



Sustainability

REPORT 2025

**Caring for
People's Health
as a Trusted
Partner**

www.stada.com

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About STADA



ABOUT STADA

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01



Company Profile, Facts and Figures

Who we are

STADA Arzneimittel AG is the parent company of the STADA Group and a leading global healthcare company. Founded in March 1895 and headquartered in Bad Vilbel, Germany, we have been a trusted pharmaceutical partner for 130 years. We focus on three complementary pillars – Consumer Healthcare, Generics, and Specialty medicines – to broaden access to high-quality treatments and support resilient healthcare systems.

Purpose and Approach

OUR PURPOSE – ‘CARING FOR PEOPLE’S HEALTH AS A TRUSTED PARTNER’ – TOGETHER WITH OUR VISION AND CORE VALUES, GUIDE US. THESE PRINCIPLES SHAPE HOW WE DEVELOP, MANUFACTURE, AND DELIVER MEDICINES, DRIVE CONSISTENT PERFORMANCE AND QUALITY, AND UNDERPIN OUR CONTRIBUTION TO MORE SUSTAINABLE, ACCESSIBLE HEALTHCARE.

Scale and Performance

In 2024, STADA ranked as the fourth-largest company in Europe by gross sales in Generics and over-the-counter (OTC) medicines. From continuing operations, the Group generated sales of €4,058.9 million (+9%) and EBITDA of €885.6 million (+11%) in 2024, adjusted for special items and currency effects. We invested 266.4 million in property, plant and equipment as well as intangible assets in the past fiscal year.

€ 4,058.9
MILLION TOTAL REVENUES

STADA achieved In 2024 (+9% compared to 2023)

€ 266.4

MILLION INVESTED IN PROPERTY,

plant and equipment as well as intangible assets in the past fiscal year.

People and Places

We are operating in **46 COUNTRIES** worldwide. Our footprint includes **16 PRODUCTION SITES** across **11 COUNTRIES** in Europe and Asia.

Innovation and Access

In 2024, we introduced **1,140 new products** to market and concluded **79 in-licensing agreements**, strengthening our pipeline and enabling faster international roll-out of proven brands. **2,500 approval procedures** for over **200 APIs** and combinations in more than **60 countries**. By scaling successful products across markets, we enhance availability and affordability for patients and consumers.

AROUND
11,700
EMPLOYEES

from **88 COUNTRIES** represent
the One STADA family

Portfolio and Products

1.1
BILLION
PACKS

Stada delivered
in 2024

In 2024, we produced **725 MILLION PACKS** across our own manufacturing sites and partnered with around 400 contract manufacturing organizations (CMOs), delivering a total of more than **1.1 BILLION PACKS** over the year. Diversified portfolio with over 25,000 Stock Keeping Units (SKUs) with about 800 Active Pharmaceutical Ingredients (APIs). **Our products account for 20% of the WHO’s list of essential medicines.**

Ratings and Recognition

OUR CONTINUED PROGRESS IS REFLECTED IN STEADILY IMPROVING EXTERNAL SUSTAINABILITY RATINGS. THESE INDEPENDENT ASSESSMENTS VALIDATE THE EFFECTIVENESS OF OUR ACTIONS AND ENHANCE TRANSPARENCY WITH STAKEHOLDERS. STRONG RATINGS ALSO BENCHMARK OUR PERFORMANCE AGAINST PEERS, HELPING US SEE WHERE WE ARE ON TRACK AND WHERE WE CAN FURTHER FOCUS OUR EFFORTS.

Sustainability

STATEMENT



ENVIRONMENTAL INFORMATION

ESRS E1 - CLIMATE CHANGE

- **Material Impacts, Risks and Opportunities** [E1.SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model] [IRO-1: Description of the processes to identify and assess material climate related impacts, risks and opportunities]
- **Management and Policies**
- **Actions and Resources**
- **Goals and Commitments**
- **Metrics and Data**

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Material impacts, risks and opportunities

[E1.SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model] [IRO-1: Description of the processes to identify and assess material climate related impacts, risks and opportunities]

The topics identified in the materiality analysis related to E1 – Climate Change include both impacts and risks. The process for identifying material topics – including those related to climate change – is described under IRO-1 in the general disclosures of ESRS 2. With decarbonization as a key priority, we manage these IROs through the strategic sustainability program area ‘Decarbonization & Climate Change’ and ‘Responsible Procurement’ with regard to our value-chain (see Management and Policies below and section G1).

Climate Change Mitigation

Identifier	E1-NI-01
IRO	Scope 1 & 2 and Scope 3 GHG emissions
Type	Actual negative impact
Description	STADA emits greenhouse gases (GHGs) in its own operations and value chain. The emission of GHGs contributes to climate change.

Energy

Identifier	E1-NI-02
IRO	Resource consumption for energy supply of own operations and value chain
Type	Actual negative impact
Description	STADA consumes energy for the manufacturing of pharmaceutical products within its own operations, through Contract Manufacturing Organizations (CMOs) and throughout the value chain.

Climate Change Adaption

Identifier	E1-R-01
IRO	Climate-related transition risks in upstream value chain
Type	Risk
Description	Due to climate change, there are increased transition risks in the value chain with possible supply chain disruptions or increased costs for suppliers.

Energy

Identifier	E1-R-02
IRO	Energy costs increase as part of our own production costs
Type	Risk
Description	Increased energy costs (e.g. due to transition to renewable energy supply markets) might lead to higher costs for STADA's own production and/or for STADA's suppliers.

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[E1.GOV-3: Integration of sustainability related performance in incentive schemes] [E1-1: Transition plan for climate change mitigation] [E1-2: Policies related to climate change mitigation and adaptation]
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Management and Policies

[E1.GOV-3: Integration of sustainability related performance in incentive schemes]
[E1-1: Transition plan for climate change mitigation] [E1-2: Policies related to climate change mitigation and adaptation]

[E1.GOV-3: Integration of sustainability related performance in incentive schemes]

STADA's annual decarbonization targets are tied to the Executive Board's variable compensation. For 2025, the goal was a 35.5% reduction in Scope 1 and 2 emissions compared to the 2020 baseline, in line with our 2030 target of -42%.

The remuneration-linked management target equaled 69 kilotons of total Scope 1 and 2 emissions in 2025. The goal has been achieved.

Further details regarding the incentive scheme can be found in section ESRS 2, GOV-3 on page XY.

[E1-1: Transition plan for climate change mitigation]

As of the reporting date and considering the low transitional and physical climate risks identified, we have not yet adopted a formal climate transition plan aligned with the Paris Agreement 1.5°C pathway.

The plan is set to be developed in 2026, detailing past, current, and future initiatives to reduce emissions, improve energy efficiency, and transition to renewable energy sources, building on the Decarbonization plan (see E1-3). During the reporting year, we refined the data foundation and calculation assumptions. Alongside our already

established existing Paris aligned 2030 Scope 1 & 2 reduction goals, Scope 3 targets, assessed climate risk, and our SBTi commitment, these elements will be formally consolidated in 2026 into a transition plan for climate change mitigation.

[E1-2: Policies related to climate change mitigation and adaptation]

'Decarbonization and Climate Change' is one of our seven strategic sustainability program areas, focused on reducing GHG emissions and transitioning our energy consumption. This field of action is sponsored by our CTO and EVP Eastern Europe and is steered by the VP Global Sustainability, with support from HSE, Engineering, and Global Procurement (for further details on the program areas, see ESRS 2, Section SBM 1, Sustainability Strategy).

In addition, the 'Responsible Procurement' program area covers our Scope 3 emissions and energy use, as well as climate related transition risks arising across the value chain. This strategic field of action is led by the Director Global Responsible Procurement and VP Global Sustainability, supported by category leads, Global Compliance, and Global HSE; sponsored by the CTO and EVP Global Development, Portfolio, Regulatory, and BD&L.

Climate change mitigation and adaptation is addressed in our guiding Environmental and sustainability policies: **The global STADA Sustainability Policy** confirms STADA's decarbonization target to reduce Scope 1 and 2 emissions by 42% by 2030 (baseline 2020) and outlines the aspiration to achieve net zero carbon emissions from our operations by 2050.

The Global Sustainability Policy is underpinned by **the Environmental Policy for Technical Operations** which aims to consider the effects that STADA's own operations may have on the local community and to integrate environmental considerations into the planning of new projects, products, and processes. With regard to carbon emissions and energy consumption, the policy defines increasing energy efficiency, responsible use and consumption and reducing GHG emissions as key objectives.

Regarding the value chain and collaboration with partners climate-related topics are part of our **Business Partner Code of Conduct**. It calls on business partners to make reasonable efforts to continuously increase their use of purchased electricity from renewable sources and to implement management systems aimed at improving energy efficiency in their operations.

We also encourage them to set targets aligned with the Paris Agreement, collect and report data on greenhouse gas emissions caused directly by their operations (Scope 1) or indirectly (Scope 2). Additionally, we outline our expectations for business partners to consider the climate impacts within their supply chain, evaluate their Scope 3 greenhouse gas emissions, and take appropriate action.

These policies aim to identify, assess, manage, and remediate material impacts, risks, and opportunities related to climate change. We regularly evaluate and adjust our strategies to effectively mitigate adverse climate impacts and enhance our adaptive capacity. Our approach prioritizes reducing our carbon footprint and building resilience to climate-related risks, ensuring long-term environmental and operational sustainability.

Our commitment to environmentally responsible practices is also affirmed as a member of the United Nations Global Compact (UNGC) and as a signatory to its ten principles, as well as through adherence to international standards and guidelines.

We align and comply with relevant environmental frameworks such as the Rio Declaration on Environment and Development, the UN Framework Convention on Climate Change (UNFCCC) the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, the Stockholm Convention on persistent organic pollutants (POPs), and the Minamata Convention on Mercury.

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[E1-3: Actions and resources in relation to climate change policies]
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Actions and Resources

[E1-3: Actions and resources in relation to climate change policies]

We consistently implement initiatives to lower greenhouse gas emissions, improve energy efficiency, and expand the use of renewable energy sources in our energy consumption.

Decarbonization Plan

Our Decarbonization Plan 2030 outlines the path for reducing GHG emissions and increasing renewable energy use until 2030.

The plan takes into account the anticipated continuous business growth in production volume, which needs to be offset. A strategic CAPEX budget has been allocated to (co-)fund decarbonization projects in cases where the return on investment (ROI) is economically unattractive.

The strategic levels of the decarbonization plan for Scope 1 emissions address fossil fuels and refrigerants in production, as well as fleet and mobile combustion.

Scope 2 emissions are intended to be reduced by increasing the share of electricity supplied from renewable sources either through own on-site photovoltaic installations or the purchase of electricity from renewable sources. This targets the conventional electricity currently used in our production and office sites.

To support Scope 3 targets, the Responsible Procurement function is enhancing supplier engagement. This includes EcoVadis ratings for prioritized suppliers, including CMOs and API suppliers, who represent the main Scope 3 emitters. Additionally, our STADA Business Partner Code of Conduct is utilized to further drive sustainability efforts within the supply chain.

Environmental Management

Our Global Environmental Management System, as part of the HSE management system, is fully implemented worldwide, as outlined in our Environmental Policy.

Environmental topics are overseen by the global and local Health, Safety & Environment (HSE) functions. STADA's global environmental management system and the associated Standard Operating Procedures (SOPs) 'Global HSE Management' and 'Global Environmental Management' provide further detailed requirements and expectations on how to operationalize tasks, processes, roles and responsibilities to support the principles.

All our production sites have implemented local HSE management systems and processes to ensure compliance with environmental and legal requirements, while also striving to improve environmental performance beyond compliance through annual environmental programs.

To ensure regular external monitoring, nine STADA production sites are certified in accordance with ISO 14001 standards: Vrsac, Sabac (Serbia); Podgorica (Montenegro); Banja Luka (Bosnia and Herzegovina); Huddersfield (UK); Tuy Hoa 1 and 2 (Vietnam); Bila Tserkva (Ukraine); Bad Vilbel (Germany).

Other sites have begun developing ISO-compliant HSE management systems and will continue to do so. This approach helps us enhance environmental performance across our sites.

GOOD ESG PRACTICE

Large-scale expansion of photovoltaic systems at Pymepharco

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