

## Komtur Pharmaceutical Group Sustainability Statement

### 1. Purpose

At Komtur Group, we are committed to embedding sustainability into the core of our business practices. This policy outlines our dedication to fostering a sustainable future by addressing environmental, social, and economic challenges while creating value for our stakeholders. We recognize our responsibility to contribute to global sustainability efforts and to align our strategies with the Sustainable Development Goals (SDGs). Through this policy, we aim to ensure that our operations, products, and partnerships promote a healthier planet and equitable societies.

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### 2. Support to Sustainable Development Goals

#### Goal 3: Good Health and Well-Being



#### Ensure healthy lives and promote well-being for all at all ages

- **Actions:**
  - Support initiatives that enhance access to healthcare and medicines, particularly in underserved regions.
  - Ensure stringent quality assurance processes for all products distributed, safeguarding patient safety and well-being.
  - Promote employee health and wellness through workplace safety programs, mental health resources, and regular health screenings.

#### Goal 5: Gender Equality



#### Achieve gender equality and empower all women and girls

- **Actions:**
  - Implement a Diversity, Equity, and Inclusion (DEI) policy that ensures equal opportunities for all employees regardless of gender, ethnicity, or background.
  - Establish mentorship and leadership programs specifically aimed at empowering women within the organization.
  - Regularly monitor and report on gender representation and pay equity within the company.

**Goal 8: Decent Work and Economic Growth**

**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

- **Actions:**
  - Maintain fair labour practices and ensure compliance with local and international labour laws.
  - Invest in employee training and development programs to enhance skills and career growth opportunities.
  - Collaborate with local suppliers and support small-to-medium enterprises to stimulate economic development in the communities we operate in.

**Goal 13: Climate Action**

**Take urgent action to combat climate change and its impacts**

- **Actions:**
  - Conduct annual carbon footprint assessments and set measurable targets for reduction.
  - Transition to renewable energy sources across all facilities and adopt energy-efficient technologies.
  - Implement a comprehensive waste management plan focused on reduction, recycling, and reuse.
  - Engage employees and stakeholders through climate awareness programs.

**Goal 17: Partnerships for the Goals**

**Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development**

- **Actions:**
  - Join global sustainability initiatives such as the United Nations Global Compact (UNGC) and the Diversity Charter.
  - Actively participate in local sectoral organizations and coalitions dedicated to sustainable development.
  - Foster partnerships with NGOs, government agencies, and private entities to amplify sustainability efforts.
  - Promote knowledge sharing and best practices through active collaboration with industry peers.

### 3. Objectives Related to SDGs we support

#### 1. Environmental Stewardship:

- Reduce the intensity of greenhouse gas emissions (calculated per EUR 1m of revenue) by 10% within the next five years as compared to the base year.
- Achieve zero waste to landfill by implementing circular economy principles.
- Increase the use of sustainable materials in packaging and products.
- Implement Group Environmental Policy.

#### 2. Social Responsibility:

- Ensure that 50% of managerial positions are held by women by 2030.
- Support local community projects by the involvement of our workforce in volunteering initiatives.
- Establish robust supply chain due diligence processes to ensure ethical sourcing.
- Start the pay gap calculation.

#### 3. Innovation and Education:

- Develop and implement sustainable technologies and practices within operations.
- Provide ongoing training to employees to ensure they are equipped to meet sustainability objectives.

#### 4. Governance and Transparency:

- Starting from 2025 publish annual sustainability reports to track progress against stated goals and objectives.
- Establish an internal sustainability governance to oversee implementation and adherence to this policy.
- Implement Data Management Policy to ensure data privacy and security.

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### Conclusion

The Komtur Group Sustainability Policy reflects our deep commitment to a sustainable future. By aligning with the SDGs and implementing targeted actions, we aim to contribute meaningfully to global challenges while maintaining our dedication to innovation, quality, and responsibility. Together with our partners and stakeholders, we are building a resilient and sustainable legacy.

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**ppa. Johannes Birkenmeier**  
– COO –