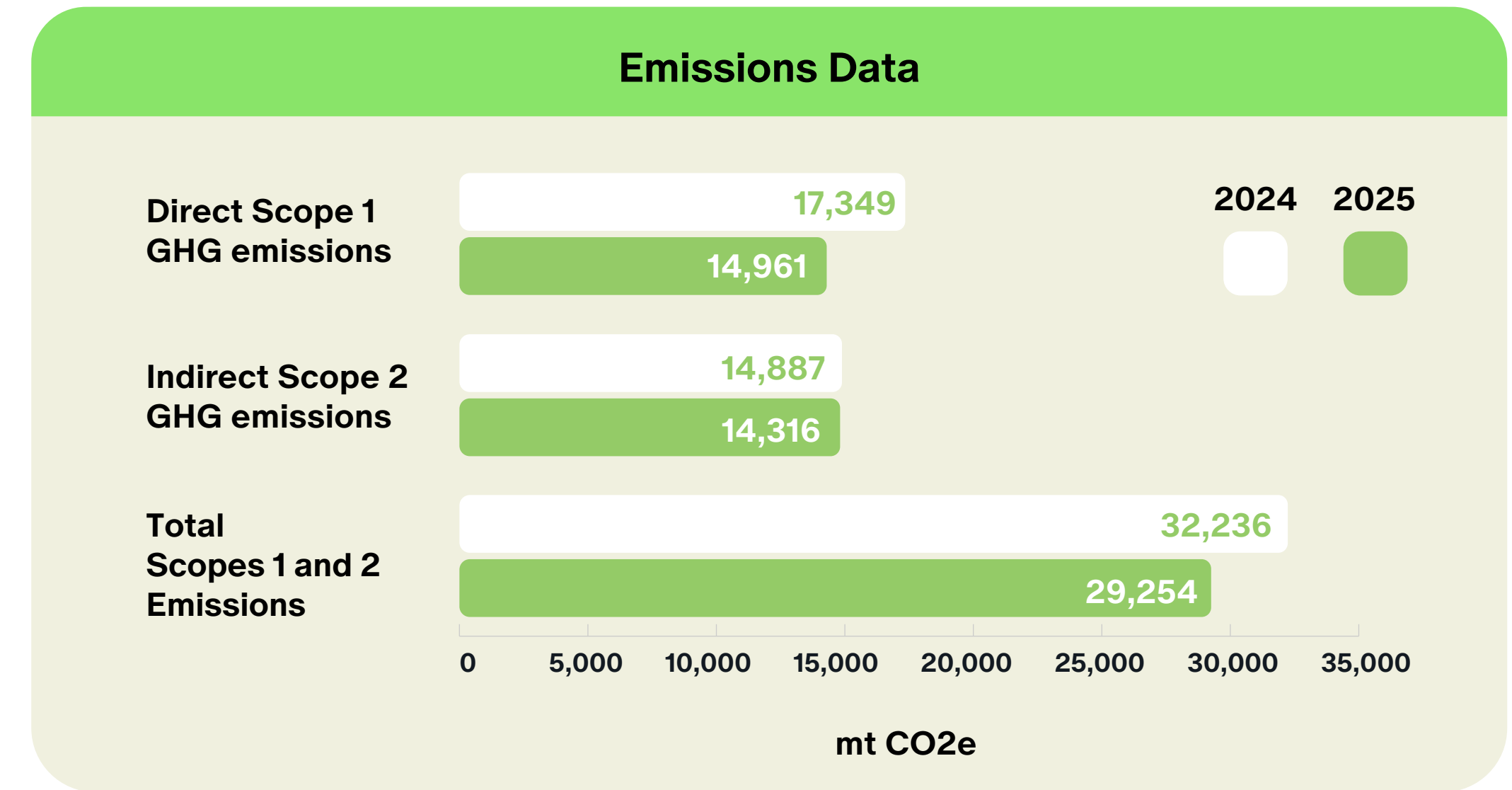
- Monitoring and managing Scope 1 and Scope 2 GHG emissions associated with our operations, including energy use across manufacturing, laboratory, and facility activities;
- Assessing climate-related risks and opportunities, particularly those related to energy use and emissions, as part of operational planning and continuous improvement efforts;
- Implementing energy-related emissions reduction initiatives focused on improving energy efficiency and optimizing processes and equipment;
- Strengthening sustainable practices within manufacturing operations, including waste reduction, water conservation, and environmentally responsible packaging;
- Engaging employees, customers, and other stakeholders to foster a culture of sustainability and shared accountability; and
- Enhancing transparency through continued public reporting of our environmental performance and sustainability initiatives.



In 2024, we completed our first GHG emissions inventory, establishing a baseline for future measurement and improvement. Direct (Scope 1) emissions primarily arose from natural gas used for steam and heat generation at the Halle facility and from refrigeration processes at both manufacturing sites, while indirect (Scope 2) emissions were associated with purchased electricity powering manufacturing operations and supporting heating and cooling at the Bloomington site.

Building on this initial assessment, we recognize the importance of ongoing emissions measurement to better understand environmental impacts, identify efficiency opportunities, and reduce our carbon footprint over time. In 2025, we continued to monitor and refine Scope 1 and Scope 2 emissions data and began collecting and assessing relevant indirect emissions across our value chain (Scope 3) to support more comprehensive climate management and reporting. This year we were able to assess seven Scope 3 categories and have provided details on the associated emission during the reporting period in the chart shown on this page as well as in the Sustainability Performance Metrics section.

By measuring and managing these emissions, we not only seek to reduce our carbon footprint but also strengthen operational reliability and product quality - ensuring that our manufacturing processes consistently meet regulatory standards and customer expectations. This focus on climate performance is directly linked to our commitment to customer-centric, high-quality pharmaceutical production and sustainable supply chain excellence.



Energy Management

Energy management is a key component of our environmental responsibility efforts, supporting operational efficiency, regulatory compliance, and the consistent production of high-quality pharmaceuticals.

By closely monitoring and managing energy consumption across manufacturing, laboratory, and facility operations, we optimize performance, reduce emissions, and maintain the reliable, controlled conditions necessary for safe and compliant product manufacturing. This integrated approach directly supports our energy stewardship, advancing both our environmental goals and the high-quality standards our customers expect.

Our energy-related risks, including energy availability, reliability, and cost impacts in production environments, are evaluated as part of operational planning, risk management, and business continuity processes. This helps to further strengthen resilient operations, uninterrupted supply to customers, and responsible energy use as the company continues to grow.

Simtra pursues energy efficiency and lower-carbon energy solutions where technically and economically feasible. Energy-related initiatives focus on improving equipment efficiency, optimizing production processes, and implementing facility upgrades to reduce overall energy intensity while maintaining the stringent quality and reliability requirements of sterile manufacturing.

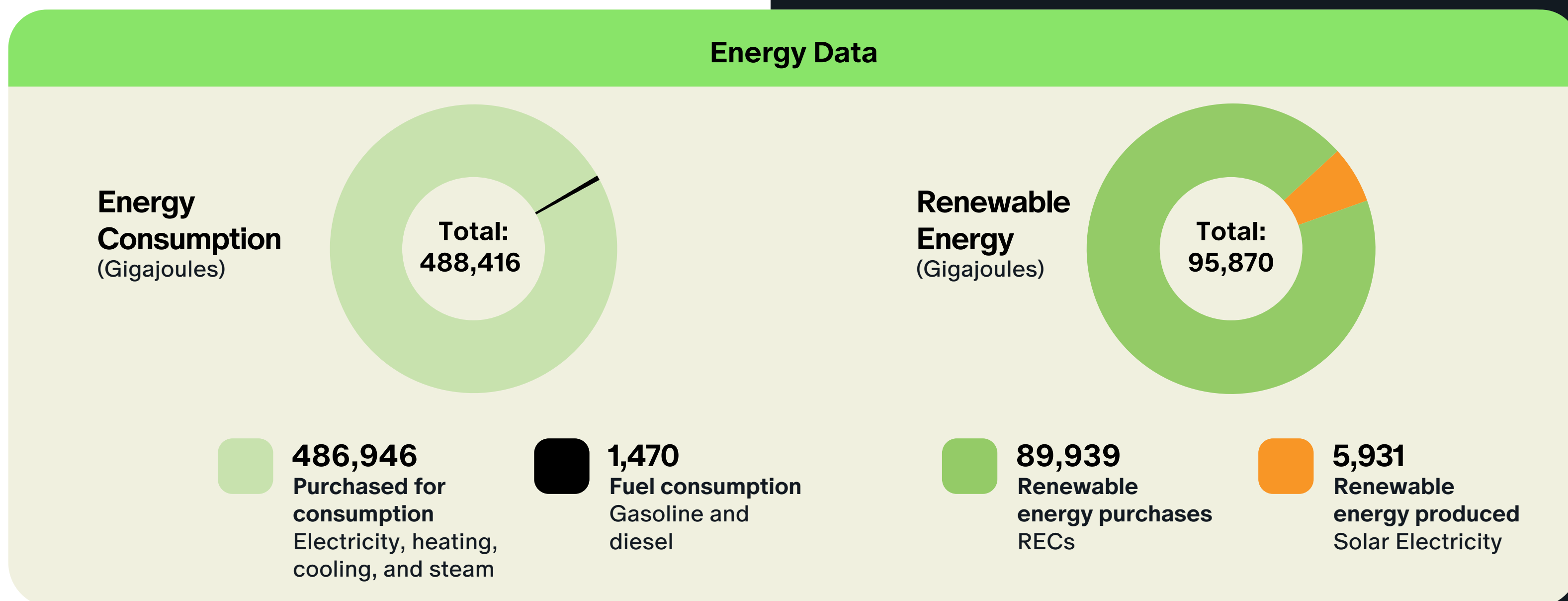
Total energy consumption in 2025 was 488,416 gigajoules, consisting of electricity, natural gas, and other fuels used in manufacturing and support operations. Purchased electricity accounted for approximately 99.7% of total energy use, while natural gas and other fuels represented .3%.

In 2025, Simtra improved energy efficiency through targeted process optimizations and strategic upgrades to equipment and facilities. These actions support continuous improvement in energy use while aligning with emissions management objectives. Renewable energy accounted for approximately 20% of our total electricity consumption in 2025, sourced through on-site solar panels at our Halle facility and through purchased Renewable Energy Credits (RECs).



By equipping our new facility with high-efficiency energy and water systems, we are ensuring that our growth serves a dual purpose—advancing our operational execution while prioritizing the health of the environment we all share.

Tessa Hilado (Board Member)



Water Management

Water is an essential resource in our manufacturing operations, supporting cooling, cleaning, and other process-related activities. In 2025, our water-related efforts emphasized conservation, efficiency, and responsible use, while maintaining the stringent quality standards required for sterile pharmaceutical manufacturing. Smart infrastructure improvements, such as the installation of dry cooling towers at the Halle facility, will aid in future water reduction and support sustainable expansion efforts without compromising operational reliability or product quality.



Water Sourcing and Treatment

Water for Simtra's U.S. manufacturing site is withdrawn from a nearby reservoir and supplied by the local municipal water utility. Water for our Halle site is sourced from both the municipal water utility and permitted onsite groundwater sources. Regular monitoring of well levels is conducted to ensure groundwater levels remain stable and are not depleted. Also in 2025, approximately 15,500 m² of newly developed building area was connected to a rainwater infiltration system, supporting consistent groundwater replenishment and reinforcing sustainable water management practices.

At both sites, water used in sterile manufacturing and medical applications is treated to meet rigorous quality standards. Treatment processes may include carbon filtration, softening, deionization, reverse osmosis, and distillation. Water used for industrial applications such as cooling, heating, and manufacturing typically undergoes softening, while domestic water use does not generally require pretreatment.

Wastewater Management and Discharge

Wastewater at our manufacturing sites is minimally treated and discharged to municipal systems, in accordance with applicable permits. At our Bloomington, Indiana site, wastewater containing any product constituents is not permitted to enter municipal sewer systems and is instead routed offsite. Industrial wastewater containing constituents not permitted under the site's discharge permit is segregated and transported offsite for incineration. Industrial wastewater is sampled and analyzed periodically in compliance with federal, state, and local regulatory requirements. Raw materials are stored in a manner designed to prevent potential contact with local waterways. Stormwater is discharged to local waterways or the municipal stormwater system, as permitted.

At our Halle, Germany site, industrial wastewater is treated onsite using processes tailored to specific sources and contaminants, including screening, aeration, biological treatment, clarification, and sand filtration. Treated effluent, along with stormwater and non-contact cooling water, is discharged to a local waterway in compliance with applicable permits and regulatory requirements. We work closely with local authorities to ensure transparency and uphold our responsibilities as a corporate citizen. To support expanding production, an activated carbon treatment system has been added, achieving initial post-commissioning cleaning efficiencies of 97%.

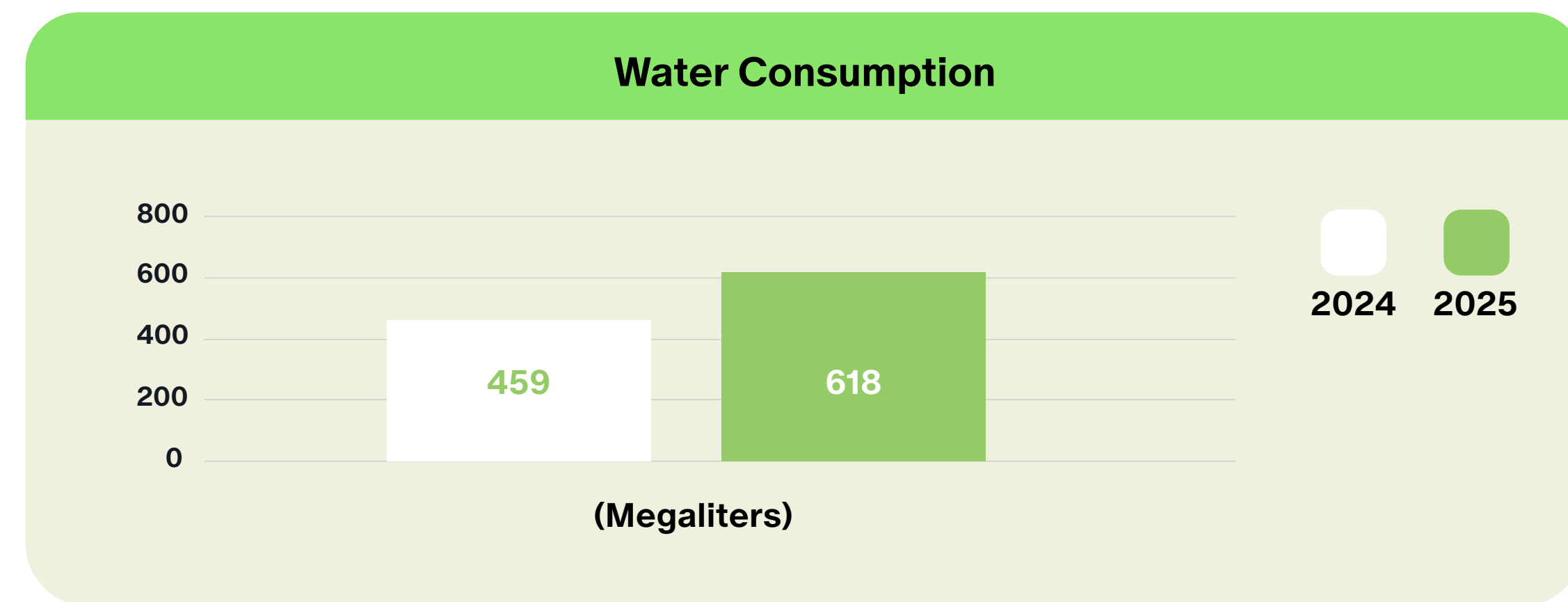


Efficiency, Risk Management, and Continuous Improvement

In 2025, Simtra continued to advance water efficiency and risk management across operations to support both sustainability and high-quality manufacturing.

At our Halle facility, we have expanded our EHS team to drive forward monitoring, reporting, and continuous improvement of environmental aspects. At our Bloomington site, regular water risk assessments address potential scarcity, water quality, and regulatory risks, ensuring mitigation measures are in place to protect production reliability and product quality. Although Bloomington is not water-stressed, the site closely monitors water quality, including Legionella testing in cooling towers and sampling at potable water points, and maintains preventive maintenance programs for utility systems. Coordination with City of Bloomington Utilities further ensures regulatory compliance and the consistent availability of high-quality water required for sterile manufacturing.

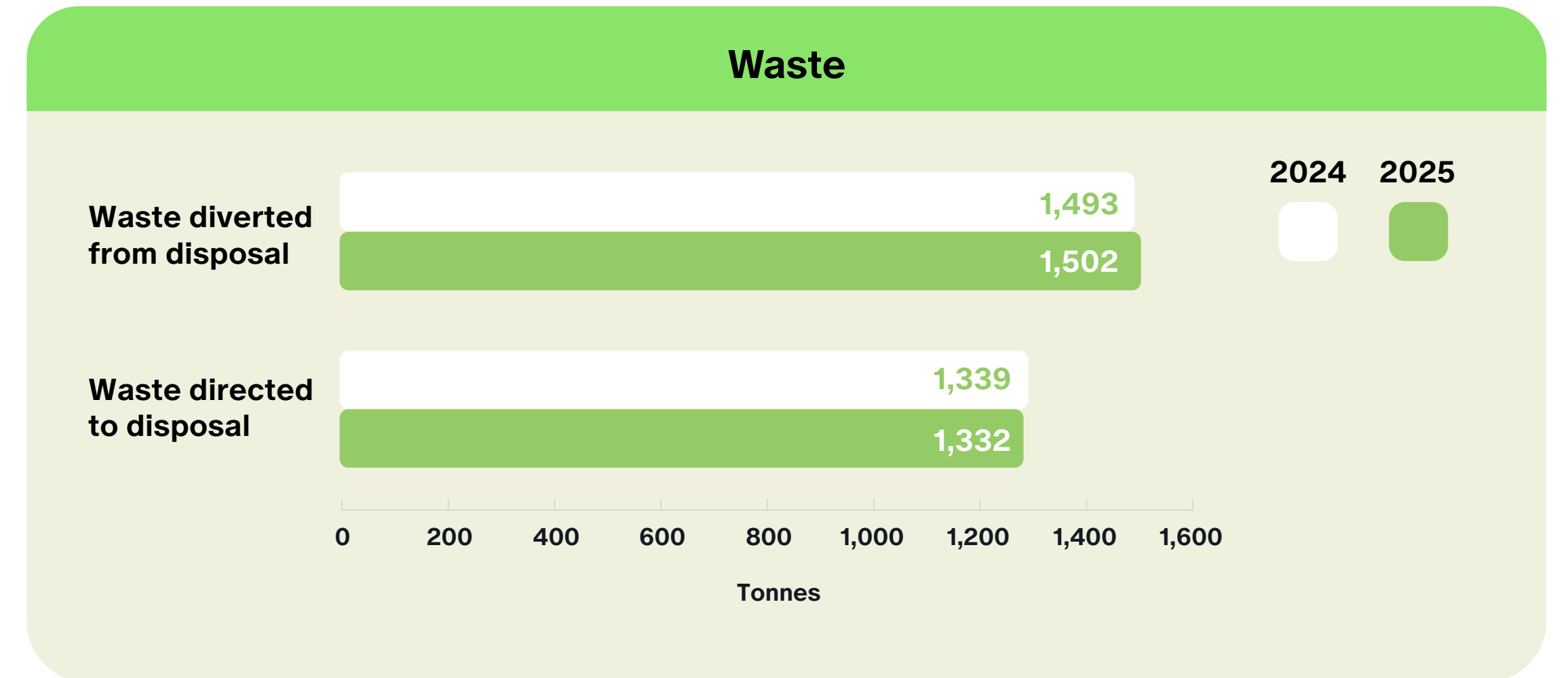
By proactively managing water-related risks and improving efficiency, Simtra strengthens operational resilience, maintains product quality, and supports continuous improvement across both sites.





Circularity and Waste Management

Simtra manages hazardous and non-hazardous waste in accordance with applicable regulations and internal procedures, ensuring the safe handling, storage, transport, and disposal of all materials. We partner with certified third-party waste management providers to support environmentally responsible treatment, recycling, diversion, and disposal practices that protect human health and the environment. Where recycling or recovery is not feasible, waste is directed to permitted waste-to-energy incineration, generating 506,506 kWh of energy in 2025.



Waste reduction efforts prioritize source reduction, effective segregation, and continuous improvement to minimize environmental impacts while supporting sustainable growth and operational efficiency. Employees at both manufacturing sites receive training on proper waste sorting and recycling practices, reinforcing consistent, compliant, and environmentally responsible operations. Solvent recovery and recycling programs reduce raw material consumption and limit hazardous waste generation, while circularity principles guide manufacturing and packaging decisions, including material selection, process optimization, and opportunities for reuse or recovery.

Waste reduction is a top priority, with waste recycling and recovery serving as critical components of a broader waste-minimization strategy. Waste reduction efforts focus on source reduction, effective segregation, and continuous improvement to minimize environmental impacts while supporting sustainable growth and operational efficiency. Enhancements to our EHS management software are also underway to improve tracking, monitoring, and reporting of waste disposal, recycling, and recovery activities. These efforts reinforce our commitment to environmental stewardship, sustainable growth, and meeting customer expectations for responsible, high-quality pharmaceutical manufacturing.

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.



Appendix



Sustainability Performance Metrics

Governance

	UOM	2024	2025
Anti-corruption			
Operations assessed for risks related to corruption			
Operations assessed for risks related to corruption	Number	2	2
	%	100%	100%
Communication and training about anti-corruption policies and procedures			
Governance body members that Simtra's anti-corruption policies and procedures have been communicated to			
Total governance body members communicated to	Number	11	11
Governance body members that the organization's anti-corruption policies and procedures have been communicated to	%	100%	100%
Employees that the organization's anti-corruption policies and procedures have been communicated to			
Total employees communicated to	Number	2,056	2,677
Employees that the organization's anti-corruption policies and procedures have been communicated to	%	100%	100%
Governance body members that have received training on anti-corruption			
Total governance body members that received training	Number	11	11
Percentage of governance body members that have received training	%	100%	100%
Employees that have received training on anti-corruption			
Total employees that received training	Number	2,056	2,677
Percentage of employees that have received training	%	100%	100%
Confirmed incidents of corruption and actions taken			
Total confirmed incidents of corruption	Number	0	0
Confirmed incidents in which employees were dismissed or disciplined for corruption		0	0
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		0	0
Violation of anti-corruption and anti-bribery laws			
Number of convictions and sanctions for violation of anti-corruption and anti- bribery laws	Number	-	0
Total amount of fines for violation of anti-corruption and anti- bribery laws		-	0
Anti-Competitive Behavior			
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	0
Business Ethics			
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	USD	\$0	\$0
'Code of Conduct' course completion rate ³	%	US: 85% DE: 83%	US: 97% DE: 95%

³Calculated as at the end of FY2025.

Sustainability Performance Metrics

Governance

	UOM	2024	2025
Compliance with laws and regulations			
Significant instances of non-compliance with laws and regulations by:			
Instances for which fines were incurred	Number	0	0
Instances for which non-monetary sanctions were incurred		0	0
Number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period:			
Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	Number	0	0
	USD	\$0	\$0
Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	Number	0	0
	USD	\$0	\$0

	2020	2021	2022	2023	2024	2025
Agency Inspections⁴						
Number of agency inspections per year	9	5	12	7	12	11
FDA Warning Letters (or equivalent)						
Number Letters	0	0	0	0	0	0

⁴ Across both sites. Agencies involved include, FDA CDER, MoH Germany (3x), MoH Libya, MoH Kazakhstan (2x), MoIT Russia EAEU, KFDA / MFDS (Korea), FDA CBER

Sustainability Performance Metrics

Supply Chain

	UOM	2024	2025
Product Quality and Safety			
Simtra facilities participating in third-party audit programs for manufacturing and product quality			
Participating facilities	%	100%	100%
Product Safety			
Product recalls issued	Number	1	0
Total units recalled		60,594	0
Fatalities associated with products		N/A	N/A
Enforcement actions taken in response to violations of good manufacturing practices or equivalent standards		0	0
Supplier Environmental and Social Assessment			
Suppliers that were screened using environmental criteria			
New suppliers screened (all)	Number	40 ⁵	40
New suppliers screened using environmental and social criteria		40	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:			
Incidents of non-compliance with regulations resulting in a fine or penalty	Number	0	0
Incidents of non-compliance with regulations resulting in a warning		0	0
Incidents of non-compliance with voluntary codes		0	0

⁵ 40 suppliers (representing 80% of Simtra spend) are currently being screened for environmental and social impacts within the newly implemented Simtra & EcoVadis screening program.

Sustainability Performance Metrics

Social

	UOM	2024	2025
Labor Practices and Working Conditions			
Employees by headcount/gender	Number	2,056	2,677
Female	Number	902	1,143
Male		1,149	1,534
Undisclosed / Prefer not to say		5	0
Not reported		-	-
Employees by location			
USA	Number	1,316	1,613
Female		562	677
Male		749	936
Not Disclosed		5	0
Germany		740	1,064
Female	340	466	
Male	400	598	
Employees by Employment Type			
Permanent employees	Number	2,056	2,595
Female		902	1,105
Male		1,149	1,490
Not Disclosed		5	0
Temporary employees		176	82
Female		72	38
Male		104	44
Full-time employees		-	2,677
Female		-	1,143
Male		-	1,534

Sustainability Performance Metrics

Social

	UOM	2024	2025
Labor Practices and Working Conditions (continued)			
Employees by gender and age			
Female	%	44%	43%
Under 30 years old		26%	26%
30-50 years old		48%	45%
Over 50 years old		26%	29%
Male		56%	57%
Under 30 years old		25%	26%
30-50 years old		51%	49%
Over 50 years old	24%	25%	
New employee hires			
New employee hires during the reporting period			
Female	Number	252	331
Under 30 years old		115	127
30-50 years old		102	107
Over 50 years old		35	51
Not Reported		-	46
Male		334	474
Under 30 years old		155	482
30-50 years old		145	157
Over 50 years old		34	62
Not Reported		-	73
Unknown	-	49	
Under 30 years old	-	6	
30-50 years old	-	3	
Over 50 years old	-	1	
Not Reported	-	39	
New employee hires during the reporting period			
Female	Rate	43%	39%
Male		57%	56%
Not Reported		-	6%

Sustainability Performance Metrics

Social

	UOM	2024	2025
Labor Practices and Working Conditions (continued)			
Family-related leave			
Employees entitled to take family-related leave	Number	2,051	2,387
Female		902	1,021
Male		1,149	1,366
Employees that took parental leave in the reporting period	Number	39	20
Female		15	11
Male		24	9
Employees that returned to work after leave ended		39	20
Female		15	11
Male		24	9
Employees still employed 12 months after their return to work	Number	39	20
Female		15	9
Male		24	11
Return to work rate of employees that took parental leave		1	1
Female		1	1
Male		1	1
Retention rate of employees that took parental leave	Rate	1	1
Female		1	1
Male		1	1
Diversity and Inclusion			
Diversity of governance bodies and employees			
Individuals within Simtra's governance bodies by gender	Number	11	11
Female		2	2
Male		9	9
Individuals within Simtra's governance bodies by gender and age	%	18.2%	18.2%
Female			
Under 30 years old		0%	0%
30-50 years old		0%	0%
Over 50 years old		18.2%	18.2%
Male		81.8%	81.8%
Under 30 years old		0%	0%
30-50 years old		36.4%	36.4%
Over 50 years old		45.5%	45.5%

Sustainability Performance Metrics

Social

	UOM	2024	2025
Employee Health and Safety			
People covered by Simtra's health and safety management system			
Employees	Number	-	2,573
All workers that are not employees but works for Simtra ⁶		379	572
Work-related injuries			
All Employees			
Fatalities as a result of work-related injury	Number	0	0
	Rate	0	0
High-consequence work-related injuries (excluding fatalities)	Number	0	0
	Rate	0	0
Recordable work-related accidents	Number	20	20
	Rate	5.11	0.78
Hours worked	Number	3,913,525	5,107,953
Work-related ill-health			
All Employees			
Fatalities as a result of work-related ill health	Number	0	0
Cases of recordable work-related ill health		8	0
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
Cases of recordable work-related ill health		0	0
Non-discrimination			
Incidents of discrimination and corrective actions taken			
Incidents of discrimination during the reporting period	Number	0	2 ⁷
Local Communities			
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	%	66%	66%

⁶Includes consultants, contractors, apprentices, trainees, interns, and fixed term contract workers.

⁷In 2025, two incidents were recorded: one involving behavior not aligned with the Code of Conduct, particularly in relation to diversity, inclusion, equal opportunity, and the obligation to maintain a respectful and welcoming work environment, which resulted in a formal warning letter; and one case of verbal sexual harassment, which resulted in termination of the employment contract.

Sustainability Performance Metrics

Environmental

	UOM	2024	2025
Emissions			
Scopes 1 and 2 GHG Emissions			
Direct Scope 1 GHG emissions	MTCO ₂ e	14,887	14,961
Indirect Scope 2 GHG emissions		17,349	14,316
Total - Scopes 1 and 2 emissions		32,236	29,277
GHG emissions intensity ratio ⁸		0.0268	0.02435
Base year		2024	2024
Scope 3 GHG Emissions			
Category 1 - Purchased goods and services	MTCO ₂ e	-	65,876
Category 2 - Capital goods			18,429
Category 3 - Fuel- and energy-related activities			4,937
Category 4 - Upstream transportation and distribution			3,206
Category 5 - Waste generated in operations			594
Category 6 - Business travel			4,394
Category 13 - Downstream leased assets			716
Gross Scope 3 GHG emissions			98,153
Total - GHG emissions			127,430
Energy			
	UOM	2024 ⁹	2025
Fuel consumption - Gasoline and diesel	Gigajoules	1,005	1,470
Purchased for consumption - electricity, heating, cooling, and steam		487,794	486,946
Total energy consumption		488,799	488,416
Renewable energy produced - Solar Electricity		1,349	5,931 ¹⁰
Renewable energy purchases - RECs		82,462	89,939
Water & Effluents			
	UOM	2024 ¹¹	2025
Water withdrawal			
Total water withdrawal from all areas (including areas in water stress¹²)	Megaliters	459	618
Groundwater		97.86	182
Third-party water		361.06	436
Water discharge			
Total water discharge from all areas (including areas in water stress)	Megaliters	445.44	543
Third-party water		308.52	543
Incidents of non-compliance with discharge limits	Number	3 ¹³	0

⁸ Organization-specific metric (the denominator) chosen to calculate the ratio = Square footage. Denominator value = 1,202,258 sq. ft.

⁹ 2024 Figures reported for the first time this year.

¹⁰ Solar panels in Halle operational (9/24 - 6/25).

¹¹ All 2024 Water figures, except for Groundwater withdrawn, have been restated.

¹² According to the WRI Aqueduct Atlas, Halle and Bloomington facilities are located in medium - high water stress level areas.

¹³ Incidents in which wastewater parameters were above approved limits were communicated to the relevant authority, and necessary actions were taken to address the matter.

Sustainability Performance Metrics

Environmental

	UOM	2024	2025	
Water & Effluents (continued)				
Water consumption				
Total water consumption from all areas (including areas in water stress)	Megaliters	459	618 ¹⁴	
Waste				
Waste generated (by composition)				
Total waste generated	tonnes	2,593	2,833	
Non-hazardous waste		2,276	2,527	
Regulated/hazardous waste		316	306	
Waste diverted from disposal				
Total weight of waste diverted from disposal	tonnes	1,493	1,502	
Hazardous waste diverted from disposal		75	16	
Recycling		74.9	16	
Other recovery operations		0.14	0	
Non-hazardous waste diverted from disposal		1,418	1,486	
Recycling		1,178	1,486	
Other recovery operations		240	0	
Waste directed to disposal				
Total waste directed to disposal	tonnes	1,339	1,332	
Total weight of hazardous waste directed to disposal		241	291	
Incineration (with energy recovery)		212	249	
Incineration (without energy recovery)		29	41	
Landfilling		0.02	0.00	
Other disposal operations		0.14	0.71	
Total weight of non-hazardous waste directed to disposal		1,098	1,041	
Incineration (with energy recovery)		375	547	
Incineration (without energy recovery)		87	0.00	
Landfilling		396	493	
Other disposal operations		240	0.00	
Materials				
Recycled input materials used				
Total input materials used	tonnes	0	0	
Total recycled input materials used		0	0	
Primary Product Recycled-material Inputs	%	0%	0%	

¹⁴ Increase in water consumption due to expansion of building footprint and increase of employees onsite.

Methodologies and Assumptions

GHG emissions were calculated using 100-year Global Warming Potential (GWP) factors from the IPCC's Sixth Assessment Report (AR6).

Assurance Statement



Verification Statement related to Simtra's Scope 1, 2 and 3 GHG Inventory for Calendar Year 2025

Terms of Engagement

This Verification Statement has been prepared for Simtra's global operations in accordance with ISO 14064-3: 2019 Part 3.

WAP Sustainability (WAP) was commissioned by Simtra to assure its scope 1, 2 and select categories of scope 3 GHG emissions for the calendar year 2025 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.

Assurance Statement



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, 2, and selected categories of scope 3 GHG emissions disclosed by Simtra for CY 2025 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 that reads 'Kai Wang'.

Kai Wang
Lead Verifier
WAP Sustainability

Assurance Statement



Summary of Simtra GHG Emissions Inventory for Scope 1. 2 & Selected Categories of Scope 3 for Calendar Year 2025

CY 2025	Category	Operational Emissions Source	Value (MT of CO2e)
Scope 1	Facilities and Offices	Stationary Combustion	14,410
	Facilities and Offices	Refrigerant Fugitive Emission	310
	Company Vehicles	Mobile Combustion	241
Scope 2	Facilities and Offices	Electricity (Market-based)	14,316
Scope 1 and 2 Total			29,277
Scope 3	Purchased Goods & Services		65,876
	Capital Goods		18,429
	Fuel- & Energy-related Activities		4,937
	Upstream Transportation & Distribution		3,206
	Waste Generated in Operations		594
	Business Travel		4,395
	Downstream Leased Assets		716
Scope 3 Total			98,153
Scope 1, 2 and 3 Total (with scope 2 market-based)**			127,430
MT CO2e = metric tonnes of carbon dioxide equivalents			

This Verification Statement is subject to the provisions of this legal section:

This Verification Statement is only valid when published with the emissions data to which it refers. It may only be reproduced in its entirety.

Assurance Statement



WAP Sustainability Consulting, LLC and their respective officers, employees or agents are, individually and collectively, referred to in this Legal Section as WAP assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with WAP for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

Due to inherent limitations in any internal control, it is possible that fraud, error, or non-compliance with laws and regulations may occur and not be detected. Further, the verification was not designed to detect all weakness or errors in internal controls so far as they relate to the requirements set out above as the verification has not been performed continuously throughout the period and the verification carried out on the relevant internal controls were on a test basis. Any projection of the evaluation of control to future periods is subject to the risk that the processes may become inadequate because of changes in conditions, or that the degree of compliance with them may deteriorate.

The English version of this Verification Statement is the only valid version. WAP assumes no responsibility for versions translated into other languages.

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, 2025, 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	About Us Appendix - GRI Content Index	Legal name: Simtra US LLC dba Simtra Biopharma Solutions Headquarters: 927 South Curry Pike, Bloomington, Indiana 47403 Operates in Bloomington, Indiana Legal name: Simtra Deutschland GmbH Headquarters: Kantstraße 2, 33790 Operates in Halle (Westfalen), Germany
	2-2 Entities included in the organization's sustainability reporting	About Us About Our Report Appendix - GRI Content Index	Simtra US LLC dba Simtra Biopharma Solutions (US) Simtra Deutschland GmbH (Germany)
	2-3 Reporting period, frequency and contact point	About Our Report Appendix - GRI Content Index	Contact: Sustainability@simtra.com Publication date of last sustainability report: May 1, 2025
	2-4 Restatements of information	Appendix - GRI Content Index	All 2024 Water figures, except for Groundwater withdrawn, have been restated.
	2-5 External assurance	Appendix - Assurance Statement	–
	2-6 Activities, value chain and other business relationships	About Us	–
	2-7 Employees	About Us Investing in Our Team Appendix - ESG Performance Metrics - Social	–
	2-8 Workers who are not employees	Appendix - GRI Content Index	In addition to employees, Simtra engages non-employee workers to support manufacturing operations and site infrastructure, particularly in engineering, maintenance, validation, and capital expansion activities. These workers are primarily engaged through third-party staffing and contracting firms and operate under Simtra's site procedures and safety requirements.
	2-9 Governance structure and composition	Aligning Values with Actions Appendix - GRI Content Index	Ten members have two years of tenure, and one member has one year of tenure.
	2-10 Nomination and selection of the highest governance body	Appendix - GRI Content Index	Simtra's highest governance body is its Board of Managers. Members are nominated and appointed by Simtra's Sponsors pursuant to the Company's Bylaws. Candidates are assessed based on their experience and expertise relevant to overseeing companies in the healthcare sector and are supported by a network of operational advisors with experience in GMP-regulated operations, quality and compliance, operational excellence, supply chain resilience, EHS oversight, financial and strategic leadership, and/or governance. Selection also considers independence, potential conflicts of interest, and a balance of skills and perspectives to support robust decision-making.
	2-11 Chair of the highest governance body	Appendix - GRI Content Index	Simtra's Chairperson is non-executive and independent.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
General disclosures (continued)			
GRI 2: General Disclosures 2021 (continued)	2-12 Role of the highest governance body in overseeing the management of impacts	Aligning Values with Actions – Sustainability Governance and Oversight	–
	2-13 Delegation of responsibility for managing impacts	Aligning Values with Actions – Sustainability Governance and Oversight	–
	2-14 Role of the highest governance body in sustainability reporting	About Our 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	Aligning Values with Actions - Business Ethics and Compliance	–
	2-16 Communication of critical concerns	Aligning Values with Actions - Business Ethics and Compliance	–
	2-17 Collective knowledge of the highest governance body	Appendix - GRI Content Index	The Board collectively brings the knowledge, skills, and experience necessary to oversee Simtra's operations effectively. Key areas of collective expertise include pharmaceutical and life sciences manufacturing, quality management and compliance in GMP-regulated environments, patient safety and product quality oversight, environmental, health and safety management, supply chain and operational resilience, capital investment and technology deployment for sterile and potent molecule manufacturing, financial and strategic leadership, and corporate governance. This expertise enables the Board to provide effective oversight of strategic decisions, risk management, and long-term sustainable growth.
	2-18 Evaluation of the performance of the highest governance body	Appendix - GRI Content Index	Simtra evaluates the composition of the Board on a periodic basis. The evaluation is led by the Board Chair and supported by the Sponsors and the Board as appropriate. It focuses on the Board's effectiveness in overseeing strategy, financial performance, risk management, quality and compliance, EHS performance, operational resilience, and delivery of strategic and capacity expansion objectives. Outcomes are used to inform Board development, succession planning, and ongoing training to continuously improve governance effectiveness.
	2-19 Remuneration policies	Appendix - GRI Content Index	Executive level compensation is reviewed and approved by the Compensation Committee of the Board.
	2-20 Process to determine remuneration	Appendix - GRI Content Index	Remuneration for Members of the Board, Board Observers and senior executives is determined through a structured process led by the Company's Sponsors with input regarding senior executive compensation from the Compensation Committee of the Board. However, Members and Board Observers that are employees of the Sponsors shall not otherwise be entitled to compensation for their services on the Board. The process to determine remuneration considers organizational and individual performance, alignment with Simtra's strategic objectives, oversight of quality and compliance, operational and financial results, and long-term value creation. External benchmarking and market practices are considered to ensure remuneration is competitive and fair. The process is reviewed periodically to maintain alignment with governance objectives, business strategy, and regulatory responsibilities.
	2-21 Annual total compensation ratio	Appendix - GRI Content Index	As a private company, Simtra chooses not to disclose details of individual remuneration or compensation. Total compensation practices are structured to align with strategic, operational, and compliance objectives, including performance in quality, GMP compliance, patient safety, and EHS outcomes. Internal processes ensure that remuneration is fair, market-aligned, and supports the long-term sustainability and success of the organization.
	2-22 Statement on sustainable development strategy	A Message from Our CEO	–
2-23 Policy commitments	Appendix - GRI Content Index	Not applicable. Simtra has not established formal policy commitments as defined under GRI 2-23; relevant expectations related to ethical conduct, regulatory compliance, quality, safety, and business integrity are embedded within our internal policies, procedures, and management systems.	

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
General disclosures (continued)			
GRI 2: General Disclosures 2021 (continued)	2-24 Embedding policy commitments	Appendix - GRI Content Index	Not applicable. Simtra has not established formal policy commitments as defined under GRI 2-23; relevant expectations related to ethical conduct, regulatory compliance, quality, safety, and business integrity are embedded within our internal policies, procedures, and management systems.
	2-25 Processes to remediate negative impacts	Aligning Values with Actions - Strategy, Resilience, and Risk Management	–
	2-26 Mechanisms for seeking advice and raising concerns	Aligning Values with Actions - Business Ethics and Compliance Appendix - GRI Content Index	In 2025, Simtra received 31 compliance-related inquiries through our dedicated compliance hotline, phone, email or in person. 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.
	2-28 Membership associations	Appendix - GRI Content Index	Simtra is a member of selected industry and professional associations, including pharmaceutical and biotechnology manufacturing and quality-focused organizations. These memberships support engagement in regulatory developments, good manufacturing practices, and industry best practices relevant to sterile injectable and biologics manufacturing.
	2-29 Approach to stakeholder engagement	About Our Report - Stakeholder Engagement	–
	2-30 Collective bargaining agreements	Appendix - GRI Content Index	We wholly support the overall protection of human rights and our employees' right to participate in collective bargaining. As of reporting, 91% of employees in Germany are covered under a Collective Bargaining Agreement of the Chemical Industry, comprising 36% of our global headcount.
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	Aligning Values with Actions - Strategy, Resilience, and Risk Management About Our Report - Double Materiality Assessment
3-2 List of material topics		About Our Report - Double Materiality Assessment	–
Material topics			
Corporate Governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Aligning Values with Actions - Business Ethics and Compliance	–
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Appendix - ESG Performance Metrics - Governance	–
	205-2 Communication and training about anti-corruption policies and procedures	Aligning Values with Actions - Business Ethics and Compliance Appendix - GRI Content Index	–
	205-3 Confirmed incidents of corruption and actions taken	Appendix - ESG 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 - ESG Performance Metrics - Governance Appendix - GRI Content Index	There were 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.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
Material topics (continued)			
Cybersecurity and Data Privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Aligning Values with Actions - Cybersecurity and Data Privacy	–
Responsible Supply Chain Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Aligning Values with Actions - Cybersecurity and Data Privacy	–
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Appendix - ESG Performance Metrics - Supply Chain	–
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Appendix - ESG Performance Metrics - Supply Chain Appendix - GRI Content Index	No suppliers with negative social impacts have been identified to date.
	414-2 Negative social impacts in the supply chain and actions taken	Appendix - ESG Performance Metrics - Supply Chain Appendix - GRI Content Index	No suppliers with negative social impacts have been identified to date.
Product Safety and Quality			
GRI 3: Material Topics 2021	3-3 Management of material topics	Delivering Quality Products – Product Safety and Quality	–
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Appendix - ESG 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.
Regulatory Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Delivering Quality Products – Regulatory Compliance	–
Labor Practices and Working Conditions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Investing in Our Team – Labor Practices and Working Conditions – Compensation, Benefits, and Development Appendix - GRI Content Index	This includes life insurance, health insurance and care, disability and invalidity coverage, parental leave and support, retirement provision, voluntary insurance benefits, and additional benefits and programs
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Investing in Our Team – Labor Practices and Working Conditions – Compensation, Benefits, and Development	–
	401-3 Parental leave	Appendix - ESG Performance Metrics - Social	–

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
Material topics (continued)			
Employee Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Investing in Our Team – Employee Health, Safety, and Well-Being 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	Investing in Our Team – Employee Health, Safety, and Well-Being	-
	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 - ESG Performance Metrics - Social	-
	403-10 Work-related ill health	Appendix - ESG Performance Metrics - Social	-
Employee Recruitment, Development and Retention			
GRI 3: Material Topics 2021	3-3 Management of material topics	Investing in Our Team – Employee Recruitment, Development and Retention	-
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Investing in Our Team – Employee Recruitment, Development and Retention - Training and Skills Development	-
Employee Engagement			
GRI 3: Material Topics 2021	3-3 Management of material topics	Investing in Our Team – Employee Engagement	-
Diversity and Inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics	Investing in Our Team – Diversity and Inclusion 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 accommodation for individuals with disabilities.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Appendix - GRI Content Index	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Appendix - ESG Performance Metrics - Social Appendix - GRI Content Index	There were no confirmed incidents of discrimination during the reporting period.

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
Material topics (continued)			
Community Engagement			
GRI 3: Material Topics 2021	3-3 Management of material topics	Investing in Our Team – Community Engagement	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Appendix - ESG Performance Metrics - Social	-
Environmental Stewardship			
GRI 3: Material Topics 2021	3-3 Management of material topics	Reducing Our Environmental Impact - Environmental Stewardship	-
GHG Emissions and Climate Change			
GRI 102: Climate Change 2025	102-5 Scope 1 GHG emissions	Reducing Our Environmental Impact – GHG Emissions and Climate Change	-
	102-6 Scope 2 GHG emissions		-
	102-7 Scope 3 GHG emissions		-
	102-8 GHG emissions intensity		-
Energy Management			
GRI 103: Energy 2025	103-1 Energy policies and commitments	Reducing Our Environmental Impact – Energy Management	-
	103-2 Energy consumption and self-generation within the organization	Reducing Our Environmental Impact – Energy Management	-
	103-4 Energy intensity		-
	103-5 Reduction in energy consumption	Reducing Our Environmental Impact – Energy Management	-
Water Management			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Reducing Our Environmental Impact - Water Management	-
	303-2 Management of water discharge-related impacts		-
	303-3 Water withdrawal	Reducing Our Environmental Impact - Water Management Appendix – ESG Performance Metrics - Environmental	-
	303-4 Water discharge	Appendix – ESG Performance Metrics - Environmental	-
	303-5 Water consumption		-

GRI Standard	Disclosure	Reporting Location	Remarks and Additional Information
Material topics (continued)			
Circularity and Waste Management			
GRI 103: Energy 2025	306-1 Waste generation and significant waste-related impacts	Reducing Our Environmental Impact - Circularity and Waste Management	-
	306-2 Management of significant waste-related impacts		-
	306-3 Waste generated	Appendix – ESG Performance Metrics - Environmental	-
	306-4 Waste diverted from disposal		-
	306-5 Waste directed to disposal		-



Simtra
BioPharma Solutions

