



BRAIN BIOTECH GROUP

ESG Data Sheet

FY 2023/24



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Introduction

Sustainability reporting by the BRAIN Biotech Group

This year, we have specifically adapted and further developed our ESG reporting strategy in line with current reporting standards. This is due to the postponed reporting requirements under the European **Corporate Sustainability Reporting Directive (CSRD)** and the continuing uncertainty regarding its applicability to our company.

Building on the initial publication of our voluntary Sustainability Report 2022 and the ESG data sheets, which have been updated annually since then and are based on the **GRI standards**, we have optimized our reporting formats to further increase their efficiency and informative value. The main goal was to **clarify selected key figures and metrics** in order to ensure comparability over subsequent years and to present key sustainability issues more transparently.

The data points in this data sheet are now based on EFRAG's voluntary reporting standard for SMEs, the **Voluntary Small and Medium Size Enterprise Standard (VSME)**. In addition, we are currently preparing our first comprehensive VSME report in both performance levels (Basic and Comprehensive Module). We also disclose our progress annually as part of the UN Global Compact Communication on Progress (CoP).

This realignment is also reflected in the **structure and content of this ESG data sheet**. New metrics or definitions are supplemented by **information boxes with brief explanations** that clarify the adjustments in the context of our reporting strategy.

The data presented here relates to the **2023/2024 financial year** and the same scope of consolidation as used in the financial reporting.

The following locations were included:

- BRAIN Biotech AG, Zwingenberg (Germany)
- AnalytiCon Discovery, Potsdam (Germany)
- Biocatalysts, Büttelborn (Germany)
- Biocatalysts, Cardiff (UK)
- Biocatalysts, Nieuwkuijk (NL)
- Biocatalysts, Tampa (USA)

Data collection at the Biocatalysts Tampa (USA) site is currently still in progress. The site consists mainly of office space with only a few employees. The site was included in the calculation of greenhouse gas emissions and social indicators, but no reliable data is available for water and waste. We are working on collecting or estimating relevant indicators here as well in the future.

At the start of the 2024/2025 fiscal year, we conducted a comprehensive **double materiality analysis**. Impacts, opportunities, and risks were identified along the entire value chain, and the **six central ESG focus areas** of our company were derived. These are embedded in our ESG strategy, which enables the bundling and implementation of targeted measures. By collecting relevant key performance indicators (KPIs), we measure the impact of these measures and proactively manage progress toward our sustainability goals.

ESG focus areas

	Brain Impact	NetZero & Energyusage	Water- & Wastemanagement	Livable & Satisfying Employment	Supply Chain Excellence	Regulatory Excellence
 Target	<ul style="list-style-type: none"> Strategic priority Enable the transformation towards more sustainable production 	<ul style="list-style-type: none"> 30% GHG emissions reduction by 2032 and Net Zero by 2050 (comparable revenue level, Scope 1 + 2) 	<ul style="list-style-type: none"> Strategic priority 	<ul style="list-style-type: none"> 30% women in leadership positions (Levels 2 + 3) by 2032. LTIFR < 3 per 1 million working hours by 2032 	<ul style="list-style-type: none"> Strategic priority 	<ul style="list-style-type: none"> Zero fines for compliance violations by 2032
 Initiatives	<ul style="list-style-type: none"> Development of groundbreaking products and services for health, nutrition, and the environment 	<ul style="list-style-type: none"> Expansion of renewable energies promotion of energy efficiency Optimization of the mobility strategy and prioritization of digital meetings 	<ul style="list-style-type: none"> Increase in production efficiency Reduction of waste Optimization of the recovery of recyclable waste 	<ul style="list-style-type: none"> UnGlobal Target Gender Equality Accelerator Program Health programs Active accident prevention measures 	<ul style="list-style-type: none"> Customer satisfaction through full compliance 	<ul style="list-style-type: none"> Comprehensive monitoring Risk Management System (RMS)
 SDGs	      	    				
 Key metrics	<ul style="list-style-type: none"> Total energy consumption Scope 1+2 GHG intensity Reduction of greenhouse gas emissions Self-generated electricity 	<ul style="list-style-type: none"> Water withdrawal Water consumption Waste volumes and waste composition Share of recyclable waste Biomass as a contribution to the circular economy 	<ul style="list-style-type: none"> Female representation across different job levels Number of reportable accidents LTIFR (Lost Time Injury Frequency Rate) 	<ul style="list-style-type: none"> Supplier compliance with applicable standards 	<ul style="list-style-type: none"> Number of incidents Fines for compliance violations by 2032 	

ESG Indicators at a Glance

CO2e emissions, Scope 1



601.51 t

CO2e emissions, Scope 2



980.62 t

Total energy consumption

5377.86
MWh

Greenhouse gas intensity **

28.98 t
CO2e

Share of renewable energies



20 %

Water withdrawal



20.13 ML

Recyclable waste



39 %

Recycled Biomass

240 t
for biogas

Number of employees

318
4 coun-
tries

Personal training hours



17

THG emission reduction*



28 %

Self-generated electricity (solar)

101.2
MWh

Women in manage- ment positions



26 %

LTIFR ***



1.2

Fines for compliance violations



0 EUR

* Greenhouse gas emissions reduction, Scope 1+2, base year 2021/22

** Greenhouse gas intensity, Scope 1+2, tCO2e per EUR 1 million in revenue

*** Lost Time Injury Frequency Rate, based on 1 million working hours

Key Financial Figures

Since the financial figures for the 2024/25 fiscal year were available at the time this data sheet was published, we included them in addition to the figures from the 2023/24 fiscal year.

Consolidated Balance Sheet

CONSOLIDATED BALANCE SHEET AS AT 30 SEPTEMBER 2025

€ thousand	Note	2024/25	2023/24
Non-current assets			
Intangible assets and goodwill	(12)	12,491	14,185
Property, plant and equipment	(13)	27,550	27,855
Equity-accounted investments	(14)	1,282	971
Other non-current assets	(18)	55	67
		41,378	43,078
Current assets			
Inventories	(15)	8,936	9,420
Trade receivables	(16)	8,456	7,798
Other current assets	(18)	961	818
Current tax assets	(10)	129	214
Other financial assets	(17)	286	238
Cash and cash equivalents	(19)	6,190	27,171
		24,959	45,658
ASSETS		66,337	88,737

€ thousand	Note	2024/25	2023/24
Equity	(20)		
Subscribed capital		21,847	21,847
Capital reserves		95,733	94,951
Retained earnings		-116,035	-105,494
Other reserves		295	1,313
		1,841	12,617
Non-controlling interests		0	1,269
Total equity	1,841		13,886
Non-current liabilities			
Deferred tax	(10)	3,354	3,881
Provisions for post-employment benefits for employees	(5)	696	930
Financial liabilities	(21)	20,198	21,175
Convertible bonds	(22)	0	4,151
Financial liability to Royalty Pharma	(23)	22,173	18,406
Other liabilities	(24)	95	179
Deferred income	(25)	380	1,124
		46,895	49,845
Current liabilities			
Provisions	(26)	1,079	1,106
Tax liabilities	(10)	13	24
Financial liabilities	(21)	3,832	11,888
Prepayments received	(27)	130	0
Convertible bonds	(22)	4,703	326
Trade payables	(28)	4,358	5,611
Other liabilities	(24)	2,360	5,431
Deferred income	(25)	1,126	620
		17,600	25,006
EQUITY AND LIABILITIES		66,337	88,737

Consolidated Statement of Comprehensive Income

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025

€ thousand	Note	12M 24/25 01.10.2024 - 30.09.2025	12M 23/24 01.10.2023 - 30.09.2024
Revenue	(1)	49,623	54,631
Research and development grant revenue	(2)	593	868
Change in inventories of unfinished and finished goods and work in progress		271	-433
Other income	(3)	1,105	453
Total operating performance		51,592	55,520
Cost of materials	(4)		
Cost of raw materials, consumables and supplies, and purchased merchandise		-21,174	-23,403
Cost of purchased services		-475	-467
		-21,649	-23,870
Personnel expenses	(5)		
Wages and salaries		-16,884	-20,792
Share-based employee compensation		-783	-894
Social security and post-employment benefit costs		-3,447	-3,417
		-21,113	-25,104
Other expenses	(7)	-10,854	-10,576
EBITDA		-2,025	-4,029
Depreciation, amortization and impairment	(6)	-5,126	-4,823
Operating result (EBIT)		-7,151	-8,852
Share of profit or loss from equity-accounted investments	(14)	-525	-498
Finance income	(8)	1,642	395
Finance costs	(9)	-5,989	-2,035
<i>of which in connection with the financial liability from the Royalty Pharma transaction</i>		-3,767	-85
Net financial result		-4,873	-2,137
Pretax loss for the reporting period		-12,023	-10,990

€ thousand	Note	12M 24/25 01.10.2024 – 30.09.2025	12M 23/24 01.10.2023 – 30.09.2024
Pretax loss for the reporting period		-12,023	-10,990
Income tax expense/income	(10)		
a) Current tax expense/income		-191	-96
b) Deferred tax expense/income		382	-15
		191	-110
Net loss for the reporting period		-11,833	-11,100
of which attributable to non-controlling interests		-91	27
of which attributable to the shareholders of BRAIN Biotech AG		-11,742	-11,127
Earnings per share	(11)		
Earnings per share, basic undiluted (in €)		-0.54	-0.51
Number of shares taken as basis		21,847,495	21,847,495
Earnings per share, diluted (in €)		-0.54	-0.51
Number of shares taken as basis		21,847,495	21,847,495
Net loss for the reporting period		-11,833	-11,100
of which attributable to non-controlling interests		-91	27
of which attributable to the shareholders of BRAIN Biotech AG		-11,742	-11,127
Other comprehensive income			
Net gain or loss from revaluing obligations from post-employment employee benefits*	(5)	23	-207
Currency translation		-1,018	686
Other comprehensive income, net		-995	479
Consolidated total comprehensive income (loss)		-12,828	-10,621
of which attributable to non-controlling interests		-91	27
of which attributable to the shareholders of BRAIN Biotech AG		-12,737	-10,648

* Items that will not be subsequently reclassified to profit or loss

E-Environmental: Environmental Indicators

Greenhouse gas emissions (B3)

METHOD FOR CALCULATING GREENHOUSE GAS EMISSIONS (GHG EMISSIONS IN TCO₂E) IN SCOPE 1 AND 2

The calculation of greenhouse gas emissions covers all **sites under the operational control of the BRAIN Biotech Group (control approach according to the Greenhouse Gas Protocol, GHG Protocol)** and is determined according to the principle of "activity data x emission factor." Wherever possible, the market-based approach was used, taking into account the specific emission factors, calorific values, and energy mix composition of the respective energy suppliers. Where no relevant factors were available, the location-based approach was used as a supplement. In this case, the emission factors used were obtained from the German Federal Environment Agency (UBA, 2023) and the CO₂ calculator of the Information Center for Environment and Economy (IZU) of the Bavarian State Office for the Environment (version 2024).

Information box: Mobility, change from previous years

Vehicles that are leased for operational purposes are not owned by the company and are therefore not allocated to Scope 1 in the balance sheet. Emissions from their use are allocated to Scope 3, category "upstream leasing," in accordance with current reporting standards (GHG Protocol).

TOTAL ENERGY CONSUMPTION

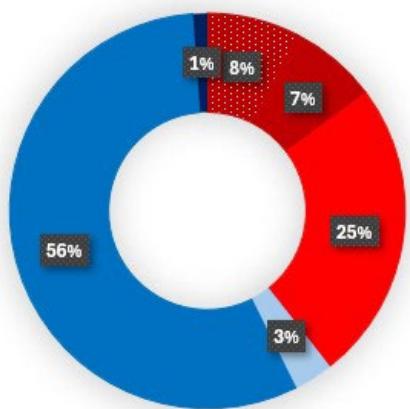
Total energy consumption	Renewable energy [MWh]	Non-renewable energy [MWh]	Total energy consumption [MWh]
Electricity	899.13	2179.77	3078.91
Fuels	0.00	2298.96	2298.96
Total	899.13	4478.73	5377.86

SCOPE 1 AND 2 GHG EMISSIONS IN TCO₂E

Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	
Mobility	5.73	Electricity, market-based
Heating oil	53.49	Electricity, location-based
Natural gas	542.35	Electricity, self-generated
Total	601.57	Total
		980.62

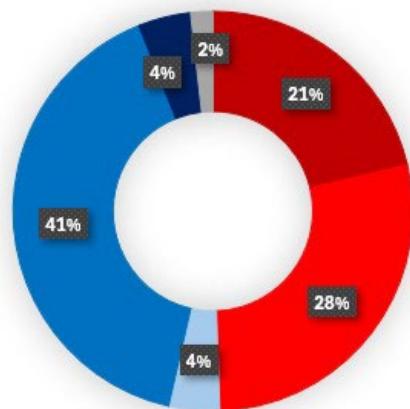
Greenhouse gas emissions in Scope 1 and 2 totaled **1,582.19 t CO₂e** in the reporting period.

FY 2023/24 SCOPE 1:
Energy consumption for heating



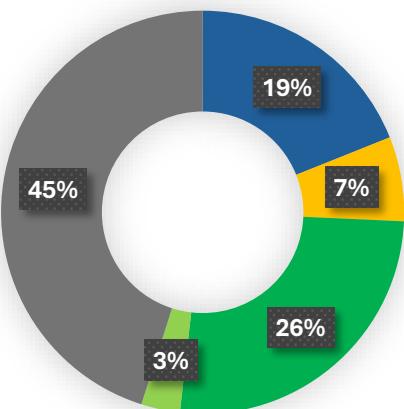
■ BRAIN (GER) Heating Oil ■ BRAIN (GER) Gas
■ AnalytiCon (GER) Gas ■ Biocatalysts (GER) Gas
■ Biocatalysts (UK) Gas ■ Biocatalysts (NL) Gas

FY 2023/24 SCOPE 2:
Energy consumption for electricity



■ BRAIN (GER) ■ AnalytiCon (GER)
■ Biocatalysts (GER) ■ Biocatalysts (UK)
■ Biocatalysts (NL) ■ Biocatalysts (USA)

FY 2023/24 Composition of electricity



■ Fossil fuels ■ Nuclear power
■ Renewable energies ■ Own production (solar)
■ Unknown

Information box: Emission factors

Heating oil	3.120 kg CO ₂ e/liter
Natural gas	0.257 kg CO ₂ e/kWh
Diesel	3.410 kg CO ₂ e/liter
Electricity	0.155-0.466 kg CO ₂ e/kWh depending on provider

Conversion factors for heating values

Heating oil and diesel	0.01 MWh/liter
Natural gas	0.01 MWh/m ³

Reduction in greenhouse gas emissions

Based on the base year 2021/22 (first data collection), we have already achieved a reduction in greenhouse gas emissions of around **12% in Scope 1** and **36% in Scope 2** – in each case at a comparable sales level.

This results in an overall **reduction of around 28%**, which is an important step towards achieving our sustainability goal of "net zero" by 2050.

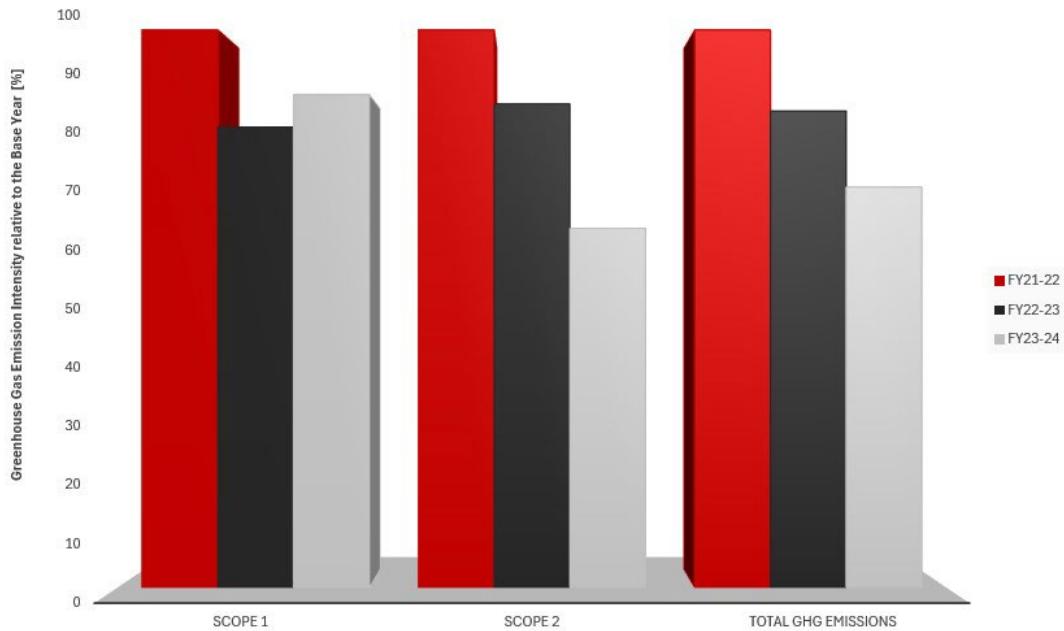
This shows that the measures implemented since then are already having a noticeable effect.

Particularly noteworthy in this regard are:

- the **commissioning of photovoltaic systems** at the Cardiff and Zwingenberg sites (2024)
- the replacement of **lighting systems** at the Zwingenberg site (2024)
- the reorganization and shutdown of **cooling equipment** at the Zwingenberg site (2023)
- and the purchase of **electricity with a higher proportion of renewable energies** at Cardiff site (2024)

Scope 1 + 2	Greenhouse gas intensity [tCO ₂ /EUR 1 million in revenue]	Reduction from the base year [%]
FY 2021/22 (base)	40.34	0 (base)
FY 2022/23	34.47	14.54
FY 2023/24	28.98	17.36
Total reduction	11.36	28.17

BRAIN Biotech Group Emissions reduction in Scope 1 + 2 on a comparable revenue level since the base year 2021/22



Water (B6)

SURVEY OF WATER WITHDRAWAL AND CONSUMPTION

As part of the double materiality analysis (DMA), water was identified as a key raw material in our production – both in the upstream sector and in our own operating processes. Detailed **water risk analyses** were carried out for all sites, including an investigation of **the impact on relevant river and marine ecosystems**. Currently, no site is located in an area of water stress.

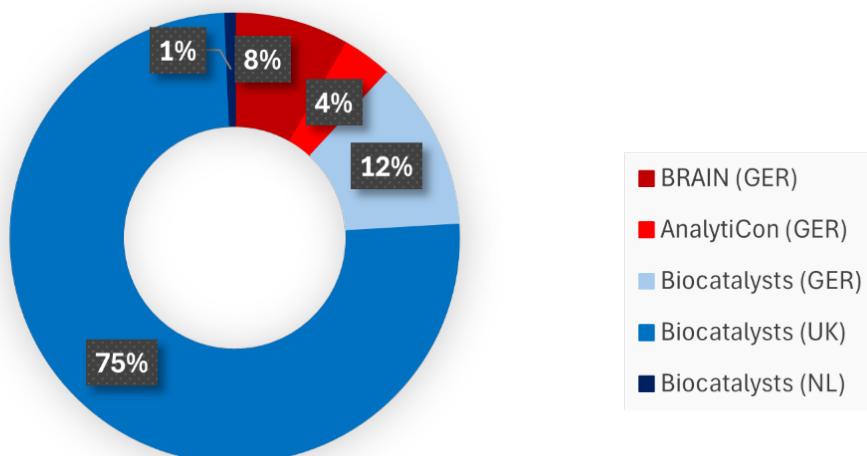
In fiscal year 2023/24, the BRAIN Biotech Group's total water withdrawal amounted to 20.13 megaliters.

Water withdrawal from the public water network is recorded based on consumption, i.e., on the basis of actual consumption as determined by water meters or utility bills. At the Zwingenberg site, an additional 17,000 liters of water were withdrawn from the company's own groundwater well exclusively for the irrigation of green spaces.

The main withdrawals took place at the production sites in Cardiff (fermentation and wet blending) and Büttelborn (wet blending). In line with the processes carried out there, a significant proportion of the water is used in products or product-related processes (e.g., cleaning and filtration processes). In the production of liquid enzyme formulations, approximately 5% of the water withdrawn at the Büttelborn site and approximately 0.3% at the Cardiff site was used directly in products. Approximately 47% of the water withdrawn at the Cardiff site was used for fermentation processes.

As in previous years, water withdrawal for research remained low.

FY 2023 /24 Water withdrawal



Information box: Water withdrawal and water consumption

While our water withdrawal is recorded precisely, the calculation of water consumption is currently based primarily on projections of the amounts of water contained in the products. In the fermentation area, the daily amounts of wastewater produced already allow us to derive reliable estimates of water consumption.

We are currently working on further improving the data base and accuracy of the recording of this key figure.

Resource consumption and circular economy (B7)

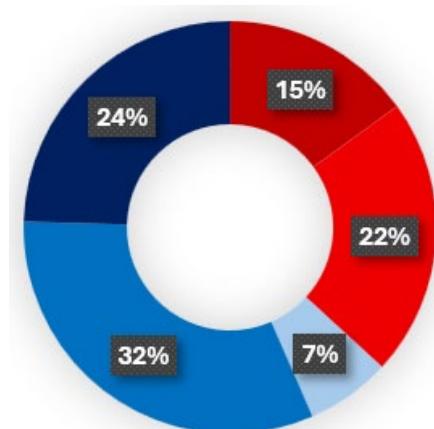
In the 2023/24 reporting year, significant progress was made in the area of waste management in terms of data quality and transparency in the area **of waste management**. For the first time, **waste** was **recorded according to uniformly defined waste categories**. In addition, **harmonized conversion factors** were introduced **across all sites**, which contributes to greater data consistency and comparability within the group of companies.

Data collection is generally based on disposal records and waste invoices. In cases where the disposal companies did not provide exact weight specifications, plausibility checks were carried out on the basis of defined container volumes and documented collection intervals.

The group-wide volume of non-hazardous waste amounted to 157,274 tons (approx. 157 tons) in the reporting period. The proportion of material that could be recycled was 61.274 tons (approx. 61 tons), or just under 39%.

Waste type	EWC number	Recycling	Quantity [tons]
Residual waste, laboratory waste	20 03 01	No	96.000
Paper and cardboard	20 01 01	yes	42.539
Plastic packaging and film	15 01 02	Yes	7.505
Glass	20 01 07	yes	9.730
Metal	17 04 01/17 04 02	Yes	0.100
Organic waste	20 01 08	yes	1.400

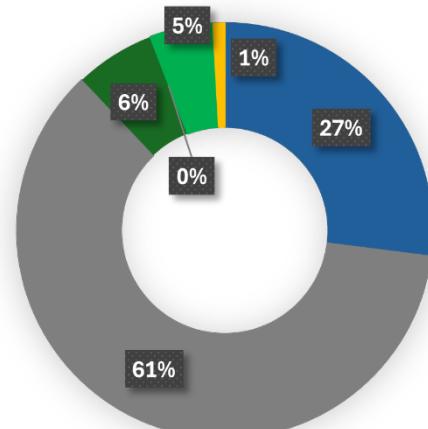
**FY 2023/24:
Standard waste**



█ BRAIN (GER)
█ Biocatalysts (GER)
█ Biocatalysts (NL)

█ AnalytiCon (GER)
█ Biocatalysts (UK)

**FY 2023/24:
Composition of standard waste**

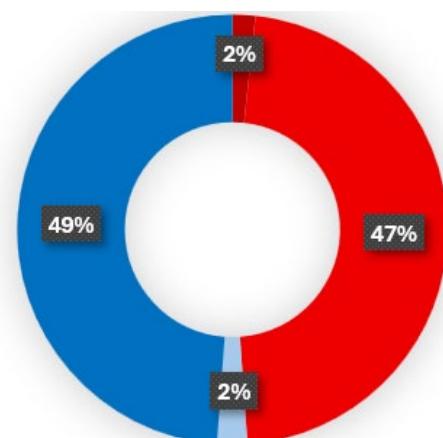


█ Residualwaste
█ Paper and Cardboard
█ Glas
█ Plastic, Foil, Recycling
█ Foodwaste
█ Metal

The total volume of hazardous substances across the Group amounted to 26.811 tons (approx. 26 tons). For the first time, we were also able to break this down precisely by hazardous substance category. The volume is distributed almost evenly between production (a few process chemicals in large volumes) and research (many different chemicals in small individual volumes). At all sites, we work with certified waste disposal companies that ensure proper disposal and compliance with legal requirements for handling hazardous substances.

Waste type	EWC number	Hazard warnings	Quantity [t]
Halogenated solvents	EWC 07 01 03	HP10, HP14	1.069
Non-halogenated solvents	EWC 07 01 04	HP3, HP10	11.013
Organic solvents with admixtures	EWC 16 05 07	HP3, HP10	0.180
Isobutane	EWC 16 05 04	HP3	0.200
Imidazole	EWC 16 05 06	HP10	9.000
Ecotoxic waste	EWC 15 01 10	HP14	2.000
Solid waste	EWC 15 02 02	HP13	1.061
Mixed laboratory waste	EWC 16 05 06	HP10, HP13	1.000
Enzyme waste	EWC 16 03 05	HP13	1.200
Infectious waste	EWC 18 01 03	HP7	0.033
Waste oil	EWC 13 02 05	HP14	0.055

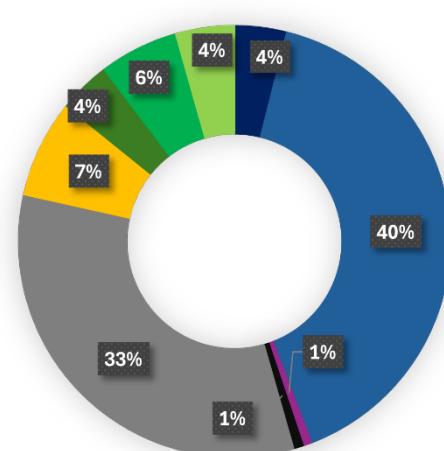
FY 2023/24:
Hazardous waste



■ BRAIN (GER)
■ Biocatalysts (GER)
■ Biocatalysts (NL)

■ AnalytiCon (GER)
■ Biocatalysts (UK)

FY 2023/24:
Composition of hazardous waste



■ Halogenated solvents
■ Non halogenated solvents
■ Organic solvents with hazardous substances
■ Isobutane
■ Imidazol
■ Ecotoxic waste
■ Solid hazardous waste
■ Mixed laboratory waste

Information box: Special organic waste streams

For the first time in this reporting year, two organic waste streams from production are recorded in terms of quantity and reported separately. These are:

- Biomass from fermentation processes,
- Flour-based baking mixes.

These fractions were not previously accounted for in a uniform manner and are now fully integrated into the Group-wide waste reporting.

Organic waste streams from production

In the course of the fermentation processes at the Cardiff site, **240 tons** of organic waste were generated in the reporting year. This is continuously delivered to a regional biogas plant, where it is recycled for energy and material. In this way, the site **contributes to the circular economy** and the use of renewable energy reserves.

Extraordinary return of enzyme mixtures after expiry of the best-before date

Products in the baking enzymes segment that have exceeded their shelf life and can therefore no longer be used for food technology applications are predominantly flour-based mixtures. These were collected in previous years and disposed of properly for the first time in the 2023/24 reporting year. The resulting waste volume of **34.88 tons** is therefore not attributable exclusively to the reporting year but covers several production years in a cross-sectional time frame.

Biodiversity (B5)

We systematically assessed the topic of biodiversity as part of our double materiality analysis (DMA). This involved conducting site-specific risk and impact analyses and applying a **LEAP analysis** (Locate – Evaluate – Assess – Prepare). The aim was to identify possible points of contact between our business activities and the environmental media of water, air, and soil, as well as potential impacts on **biodiversity and ecosystems**.

None of our sites are located in areas directly related to ecosystems requiring special protection or within designated nature reserves. However, some of our sites are surrounded by natural areas such as forests, fields, and local recreation areas that provide habitats for local animal and plant species. We are committed to these environments and design our operational processes in such a way that potential environmental impacts are avoided or minimized as far as possible.

Location	Sealed area [ha]	Unsealed area [ha]	Total land use [ha]
Germany - Zwingenberg	0.175	0.375	0.550
Germany - Potsdam	0.155	0.365	0.520
Germany - Büttelborn	0.610	0.173	0.783
UK - Cardiff	0.700	0.000	0.700
NL - Nieuwkuijk	0.070	0.098	0.168
BRAIN Biotech Group	1.710	1.011	2.721

The group's commercial space totals **2.8 hectares across six locations**, which is relatively small compared to other companies in the industry. Thanks to partially greened roof areas, natural landscaping of green spaces, and existing trees and shrubs, around 1 hectare of the total area is unsealed, helping to preserve local microhabitats and retain rainwater.

S-Social: Social Indicators

Composition of the workforce (B8) / Pay, training hours, collective agreements (B10)

The development of the number of employees is recorded quarterly in line with the quarterly reports on financial indicators. The indicators reported here refer to the status at the end of the 2023/24 reporting period.

The group-wide **workforce** comprises 318 employees, with an even distribution between men and women. Around 95% of employees are on permanent contracts. Employee **turnover** was around 18% in the reporting period. Approximately 21% of employees are represented by a works council at a production site, which supports co-determination and representation of interests within the organization. There are no collective bargaining agreements.

We are actively involved in the **training and development** of students and trainees. At the end of the reporting period, a total of eleven trainees and apprentices were employed by the company. The average number of **training hours** during the reporting period was 17 hours per employee. Training and development opportunities are evenly distributed between both genders.

	Men	Women	Total	Men/women [%]
Employment status of employees				
Total number of permanent employees	159	159	318	50/50
- Permanent employment contract	151	152	303	49
- Fixed-term employment contract	8	7	15	53/47
- Part-time contract	12	54	66	18/82
Self-employed			2	
From temporary employment			10	
Trainees, apprentices, students			11	
Distribution by state				
Germany	85	114	199	43/57
UK	61	38	99	63/38
Netherlands	10	2	12	83/17
USA	3	5	8	38/63
Further training				
Total training hours	2759	2538	5297	52/48
Average training hours			17	
Age structure				
> 30 years			50	
30–50			166	
> 50 years			102	
Average age			43	

The unadjusted gender pay gap across the group is 27.5%.

Information box: Gender pay gap

The unadjusted gender pay gap takes into account **all salaries of men and women** across the Group, **regardless of function, experience, or length of service, and includes the salaries of the Executive Board (two men)**. Students and trainees were excluded because they either receive a voluntary salary or are classified outside the usual salary structure.

In the future, we will also report an adjusted gender pay gap, which will provide a more transparent picture of salary structures.

Composition of management (C5)

Information box: System change and data availability

The key figures on employee quotas presented here refer to the 2024/25 fiscal year. In the 2023/24 fiscal year, significant changes were implemented in the group structure, including the merger of AnalytiCon Discovery GmbH with BRAIN Biotech AG and the spin-off of Akribion Therapeutics GmbH. In addition, the areas of activity of Biocatalysts and BRAIN Biotech AG were more closely integrated organizationally. At the same time, preparations were made for the gradual introduction of a group-wide HR information system (HRIS). Due to these structural adjustments, no fully consistent and comparable data was available for the 2023/24 fiscal year to calculate employee quotas.

New framework for categorizing career levels

In order to create a uniform and reliable data base within the framework of our integrated ESG strategy, a **group-wide system for categorizing career levels** was introduced in fiscal year 2024/25, which classifies employees based on responsibility and impact rather than purely on job descriptions or titles. The first consolidated data collection on this basis took place at the end of fiscal year 2024/25 and covers the entire BRAIN Biotech Group.

The definition of the sustainability target "**30% women in management positions by 2032**" has been clarified and now refers specifically to **career levels 2 and 3 – strategic and tactical management levels**. Currently, the overall proportion of women here is **just under 26%**.

Level	Designation	Number Men	Number Women	Total	Percentage of women
0	Supervisory board	3	3	6	50
1	Management	2	0	2	0
2	Strategic management level	13	4	17	23
3	Tactical management level	30	11	41	27
4	Operational management	19	18	37	49
5	Engineering positions and administrative functions	32	39	71	55
6	Technical and administrative assistance	47	61	108	56
7	Trainees, students, and interns	1	4	5	80

Health and safety (B9)

All work-related accidents – including those not subject to reporting requirements – are systematically documented and analyzed internally and, where necessary, incorporated into measures for further prevention. Six **reportable accidents** occurred at four locations and resulted in only minor downtime. These were accidents on the way to work, falls, cuts, and burns, which required medical treatment but were not serious overall.

	Number	Types of accident	Impact
Minor accidents without impact	47	Minor skin injuries, bruises, and cuts	None
Accidents requiring reporting	6	Falls, accidents on the way to work, skin injuries, burns	Medical treatment, minor absences
Work-related deaths	0		
Actual hours worked of all employees	563,030.63		
LTIFR (lost time injury frequency rate, VSME standard)	2.1		
LTIFR based on 1,000,000 working hours (sustainability target)	1.20		

G-Governance: Corporate Governance

Convictions and fines for corruption and bribery (B11)

In the 2023/24 reporting period, there were **no incidents, violations, or fines across the Group in the area of compliance** relating to corruption or bribery.

Incidents	Number	Amount [EUR]
Violations of anti-corruption and anti-bribery laws	0	
Fines	0	
Administrative fines	0	

As part of the double materiality analysis (DMA), risks and potential impacts along the supply chain were examined, including aspects such as corruption, bribery, human rights, and diversity. Through close integration with our **risk management system (RMS)**, we ensure that any risks are identified and assessed at an early stage and that appropriate mitigation measures are implemented.

In addition, all employees have access to an **anonymous reporting system** (whistleblower hotline) that can be used to report **any issue**. The technical design of this system varies depending on the location. This makes it possible to report irregular behavior or compliance violations securely and confidentially.

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