SCHOTT PHARMA

Sustainability Report

2025

Sustainability at a glance

For us, sustainability is a fundamental pillar of our strategy and corporate responsibility. We are committed to making a meaningful contribution to a resilient economy and to advancing social and environmental development.

62%
reduction in CO_2eq Scope 1 and 2 emissions since 2019 (market-based)

41 %
share of women in our workforce

72
nationalities in our workforce

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Environmental matters

We work toward decarbonization and environmental protection.

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Social matters

We are dedicated to fostering social development and human rights.

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Letter to the stakeholders

Dear readers,
At SCHOTT Pharma, our mission is to develop solutions grounded in science, ensuring that medications are safe and easy to use for people around the world – because human health matters. Every day, our products help deliver thousands of life-saving injections, and we are proud to actively contribute with our team to improving people's lives worldwide.

We remain committed to playing our part in the fight for global health, even in times of political and economic uncertainty. This is why we are continuing to expand our global production network. In Serbia, we opened a new state-of-the-art facility that will play a major role in ensuring a reliable supply of ampoules. At our existing site in Hungary, we inaugurated a new facility to meet the growing demand for sterile glass syringes and launched a new project to advance our manufacturing footprint for sterile cartridges. These steps are essential to provide additional capacity, strengthen supply chain resilience, and ensure that we can deliver high-quality solutions to our customers worldwide.

Through our innovations, we support customers in bringing their visions for new therapies to life. With the launch of SCHOTT TOPPAC® cartridges, we have transferred the success factors of our polymer syringes to cartridges. This enables us to offer customers a valuable alternative where glass-based solutions fall short in terms of drug-container interaction, dimensional control, and dose accuracy for the specific drug product.

Injection-device-supported homecare therapies are a major trend, offering increased patient convenience and reduced healthcare costs. In partnership with various device manufacturers, we developed a unique large-volume portfolio precisely tailored to combine with the respective devices, including 5.5 ml glass syringes, 5 ml glass or polymer cartridges, as well as our established polymer syringes in formats up to 50 ml. Another trend in the pharmaceutical industry which is driving progress in cancer treatment is Antibody-Drug Conjugates (ADCs). Their light sensitivity, need for lyophilization, and toxicity pose very specific requirements for secure containment. Here too, we leverage our broad portfolio to proactively address these challenges together with our customers.

"At SCHOTT Pharma, sustainability is an essential part of our company history and culture. For us, financial success is inseparably linked to social and environmental responsibility – always being transparent about our actions and impacts." Andreas Reisse

Reinhard Mayer CFO Andreas Reisse CEO

“Climate action can’t wait. It’s a shared responsibility – governments, society, and businesses must all contribute. At SCHOTT Pharma, we are committed to driving decarbonization and doing our part for a sustainable future.” Reinhard Mayer

Improving people’s lives is a value instilled in our company by our founders and remains a vital element of our organizational culture today. Core elements of our culture and vision include protecting the health of our employees at work and our commitment to equal opportunities. With the Safety+ initiative, we strengthened awareness of the importance of clear procedures, discipline, and consistent use of personal protective equipment. Diversity and inclusion also remain central to our culture. Serving global markets and customers, we benefit from diversity in gender, nationality, and educational background, which enriches our ability to meet customer demands through a coordinated global manufacturing footprint. Inclusion means leveraging the individual strengths of every team member.

We also made significant progress in environmental sustainability. Across our global network, we actively exchange ideas on emission reduction and energy-saving measures in production and site infrastructure. We installed a new water purification system based on MWFI technology, which largely replaces fossil-based distillation columns and supports capacity increases without requiring additional space. We also advanced product design optimization, for example by rolling out higher-density nest design concepts for 1.5 ml cartridges and launching the next generation of TOPPAC® infuse with tamper-evidence features. The latter is a key element in realizing the Secure Blister-Free Syringe Supply concept co-developed with our partners in the Alliance to Zero.

As transformation toward a sustainable future requires effort across the workforce, we launched our EcoHero initiative. In a company-wide sustainability competition, employees engaged with topics such as climate protection, water conservation, waste management, and biodiversity. During the initiative, nearly 1,000 ideas were submitted by employees to the sustainability team. Our newest site in Serbia emerged as the winner and will initiate a local sustainability project in the coming year. This initiative reflects our belief that sustainability must be embedded in everyday decisions and embraced by every individual. We are convinced that awareness leads to action, and that every site and every team can contribute to our shared goals.

Change also came to our management board: On August 1st, 2025, Reinhard Mayer joined SCHOTT Pharma as Chief Financial Officer, succeeding Dr. Almuth Steinkühler. We thank her for her valuable contributions and leadership and look forward to the strategic guidance Reinhard Mayer will provide as we continue to grow sustainably.

This report marks our first steps towards the Corporate Sustainability Reporting Directive (CSRD) as the regulatory framework for our sustainability disclosures. By preparing for CSRD, we are getting ready for full compliance in the coming years when CSRD becomes applicable to SCHOTT Pharma. This year’s voluntary early adoption is a testament to our commitment to transparency and continuous improvement in sustainability reporting.

Sincerely,

Andreas Reisse
CEO

Reinhard Mayer
CFO

General disclosures

Basis for the preparation of the Non-Financial Statement

In this chapter, we present the Combined Group Non-Financial Statement prepared by SCHOTT Pharma AG & Co KGaA on behalf of SCHOTT Pharma Group (“SCHOTT Pharma”) for the financial year 2025, which ranges from October 1, 2024, to September 30, 2025. The Non-Financial Statement is in accordance with the CSR Directive Implementation Act (CSR-Reclining Umsetzungsgesetz, CSR-RUG) as provided by sections 315b and 315c in conjunction with sections 289b to 289e of the German Commercial Code (“Handelsgesetzbuch” – HGB). It includes additional disclosures as required by the EU Taxonomy Regulation 2020/852.

The Non-Financial Statement entails required non-financial information for the reporting period for both the SCHOTT Pharma AG & Co KGaA and SCHOTT Pharma Group. As a reporting framework pursuant to section 289d HGB, we applied the European Sustainability Reporting Standards (ESRS). As SCHOTT Pharma is not legally obliged to report according to the requirements of the Corporate Sustainability Reporting Directive (CSRD) for the reporting period, references to ESRS are solely made due to its use as a guiding framework. Thus, this Non-Financial Statement does not seek full compliance with CSRD requirements. Instead, we also regard its application as an intermediate step while transitioning from requirements resulting from CSR-RUG to those put forth by the German transposition of the CSRD and its respective standards in the coming years. Since all relevant sustainability matters equally apply to SCHOTT Pharma AG & Co KGaA and the entire Group, we did not use a separate framework for the parent company.

The Non-Financial Statement was reviewed by the Supervisory Board of SCHOTT Pharma AG & Co KGaA and audited by KPMG AG Wirtschaftsprüfungsgesellschaft with respect to the disclosures legally required by sections 315b and 315c in conjunction with 289b to 289e HGB for the purpose of obtaining limited assurance. The engagement was performed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised).

The CSR-RUG requires SCHOTT Pharma and SCHOTT Pharma AG & Co KGaA to disclose material non-financial aspects of their economic activities in addition to their financial reporting, in particular information on environmental, employee and social matters as well as on anti-corruption activities and respecting human rights. Accordingly, we have included a description of due diligence processes, policies, measures, and results in this Non-Financial Statement. The following table provides an overview of the topics we identified as material, how they correspond to the topics put forth by the CSR-RUG, and in which chapter of our Non-Financial Statement they are covered.

Based on ESRS procedures regarding boundary setting and in alignment with GRI (Global Reporting Initiative) practices applied in previous reports, the data in this Non-Financial Statement covers all of SCHOTT Pharma's entities within the scope of the financial reporting. Sales offices are only considered with regard to employment-related data and climate change information. Information on resource use and the circular economy is not included due to its insignificance. Our joint ventures in Italy and India are considered out of scope since SCHOTT Pharma does not have operational control. Information presented in this Non-Financial Statement takes into consideration the specific circumstances of all sites and legal entities in scope of the materiality assessment reflecting the consolidated management approach across SCHOTT Pharma pertaining to identified impacts, risks, and opportunities (IROs).

The Non-Financial Statement has been prepared in accordance with the guidance laid out in ESRS 1 and generally covers our upstream and downstream value chain as well as our own operations. It does so where material information was available based on our own data and to the extent that this is required by law or useful for the purpose of analyzing and describing a material issue.

Topic identified as material by SCHOTT Pharma	Corresponding non-financial aspect in the CSR-RUG	Chapter in the Non-Financial Statement or reference in the Management Report
Climate change adaptation	Environmental matters	Climate change
Climate change mitigation	Environmental matters	Climate change
Energy	Environmental matters	Climate change
Resources inflows, including resource use	Environmental matters	Resource use and circular economy
Resource outflows related to products and services	Environmental matters	Resource use and circular economy
Adequate wages	Employee matters	Own workforce
Work-life balance	Employee matters	Own workforce
Health and safety	Employee matters	Own workforce
Training and skills development	Employee matters	Own workforce
Diversity	Employee matters	Own workforce
Health and safety of consumers	Social matters	Consumers and end-users
Security of a person	Social matters	Consumers and end-users
Access to products and services	Social matters	Consumers and end-users
Corporate culture	Combating corruption and bribery	Business conduct

Additional topics	Notes
Prevention of corruption and bribery	These two topics have been determined not to be material in the materiality analysis we conducted. Since "human rights" and "corruption and bribery" are explicitly mentioned as topics of key relevance in the CSR-RUG, we address them in this report. Both are reported on in the chapter on "Business conduct".
Human rights in the supply chain	

We did not apply a safeguard clause. SCHOTT Pharma has not made use of the option to omit specific information for reasons of protecting intellectual property, know-how or the results of innovations. Likewise, no omissions have been made because of impending developments or matters in the course of negotiation.

The general definition of the time horizons applied is in line with the definition provided by ESRS 1, section 6.4. Thus, short-term refers to periods up to one year (equal to the reporting period of our financial statements), medium-term to periods of one to five years, and long term to periods extending beyond five years.

Disclosures on methods and sources of value chain estimation are provided in the relevant sections on metrics within the various sub-chapters. Regarding outcome uncertainty, this Non-Financial Statement contains forward-looking statements based on estimates that we derived from the information available to us at the time of its preparation of this Statement. As a result, such forward-looking statements are subject to uncertainties that are beyond the control of SCHOTT Pharma. In case the underlying assumptions turn out not to be valid, or risks or opportunities identified do materialize, actual results may differ from those expressed in these statements.

If estimates were used to provide specific data in this report, the methodological explanations can be found in the respective targets & metrics sections for each material topic chapter in this report right next to the corresponding data table they apply to. Estimates were used for data pertaining to Scope 1, Scope 2 (including energy-related emissions), and Scope 3. Further information is provided in the “climate change” section. Waste metrics, as well as resource inflow and outflow metrics that use waste data in their calculation, also incorporate estimates. Additional details are available in the “resource use and circular economy”. Unless specifically stated otherwise, as in the case of our corporate carbon footprint (CCF) covering Scope 1, 2 and 3 emissions, our metrics were not subject to additional specific third-party verification.

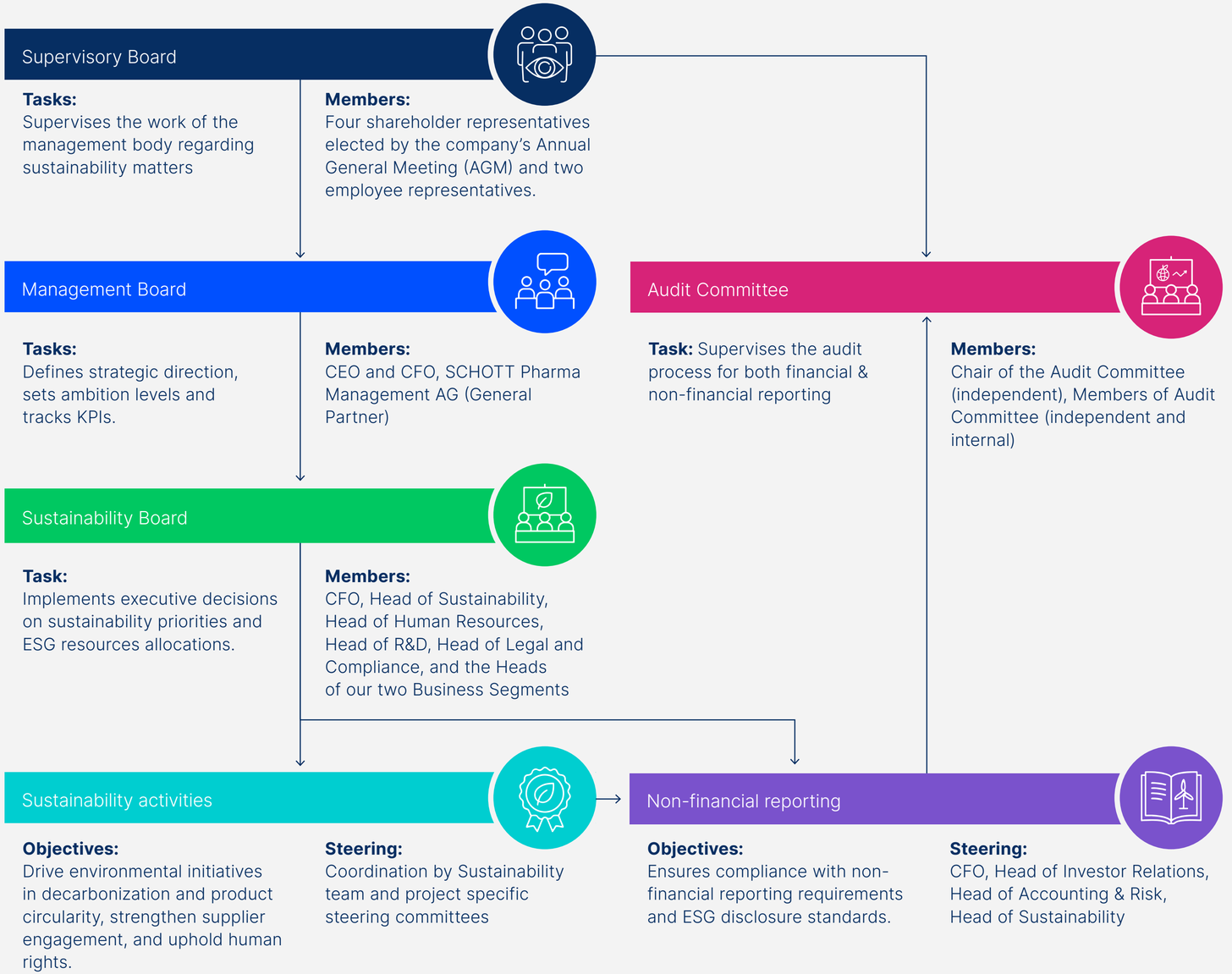
In the previous years, SCHOTT Pharma issued its non-financial statements by aligning them to selected GRI indicators. As pointed out above, for the Non-Financial Statement covering the financial year 2025, we have applied the ESRS as guiding framework for the disclosure of environmental, social, and governance (ESG) indicators. This did not only lead to a revised materiality analysis, but also to changes in structure and content. Information previously reported has been subject to replacement, modification and extension. Cases where we do not provide information for comparison with previous reporting years are therefore due to a change in methodology, the composition of the indicators, a lack of disclosure obligations under ESRS, or the fact that we are compiling the relevant information for the first time.

Sustainability governance

The role of the administrative, management and supervisory bodies

The organization-wide responsibility for our sustainability management and strategy rests with the members of the Management Board who also chair our Sustainability Board. The Sustainability Board has been established as the central steering body for SCHOTT Pharma's Sustainability Program as the overall framework for all of our sustainability activities. The responsibility for the program lies with our CFO, who leads the sustainability organization within SCHOTT Pharma.

Next to the CEO and CFO, the Sustainability Board comprises the Head of Sustainability, who directly reports to the CFO, the Head of Human Resources, the Head of R&D, the Head of Legal and Compliance, as well as the Heads of our two business segments Drug Containment Solutions (DCS) and Drug Delivery Systems (DDS) to support cross-functional planning and implementation. The Sustainability Board is responsible for maintaining a holistic overview of the ESG strategy and promoting sustainable business practice. It decides on the ESG roadmap, the release of targets and budget allocation, and meets quarterly to review progress as well as strategic opportunities and risks.



Moreover, it also serves as the central hub for sustainability-related topics and as a multiplier for the importance of sustainability but also state-of-the art knowledge within our entire organization. This includes developments that are relevant for the identification and assessment of material impacts of SCHOTT Pharma.

The Board of Management has two members: the CEO, Andreas Reisse, whose contract has been extended until April 2026, and the CFO, Reinhard Mayer, who took office on August 1, 2025, and has been appointed until July 2028. The position of CFO was previously held by Dr. Almuth Steinkühler until July 31, 2025. The Supervisory Board of SCHOTT Pharma AG & Co. KGaA consisted of five members on the closing date September 30th, 2025, with two of them being female. The members possess experience relevant to the company's sectors, products, and geographical locations. Prof. Dr. Wolfram Carius joined the board on February 1st, 2025 as the successor to Dr. Wolfgang Wienand. The works council provides the representation of employees and other workers. It is composed of 23 members, four of whom are female.

Board composition and diversity metrics	2025
Number of executive board members	2
Number of non-executive board members	5
Total board members	5
Percentage of female board members	40%
Percentage of male board members	60%
Percentage of independent board members	63%

Regarding materiality, IROs were mainly identified via a double materiality analysis (DMA), the results of which were shared with a dedicated Steering Committee appointed by the Sustainability Board. As the CEO and CFO are both part of the Sustainability Board, continuous information of the Management Board about the progress of sustainability-related actions, including the status quo of goals reached, and potential relations to IROs is provided.

Accordingly, the results of the DMA were approved by the CEO and CFO of SCHOTT Pharma. All IROs are already being addressed through individual measures and actions, which are disclosed separately in this report. The Management Board has approved the continued work on these actions and ongoing activities as part of the regular appraisal of ongoing actions on the Sustainability Board.

In addition, the Audit Committee of the Supervisory Board was presented with the results of the DMA, including a list of all assessed material topics derived from the analysis of IROs. Another list, including all topics determined to be immaterial, was also shared with the Audit Committee, as basis for the discussion on reasons for immateriality for SCHOTT Pharma. The material matters and related IROs are presented at the beginning of each topical chapter.

Our Supervisory Board's skill and competence profiles comprise expertise regarding our material sustainability topics based on a self-assessment on management level. It includes members with formal qualifications and professional experience in compliance, legal affairs, and risk management. This is closely linked to its responsibility for monitoring the effectiveness of the internal control system and risk management systems, including the analysis of non-financial risks. Accordingly, the Audit Committee regularly discusses sustainability topics during its meetings. Using its skills and its mandate to oversee non-financial disclosures, it reviewed the IROs identified in the DMA process and approved them. Oversight and final approval were thus ensured by the highest governing bodies of SCHOTT Pharma.

Name	Role	Key skills	Employee Representation	Independent	Gender	Notes
Andreas Reisse	Management Board (CEO)	Executive leadership, strategy & global operations in the pharmaceutical primary packaging industry (SCHOTT Pharma); expertise in drug containment, R&D/engineering, and procurement.			M	
Reinhard Mayer	Management Board (CFO)	Global Financial Management & Strategy in international Industrial and Healthcare Sectors; extensive CFO experience; expertise in supply chain management; Non-Executive Board experience.			M	
Dr. Almuth Steinkühler	Management Board (CFO)	Financial management & strategy as CFO, responsible for finance & controlling, internal audit, mergers & acquisitions, investor relations, and sustainability.			F	until July 31, 2025
Peter Goldschmidt	Supervisory Board (Chairman)	CEO-level leadership and extensive executive experience in the Pharmaceutical Industry (STADA Arzneimittel AG); focus on international market strategy.		✓	M	
Dr. Wolfgang Wienand	Supervisory Board (Deputy Chairman)	CEO-level leadership in the Life Sciences/Biotech Industry (Lonza AG); expertise in global operations and growth strategy.		✓	M	until December 31, 2024
Prof. Wolfram Carius	Supervisory Board (Deputy Chairman)	Executive leadership role in Pharmaceutical/Biotech Industry (Bayer AG), expertise in research & development, operations, quality, human resources and EHS, parallel non-executive board member mandates in Life Science Sector (Siegfried AG, Südpack Medica AG, Ferring Ventures).		✓	M	since February 4, 2025
Ann-Kristin Erkens	Supervisory Board	Deep expertise in accounting, auditing and corporate finance (CFO background at SIG Group, Henkel); International financial management.		✓	F	
Eva Kienle	Supervisory Board	Expertise in accounting, auditing, and finance (CFO background at KWS Saat); Chairwoman of the Audit Committee.		✓	F	
Christine Wening	Supervisory Board	Expertise in global supply chain management and logistics within the Pharmaceutical Packaging Sector.	✓		F	until August 31, 2025
Mario Just	Supervisory Board	Expertise in employee and labor relations as Works Council Chairman; represents the employee perspective on the Board.	✓		M	

In addition, the Supervisory Board of SCHOTT Pharma Management AG provides advice on the general direction of our sustainability strategy and makes respective proposals at the Annual General Meeting. It is also engaged in reviewing and approving our sustainability reporting. The Independent Supervisory Board of SCHOTT Pharma AG & KGaA is involved in reviewing and approving the sustainability reporting in accordance with the respective legal requirements and advises us on the strategic direction of our efforts.

To also ensure control on a more granular level, the control for individual performance metrics rests with the appropriate functions across the organization. The management of sustainability topics is thereby distributed across a matrix-setup. Corporate functions involved in the management of sustainability topics are EHS, HR, Compliance & Legal, Technical Services, Risk Management, and Strategy.

Integration of sustainability-related performance in incentive schemes

The members of the Management Board receive a fixed annual base salary. Additionally, they are entitled to a short-term incentive (“STI”) and a long-term incentive (“LTI”). The STI depends on the achievement of performance targets in the respective fiscal year in the form of financial targets set by the Supervisory Board. They generally include increases in revenue (weighted at 40%), ROCE (30%), and EBITDA margin (30%).

The LTI in turn is intended to promote long-term commitment by the members of the Management Board to the company and its sustainable growth. Accordingly, the LTI covers a rolling period of four years. The Supervisory Board sets performance targets pertaining to three different categories: (1) financial company targets (60%), (2) ESG targets (30%) and (3) (individual) strategic targets (10%). The ESG targets are composed of sustain-ability metrics based on the EcoVadis sustainability rating (15%) for the year 2027 and additional workforce related metrics (15%) concerning the percentage ratio of female managers to the total number of managers in the non-tariff (or internationally comparable) segment for the year 2028.

The STI is revised by the Supervisory Board on an annual basis, whereas a four-year cycle is applied to the revision of the LTI.

30%

ESG performance target for the Supervisory Board as part of the long-term incentive

Due diligence, risk management, and internal controls over sustainability reporting

Sustainability-related due diligence at SCHOTT Pharma comprises appropriate structures, processes, and responsibilities, due to our own ambitions and legal requirements. A systematic management of risks and opportunities plays an important role in our group-wide planning, auditing, and reporting processes. As we are exposed to a variety of financial and non-financial risks that result from external influences and have a potential impact on our business activities, it is an essential tool to create awareness of risks as part of our organizational culture and to support the pursuit and achievement of our strategic and operational goals. This entails an active dialogue with our stakeholders and follow-up measures to identify and address adverse impacts on them.

In the following table, we illustrate where the five major steps of the due diligence process are addressed in our report.

Core Element	Description	Paragraphs in the sustainability statement
Embedding due diligence in governance, strategy and the business model	Explains the roles and responsibilities of SCHOTT Pharma's management and supervisory boards, particularly in overseeing sustainability-related matters; outlines how these bodies receive information on sustainability and respond to related issues; provides an overview of the strategy, business model, and value chain, highlighting how sustainability is embedded within each component.	ESRS 2 GOV-1/-2; SBM-1
Engaging with affected stakeholders in all key steps of the due diligence process	Outlines SCHOTT Pharma's approach to stakeholder engagement across diverse groups, including employees, customers and business partners, suppliers and third-party representatives, partners and peers, as well as investors; details formal mechanisms for employee engagement, such as structured surveys and feedback processes, and elaborates on initiatives with partners for fostering circular economy concepts.	ESRS 2 SBM-2 ESRS S1-2/-3 ESRS S4-2/-3
Identifying and assessing adverse impacts	Describes SCHOTT Pharma's DMA process, including the identification and assessment of IROs; provides an overview on IROs determined to be material.	ESRS 2 IRO-1
Taking action to address these adverse impacts	Describes actions taken by SCHOTT Pharma to address social and environmental impacts, particularly ones that are employee related.	ESRS E1-1/-3 ESRS E5-2 ESRS S1-3/-4 ESRS S4-3/-4
Tracking the effectiveness of these efforts and communicating how impacts are addressed	Outlines SCHOTT Pharma's process to track, measure and evaluate performance on material sustainability topics, including how targets are used to determine the effectiveness of policies, measures and actions.	ESRS E1-4/-5 ESRS E5-2/-3 ESRS S1-5/-10/-13/-14/-15 ESRS S4-5

SCHOTT Pharma has implemented a structured and integrated system for managing risks and controls associated with sustainability reporting. This system encompasses a non-financial internal control system (N-ICS) framework, comprising defined principles, processes and measures designed to identify, assess, mitigate, and monitor risks that may materially affect accuracy, reliability, or completeness of sustainability-related disclosures.

The N-ICS of SCHOTT Pharma is built on a defined organizational and operational structure that is embedded in the entire organization. It provides us with a systematic control environment supported by a combination of risk assessment procedures, control activities, communication, and monitoring.

The N-ICS is based on the globally accepted COSO framework (Committee of Sponsoring Organizations of the Treadway Commission) that defines the elements of an internal control system and sets the standards for measuring its appropriateness and effectiveness.

In the reporting year, the scope of SCHOTT Pharma's N-ICS included:

- relevant organizational units that are part of sustainability reporting
- data points associated with risks for SCHOTT Pharma
- IT systems that are relevant to sustainability reporting

In the reporting year, the scope of the N-ICS will be limited to high-risk data points IT systems and organizational units, with a potentially significant impact on the correctness and integrity of the Non-Financial Statement. Data points are considered high-risk in our N-ICS methodology if they reach a defined threshold of complexity to collect or calculate and/or they are of specific interest to stakeholders. SCHOTT Pharma is continuously working on improving and expanding the internal control system and its scope to eventually reach a similar level as the financial internal control system.

The management of each entity in scope is obliged to implement an adequate and effective N-ICS within its area of responsibility, based on the methodology that is mandatory across the entire group. Overall responsibility lies with the Management Board of SCHOTT Pharma.

SCHOTT Pharma conducts risk assessments annually to systematically identify, evaluate and prioritize material process risks that may affect the reliability, accuracy, or completeness of its sustainability reporting. This procedure places particular emphasis on risks arising from data collection and reporting processes, as well as risks related to the IT systems supporting sustainability disclosures.

Guided by the company's double materiality analysis, data points are assessed against defined criteria to identify those with elevated risk exposure. A process analysis is carried out to uncover, assess, and rank potential risks within the relevant data collection and reporting processes.

The key risks identified relate primarily to incomplete or inaccurate data collection and aggregation, as well as deficiencies in the preparation of the sustainability report. Based on the classification of these risks, appropriate control measures are derived, prioritized, and implemented to reduce the likelihood or impact of potential errors. These measures include plausibility checks, data validation procedures, approval workflows, and segregation of duties, serving either a preventive or detective function.

The adequacy and effectiveness of these controls are verified through a structured testing approach that combines self-assessments with internal control evaluations. The frequency of testing is determined by the criticality of each control. The objective is to identify any control weaknesses related to non-financial reporting and to initiate and monitor appropriate corrective actions. SCHOTT Pharma integrates the results of these evaluations into its core operational and reporting processes, thereby striving for continuous improvement.

Each year, SCHOTT Pharma presents the Management Board and the Audit Committee with an overview of the current N-ICS status and the results of control testing. In the event of significant changes or findings during the year, the Management Board and, where applicable, the Supervisory Board are informed promptly. Based on the outcomes of the annual assessment, SCHOTT Pharma continuously adjusts and strengthens its N-ICS to remain effective, responsive to risks, and aligned with evolving reporting requirements.

Operating model of SCHOTT Pharma

SCHOTT Pharma is a global market leader in the development and production of advanced drug containment solutions and delivery systems for injectable drugs. We produce pharmaceutical packaging products, including syringes, cartridges, vials, and ampoules, made from borosilicate glass and cycloolefin copolymer (COC) for the safe storage and administration of drugs, primarily injectables. Further information on SCHOTT Pharma's business model can be found in the Combined management report in section Fundamental information about the Group. Information on the workforce of SCHOTT Pharma and corresponding metrics is provided in the "own workforce" section of this Non-Financial Statement. The manufacturing process begins with borosilicate glass tubes, which are shaped into the required geometry through a hot-forming process. Bulk containers are packed into polymer or cardboard packaging and shipped to pharmaceutical customers for further preparation and filling. Ready-to-use (RTU) products undergo additional cleanroom processing, including washing with Water-for-Injection (WFI), siliconization, assembly with closure systems, sterile packaging, and sterilization, allowing customers to fill them immediately after unpacking without further pre-processing. Polymer syringes are produced by injection molding and undergo similar RTU processing, although washing is not required. Key procurement materials include glass tubes, polymer granulate, packaging components, rubber components, and process media. Our suppliers are mainly large international suppliers of these materials.

For our customers from the pharmaceutical and biotechnology industries, our pre-fillable syringes, cartridges, vials, and ampoules are critical components in their drug manufacturing and distribution processes as even the most advanced injectable drugs cannot reach patients if not packaged safely. For the safe storage and transport of injectable drugs, we supply our customers worldwide with drug containment solutions and delivery systems in pre-sterilized or non-sterilized form, depending on their needs.

Globally, more than 75% of new biologics (i.e., drugs produced from living organisms or containing components of living organisms) were stored in and delivered through our containment solutions and delivery systems during the financial year. Our business model and value creation are supported by our global workforce and extensive value chain. Information on the number of employees by geographic areas is provided in the section "own workforce", while a description of the main characteristics of our value chain and our position within it can be found in the section "consumers and end-users".

Sustainability strategy

To support consistency, our sustainability strategy is closely linked with our business model and overall corporate strategy. Accordingly, we have defined four focus areas for our sustainability strategy and the according Sustainable Development Goals (SDGs) to which we make a major contribution. In our strategy process, the SDGs together with input from diverse stakeholders provided important input for us.

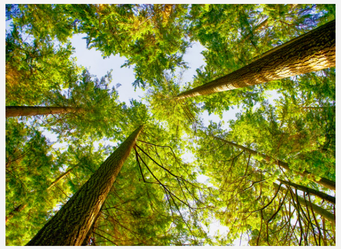
Good health and well-being:
Good health and well-being are at the core of our mission: we deliver solutions that ensure medicines are safe and easy to use for people around the world. Because of our products for drug containment and drug delivery about 25,000 injections per minute can be administered around the globe. We consider making this contribution to global health as our key responsibility.

Gender equality:
Gender equality is an important element of our company culture. As a global organization, we believe in the value and success of a diverse workforce, closely collaborating to generate the best ideas and solutions for the complex challenges we are facing, day by day. For us, the assurance of equal opportunities strengthens our employer attractiveness as well as the loyalty and motivation of our employees.

Ensuring a global supply of medicines that are safe and easy to use

Promoting equal opportunities to utilize the strengths of diverse teams

Pioneering circular packaging solutions



Striving for decarbonization of our operations and products in line with science-based targets

Responsible consumption and production:
Responsible consumption and production are pursued by us through resource and energy efficiency along our value chain and in our products. Adhering to ecodesign guidelines is fully integrated in our product development. By doing so, we strive to ensure that our products are designed in a way that makes them safe for the patient and friendly for the environment. Together with our suppliers, partners and customers, we take the initiative to develop and implement concepts that enable a higher degree of circularity related to our packaging materials and products in compliance with the regulatory framework of our industry.

Climate action:
Climate action is a number one priority on our agenda. We set a focus on developing solutions to reduce emissions from our production processes and to promote circular material use and packaging solutions along our value chain. From a business perspective, reducing CO_2 emissions allows us to address customer expectations and secure future compatibility with our business operations with market requirements.

We are committed to business integration
We are convinced that our sustainability initiatives can significantly contribute to long-term business success. As a result, our sustainability roadmap forms an integral part of our overall strategic planning, just like our product roadmaps do. This approach guarantees that our sustainability priorities are aligned with our broader business objectives.

We are committed to collaboration
Collaboration is an essential success factor in our sustainability strategy. To address climate change and develop sustainable products, it is necessary to join forces with other members of our ecosystem to propel change and generate acceptance of solutions. Therefore, we aim to implement our ideas in partnership with our suppliers, partners and customers whenever possible.

This commitment is also reflected in our role as a founding member of the Alliance to Zero, a supply chain initiative focused on facilitating the net-zero transition for injection devices. Participating in this cross-company initiative allows us to better understand shared challenges and develop solutions from an ecosystem perspective. Furthermore, we strategically advocate for a more serious, action-oriented industry exchange on sustainability and push for an acceleration of the necessary transformation. This is why, for example, we are involved as host and co-organizer of the sustainability conference run at the Pharmapack Trade Fair.

We are committed to stakeholder engagement
Engaging our stakeholders, including those outside our value chain, is a key element of our strategic approach. We believe that considering their opinions is not only essential for fostering fair partnerships but also provides valuable insights that help refine our strategy and address the concerns of those impacted by our business activities. In this way, our stakeholders assist us in meeting social expectations, which we integrate into our long-term strategy for the success of our company, partners, employees, and the communities we serve – fully in line with the spirit of our founders.

Interests and views of stakeholders

At SCHOTT Pharma, we engage with our key stakeholders to better understand their expectations and concerns, conduct a holistic DMA, design our strategy and continuously advance our sustainability performance. The forms of dialogue we employ are as diverse as our stakeholders are, ranging from direct customer interactions and employee surveys to supplier audits and participation in industry associations.

Engaging our stakeholders is guided by several principles that we rely on. Respecting the diversity and different cultural backgrounds of our stakeholders is fundamental to us. Regardless of culture or other demographic criteria, we are convinced that stakeholders affected by us have a right to transparent information, which is why we provide accurate and timely information that meets the needs of the respective stakeholder group as good as possible or as required by internal and external provisions. Moreover, we give our stakeholders the opportunity to voice their interests and concerns. When designing the respective stakeholder dialogue, we consider appropriate channels and instruments, being aware that a one-size-fits-all approach does not do justice to all of our stakeholder groups. To ensure follow-up to the dialogue, we evaluate and consider the input and feedback we get when making business decisions.

The following table provides an overview of the stakeholder groups we engage with, the aims and outcomes of the respective dialogue, and the engagement channels we use.

Our stakeholder engagement process also plays a critical role in our DMA, and in enhancing our business model and sustainability strategy. Insights gathered through these engagements are reviewed by the Management Board and the Supervisory Board, ensuring that stakeholder perspectives are meaningfully integrated into our decision-making processes.

Stakeholder group	Purpose and engagement channels	Examples of how outcomes are taken into account
Employees	Improve health, safety, well-being, and professional development. Engagement through employee surveys, works council dialogue, training programs, and onboarding processes.	▪ Improved employee benefits ▪ Efforts to strengthen safety culture and wellbeing programs ▪ Targeted talent development and training initiatives
Customers and business partners	Understand customer expectations, strengthen product quality, and sustainability performance. Engagement through direct exchanges and joint projects.	▪ Improved product offerings and quality ▪ Alignment of product development with customer needs ▪ Enhanced transparency in sustainability performance
Suppliers and third-party representatives	Promote responsible sourcing and sustainability across the supply chain. Engagement through supplier code of conduct, supplier audits, electronic surveys, and regular dialogue.	▪ Increased transparency in the supply chain ▪ Strengthened human rights due diligence ▪ Improved environmental standards (e.g., energy use)
Partners and peers	Drive innovation and improve sustainability impact. Engagement through scientific and industry associations, partnerships, and sustainability networks.	▪ Shared best practices and sustainability benchmarks ▪ Advanced sustainability initiatives in collaboration with partners ▪ Strengthened position in industry dialogues
Investors	Provide transparent information on sustainability and financial performance. Engagement through capital markets events, ESG ratings dialogue, annual reporting, and ongoing investor communication.	▪ Strengthened sustainability communication and reporting ▪ Enhanced investor understanding of ESG priorities ▪ Improved integration of sustainability into strategic planning

Double materiality assessment and interaction with strategy and business model

Assessing material sustainability matters

In 2025, we completed a DMA at SCHOTT Pharma. Our Group's material IROs were identified and assessed in accordance with the double materiality assessment process set out in ESRS 1 and was based on the revised implementation guidance issued by EFRAG in May 2024. We conducted this process for the first time and will be enhancing it in the coming years. We will track the appropriateness of our DMA results and make revisions in case changes to the business model or strategy, altered business conditions or any other internal or external developments require a reassessment.

In the DMA process, we considered two dimensions: first, we took the "inside-out perspective" and assessed the materiality of SCHOTT Pharma's impacts on people and the environment (also referred to as "impact materiality"). Second, the "outside-in perspective" was applied, in which we assessed financial risks and opportunities for our Group ("financial materiality") resulting from sustainability matters.

The methodology for the DMA and the results were presented to our Executive Board, which subsequently approved the IROs identified as material. Our process was guided by the consistent application of our methodology and documentation of the steps taken to ensure that all material IROs were completely and properly included.

The first step of our DMA consisted of understanding the context, in which we performed an assessment of our business model and related activities along the entire value chain, including their potential relevance for the sustainability topics listed in ESRS 1 AR 16. The screening thus covered our upstream value chain (tier 1 and tier N), our own operations, and the downstream value chain (tier 1 and tier N), and was based on systematic input gathered through stakeholder working sessions.

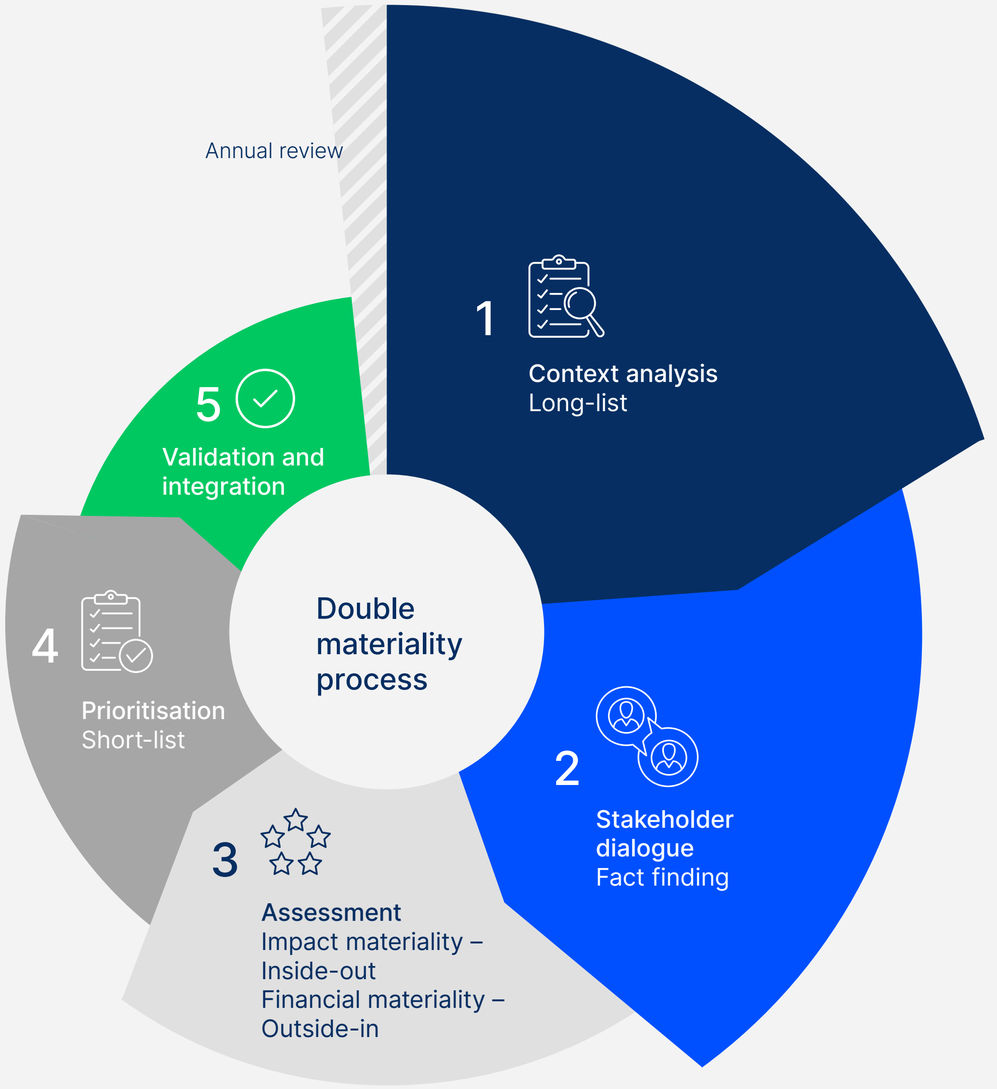
The aim of the subsequent step was to develop a long list of potentially material topics. To do so, we drew on ESRS 1 AR 16 again and compiled a list based on the 89 (sub)-topics mentioned there. The process also allowed for the potential inclusion of entity-specific topics where appropriate. For each topic at least one specific and assessable question was developed to guide the following analysis. This ensured the inclusion of each topic in the assessment process. In addition, for each topic, a guiding question was developed to anchor stakeholder interviews.

These questions served as the primary mechanism to determine factual relevance of each topic. For doing so, we relied on answering the guiding questions in structured working sessions with relevant stakeholders from across our organization. This allowed us to explore whether SCHOTT Pharma or any part of its value chain has a direct or indirect connection to a given sustainability topic. The topics for which such connection could not be established were not included in our long list.

In this step and the next step of reducing the long list to a short list, a broad range of stakeholders was considered, contributing diverse perspectives, operational insights, and expectations essential for a robust double materiality approach. Over 40 hours of working sessions were conducted with more than 20 stakeholders, including operational experts, sustainability practitioners, risk managers, and the Board of SCHOTT Pharma.

For each topic provided by ESRS, a responsible assignee was appointed to lead the assessment and provide input based on their area of expertise. Validators were typically the responsible owners of the respective topics and confirmed the scoring to ensure consistency and alignment across functions. All identified topics underwent a structured three-phase process: 1) initial assessment informed by internal subject matter experts; 2) final calibration and validation by internal leadership; and 3) review and formal approval by the Management Board and Audit Committee.

External stakeholder input was incorporated through a previous materiality assessment conducted to support SCHOTT Pharma's foundational sustainability reporting under the GRI Standards. This earlier process included interviews with stakeholders across the value chain and was supported by external advisors. While external stakeholders and affected communities were not directly involved in the most recent DMA workshops, their perspectives were considered through input from previous interviews, and other data sources integrated into the multi-stage assessment process. Further insights were gained through methodological exchanges with peer companies, including those within the Carl Zeiss Foundation and SCHOTT Pharma's value chain.



For reducing our long list to a short list, we identified and assessed IROs pertaining to each topic. As part of this process, we have also evaluated whether material impacts could also give rise to material financial risks and opportunities. Internal subject matter experts from relevant functions conducted the scoring along the dimensions outlined in ESRS1-1:

- for positive impacts: scale, scope and, in case of potential impacts, likelihood
- for negative impacts: scale, scope, irremediability and, in case of potential impacts, likelihood
- for financial risks and opportunities: magnitude and likelihood

Throughout the process, we considered impacts created directly by us or through our value chain. We also took into account SCHOTT Pharma's dependencies on natural and social capital, focusing on how impacts may create risks and opportunities, especially in activities, business relationships, and geographies with higher risks, such as water availability at production sites in water-stressed areas.

Each topic was evaluated using predefined criteria, including value chain exposure and degree of control, supported by a scoring methodology aligned with ESRS requirements and SCHOTT Pharma's internal risk management processes. For assessment purposes, we calculated the averages of the three factors scale, scope, and irremediability, while for positive impacts our assessment was based on the average of scale and scope. The averages were then multiplied by likelihood in case of potential impacts.

Financial risks and opportunities were assessed for magnitude and likelihood in accordance with SCHOTT Pharma's risk management system. The assessment was reviewed together with the risk management team to ensure alignment with internal processes. Where relevant, financially material topics were included in SCHOTT Pharma's risk register or confirmed as already covered. In addition, the risk management team prioritized sustainability-related risks alongside other risk categories within the risk management system. IROs were generally assessed on a gross basis.

Afterwards, all scores were normalized to a 1–4 scale to support comparability across impact and financial dimensions. Topics with a score of 2.0 or higher in either dimension were classified as material. Time horizons were defined in line with CSRD and ESRS: short-term as up to one year (current reporting period), medium-term as one to five years, and long-term as beyond five years.

The scoring logic factored in SCHOTT Pharma's varying degree of leverage across the value chain, covering direct operations, tier 1 and tier n value chain actors. Differences in proximity to core operations and the ability to influence or monitor impacts were taken into account to ensure a proportionate evaluation of all IROs.

The material IROs identified and the resulting material topics entailed in the short list were presented to the Management Board and the Audit Committee of the Supervisory Board in a final step. Both boards sanctioned the analysis and its outcome, resulting in 16 material IROs and 14 material (sub) topics for SCHOTT Pharma, which we present in the next section.

The shift from a GRI-based to an ESRS-aligned materiality methodology strengthened the assessment's overall robustness by adding greater detail, standardized scoring, systematic stakeholder traceability, and stronger integration with enterprise risk management. It also incorporated a focus on dependencies and financial impacts. Compared to the previous GRI-based assessment, the ESRS-aligned DMA introduced new sustainability topics to be assessed, and reassessed earlier assumptions based on updated impact pathways and stakeholder input.

Material IROs and their interaction with strategy and business model

The following overview shows the material IROs identified by SCHOTT Pharma in its DMA. We also provide a table of the disclosure requirements complied with in preparing this Non-Financial Statement based on the outcome of our DMA and a table of all the datapoints that derive from other EU legislation as listed in ESRS 2 Appendix B in the Appendix to this report. In addition, material IROs are described in more detail in the introductions to the topic-specific chapters.

In an institutionalized process, we continuously evaluate the current and future influence of IROs on our strategy and business model, including our value chain, to derive necessary measures and actions. In the reporting year, none of the IROs identified and none of the measures or actions taken or planned have resulted in changes to our strategy or business model.

Moreover, no events leading to material financial effects corresponding with sustainability related risks and opportunities identified as material occurred during the reporting year. Based on this assessment, we currently do not have any indications that adjustments to the assets and liabilities reported in our financial statements might become material in the following reporting year.

ESRS topical standard	IRO name	IRO type	Impact type	Value chain level	Time horizon
Climate change	Greenhouse gas emissions from energy-intensive glass tube production	−	•	Upstream	Short-term, Medium-term, Long-term
	Greenhouse gas emissions from energy consumption	−	•	Own operations	Short-term, Medium-term, Long-term
	Reliance on non-renewable electricity in the value chain	−	•	Upstream	Short-term, Medium-term, Long-term
	Exposure to climate-related transition risks	!	↗	Upstream, Own operations, Downstream	Medium-term, Long-term
	Exposure to climate-related physical risks	!	↗	Own operations	Short-term, Medium-term, Long-term
	Climate-related revenue increase	↔	↗	Own operations, Downstream	Long-term
Resource use and circular economy	Usage of virgin non-renewable materials	−	•	Upstream, Own operations	Short-term, Medium-term, Long-term
	Increasing regulation on packaging waste	!	↗	Own operations	Medium-term, Long-term
	Circular solutions and sustainable design	+	•	Upstream, Own operations, Downstream	Short-term, Medium-term, Long-term
Own workforce	Employee development and training	+	•	Own operations	Short-term, Medium-term, Long-term
	Diversity, Equity, and Inclusion	+	•	Own operations	Short-term, Medium-term, Long-term
	Employee well-being and work-life balance	+	•	Own operations	Short-term, Medium-term, Long-term
	Skilled labor shortage	!	↗	Own operations	Medium-term, Long-term
	Occurrence of accidents in the workplace	−	↗	Own operations	Short-term, Medium-term, Long-term
Consumers and end-users	Health equity for vulnerable patients	+	•	Own operations, Downstream	Short-term, Medium-term, Long-term
	Product safety issues	−	↗	Own operations	Short-term, Medium-term, Long-term
	Financial liabilities from safety and quality lapses	!	↗	Own operations, Downstream	Medium-term, Long-term
	Enablement of novel therapeutics	+	•	Own operations, Downstream	Short-term, Medium-term, Long-term
Business conduct	Ethical working culture	+	•	Own operations	Short-term, Medium-term, Long-term

IRO type
- + Positive impact
- − Negative impact
- ! Financial risk
- ↔ Financial opportunity

Impact type
- • Actual
- ↗ Potential

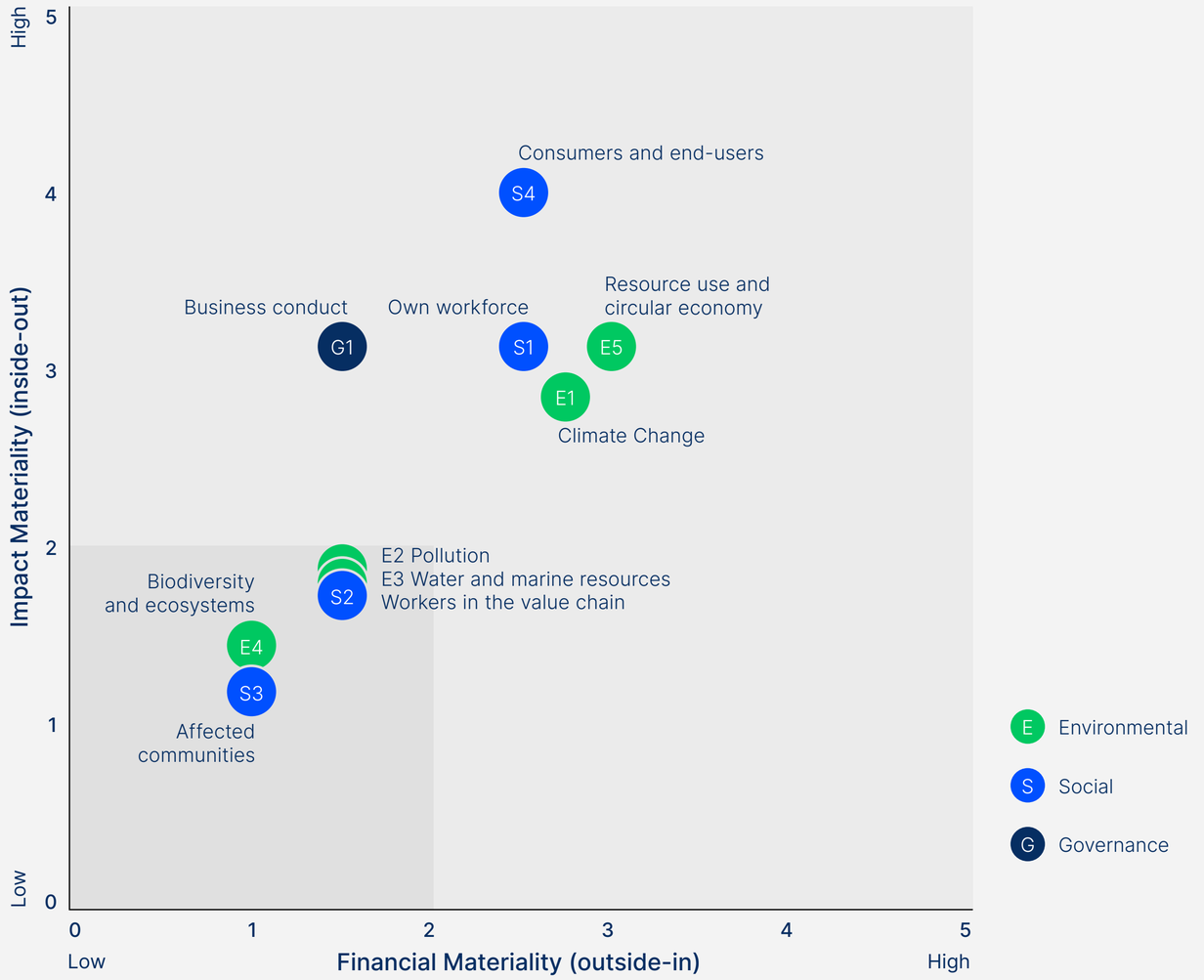
Value chain level
- Upstream
- Own operations
- Downstream

Time horizon
- Short-term
- Medium-term
- Long-term

This is reflective of the resilience of SCHOTT Pharma's strategy and business model as well as its capability to exploit future opportunities and to address current and future material impacts and risks. As our DMA shows, we generate positive social value by supporting health equity for vulnerable patients and enabling the development of novel therapeutics, while maintaining a commitment to safety and quality. These contributions not only strengthen healthcare systems and improve lives globally but also position us as a key enabler of therapeutic innovation. At the same time, product safety and potential liability risks remain areas requiring continuous attention and management.

The assessment also highlights the environmental impacts tied to our operations, particularly carbon emissions from energy-intensive processes and the use of virgin materials. Risks such as regulatory changes in emissions, climate policy, and packaging waste were identified as financially material. We are addressing these through focused environmental strategies and by capturing positive impact through sustainable product design and circular solutions.

People are at the core of our innovation efforts. Topics such as employee development, diversity and inclusion, and work-life balance were assessed as areas of actual positive impact. In contrast, skilled labor shortage was identified as a financial risk, while health and safety was flagged as a potential negative impact. Equally important is our corporate culture, which we foster through a strong ethical foundation and a clear Code of Conduct, supporting responsible business conduct and stakeholder trust.



CPHI Milan – Rethinking Sustainability Through Ecosystem Collaboration

At CPHI Milan, one of the world's leading pharmaceutical trade shows, SCHOTT Pharma took the opportunity to co-host the conference track on Sustainable Futures. Arne Kloke, Head of Service & Sustainability Management reflects on the key takeaways and how collaboration, innovation, and action can drive systemic change.

What was the core message that SCHOTT Pharma brought to CPHI Milan?

Arne: Our message was clear: Rethink sustainability from an ecosystem perspective. It's not enough to optimize existing operations, we need to go back to the foundational requirements and redefine solutions from scratch. That means involving suppliers, customers, and partners early on and moving beyond incremental improvements towards truly transformative, systemic change.

How can sustainability become a driver of innovation and value creation?

Arne: Real progress happens when sustainability creates value. We need business models that reward sustainable solutions. At CPHI, we called on innovators to take the lead: green electricity is already in place, now we need frontrunners to embrace circularity and fossil-free raw materials. These solutions already exist; they just need committed users to make them competitive.

What role does collaboration play in achieving sustainability goals?

Arne: Collaboration is mission critical. Supplier engagement must evolve from one-way data collection to action-oriented partnerships. At SCHOTT Pharma, we're committed to building these kinds of partnerships whether through initiatives like Alliance to Zero or through direct engagement with our customers and suppliers.

How should sustainability be integrated into daily business?

Arne: Sustainability must be part of every corporate function. You don't need to be a sustainability expert, but you need motivation and knowledge in your area to address key carbon drivers. At CPHI, we emphasized that every function, from procurement to product development, plays a role in driving sustainability forward.

The conversations at CPHI were a call to action. We'll continue to push for collaborative innovation, challenge conventional thinking, and support our partners in implementing sustainability as a core part of their strategy. At SCHOTT Pharma, we're committed to leading that change.

Arne Kloke
Head of Service & Sustainability Management

Eco Hero – Empowering Sustainability Across SCHOTT Pharma

To bring our commitment for sustainable practice to life in our everyday decisions, SCHOTT Pharma launched the global “Eco Hero” campaign. In this interview Cora Woods, EHS Sustainability & Professional and Vanessa Fiedler, Marketing Professional who led the initiative, share what inspired the campaign, how it was implemented, and why it became a platform for creativity and collaboration.

What inspired the launch of the Eco Hero campaign?

Cora: The goal was to raise awareness, encourage dialogue, and inspire participation on the topics biodiversity, water, waste, and carbon emissions. By creating visibility for our efforts and showing how everyone can contribute, we helped integrate sustainability into employees’ daily practices.

What was the campaign about and how was it brought to life across all sites?

Vanessa: Each week, Eco Hero focused on one of the following four key areas: biodiversity, water, waste, and carbon emissions. We created quizzes, fact sheets, and supporting documents to share company efforts and everyday practices. Sites were engaged by mini-challenges and competed for funding to support a local sustainability project.

What surprised you most about the outcome?

Vanessa: What truly surprised us was the level of creativity and engagement. 20% of all employees submitted ideas, turning the campaign into a platform for creativity and dialogue across the sites.

Cora: We were especially impressed by our new site in Serbia, which won the campaign and received funding for a local project. Eco Hero proved that when given the right space, colleagues bring incredible energy and ideas to sustainability. That is why we strive to establish the Eco Hero campaign as a recurring initiative.

Cora Woods
EHS Sustainability & Professional

Vanessa Fiedler
Marketing Professional

Living Sustainability at Mexico – From Awareness to Action

At SCHOTT Pharma's site in Mexico, sustainability is not just a concept it is something employees can see and experience every day. Through creative initiatives and family involvement, the site makes environmental responsibility tangible, interactive, and meaningful for everyone. In this interview, Marlene Vergara, EHS Site Advisor Mexico shares how they have created a culture of engagement, visibility, and appreciation.

How does your site make sustainability visible and engaging for employees?

Marlene: We have created a dedicated space where our current consumption of water and energy is displayed. Next to it is an information corner with environmental facts and QR codes inviting employees to share ideas or reflect on their impact. It is about making sustainability tangible, interactive, and part of daily life.

What traditions strengthen sustainability efforts and employee engagement?

Marlene: One of the traditions we value most is our annual "One Tree at a Time" contest. Each year, winners receive a plant, and we donate trees to local schools. The contest format changes every year to keep things fresh and engaging. For example, this year we held a drawing competition, while in previous years families submitted videos demonstrating how they practice environmental care at home. These activities foster environmental awareness across generations and strengthen our collective sense of responsibility.

How do you involve families and external partners in your sustainability efforts?

Marlene: We invite employees and their families to join contests and site visits, where children learn about environmental topics and celebrate winners. This year, we also included our waste supplier to share insights on safe waste handling. These events create a sense of community and make sustainability a shared experience.

Marlene Vergara
EHS Site Advisor Mexico

Environmental matters

Climate change[1]

Material impacts, risks and opportunities

At SCHOTT Pharma, we support the Paris Agreement and want to make a meaningful contribution to limiting global temperature rise. We consider climate change to be one of the greatest economic, ecological and social challenges of the 21st century. Through temperature increase, growing water stress and air pollution, climate change also poses risks to human health and thus has detrimental effects on our mission – protecting human health.

As a manufacturing company with a global presence that relies on glass as major raw material for its products, energy is of central importance in our own production processes and in our upstream value chain. Due to this business model, we have identified the following IROs:

- **Greenhouse gas emissions from energy-intensive glass tube production** (negative impact, actual, upstream value chain, short-, medium- and long-term)
  A negative environmental impact results from energy-intensive glass tube production processes within our upstream value chain. The associated processes are essential for manufacturing primary materials used in pharmaceutical packaging but result in significant greenhouse gas emissions, primarily due to high-temperature melting. The impact is considered ongoing and operationally embedded, highlighting the need for continuous efficiency improvements, cleaner energy sourcing, and supplier engagement on decarbonisation pathways.

- **Greenhouse gas emissions from energy consumption** (negative impact, actual, own operations, short-, medium- and long-term)
  A further negative impact stems from energy consumption in our direct operations, particularly fossil fuel consumption during hot forming of glass tubes. These processes demand high thermal input, resulting in substantial greenhouse gas emissions that contribute to the company's operational carbon footprint. The impact is considered significant, process-related, and persistent, underscoring the need for energy efficiency measures and low-carbon process innovation.

- **Reliance on non-renewable electricity in the value chain** (negative impact, actual, upstream value chain, short-, medium- and long-term)
  Suppliers in our tier 1 upstream value chain rely on non-renewable electricity sources for conversion processes like injection molding or extrusion for our packaging components. This dependency on fossil fuels contributes to SCHOTT Pharma's Scope 3 greenhouse gas emissions and presents challenges for aligning with broader decarbonization goals. The impact is considered ongoing, externally embedded, and emissions-relevant, reinforcing the importance of supplier engagement and energy transition advocacy.

- **Exposure to climate-related transition risks** (financial risk, upstream value chain, own operations and downstream value chain, medium- and long-term)
  For SCHOTT Pharma, there are risks associated with climate-related transition dynamics. Increasing demand for low and zero-carbon fuels may lead to increasing prices for alternative fuels which in turn might lead to increased procurement and operational cost. Likewise, the potentially limited availability of low-carbon packaging materials needed to transition to net-zero and comply with corresponding environmental regulations may also lead to higher prices and/or supply shortages. This in turn could hamper the successful pursuit of emission reduction targets, resulting in a loss of reputation with customers and investors. Regarding customers, there is a potential risk of them replacing SCHOTT Pharma products by disruptive concepts.

[1] For information on how climate-related considerations are factored into the remuneration of members of management and supervisory bodies [ESRS E1 – GOV3], please refer to the section on "Integration of sustainability-related performance in incentive schemes [ESRS2 – GOV-3]" in the chapter on "General Disclosures" of this Non-Financial Statement.

- **Exposure to climate-related physical risks** (financial risk, own operations, short-, medium- and long-term)
  In addition to transition risks, SCHOTT Pharma also faces physical risks resulting from increasing exposure to acute and chronic weather-related hazards. These risks pertaining to extreme weather phenomena like storms or floods may affect operational continuity and asset resilience over time.

- **Climate-related revenue increase** (financial opportunity, own operations, and downstream value chain, long-term)
  Higher average temperatures across the globe resulting from climate change could increase the need for medical supplies, which in turn would increase demand for pharmaceutical packaging.

Climate risk assessment

As part of our process to identify and assess risks, we also evaluated the resilience of our business model and strategy with regard to transition and physical climate risks. A structured climate risk assessment was conducted in Q3 and Q4 of the fiscal year 2025, assessing SCHOTT Pharma's exposure, sensitivity, and adaptive capacity to transition and physical climate risks. To support consistency, the assessment was carried out in accordance with our risk management matrix, which defines values for the exposure to climate risks. For a comprehensive assessment of risks, we applied scientifically recognized climate scenarios and assessed transition risks across the whole value chain (upstream, downstream, and own operations) and physical climate risks at SCHOTT Pharma's own operations as well as key supplier locations in the upstream value chain.

The applied time-horizons were aligned with the financial risk management team and reflect SCHOTT Pharma's strategic planning horizons. In accordance with ESRS guidelines, we have adopted short-term (<1 year), medium-term (1 to 5 years), and long-term (>5 years) perspectives. However, climate- and materiality-related assessments in the sustainability context can be subject to a longer-term perspective than it is the case for financial risk reporting. This is due to the consideration of climate scenarios including projections for 2040 or 2050, which extend beyond the time horizons reflected in our double materiality assessment and standard risk processes. We did not consider projected duration of transition and physical events in order to align with our standard risk management processes by taking a uniform approach focused on likelihood and magnitude.

The climate scenarios used in this assessment are compatible with climate-related assumptions influencing the financial statements due to their methodological integration with the risk management processes. In case any critical financial implications for the time horizons featured in the consolidated financial statements, these would be disclosed accordingly. This was not the case for this reporting period. The assessment considered the entire SCHOTT Pharma value chain and included physical and transition risks. The project was led by SCHOTT Pharma's sustainability team, which consulted various departments that assessed the issues based on their individual expertise. The process was also supported by external consultants and included regular meetings of the project team as well as additional work carried out by individual participants.

Transition risks and opportunities

When assessing transition risks, we selected a 1.5°C scenario to assess the resilience of our business operations under the most stringent and adverse yet still plausible future conditions. The scenario is based on the NGFS Net Zero 2050 and IEA Net Zero Emissions by 2050 (NZE) scenarios, both depicting a world undergoing rapid and far-reaching decarbonization and consistent with limiting global warming to 1.5°C. This scenario reflects a world undergoing profound transformation and poses significant transition challenges for businesses. In line with the Task Force on Climate-Related. Financial Disclosures (TCFD), we assessed SCHOTT Pharma's exposure to policy and legal, technology, market, and reputational transition risks.

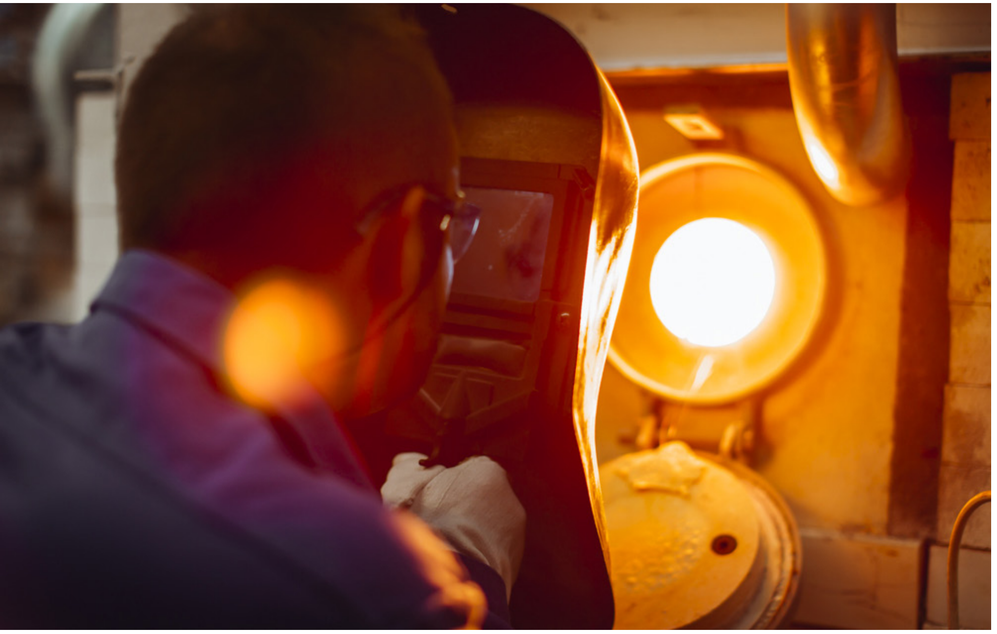
For our assessment of transition risks and opportunities, we applied a process consisting of four steps:

- Step 1: Identification of potential transition events using a 1.5°C scenario.

- Step 2: Assessment of exposure to transition risks based on the same 4-point scale that we use in our corporate risk management system to ensure comparability with financial risk exposure ratings.

- Step 3: Quantification and classification of sensitivity and financial impact using SCHOTT Pharma financial risk classes.

- Step 4: Determination of the gross risk level ranging from 1 (lowest possible risk) to 16 (highest possible risk) by multiplying the exposure and sensitivity/impact levels, each rated on a four-point scale. This initial assessment reflects the inherent risk without considering any existing adaptation or mitigation measures.



Exposure to each transition event was assessed considering factors such as energy dependency and market position. Events with “high” or “very high” exposure were flagged for further analysis The process did not identify assets or business activities which could be considered incompatible with a transition to a climate-neutral economy. The related requirements for alignment with the EU Taxonomy according to the Commission Delegate Regulation (EU) 2021/2139 are not applicable to SCHOTT Pharma’s primary business focus as none of our primary business activities is currently within the scope of the taxonomy (see EU Taxonomy disclosures). Therefore, corresponding alignment was not a focus of this assessment, which focused primarily on resilience as outlined by ESRS E1.

As set out above in the description of IROs, SCHOTT Pharma is subject to climate-related transition risks such as increasing procurement and operational cost, supply shortages of eco-friendly packaging materials creating cost and reputational pressure as well as market risks in the form of disruptive solutions introduced by competitors. To proactively address these risks, we pursue SCHOTT Group’s concise emissions reductions path, which is in alignment with the Science-Based Target Initiative (SBTi) on group level. We also collaborate with partners along the upstream and downstream value chain to reduce emissions in addition to diverse reduction measures in our own operations, both of which we describe below. Furthermore, our active participation in industry debates and the development of decarbonization solutions supports our continuous exposure to relevant know-how, new learnings, also with regard to successful climate mitigation measures.

Climate change has a variety of direct or indirect negative impacts on human health such as temperature increase, a growing number of regions suffering from water stress or increasing air pollution. Those effects of climate change are potentially increasing the need for medical treatment and the corresponding containment solutions, which represents growth opportunities for our products. Due to these developments, we expect the relevance of SCHOTT Pharma’s business model to remain the same or even gain in importance.

Physical risks

Regarding physical risks, we evaluated all 14 of SCHOTT Pharma’s manufacturing sites as well as 12 external sites critical to SCHOTT Pharma’s value chain in a 4°C scenario, based on the IPCC SSP5-8.5 scenario model. By doing so, the local characteristics and vulnerability of each site were evaluated against the scenario of accelerating global warming without effective counteractions. The evaluated external sites were selected based on their criticality for value chain continuity with regard to procurement volume and availability of alternative site or sourcing opportunities.

For the physical risk assessment, an overarching perspective was chosen to determine whether assets and business activities may be exposed to climate-related physical events considering a short-, medium- and long-term perspective. The physical risk assessment was conducted based on geolocation data for each site, using varying resolution of geospatial clusters depending on individual climate hazards. The main constraint of this assessment was the availability of geospatial data for all considered scenarios and time horizons. This deficit was mitigated by using a professional third-party tool to collect scientific and statistical data for modelling and projections based on the required climate scenarios.

For our analysis of physical climate risks, we applied a four-step process:

- Step 1: Selection of the sites to be included.
- Step 2: Assessment of the individual sites’ exposure to 28 climate hazards based on the Munich Re Location Risk Intelligence (LRI) Tool.
- Step 3: For sites with “very high” exposure, interviews with the site managers and experts were run to get a detailed picture of expected impacts and adaptation measures in place.
- Step 4: Summary and resilience analysis based on exposure and sensitivity classifications for the overall assessment of physical risks and business resilience.

Among the physical risks identified were heat-related hazards, soil-related hazards such as subsidence and soil erosion, heavy precipitation and flooding, heavy storms, and cold frost. Out of the 14 SCHOTT Pharma sites, high risk to at least one climate hazard was identified at seven sites. The interviews verified a high awareness of the potential climate impacts among the responsible people and the initiation of proactive measures. Despite exposure, six out of seven sites do not face significant physical risks, either because production at and access to the site

would not or only slightly be affected or because existing adaptation measures are sufficient to mitigate a potential risk. At our site in the US, however, the climate model indicates a significant risk due to tornados. By the nature of a tornado, such an event could result in potentially high negative impacts on assets and business activities and an associated high loss potential.

To reduce risks related to extreme weather events, SCHOTT Pharma has taken various adaptation and mitigation measures tailored to site-specific challenges. In addition, we are also insured against direct damage and interruption of operations.

Results
Overall, the climate risk analysis demonstrated SCHOTT Pharma's resilience to both physical and transitory climate risks. The results indicate a high local awareness of climate risks among our managers and that the combination of implemented adaptation measures and comprehensive insurance coverage significantly mitigates potential risks and supports overall resilience of our company. While 13 of the 14 assessed SCHOTT Pharma sites benefit from robust adaptation measures and comprehensive insurance coverage, the US site presents a unique case. Although current insurance arrangements offer short-term protection and a foundational level of resilience, further adaptation measures may be considered to enhance long-term risk preparedness.

Overall, continued monitoring and periodic reassessment of climate risks will support informed decision-making and ensure that our resilience measures remain aligned with evolving risk profiles. Based on the results of this climate risk assessment, we do not deem fundamental changes to the strategy or business model necessary to protect against any such risks due to SCHOTT Pharma's business model either operating independently of potential hazards or due to adequate mitigation measures.

Climate transition plan and policies

As our analysis has shown, the adaptation to the impacts of climate change and mitigation are critical to the resilience of our business model. To address the identification, assessment and management of our material climate-related impacts and risks, we have established an encompassing transition plan for climate change mitigation and devised several policies.

Transition plan for climate change mitigation
In support of the Paris Agreement, the SCHOTT Group launched its decarbonization program in 2020, driving decarbonization across all business units and subsidiaries. The initiative focuses on improving energy efficiency, utilizing green electricity, and initiating technological innovations.

At its core, the goal is to decarbonize production (Scopes 1 and 2 of the Greenhouse Gas Protocol). This target has been defined for the entire SCHOTT Group to reflect the strong interlinkage of the members' value chains and to ensure coordinated action. The corresponding reduction path was set in alignment with the SBTi to provide a scientific basis for our subsequent actions. As per guidance of SBTi on organizational boundary setting, the target validation process was also executed at the group level rather than for SCHOTT Pharma alone.[2]

Explicitly, the SCHOTT Group targets comprise an absolute reduction of 46.2 % in Scope 1 and Scope 2 GHG emissions by 2030. The validated targets also guide Scope 3 reduction activities, linked to the goal of reducing 27.5 % of Scope 3 GHG emissions related to fuel and energy-related activities (Scope 3.3) and investments (Scope 3.15) by 2030. Moreover, we aim to engage our supply chain and source 74.23 % of our purchased goods and services (Scope 3.1), capital goods (Scope 3.2) and upstream transport and distribution services (Scope 3.4) from suppliers that have set their own science-based targets by 2027.

[2] Our commitment to the Paris Agreement underpins our strategy. While acknowledging the Paris-Aligned Benchmarks (PABs), which are portfolio-level investment tools, we have chosen to pursue the most rigorous, science-based approach for managing our operational and value chain emissions through the Science Based Targets initiative (SBTi).

SCHOTT Pharma's specific approach is characterized by the goal of contributing to the overall SCHOTT Group target while simultaneously achieving corresponding targets for SCHOTT Pharma. All measures to achieve these goals are defined by our Sustainability Board. By doing so we ensure the mandated approval of the Board of Management and all relevant management and supervisory staff. The decision to adopt similar targets of appropriate nature for our own scope of business was based on an evaluation of reductions already achieved at the time through the following measures: regarding Scopes 1 and 2, these include a global drive for energy efficiency by optimizing production setups and parameters across sites to reduce gas consumption while maintaining production quality. Furthermore, we have switched to 100% renewable electricity through Power Purchase Agreements and Guarantees of Origin (EACs), which are indirectly procured centrally at the Group level by SCHOTT AG. In 2025, we installed new, fully electric equipment for water purification, enabling water-for-injection quality replacing fuel-intense distillation technologies. Another focus area of our program is the investigation of low-emission technologies for hot forming technologies as well as annealing and washing equipment to further reduce fossil fuel consumption. Progress in implementing SCHOTT Pharma's climate transition plan is measured against our defined Scope 1, 2, and 3 targets. Further details on progress and metrics can be found in the "targets and metrics" section.

To achieve our Scope 3 targets, we look beyond our internal operations and take our supply chain into account, where the supply with glass tubes is the largest driver of emissions due to the energy intensity of glass melting. To address this challenge proactively, SCHOTT Group's tubing division is currently working on a tank that applies a new electric melting technology for pharmaceutical glass tubing that produces significantly less GHG emissions. SCHOTT Pharma plans to utilize this innovation together with likeminded pioneers among its customers to develop containment solutions whose emissions footprint is roughly 30% lower and which we expect to be commercially available by 2027. Furthermore, our transition plan emphasizes supplier engagement by collaborating on circular packaging concepts and encouraging the use of green electricity.

Currently, we have not developed metrics to quantify the expected impacts of climate-related expenditures on turnover and cost of sales, CapEx and OpEx. As our core business activities are not covered by the EU Taxonomy and, thus, eligibility is missing, the numbers we provide in this report on indicators required by the EU Taxonomy do by no means allow conclusions on the scope and effectiveness of our climate change mitigation policies. Likewise, making capital or operational expenditures to seek eligibility or even alignment would not meaningfully support our approach to climate protection presented above.

Regarding the formulation of targets, in accordance with the requirements of the SBTi guidelines, we excluded emissions from the use of sold products and the associated potentially locked-in greenhouse gas emissions when setting quantitative targets. Accordingly, specific concepts or measures are not part of our activities. For clarification: Product-related locked-in emissions refer to those future greenhouse gas emissions that would inevitably arise from the use, lifespan, or disposal of already sold products because their emissions profile is technically fixed and cannot be changed after they have been placed on the market.

Regarding locked-in emissions from key assets, machinery and equipment used by us and in our value chain could potentially be connected to locked-in emissions. This is why we are constantly exploring possibilities of replacing production facilities with state-of-the-art technologies and are doing research and development of more climate friendly technologies, also in collaboration with our supply chain partners, as we explain in the sections below.

Policies

While our transition plan defines focus areas, main objectives, and strategies for climate change mitigation, our policies devise approaches, responsibilities, and principles in specific areas.

EHS Guideline

The EHS Guideline is a central policy for SCHOTT Pharma when it comes to climate and environmental protection. To emphasise its importance, the most important topics included in it are also entailed in our Code of Conduct and thus directly communicated to every individual employee. The guideline itself is available to all employees via our intranet. Furthermore, directly affected employees receive specific training on it. Ultimate responsibility for the guideline and its implementation rests with the EHS Commissioner of the SCHOTT Group.

The guideline lays down a centralised approach for our EHS management to provide a solid standards applicable across all our manufacturing sites but still encourage initiatives on a local level to identify and realise potential for improvement. It has been developed in accordance with ISO 14001, which is the most widely recognised standard for environmental management systems. It covers all aspects necessary for the continuous improvement of environmental performance, including the reduction of emissions. All our operational production sites are certified under ISO 14001, except for our one site in Serbia, which started its operations in the second quarter of 2025 and will be certified in 2026.

Another standard that has inspired our EHS Guideline, particularly when it comes to emissions and energy-related issues, is ISO 50001 – Energy Management. This internationally recognised standard defines how companies should introduce, implement and enhance an energy management system. The aim is to improve the bottom line through efficient energy management – reducing energy input and emissions and at the same time cost.

In line with ISO 50001, the EHS managers at our individual sites must take energy aspects into account when assessing environmental risks and impacts. The guideline requires them to evaluate and consider the following aspects for the respective site, based on methods and instruments established by the guideline: 1) transparent disclosure of energy sources used and of energy consumption by equipment/machinery, 2) factors determining energy consumption, 3) consideration of energy efficiency in design and procurement, and 4) introduction of regular energy monitoring.

Ecodesign Guideline

Being aware that most of the avoidable negative impacts of products are already defined during their development, the primary objective of our Ecodesign Guideline is to support SCHOTT Pharma's aim of decoupling economic growth from the consumption of finite natural resources and by doing so also reduce emissions that pertain to the manufacture of new products from raw materials and disposal. To take different perspectives into account, the guideline was developed by representatives from product development and sustainability. After an initial test phase to integrate a check against the Ecodesign Guideline within product development projects for over one year, working tools got optimized. The ecodesign checks are now transitioning into a mandatory element of the design reviews in product development projects. Ultimate responsibility for the implementation of the guideline and the related process lies with the Head of Research & Development.

Based on the guideline, we sensitise our people about the dos and don'ts of developing eco-friendly products, design for recycling and design for circularity. For that purpose, the guideline is available to all employees in the document management system. As we do for EHS Guideline, relevant employees also receive special training on the Ecodesign Guideline and selected employees are trained as "Ecodesign Champions" to moderate ecodesign reviews within the projects.

The ecodesign reviews comprise the evaluation of our product and packaging concepts, production processes as well as the related waste streams, seeking an optimization that helps to keep the related materials in the loop and reduce waste volumes. The application of the associated principles is monitored during milestone meetings in the product development process alongside other critical design requirements.

As meaningful circularity cannot be achieved in isolation, the guideline mandates the inclusion of suppliers and customers and the active involvement of other stakeholders when necessary. Accordingly, the guideline puts a key focus on increasing packaging density and the respective development of collaborative solutions. Among the principles it comprises are the use of less material as well as reductions regarding processing, sterilisation and transportation.

Purchasing Guidelines

Our internal Purchasing Guidelines, which is binding for all SCHOTT Pharma Procurement employees, require that considerations of longevity, environmental protection and responsible resource use be incorporated into the supplier selection process. Based on the policy, we assess our suppliers' adherence to ESG standards and take climate and energy related aspects into account when taking procurement decisions. Information on SBTi status with respect to ESG issues are used to support sustainable decision making.

Our procurement is managed by a central lead who oversees and coordinates planning and equipment for our products and services, as well as the raw materials and components we purchase. The procurement function is split into strategic, operational and investment teams with different procurement responsibilities. This refined organisation enables us to address sustainable procurement matters on point at different levels and supports our strive for operational efficiency as well as the procurement of energy- and resource-efficient machines.

Based on its scope, the procurement guidelines are integrated into the training of our purchasing teams at the different levels just indicated. They are reviewed at regular intervals for assuring that they reflect all relevant internal and external requirements and are revised when necessary.

Supplier Code of Conduct

Our requirements on adherence to ESG principles are laid down in our Supplier Code of Conduct, which – among others – is based on recognized international frameworks emphasising the protection of the environment, such as the Guiding Principles of the Organisation for Economic Co-operation and Development (OECD) and the principles of the United Nations Global Compact. The highest responsibility for the supplier code of conduct is shared between the Head of Procurement and the Head of Compliance & Security of SCHOTT Group.

Accordingly, we emphasise climate protection in the code and communicate clearly that we expect our partners along the supply chain to save energy and use raw materials responsibly. In cases where a supplier refuses to sign the Supplier Code of Conduct or does not take effective measures to remedy identified shortcomings even after our request, or if recurring systematic violations are recognisable, we reserve the right to end our relationship and terminate existing contracts. This step, however, is only the last possible option for us. Instead, it is our aim to work in partnership with our suppliers and help them develop to jointly strengthen environmental protection.

Actions

At SCHOTT Pharma, we have implemented various measures to manage and mitigate our negative material impacts and risks. Our major aim is to reduce emissions from our own operations (Scope 1 and 2) as well as our value chain (Scope 3) in such a way that we contribute to the overarching reduction targets of the SCHOTT Group. The actions listed below showcase our main initiatives to support the policy objectives in the areas where we see the greatest levers for energy and climate change mitigation: energy efficiency, utilizing green electricity, and initiating technological change. The actions were implemented or continued during the reporting year and should be considered ongoing unless stated otherwise.

Key actions on climate change mitigation	Explanation	Scope of action	Progress in 2025
Optimization of burner setups for minimised gas consumption	We are constantly optimising burner setups in our hot forming line technology to reduce gas consumption and associated CO_2 emissions, while maintaining product quality.	Global (own operations)	The optimization has been implemented for the primary vial production line type across all SCHOTT Pharma sites that operate this line type.
Implementation of membrane filtration technology for the preparation of water for injection (WFI) as fully electric alternative	At the St. Gallen production site, we are using a membrane filtration technology instead of traditional distillation columns for the WFI processes. By doing so, we eliminate steam generation from fossil fuels, supporting fully electric powering and an almost complete reduction of the carbon footprint associated with WFI preparation for washing of RTU products.	Global (own operations)	The first membrane-based WFI preparation equipment has been installed and validated and is now operational.
Switching to 100 % green electricity	We seek to maintain the supply of all our global sites with 100 % green electricity through Energy Attribute Certificates (EACs) that are indirectly procured centrally at the group level by SCHOTT AG.	Global (own operations)	We annually monitor and assure the supply of each site with 100 % certified green electricity and have initiated the planning of the respective measures for our joint ventures.
Construction of the first climate-friendly electric melting tank	SCHOTT Group' is transitioning from traditional oxy-fuel glass melting for pharmaceutical glass tubing, which relies on natural gas, to an electric melting technology. One example of this transformation is the introduction of FIOLAX® Pro OCF, an advanced Type I borosilicate glass tube manufactured using electric melting processes.	Regional (upstream value chain)	SCHOTT Group is constructing an electric melting tank at its site in Bavaria, Germany. The transition to use of electrically molten glass tubing (FIOLAX® Pro OCF) is projected to reduce cradle-to-gate emissions for typical glass vials by approximately 30%, thereby lowering SCHOTT Pharma's Scope 3.1 emissions.
Expanding sustainable procurement	We are actively engaging our suppliers for climate action and follow the Science-Based targets of the SCHOTT Group to jointly counteract the upstream CO_2 footprint of our supply chain.	Global (upstream value chain)	We ran information sessions with our suppliers to communicate our expectations regarding climate protection, SBTi target setting and support opportunities by us. To follow up on our expectations and our Supplier Code of Conduct, we are systematically monitoring the ESG performance of our suppliers.
Engaging suppliers to enlarge the use of green electricity	We engage our suppliers to increase their use of green electricity. This includes promoting participation in the "Energize" program for Power Purchase Agreements and know-how.	Global (upstream value chain)	We invite relevant suppliers to our "Energize" program and monitor registrations and relevant supplier electricity usage afterwards. Five new suppliers joined this initiative in the reporting period.

Targets and metrics

As pointed out in the presentation of our transition plan, SCHOTT Pharma as part of SCHOTT Group contributes to the group targets on emissions reduction, which are SBTi aligned. The targets were defined on group level, as SBTi guidance requires, whilst SCHOTT Pharma has adopted these targets for its own scope of operations with the same exact target percentages. In addition to this methodological consideration, setting targets on group level also had practical considerations, particularly the highly interconnected value chains, shared expertise and similar notions on how to approach climate change mitigation as research-focused companies. Our common approach follows the mitigation hierarchy of 'avoid – reduce – compensate'. The overarching group SBTI targets align with the SBTI cross-sector pathway in line with a 1.5° trajectory due to the lack of applicable sector specific pathways for our industry.

Underlying assumptions for the SCHOTT Group goal setting whilst defining the groupwide carbon reductions path were partly based on scenarios of business development and on external influences, such as the availability of green energy. Except for SBTi, no other stakeholders were involved in the group level goal definition process. The group level goals were subsequently adapted by SCHOTT Pharma with the exact same target values for our own scope of operations.

Own operations

Regarding the decarbonization of our own operations, we have adopted the SCHOTT Group targets, which were set in 2020. This includes the target to reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 46.2% until 2030, which is in line with the goal of the Paris Agreement to limit global warming to 1.5 degrees Celsius until the end of the century. Our base year for comparison – consistent with the Group's target – is fiscal year 2019, which was selected as a stable reference year as subsequent years were characterized by major disruptions in energy markets and production volumes caused by the COVID-19 pandemic. This approach was also confirmed during the group-level target setting process with SBTi.

To support transparency and accuracy, we calculate GHG emissions in line with the methodologies of the GHG Protocol. For the calculation of Scope 2 emissions, SCHOTT Pharma has selected the location-based and the market-based approach in accordance with the GHG Protocol. We primarily use energy supplier invoices to determine energy consumption. Where invoices are not available or plants have metering systems, we use metered data instead. Energy data is normalized by production output to account for external factors, such as seasonal variations, ensuring reliable and comparable figures for tracking our emissions and progress toward targets.

Since 2019, the switch to green electricity at all our global sites, achieved through the indirect procurement of certificates of origin at the SCHOTT Group level, has already resulted in reductions in CO_2 emissions. Our goal is to maintain this 100% green electricity supply.

Another decarbonization lever consists of increasing energy efficiency in production and facility infrastructure as well as driving technological evolution, particularly in hot forming technologies. To this end, we are planning to conceptualize and roll out the optimization of burner setups for minimised gas consumption for our primary vial line type by the end of 2025. Regarding the other line types, we are currently developing the respective timeline, which we plan to have finalized also by the end of 2025. Regarding the transition to membrane filtration technology for the preparation of WFI, our plan is to have completed the validation and implementation of this technology for our first site by 2026.

In 2019, our Scope 1 and Scope 2 emissions (market-based) amounted to 78,411 t CO_2eq. In the reporting year, they amounted to 29,773 t CO_2eq, representing a reduction of 48,638 t CO_2eq in absolute terms and 62.0% in relative terms. This means we are currently already exceeding the 46.2% target set for 2030. Nevertheless, the 2030 target remains ambitious and challenging due to potential fluctuations in plant utilization, growth, and portfolio effects. The underlying trend is reviewed annually by the entire Group and by the individual business units to evaluate the effectiveness and efficiency of concepts and measures, as well as the associated resource allocation.

62%

reduction in CO_2eq Scope 1 and 2 emissions since 2019 (market-based)

Supply chain

As part of its decarbonization efforts in the supply chain, the SCHOTT Group has set itself the goal of reducing its Scope 3 greenhouse gas emissions related to fuel and energy-related activities (Scope 3.3) and investments (Scope 3.15) by 27.5% by 2030. Furthermore, it aims to source 74.23% of its purchased goods and services (Scope 3.1), capital goods (Scope 3.2), and upstream transportation and distribution services (Scope 3.4) from suppliers who have themselves committed to SBTi-based targets by 2027.

Greenhouse gas emissions in SCHOTT Pharma's Scope 3.3 activities related to fuel and energy-related operations amounted to 11,702 t CO_2eq in the fiscal year, compared to 19,066 t CO_2eq in the base year. Emissions in Scope 3.15 related to investments amounted to 33,418 t CO_2eq in the fiscal year, compared to 21,222 t CO_2eq in the base year. Base year values for other Scope 3 categories have not yet been calculated. This represents a combined increase in emissions from Scope 3.3 and 3.15 of 11%, compared to a planned reduction of 27.5%.

The planned reductions in emissions from Scope 3.3 and Scope 3.15 are being pursued through the transition to renewable energy sources. For further Scope 3 reductions beyond our defined targets, renewable energy sources, new production technologies, particularly for glass tubes, efficiency improvements, and upscaled energy and emissions management by our suppliers represent key levers for decarbonization. In this context, the commissioning of the first climate-friendly electric melting tank is planned for 2027, enabling the switch from natural gas to electric melting technology.

Despite our own efforts to improve measurement and calculation methods, a precise quantification of the impact achievable through each decarbonization lever is not yet possible.

Energy consumption and energy mix

Our energy-related metrics are generally calculated based on primary data (e.g., invoices, meter readings) and are stored in a central database. In case of entities for which we do no collect primary data because of limited size and impact, such as smaller sales affiliates, we estimate energy usage. Despite sound and consistently applied methodologies, there is a certain risk of deviations. This risk is limited, as our recording and calculation methodologies are subject to audits in accordance with ISO 50001.

100% of the electricity we procure is based on green electricity contracts, which cover both our production facilities and our office buildings. The procurement of the Guarantees of Origin is handled indirectly by SCHOTT AG at the Group level, including the coverage for SCHOTT Pharma. In this context, we distinguish between the following types of contractual instruments:

- Unbundled energy attribute certificates (EACs): contracts under which energy and EACs are purchased separately from different sources.
- Bundled EACs: power purchase agreements (PPAs) that entail the procurement of energy bundled with EACs from a single source.

Contractual instruments (%)	2025
Percentage of contractual instruments (Scope 2)	100%
Share of bundled energy attribute claims	0%
Share of unbundled energy attribute claims	100%

Since SCHOTT Pharma's activities fall under NACE codes C22 and C23, as the company is being considered to operate in a high climate impact sector according to the ESRS. SCHOTT Pharma is thus obliged to disclose the energy intensity pertaining to its economic activities. Since all commercial activities of SCHOTT Pharma pertain to these two NACE code sectors, no differentiation between SCHOTT Pharma's general disclosures and those for activities in high climate impact sectors is required. The related KPI is calculated based on the ratio of SCHOTT Pharma's total energy consumption and its total revenue as reported in the income statement for the financial year.

100%

of our electricity is procured from renewable sources

Energy consumption (MWh)	2025
Fuel consumption from coal and coal products	–
Fuel consumption from crude oil & petroleum products	–
Fuel consumption from natural gas	151,777
Fuel consumption from other fossil sources	1,709
Purchased/acquired electricity, heat, steam, cooling (from fossil sources)	–
Total fossil energy consumption (sum of above)	**153,486**
Share of fossil sources in total energy consumption (%)	49%
Nuclear energy consumption	–
Share of nuclear in total energy consumption (%)	–
Renewable fuel consumption (biomass, waste of biologic origin, biogas, renewable hydrogen, etc.)	–
Purchased/acquired electricity, heat, steam, cooling (renewables)	160,042
Self-generated non-fuel renewable energy	–
Total renewable energy consumption (sum of above)	**160,042**
Share of renewable sources in total energy consumption (%)	51%
Total energy consumption (sum of fossil + nuclear + renewable)	**313,528**
Renewable energy production	–
Non-renewable energy production	–
Energy consumption in high climate impact sectors	313,528
Net revenue from high climate impact sectors (EUR m)	986
Energy intensity per net revenue (MWh / EUR m)	318

Energy data is collected and consolidated monthly in a central database, allowing us to monitor deviations and ensure data consistency. In 2025, estimated data, representing 0,15% of total energy consumption, were based on headcount and comparable site data, covering the Mainz office and standalone sales offices. No coal or crude oil consumption was recorded during the reporting period. Revenue from the Consolidated financial statements was used to calculate the intensity values. Further information can be found in Note 4 of the notes to the Consolidated financial statements.

GHG Emissions of Scope 1, 2, and 3, and Total GHG Emissions
SCHOTT Pharma calculates and discloses its GHG emissions in accordance with the methodology provided by ISO 14064, which in turn is based on the GHG Protocol as standard of reference.

We report all direct GHG emissions resulting from our own operations (Scope 1) and indirect GHG emissions created through the purchase of electricity, heat, cooling and steam (Scope 2), and GHG emitted in our upstream and downstream value chain (Scope 3).

Scope 1 emissions entail GHG resulting from activities under the financial and operational control of SCHOTT Pharma, in accordance with ESRS. They comprise stationary fuel combustion in our factory and office buildings, mobile fuel combustion in company vehicles, emissions from physical and chemical processes, and refrigerant losses in our facilities. Scope 1 GHG from fuel combustion were calculated by multiplying fuel-specific consumption data by corresponding emission factors. Fugitive emissions were converted using values to express their global warming potential.

For scope 2 emissions, we calculated both market-based and location-based scope 2 emissions. We source all our electricity based on Guarantees of Origin. In 2025, site-specific Scope 2 GHG emissions did not include the Mainz office or standalone sales offices.

Scope 3 emissions were calculated based on financial data, using average spend and partially quantity-based calculations and supplier-specific emission data. The emission factors used in our calculation were provided by EXIOBASE, DBEIS, ecoinvent, and in some cases by the specific supplier. Regarding category 3.1 of the GHG protocol (“purchased goods and services”), we were able to increase the data quality by switching to supplier-specific emission data for 11.23 % of the total considered spend.

For the individual categories of Scope 3 that account for the largest share of the total, different calculation methods were used, which we present in the following:

- **Category 3.1 – Purchased goods and services Category 3.2 – Capital goods:** As the methodological approach to calculating GHG from these two categories is identical, we present our approach jointly here. The two categories together include all emissions from the production of products acquired and delivered to us, including raw material extraction, manufacturing and transportation up to the Tier 1 supplier. Given the scale of our operations, these emissions are the largest Scope 3 category. It also includes emissions from packaging. The corresponding GHG emissions were calculated by multiplying the physical or monetary volume of the goods and services procured by the relevant sector- and country-specific emission factors.

- **Category 3.3 – Fuel- and energy related activities:** The GHG pertaining to this category result from the production of energy and fuels which are not already covered by Scopes 1 and 2. The corresponding economic activities comprise the extraction, production, and transportation of fuels consumed by SCHOTT Pharma directly, or consumed in the generation of electricity, steam, heating, and cooling that is purchased by SCHOTT Pharma. The resulting GHG emissions are calculated by multiplying our fuel- and energy-related consumption data by the relevant emission factors.

- **Category 3.4 – Upstream transportation and distribution:** Our GHG emissions in this category comprise emissions from the transportation and distribution of products purchased in the reporting year, between our tier 1 suppliers and our own operations in vehicles not owned or operated by SCHOTT Pharma. Moreover, it comprises emissions from third-party transportation and distribution services purchased by us in the reporting year, including inbound and outbound logistics as well as third-party transportation and distribution between our own facilities. In our case, the modes of transportation include air, rail, road, and marine transport as well as related storage activities. For the calculation of emissions in this category, we use an entirely spend-based approach.

- **Category 3.5 – Waste generated in operations:** Scope 3.5 emissions are calculated using waste mass data obtained from the central EHS reporting system. The waste is measured in tons and classified as either non-hazardous or hazardous. To determine the resulting emissions, specific emission factors are applied to each waste category.
- **Category 3.6 – Business travel:** Scope 3.6 emissions are calculated using specific data sources for each travel type. Rental car emissions are determined from provider reports detailing distance traveled by vehicle category, multiplied by relevant emission factors. Flight emissions are based on booking provider data, using total flight distances and a flight emission factor. The Radiative Forcing Index (RFI) is not taken into account when calculating the flight emissions Rail travel data is sourced from Deutsche Bahn for Germany and from our travel provider for other countries, with distances categorized and respective emission factors applied.
- **Category 3.7 – Employee Commuting:** For the calculation of Scope 3.7 emissions, we account for differing home-office arrangements between employees working in administration and manual workers. Average commuting distances are used for all regions except Germany, where distances are determined using employee commuting data from our site in Mainz. A modal split is applied, with specific emission factors assigned to each mode of transportation.

93%

represents our Scope 3 contribution to total emissions (market-based)

- **Category 3.8 – Upstream leased assets:** For Scope 3.8, we apply a spend-based approach to calculate emissions from real estate leases, while using an asset-specific methodology for vehicle leases. Fuel consumption data for leased vehicles is collected at the site level. Subsequently, Scope 1 and 2 emissions associated with these leased assets are calculated.
- **Category 3.9 – Downstream transportation & distribution:** Scope 3.9 emissions are conservatively estimated by referencing the data from Scope 3.4 emissions. To determine the appropriate share, we analyze the Incoterms and net sales for the reporting period, establishing the ratio between SCHOTT Pharma-paid transportation and customer-paid transportation. This ratio is then applied to the Scope 3.4 emissions, resulting in an estimate for Scope 3.9 emissions. Since Scope 3.4 includes inbound, outbound, and intra-company transport activities, this approach supports the estimate remains highly conservative.
- **Category 3.10 – Processing of sold products:** Scope 3.10 emissions are calculated based on the quantity of goods sold and the key production processes carried out at customer facilities. Energy consumption for each relevant process is estimated using desk research and expert input. Emission factors are then applied to the sold volumes and the estimated energy usage to determine the total Scope 3.10 emissions.
- **Category 3.11 – Use of sold products:** SCHOTT Pharma supplies primary packaging solutions for injectable drugs. The environmental impact during the use phase lies primarily with the pharmaceutical product itself, not the packaging. Therefore, this category does not apply to our scope.

- **Category 3.12 – End-of-life treatment of sold products:** To calculate Scope 3.12 emissions, we assume that all saleable goods are ultimately disposed of in a landfill at the end of their lifecycle and apply the relevant emission factor accordingly. For packaging, the quantity is estimated based on expenditures for packaging materials during the reporting period. The waste treatment method at end-of-life is determined using publicly available waste management data. The calculation considers landfill, incineration, and recycling as possible treatment methods, with the appropriate emission factor applied to each.

- **Category 3.13 – Downstream leased assets:** SCHOTT Pharma does not lease assets to third parties as part of our business operations, making this category irrelevant.

- **Category 3.14 – Franchises:** SCHOTT Pharma does not operate under a franchise model, so this category is not applicable.

- **Category 3.15 – Investments:** SCHOTT Pharma determine emissions in this category based on the energy consumption of major joint ventures and on revenue-based estimates for other investments. In both instances, the ownership structure, shares, and revenues correspond with the information provided in SCHOTT Pharma's annual report. For major joint ventures, emissions are calculated using primary data on energy consumption in MWh for the most recent reporting period available, combined with country-specific emission factors for each energy source. Emissions from other investments are estimated based on NACE codes, the country of operation, and revenue, multiplied by an appropriate emission factor.

Absolute GHG emissions	2025	2024	Baseline year	Δ vs. PY %	Target 2030	Δ vs. Target %
Scope 1 GHG emissions						
Scope 1 GHG emissions (t CO_2eq)	29,773	27,536	29,602	8%	–	–
GHG emissions from regulated emission trading schemes (%)	0%	–	–	–	–	–
Scope 2 GHG emissions						
Scope 2 location-based GHG emissions (t CO_2eq)	44,596	43,941	43,386	1%	–	–
Scope 2 market-based GHG emissions (t CO_2eq)	0[1]	60	48,809	–100%	–	–
of which is indirectly covered by the group with EACs (MWh)	160,042	–	–	–	–	–
Total Scope 1 and 2 GHG emissions (market-based) (t CO_2eq)	**29,773**	**27,596**	**78,411**	**8%**	**42,185**	**–29%**
Significant scope 3 GHG emissions						
1 Purchased goods and services	220,305	212,183	–	4%	–	–
2 Capital goods	33,403	47,831	–	–30%	–	–
3 Fuel and energy-related Activities (not included in Scope 1 or Scope 2)	11,702	11,009	19,066	6%	–	–
4 Upstream transportation and distribution	13,450	9,113	–	48%	–	–
5 Waste generated in operations	1,804	6,820	–	–74%	–	–
6 Business travelng	1,724	2,041	–	–16%	–	–
7 Employee commuting	5,456	5,205	–	5%	–	–
8 Upstream leased assets	1,335	1,073	–	24%	–	–
9 Downstream transportation	6,422	3,696	–	74%	–	–
10 Processing of sold products	67,492	56,177	–	20%	–	–
11 Use of sold products	–	–	–	–	–	–
12 End-of-life treatment of sold products	16,437	12,921	–	27%	–	–
13 Downstream leased assets	–	–	–	–	–	–
14 Franchises	–	–	–	–	–	–
15 Investments	33,418	29,650	21,222	13%	–	–
Total Scope 3 GHG emissions in categories 3.3 and 3.15 (t CO_2eq)	**45,120**	**40,659**	**40,288**	**11%**	**29,209**	**54%**
Total indirect (Scope 3) GHG emissions (t CO_2eq)	**412,948**	**397,719**	**40,288**	**4%**	**–**	**–**

[1] Market-related Scope 2 emissions are indirectly covered by EACs, which are centrally procured by SCHOTT AG at the group level.

Absolute GHG emissions	2025	2024	Baseline year	Δ vs. PY %	Target 2030	Δ vs. Target %
Total Scope 1, 2 and 3 GHG emissions						
Total GHG emissions (location-based) (t CO_2eq)	487,317	469,196	–	4%	–	–
Total GHG emissions (market-based) (t CO_2eq)	442,721	425,315	–	4%	–	–

For calculating the 2025 corporate carbon footprint (CCF), certain approximations are applied. Refrigerant data are collected for Q1 through Q3 and then extrapolated to estimate consumption for the full fiscal year by multiplying by 4/3. For energy-related emissions, we refer to the estimations in the "energy consumption and energy mix" section. All energy and emissions indicators are verified through external auditing of the Corporate Carbon Footprint (CCF). In 2025, site-specific Scope 2 GHG emissions did not include the Mainz office or standalone sales offices.

GHG intensity based on net revenue	2025	2024	Δ vs. PY %
Total GHG emissions (location-based) per net revenue (t CO_2eq/EUR m)	494	490	1%
Total GHG emissions (market-based) per net revenue (t CO_2eq/EUR m)	449	444	1%

Revenue from the Consolidated financial statements was used to calculate the intensity values. Further information can be found in Note 4 of the notes to the Consolidated financial statements.

Heat Recovery – Turning Waste Heat into Climate Action

As part of SCHOTT Pharma's Zero Carbon initiative, the site in Hungary has taken a major step towards reducing emissions by recovering and reusing waste heat. Andras Rege, Facility Group Leader in Hungary explains how a multi-phase project is transforming the facility's heating concept.

What is the heat recovery project about and how does it work?

Andras: The project began two years ago with the aim of reducing our reliance on natural gas by recovering waste heat from compressed air systems. We started by building a new heat center that collects warm water from compressors and distributes it to provide heating in different areas of the site. Then, we installed heat exchangers and pumps to provide heating for the warehouse and production areas.

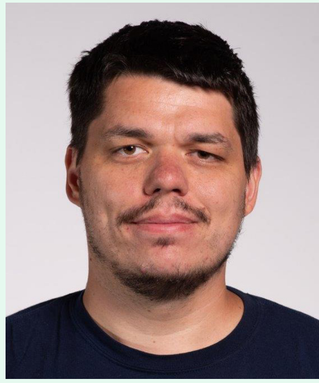
What improvements have you achieved so far?

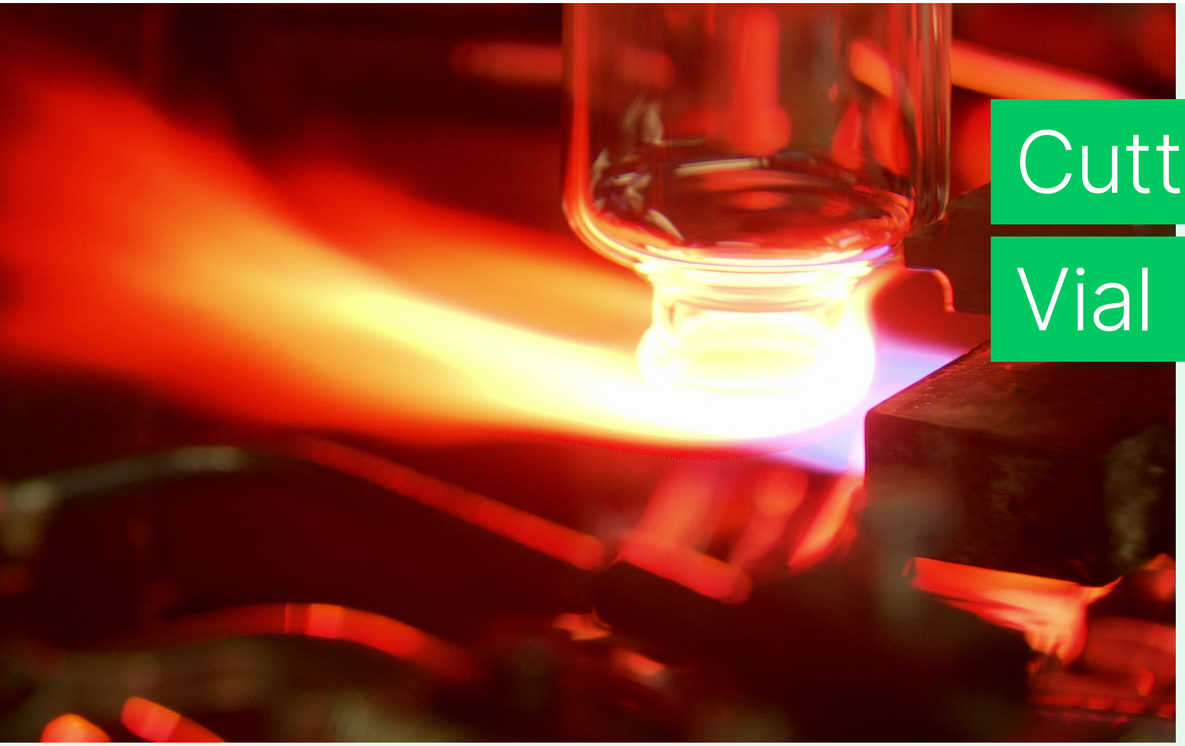
Andras: The new system has already led to a reduction of 120 tons of CO_2 equivalents per year. It is a clear example of a green investment: it improves operational efficiency while directly supporting our climate goals. The central heating system not only saves energy but also increases flexibility in how we manage heating across the site. Every step we take brings us closer to achieving our climate targets.

What are the next steps for the heat recovery?

Andras: The next milestone is to connect the newly established production building to the central heating system. This will allow us to use waste heat even during shutdowns, ensuring steady heating. The result will be a resilient, energy-efficient system that supports production needs while further reducing our carbon footprint.

Andras Rege
Facility Group Leader in Hungary





Cutting Emissions in Vial Production

As part of SCHOTT Pharma's commitment to climate action, the production process for glass vials was optimized and emissions reduced. In this interview, Stephan Artz, Manager & Global Process Owner Hot Forming shares how targeted improvements are helping to decarbonize operations while maintaining high product quality.

What was the goal of optimizing vial production?

Stephan: Our aim was to reduce emissions in the production of vials by improving energy efficiency in the converting process - the production step from glass tube to vial. Following a thorough analysis, we identified the gas burners used in the process and their setup as opportunities to reduce emissions in our production network.

How did you optimize the vial production and how does this support SCHOTT Pharma's climate targets?

Stephan: Key factors in optimizing the burner setup were standardizing the distance between the burners and vials as well as adjusting burner width to match different vial formats. We identified that the flame width often exceeded the diameter of the glass tubing, leading to unnecessary energy use. We also halved the burner-to-product distance to minimize energy loss. By standardizing parameters across formats, we created consistent, more energy-efficient practices while maintaining the required quality level.

What are the next steps?

Stephan: So far, we have implemented the changes for vial production. The next step is to transfer the optimized setup to other product groups. While the basic concept is comparable, each product and machine setup need to be reviewed to ensure compatibility.

Stephan Artz
Manager & Global Process Owner
Hot Forming

Resource use and Circular Economy

Material impacts, risks and opportunities

SCHOTT Pharma has conducted a double materiality assessment to identify actual and potential impacts, as well as risks and opportunities related to resource inflows, outflows, and waste. In parallel, as part of the conception phase, the Sustainability, Product Development, and Procurement departments collaborated to optimize the product and packaging portfolio, focusing on environmental footprint, resource use, and packaging waste. Insights from these processes were aligned with management and guide our product management in shaping the future portfolio. The identification and assessment of the respective IROs as part of the DMA was coordinated and supported by the Sustainability and EHS teams as well as the Product Development teams. The process involved qualified assessors and validators with profound expertise relevant to the assessment. Topics were evaluated both at the operational level and across the value chain, applying methodologies consistent with SCHOTT Pharma's internal risk framework and aligned with ESRS requirements.

The assessment of impacts was informed by exchanges with customers, suppliers, and other business peers through review meetings, dedicated sustainability dialogues, joint projects, and industry events. Internal consultations with subject-matter experts in product development, procurement, sustainability, and EHS further enriched the evaluation. These experts provided valuable insights based on their operational oversight and cross-functional experience within the organization.

Through the process the following material IROs were identified:

- **Usage of virgin non-renewable materials** (negative impact, actual, upstream value chain and own operations, short-, medium and long-term) SCHOTT Pharma has identified a material actual negative environmental impact arising from the use of virgin raw materials – such as polymers, plastics, and glass – in its direct operations and upstream manufacturing of packaging components. These materials are selected for their product safety, functional performance, purity, consistency, and suitability for sterile pharmaceutical packaging, including syringes and primary containers. However, their use contributes to natural resource depletion and material consumption, presenting broader environmental implications related to resource efficiency and sustainability.

- **Increasing regulation on packaging waste** (financial risk, own operations, medium- and long-term)
Packaging materials represent an important material inflow in our operations. Regulatory developments, particularly in the EU, are increasingly shaping requirements around recyclability, design, and material content for packaging. These changes do not necessarily relate to the waste directly generated by SCHOTT Pharma, but rather to the need to adapt product packaging to comply with evolving legal standards.

- **Circular solutions and sustainable design** (positive impact, actual, upstream value chain, own operations, downstream value chain, short, medium-, and long-term)
SCHOTT Pharma has identified a material actual positive environmental impact arising from its advocacy for circular solutions and ecodesign practices across its value chain, particularly focusing on circular packaging. Through supplier and customer collaboration, industry events, and product innovation, SCHOTT Pharma has influenced how primary pharmaceutical packaging has been conceptualized. Through its circular packaging initiatives, SCHOTT Pharma pioneers the introduction of circular material use in compliance with regulatory requirements, affecting both its direct operations and upstream value chain partners, contributing to resource efficiency, waste reduction, and environmental conservation. The impact is considered positive, systemic, and driven by a proactive role in shaping industry norms acceptance and toward circularity.

Policies

SCHOTT Pharma has implemented various policies in order to manage material impacts as well as risks and opportunities related to resource use and circular economy. Central in this regard are our Ecodesign Guideline, EHS Guideline, Supplier Code of Conduct, which sets out our expectations from suppliers in this regard, and Purchasing Guidelines.

Ecodesign Guideline

The central objective of our Ecodesign Guideline is to support SCHOTT Pharma's aim of decoupling economic growth from the consumption of finite natural resources by increasing resource efficiency and developing circular economy concepts. As the latter can only make a meaningful impact across organizational boundaries, the policy considers not only our internal operations, but also our value chain. It applies to all new product developments and mandates the evaluation of our product and packaging concepts, production processes as well as the related waste streams, seeking an optimization that helps to keep the related materials in the loop and reduce waste volumes. Compliance to the principles of the Ecodesign Guidelines is reviewed in the design reviews executed in various stages of the globally valid product development process under the responsibility of the Head of R&D. The guideline is available internally via the document management system.

In line with this aim, the policy puts a key focus on increasing packaging density, recyclability and the respective development of solutions in collaboration with suppliers and customers. Among the principles it comprises are the use of less material and reductions regarding processing, sterilisation and transportation.

EHS Guideline

One central focus area of our EHS Guideline is waste management. This group-wide document establishes binding requirements for all locations, ensuring a consistent standard and continuous improvement across all production sites under the control of SCHOTT Pharma. The corresponding procedures and governance regulations are integrated at sites that have ISO 14001-certified environmental management systems. Ultimate responsibility for the guideline and its implementation rests with the EHS Commissioner of the SCHOTT Group.

Supplier Code of Conduct

As part of doing business with SCHOTT Pharma, suppliers have to commit to the values and principles laid down in the Supplier Code of Conduct. In alignment to the principles of the United Nations Global compact and the values of SCHOTT AG and SCHOTT Pharma, the code is transporting expectations to the suppliers of SCHOTT Pharma. As a core element, it is expressing the obligation to take responsibility for the environment. In particular, suppliers are requested to use natural resources efficiently and reduce waste.

In cases where a supplier refuses to sign the Supplier Code of Conduct or does not take effective measures to remedy identified shortcomings even after our request, or if recurring systematic violations are recognisable, we reserve the right to end our relationship and terminate existing contracts. This step, however, is only the last possible option for us. Instead, it is our aim to work in partnership with our suppliers and help them develop to jointly strengthen environmental protection. Ownership of the onboarding of suppliers and confirmation of the Supplier Code of Conduct is with Procurement, managed by our Global Head of Purchasing.

Purchasing Guidelines

Through our purchasing guidelines we make sustainability criteria part of the decision making in procurement. The guidelines are mandatory for all SCHOTT Pharma employees involved in procurement processes and require the consideration of longevity, environmental protection, and responsible resource use in the supplier selection process. All major decisions are sanctioned by a Sourcing Council which includes senior leadership from our Procurement Function and the related business unit. Information on SBTi status with respect to ESG issues are used to support sustainable decision making.

Our procurement organization is responsible for purchasing all raw materials, packaging goods and semi-finished components, equipment and machinery as well as sterilisation services, except for tubular glass. Tubular glass procurement is managed by the supply chain organization as the vast majority of the glass is sourced from SCHOTT AG. The procurement organization is managed by a central lead who oversees and coordinates planning and equipment for the products and services we need. It is split into strategic, operational and investment teams with different procurement responsibilities. Strategic aspects are handled by our global category managers, who also realize new designs or design changes in collaboration with experts from R&D and Quality departments. They develop our global supplier strategy, negotiate prices and framework agreements, evaluate suppliers' performance, manage risks, introduce new suppliers, and monitor market and technology trends. Our operational team in turn manages the daily call-offs of direct and indirect materials as well as all other services needed on-site from a procurement perspective, ensuring availability of spare parts and responding to maintenance, repair and operations demands. The investment team is responsible for procuring equipment and machinery. The guideline is available internally via the document management system.

Actions

SCHOTT Pharma has implemented a set of actions for manging the material IROs associated with resource efficiency and circular economy.

Many of these activities have already been initiated before the reporting year, in which they were ongoing, and will be continued beyond the reporting year. Thus, all actions can be considered in progress, unless mentioned otherwise.

Key actions on resource efficiency and circular economy	Explanation	Scope of action	Progress in 2025
Closed-loop plastic packaging	Together with partners and customers, we successfully initiated closed-loop recycling of single-use trays for the supply of primary packaging goods. That constitutes a novum in our industry as virgin material was previously seen as the only way to fulfil the requirements for safe products. Our results demonstrated that trash containers filled with single-use plastic packaging can be transformed into future material sources. As verified by a third party, greenhouse gas emissions per tray could be reduced by up to 50% by using 70% recycled content instead of single-use trays from virgin polymer.	Regional (own operations, upstream and downstream value chain)	Following last year's pilot phase, this year marks the preparation of commercial implementation. The verification study confirming material equivalency to virgin polymer has been completed. Moreover, handling processes were optimized to meet the requirements of routine operations. Based on these results, the first product changes have been initiated, and the customer change management process has been initiated.
Repurposing of glass waste	Selected sites of SCHOTT Pharma forward glass cullet (e.g., tube ends and scrap) from their own production process back to SCHOTT AG's glass melting tanks as secondary raw material for new pharmaceutical tubing. This reduces raw material use and energy consumption. SCHOTT Pharma also supports initiatives for the collection and responsible repurposing of borosilicate glass waste from pharmaceutical manufacturing.	Regional (own operations, upstream and downstream value chain)	The forwarding glass cullet is established at sites located in reasonable proximity to tubing production sites. At other locations, glass cullet is sent to open-loop repurposing options. In collaboration with partners, customers, and academia, SCHOTT Pharma has investigated concepts and requirements for responsible circular use and advantageous repurpose of borosilicate glass waste from pharmaceutical manufacturing.
Secure blister-free syringe delivery	In collaboration with other pharmaceutical companies, SCHOTT Pharma has developed a blister-free packaging concept for prefilled syringes. This system integrates a syringe, cap, functional label, and carton, replacing traditional blister packs. The new packaging reduces plastic and packaging waste, simplifies drug administration in hospitals, and increases pallet packing density by 25% and at the same time reduces the CO_2 footprint of secondary packaging, while still ensuring safe transportation of the final product.	Global (own operations, upstream and downstream value chain)	In January 2025, SCHOTT Pharma launched TOPPAC® infuse syringes, which include a cap design enabling the realization of the secure blister-free syringe concept. The system's advantages for hospital use are further evaluated in a study by the Alliance to Zero in collaboration with academic partners.
Increasing packaging density	Following SCHOTT Pharma's Ecodesign Guideline,, ready-to-use products are optimized for maximum packaging density to reduce fossil resource use, packaging waste, and CO_2 emissions from manufacturing and transport.	Global (own operations, upstream and downstream value chain)	Packaging density is now an explicit topic in the ecodesign review of new product developments at SCHOTT Pharma. For example, the newly launched 1.5 ml ready-to-use cartridge features a packaging concept optimized for density. The new nest retains its external dimensions, but the cartridges are now secured in diamond-shaped holes instead of round ones, accommodating 160 cartridges instead of 100 per nest.

Key actions for resource inflows and outflows	Explanation	Scope of action	Progress in 2025
Industry events	Schott Pharma actively participates and co-organizes industry events and exchange to support the industry's transition to sustainable practices.	Global (own operations, upstream and downstream value chain)	In October 2024, SCHOTT Pharma co-organized the 2-day sustainability conference at the leading pharma trade fair CPHI by developing the agenda, inviting speakers from its network and moderating a format that inspires how a successful sustainable transformation of pharmaceutical supply chains can be achieved. SCHOTT Pharma's Head of Sustainability, Arne Kloke, was appointed member of the Steering Group of the CPHI Sustainability Collective, which takes a leading role in transitioning to a sustainable pharmaceutical industry.
Alliance to Zero	SCHOTT Pharma is a co-founder of the Alliance to Zero. The Alliance to Zero is a supply chain initiative in the pharmaceutical industry focusing on facilitating the transition of injection devices to net-zero emissions. Across its member companies and partners, the Alliance runs several working groups to develop product concepts and systemic solutions across the value chain.	Global (own operations, upstream and downstream value chain)	The Alliance ran exchange and working groups dealing with topics such as sustainable materials, ecodesign and circular economy in the context of injection products. It also shared the outcomes of its working groups on ecodesign, the use of bioplastics and the secure blister-free syringe packaging in whitepaper publications and industry events such as Pharmapack or the Scope 3 Peer Group meeting.

Targets and metrics

SCHOTT Pharma has not defined strategic targets yet regarding material resource use and aspects related to circular economy. Therefore, no targets are reported on here.

Nevertheless, SCHOTT Pharma tracks the effectiveness of its existing policies and actions through internal processes, including design reviews under the Ecodesign Guideline and, where applicable, monitoring of waste management practices via ISO 14001-certified environmental management. These processes provide insight into resource efficiency improvements, packaging optimization, and waste reduction performance across operations and the value chain.

While no formal level of ambition has yet been published, qualitative indicators such as product and packaging recyclability or packaging density are guiding product development decisions. Waste volumes are already being evaluated internally.

Metrics on resource inflows

The most important resource purchased by SCHOTT Pharma is glass. In tubular form it is sourced in its vast majority from the Tubing Division of SCHOTT Group. Moreover, we procure polymer granulates for our polymeric drug delivery systems and various packaging components (e.g., trays, nests and tubs), which are typically made from polymer or cardboard materials.

For calculation purposes regarding resource inflows, we consolidate procured glass volumes from SAP reports provided by our supply chain organization, while the use of all other goods is calculated based on the invoice flows in our procurement software, which combines data on volumes with master data information from SAP. Master data information includes weight and material information. Weight entries are based on CAD data calculations or on measurements performed by us or qualified suppliers. Based on material information, articles are marked as biological material if made of cardboard or wood, to calculate the sub-volume of biological resource inflows. The calculation of secondary, reused, or recycled components or materials was not applicable, as only virgin materials were used.

Resource inflows	2025
Total weight of technical and biological materials (tons)	91,385
The absolute weight of biological material (tons)	6,035
Share of biological materials (%)	7%
Weight of reused or recycled components and materials including packaging (tons)	0
Share of reused or recycled components and materials (%)	0%

The calculation of resource inflows and outflows is based on data from several sources, including SAP, Sievo, the internal Waste Report, and site-level inquiries. It is assumed that all materials produced during the fiscal year were sent to customers, as the materials in scope are consumables. Accordingly, total inflows and outflows are considered equivalent. The overall data quality is assessed as high, with 96% of the information derived from primary sources.

Metrics on resource outflows

Among SCHOTT Pharma's most important products are pre-fillable syringes, cartridges, vials and ampoules, which are critical components in our customers' drug manufacturing and distribution processes. For the safe storage and transport of injectable drugs, we supply our customers worldwide with drug containment solutions and delivery systems in pre-sterilised or non-sterilised form, depending on our customers' needs.

In addition to the main products, SCHOTT Pharma routes glass cullet back to production sites of SCHOTT AG's Tubing Division as raw material. The related material volume is quantified based on internal waste reporting and, as it remains at the raw material stage, is excluded from the evaluation of recyclable content.

Purchased packaging components used for product delivery to customers generate waste at pharmaceutical companies or contract manufacturing organizations. All packaging is designed for single use without consideration of repairability. While we cannot directly control how downstream partners manage waste streams, our packaging is designed to facilitate resource recovery. Most components are made from monomaterials, supporting contracted recycling services.

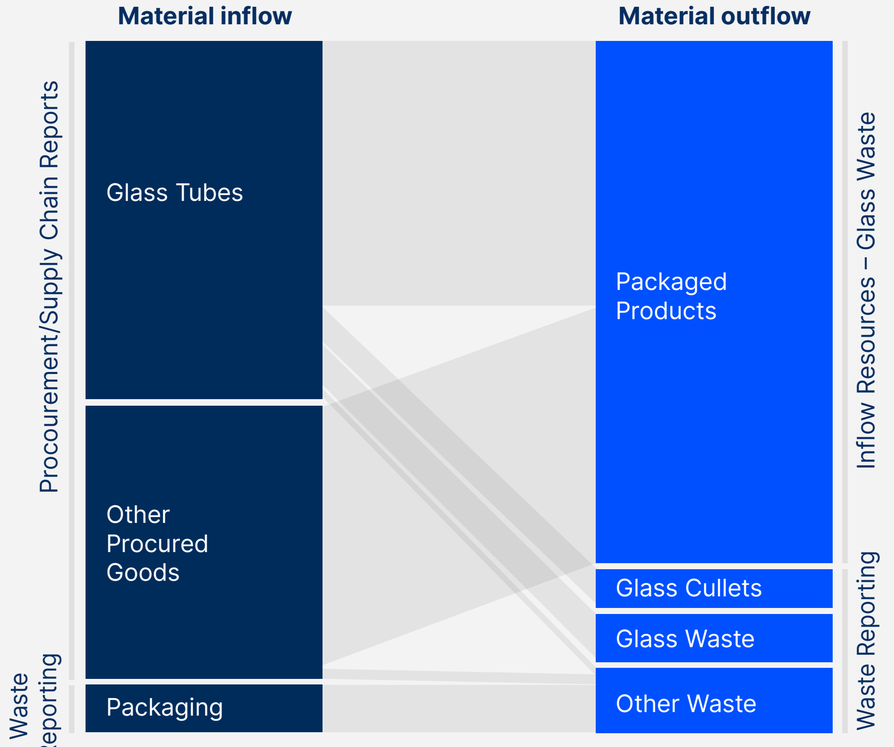
Packaging components from incoming deliveries and other purchased materials required for production also generate waste within SCHOTT Pharma and are included in our waste reporting. The total resource outflow is quantified based on the purchased volumes of glass and packaging, including the resulting waste. Both the glass-related waste fractions and the waste generated within SCHOTT Pharma operations are taken into account.

The partial volume of recyclable resources comprises recyclable packaging sent to customers and waste streams diverted from disposal. For calculating recyclable packaging volumes, purchased packaging articles are categorized as recyclable or non-recyclable based on a recyclability assessment following the guidance of the drafted standard prEN 18120-1:2024.

Resource outflows	2025
Overall total weight of outflow material (tons)	91,385
Total weight of sold products in outflow mass (tons)	79,251
Percentage of sold products in outflow mass (%)	87%
Percentage of waste in outflow mass (%)	13%
Rate of recyclable content in products including packaging (%)	31%

Waste

The most significant share of outflowing materials beyond saleable products consists of glass cullet and glass waste. Pure glass that can be diverted from waste is separated and routed back as glass cullet to melting tanks of SCHOTT AG for reapplication as raw material in pharma tube production. This raw material return procedure is followed whenever economically and ecologically reasonable. If reuse for production is not feasible, primarily due to transportation distances, the glass waste is used for different purposes, such as filling material for civil engineering projects and road construction, for production processes in the cement industry, and as a component of fiberglass insulation or similar applications. Over 99% of our glass waste is forwarded to a second life cycle.



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SCHOTT Pharma also manufactures drug delivery systems using Cyclic Olefin Copolymer (COC). The associated manufacturing waste is directed to an open-loop stream, allowing it to be reused as filler materials in other polymer applications.

Another significant waste stream relates to the packaging materials used for receiving incoming materials at SCHOTT Pharma. These materials typically include cardboard, polymer foils, polymer packaging components, and pallets. Our standard operating procedure for waste accounting is set up to create data-based guidance for optimization of waste streams and supports reporting along the requirements for CSRD compliant reporting. In particular, the categories follow EWC Regulation (EC) 2150/2002 – Guidance on classification of waste according to EWC-Stat categories – and include a split of waste volumes per end-of-life category. Waste quantities are measured using internal records (i.e., invoices) and cover all relevant sites and operations. Where exact data is not available, estimates are applied following documented assumptions.

Waste metrics (tons)	2025
Non-hazardous waste	
Diverted—preparation for reuse	2,422
Diverted—recycling	9,760
Diverted—other recovery operations	1,017
Directed—incineration	48
Directed—landfill	460
Directed—other disposal operations	4
Total amount of non-hazardous waste	**13,711**
Hazardous waste	
Diverted—preparation for reuse	43
Diverted—recycling	21
Diverted—other recovery operations	72
Directed—incineration	36
Directed—landfill	68
Directed—other disposal operations	72
Total amount of hazardous waste	**312**
Total amount of non-recycled waste	**1,776**
Non-recycled waste as percentage of total waste	13%
Total amount of waste generated	**14,022**

Approximately 1.5% of the total waste is based on estimates. In the United States, our service provider for handling waste changed, resulting in missing evidence documents for a three-month period covering paper, plastic, and wood waste. Data for these three months were therefore estimated using the average values from the subsequent months. In China, kitchen and domestic waste are also estimated, as the service provider reports the number of collected bins rather than providing data in metric tons.

River Barrier Installation – Protecting Waterways, Empowering Communities and Reducing Waste in the Environment

As part of SCHOTT Pharma's commitment to environmental stewardship, the site in Indonesia partners with non-profit organization Sungai Watch to install a river barrier that intercepts plastic waste before it reaches the ocean. Herman Oddyansyah Felani, Director of Human Resources Indonesia shares how the initiative combines environmental impact with cultural respect and community engagement.

Herman Oddyansyah Felani
Director of Human Resources Indonesia

What was the motivation behind the River Barrier Installation?

Herman: The project addresses plastic pollution in Indonesia, where rivers are a major pathway for waste entering the ocean. Our goal was twofold: reduce environmental impact and respect local traditions. The river barrier is installed near a sacred temple, ensuring that the initiative respects local traditions while contributing to cleaner waterways.

What benefits has the river barrier delivered so far?

Herman: The barrier installation is cleaned regularly, with collected waste sorted into over 30 material categories for recycling or upcycling. Also, quarterly reports with data and photos of waste catches are provided. Beyond the environmental impact, the initiative has sparked community involvement with clean-ups at the temples of Pura Lempuyang and Gunung Agung.

What are the next steps for the river barrier initiative?

Herman: We have committed to a 12-month plan with regular cleaning activities and quarterly reporting. Beyond this, we are supporting local fundraising efforts to expand the model to other polluted rivers. Our long-term vision is to demonstrate how corporate partnerships can protect waterways, engage communities, and deliver lasting environmental change on a larger scale.

Designing Packaging for Circularity: Lessons from Practice

In the last years, SCHOTT Pharma developed together with Corplex and Takeda a closed-loop recycling system for intermediate trays. Philipp Ludihuser, Sustainability Manager speaks about the challenges encountered, the actions taken, and what's next on the journey toward circular packaging.

What challenges did you encounter during the closed loop recycling pilot?

Philipp: Built on the will to pioneer and driven by strong collaboration with our pilot partners we overcame most of the challenges and presented the results to the pharmaceutical industry. However, two challenges remain. Firstly, the use of multiple materials in one packaging item, such as paper labels on plastic trays. Secondly, the variety of colors used for intermediate packaging, mostly grown over the years and is replaceable without impact on patient safety. Both require cost-intensive sorting or lead to weak recycling outcomes. As a result, a lot of high-quality packaging items do not make it back to its initial application but end up in incineration.

How has SCHOTT Pharma addressed these challenges?

Philipp: We've taken several concrete steps including the application of eco-design principles from the start, the phase out of paper labels, and the switch from colored to translucent intermediate packaging. As of today, 80% of our trays are translucent, reducing the need for color sorting. Paper labels were replaced with labels of the same material as the intermediate packaging, eliminating material mix-ups. These adaptations enable better resource management for our customers and high-quality reuse of our packaging.

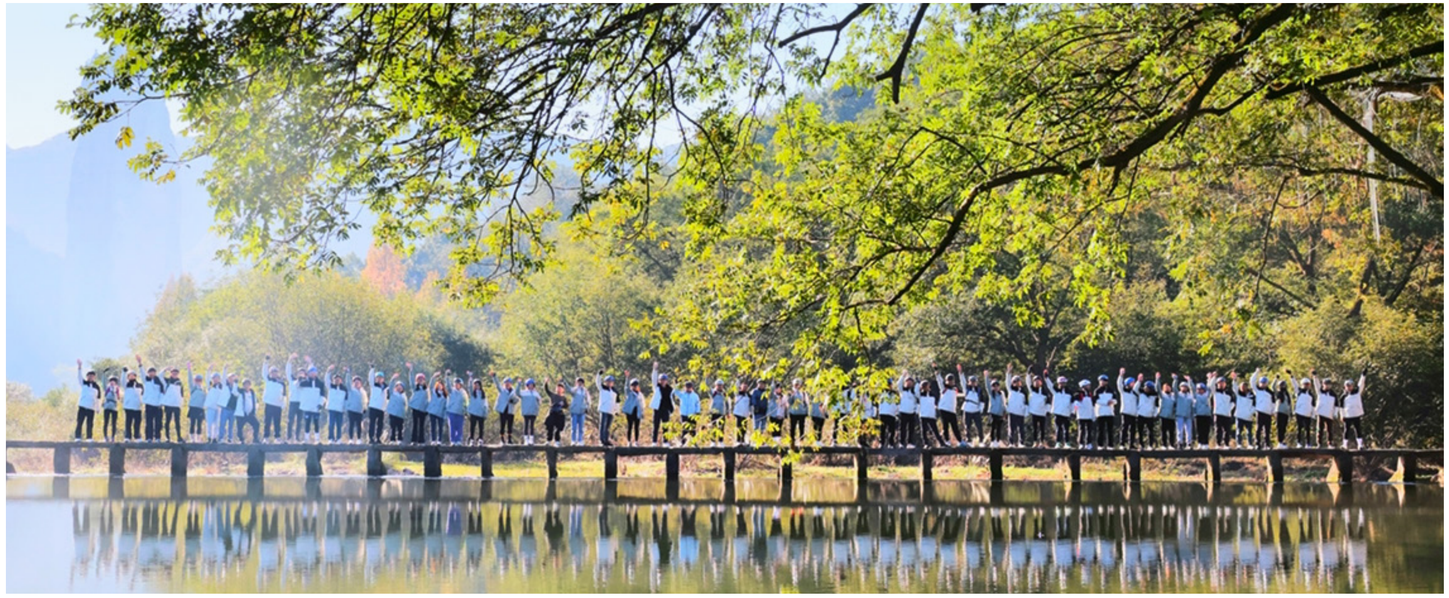
What is the next step for the closed-loop recycling system?

Philipp: Following the success of our ton-scale pilot operations, we're transitioning the closed-loop recycling system into routine operations. We're preparing a commercial offer for our customers and refine the system further. Our goal is to make circular packaging the standard – not the exception.

Philipp Ludihuser
Sustainability Manager

Employment matters

Own workforce



Material impacts, risks and opportunities

SCHOTT Pharma's own workforce comprises all employees and non-employees who are materially impacted by our own operations. According to ESRS S1, we define employees as those that are in a permanent or temporary employment relationship with our business, either on a full- or part-time basis.

As non-employees we consider self-employed people or people provided by third parties who are not formally employed by a SCHOTT Pharma Group company, and who supply labour to us on a regular basis or over a longer period of time. In our case, these are predominantly temporary agency workers. In accordance with the ILO Declaration on Fundamental Principles concerning temporary agency work, we define them as workers who are employed by a temporary employment agency and then hired out by SCHOTT Pharma to perform their work under our supervision and direction. This provides us with the flexibility to react to project-related matters, short-term peaks in demand, or other unforeseen changes in the market.

In our DMA, we included all individuals within our own workforce who could be materially impacted by our own operations. The associated actual and potential material impacts are thus related to SCHOTT Pharma's business activities. Due to the nature of the work, the groups of people in our own workforce who are potentially affected by negative impacts predominantly encompass employees in production or employees of external service providers active on our premises. Accordingly, we identified the following IRO:

- **Employee development and training** (positive impact, actual, own operations, short-, medium- and long-term) SCHOTT Pharma has identified a positive impact stemming from its employee development and training programs, which directly contribute to the enhancement of professional and personal skills, career advancement opportunities, and long-term employability. These initiatives foster internal mobility and contribute to broader societal resilience by equipping employees with transferable competencies.
- **Diversity, Equity, and Inclusion** (positive impact, actual, own operations, short-, medium- and long-term) SCHOTT Pharma is committed to Diversity, Equity, and Inclusion (DEI), creating a positive impact on a fair, respectful, and inclusive workplace culture. Through structured programs – such as inclusive recruitment practices, team development initiatives, anti-harassment measures, and a clear code of conduct – the company strengthens employee trust, collaboration, and engagement. The impact is considered positive, values-aligned, and embedded in operational practices.
- **Employee well-being and work-life balance** (positive impact, actual, own operations, short-, medium- and long-term) SCHOTT Pharma has identified a positive impact arising from its employee wellbeing initiatives, particularly through flexible work policies that support work-life balance and overall satisfaction.

- **Occurrence of accidents in the workplace** (negative impact, potential, own operations, short-, medium, and long-term) If established safety protocols are not rigorously maintained, there is a risk of exposure to hazardous materials or unsafe working conditions, which could lead to harm for employees and non-employees working in our facilities. This potential impact underscores the importance of continuous safety training, process oversight, and a culture of prevention to support a secure and compliant work environment.

SCHOTT Pharma has also identified a material financial risk linked to potentially increasing pressure on compensation structures, driven by a rising cross-industry demand for specialized talent:

- **Skilled labour shortage** (financial risk, own operations, medium- and long-term) In a context of skilled labour scarcity, SCHOTT Pharma may be required to significantly increase both monetary and non-monetary compensation packages to strengthen attraction and retention of qualified professionals. This may lead to increasing cost pressure, potentially affecting workforce stability, operational continuity, and long-term competitiveness if not proactively managed.

In accordance with its DMA, SCHOTT Pharma recognizes its responsibility in the areas of “working conditions” and “equal treatment and opportunities for all”. To meet this responsibility, we take actions in the following areas, which we describe in the respective section below: adequate wages, a diverse working environment, the development of our employees, healthy and safe workplaces, and work-life balance.

Policies

In order to live up the responsibilities regarding our own workforce in the areas indicated, we have implemented several policies to support good working conditions and promote fair and equal treatment. Our policy statements provide the foundations for our actions and are closely aligned with the following internationally acknowledged frameworks and standards:

- Universal Declaration of Human Rights
- European Convention on Human Rights
- Core Labour Standards of the International Labour Organization
- OECD Guidelines for Multinational Enterprises on Human Rights
- UN Global Compact
- Sustainable Development Goals

Our policies are a cornerstone for ethical behaviour in our organisation and compliance with legal requirements by helping us to identify, reduce or prevent against material negative impacts and strengthen positive impacts on our workforce.

Code of Conduct

The SCHOTT Group Code of Conduct, published by the Group Compliance and Legal department, is our central policy document, directly addresses various of the material topics described above in the IRO section and is publicly available.

Regarding adequate wages, the Code of Conduct stipulates adherence to all applicable laws and regulations on remuneration and supports that employees are paid appropriately. It also recognizes the rights of our employees to freedom of association, freedom of assembly, and collective bargaining as a means to negotiate on wages and salaries. Members of employee organisations or trade unions are neither favoured nor disadvantaged.

The Code of Conduct also entails a section on the promotion of a diverse working environment. It sets forth that any form of discrimination, harassment or insult will not be tolerated under any circumstances. The Code strictly prohibits all forms of forced labor, child labor, and human trafficking. All employees have the right to fair, courteous and respectful treatment by managers and colleagues. Thus, we expect all our employees to respect the personal sphere as well as the personal rights of other persons. Sexual harassment and bullying, discrimination or insults will not be tolerated and will result in consequences under labour law.

Concerning employee development, the Code expresses that we value and welcome differences between people, cultures, opinions and perspectives. We demand and encourage the creation of interdisciplinary and intercultural success teams with a gender mix. By doing so, we seek to ensure that employees can make a contribution based on their individual characteristics and strengths. To support the positive development of our workforce we offer a wide variety of trainings and development options for all types of employees and managers on our internal training platform.

Health and safety at work is not negotiable for SCHOTT Pharma. The Code of Conduct requires all members of organisation to uphold high health and safety standards to retain the trust of our employees, business partners and other stakeholders. Beyond the must to ensure compliance with applicable laws and regulations, the Code also promotes a culture in which every individual feels responsible for minimizing risks and safe working practices.

While our Code of Conduct addresses a variety of important topics and provides general norms of behaviour and underlying values, we have also established a set of policies on specific issues with detailed regulations and requirements regarding the people that work for us.

Global Recruiting Policy

Our Global Recruiting Policy, published in 2024 by the Global Head of Human Resources of SCHOTT Group, is available to all employees on our intranet. It commits our managers to recruit objectively and without any bias when filling vacancies. From the job advert, through the selection of applicants, to the final recruitment, it stipulates that nobody is to be favoured on the basis of gender, age or ethnical background.

The Policy reflects our aim of finding the best members for our teams and utilizing their individual skills and strengths, while creating a working environment that is inclusive and free from any form of discrimination. It supports our strive for equal opportunities for everyone to develop and progress. To foster the success of our people, our managers are also asked to identify and remove barriers that might restrict our employees' development and personal growth.

Declaration of Principles on Human Rights

Our Declaration of Principles on Human Rights, which is publicly available on our website and was formally adopted by the Board of Management of SCHOTT AG in December 2022, is our overarching public commitment to acting ethically and responsibly towards our global workforce and along our entire value chain. It reinforces our dedication to international frameworks like the UN Global Compact and ILO core labor standards, which include the eradication of forced labor, child labor, and human trafficking. The declaration outlines our systematic process for identifying and addressing these and other human rights risks, with a focus on eradicating child labor and promoting diversity and inclusion.

It is aligned with our Code of Conduct and Compliance Management System and provides the basis for our global whistleblower system for reporting concerns. The declaration is approved by our top management, thereby ensuring that human rights are central to our corporate strategy.

Anti-Harassment Guideline

Our Anti-Harassment Guideline, which became effective in October 2024, is a formal commitment to fostering a positive and respectful work environment free from discrimination and harassment. The guidelines apply to all SCHOTT Pharma employees and cover all forms of harassment, including bullying and sexual harassment. The document also outlines a clear process for reporting incidents through various channels, such as a direct manager, local trust persons, or the SCHOTT Integrity Helpline, with options for anonymous reporting. All reports are handled confidentially and investigated. Consequences for violations can range from retraining and warnings to termination, depending on the severity of the misconduct. Governed by SCHOTT Group's Compliance & Security function and overseen by management, the guideline aims to ensure that dignity and respect are central to our corporate culture and daily work practices. The guideline is available internally to all employees.

EHS Guideline and Requirements for Safety at Work

Through its publicly available EHS Policy, the SCHOTT Group defines its integrated Management System for Environment, Health and Safety, which in turn builds on the previous IMSU/EHS System and addresses potential threats to health and safety. The integrated management system is managed by the global EHS organization, with SCHOTT Pharma's processes fully integrated and covered by overarching policies.

The requirements for ISO 45001 certification are integrated into our EHS Guideline and implemented locally through site-specific processes. Our guideline explicitly mandates the establishment of a local process, enabling us to merge our local initiatives with global objectives. Compliance with the EHS Guideline is routinely verified through internal and external EHS audits.

Regarding non-employees working on our premises in Germany, we have established "Requirements for Safety at Work", which are also publicly available. The requirements are implemented locally and are thereby within the responsibility of the site managers as well as local EHS advisors and disciplinary managers cascading upwards to the board of management. It declares that the contractor and his employees must follow the occupational health and safety regulations and accident prevention regulations while performing the services that they have been hired to provide. To also include subcontractors, the Guideline requires the contractor to design his contractual relationship with the subcontractor in such a way that it corresponds to his relationship and contractual conditions with SCHOTT Pharma with respect to ensuring the safety and health of employees. The contractor is also asked to inform and train his employees working on our premisses accordingly and appoint a person responsible.

EHS Standard Zero Accidents

SCHOTT Group's Zero Accidents standard outlines a framework for systematically recording, analyzing, and reporting occupational accidents involving employees and agency workers. It mandates monthly reporting using standardized templates, categorizes accidents by severity, and requires prompt documentation in a central database. The standard is defined and managed by the global EHS team and is internally available to all employees. Severe or recurring incidents trigger deeper analysis and dissemination of lessons learned and best practices in our organization. The standard supports continuous improvement through performance indicators, site-specific targets, and integration into EHS governance audits, aligning with SCHOTT Pharma's commitment to proactive risk management and employee safety.

ISO 45001

operated at all established sites and in preparation at our new site in Serbia.

Workforce engagement and remediation

SCHOTT Pharma promotes a fair and open relationships with its employees throughout its entire organisation. It engages with workers' representatives to foster exchange and dialogue. Through its whistleblowing system, it also gives employees and non-employees the possibility to point out grievances, which are considered adequately to identify violations of internal and external regulations and develop remedies and improvements.

Processes for engaging with own workforce and workers' representatives

SCHOTT Pharma integrates the perspective of its workforce on both strategic and operational level to be able to develop meaningful and concise actions. Two tools help us in gaining a holistic and consistent picture of our employees' perspective, satisfaction and commitment. Firstly, we use a bi-annual globalEmployee Survey comprising about 50 questions on various work-related aspects, e.g., working conditions, collaboration, recognition and development, leadership behaviour and company culture. All employees worldwide are encouraged to participated and provide feedback.

In years where we do not carry out a global Employee Survey, we invite employees to participate in our "Pulse Checks", a smaller survey that focusses on leadership behaviour, culture and employee satisfaction. These Pulse Checks can also be used by individual business segments or departments and can be customized to address specific topics brought up by employees of that segment or department.

To guarantee strict anonymity and ensure that employees do not need to fear potential retaliation, all feedback provided by them in either the Employee Survey or the Pulse Check is stored on servers of an external service provider. SCHOTT Pharma does not have access to the data and only receives results reports from the service provider. In Germany, our workers council is closely involved in the survey process and the collaboration with the service provider.

The responsibility for designing and carrying out the Employee Surveys and Pulse Checks lies with the Center of Excellence Talent Management & Cultural Development of the central Human Resources Function at SCHOTT Group, as assigned by the SCHOTT Group Board of Management. SCHOTT Pharma actively participates in these global surveys.

The results of the input and feedback provided by employees of SCHOTT Pharma are discussed on different levels – from team level up to the management team and Board of Management – to ensure that necessary operational and strategic conclusions can be drawn.

Workers' complaints regarding their rights are also considered through the whistleblowing channel and the annual risk analysis carried out in accordance with the German Supply Chain Due Diligence Law (LkSG). In the case of violations, remedials measures are developed and implemented.

Additionally, SCHOTT Pharma engages with employee representatives in the context of the collective bargaining process. As provided by our Code of Conduct, we protect their right to form associations and bargain collectively.

We assess the effectiveness of our engagement with the workforce by tracking the response rate in all countries and sites to understand how large a share of our workforce provided feedback in the Employee Survey and Pulse Checks. In our last Employee Survey in June 2025, we achieved a response rate of 94% of all invited employees worldwide.

In the follow-up process, each team leader receives a results report on their area of responsibility and is held to derive appropriate measures together with his or her team to address potential weaknesses regarding local conditions. If there are less than five responses from a specific unit, the results are aggregated on the next higher level of the organization in order to protect the employees' anonymity and ensure they feel safe to provide honest feedback.

To gain insight into perspectives of people in our workforce that may be particularly vulnerable to impacts or marginalisation, we also rely on the tools mentioned above. In addition, our local HR teams maintain a close dialogue with the workforce on their respective sites, e.g., in daily morning meetings and by pursuing an open-door policy for all employees.

We also regard it as our responsibility to support employees in need because of private or job-related reasons, such as health, stress, care for senior relatives, financial issues or addiction. For every employee concerned that seeks our help, we are assessing a case-specific solution to provide the best possible support, i.e., through our Employee Assistance Program.

In case an employee feels marginalized or discriminated against, the person can also use the anonymous whistleblowing hotline.

Processes to remediate negative impacts and channels for raising concerns

SCHOTT Pharma focuses on preventing negative impacts on its workforce through a variety of precautionary measures. We have implemented an EHS management system to support the health and safety of our employees and to comply with all legal requirements. Our system is aligned to international occupational safety standards and has been audited in accordance with ISO 45001.

As part of our management system, it is mandatory for all managers and employees to comply with the occupational health and safety regulations at all of our locations. They are also obliged to report any unsafe situation or hazard to the supervisor in charge. In a subsequent process, hazards are identified and analysed in risk assessments. If necessary, preventive measures are derived and implemented. Furthermore, our occupational safety specialists provide advice to managers on how to meet EHS standards in their respective facilities.

The results of the risk assessments regarding occupational health and safety are regularly discussed with our managers and further measures are decided upon, if necessary.

To identify potential health and safety issues, but also any other employee or compliance matter, we have a long-established whistleblowing system in place at SCHOTT Pharma. The SCHOTT Integrity Helpline offers various channels for our employees, business partners and other third parties, including non-employees working on our premises, wishing to report potential misconduct or violations of internal or external regulations, including all potential employee matters. To protect the integrity of whistleblowers, we make it possible to report anonymously via a web-based tool. Our Compliance Office ensures that any whistleblower who reports in good faith does not have to fear any form of retaliation for providing information via any of the various channels. In addition, Compliance has designated “Contact Persons” (Vertrauenspersonen) at each facility site, providing an alternative channel for reporting incidents.

To investigate reported issues and initiate follow-up measures, reports are thoroughly investigated internally. All cases classified as critical by this investigation are reported to the respective governance bodies and investigated by the Compliance Committee, thereby ensuring that appropriate remedy is provided. All cases of critical concern are reported to the respective governance bodies and investigated by the Compliance Committee. In addition, the Compliance Office annually reports to the Audit Committee of the Supervisory Board. During the reporting period, one critical concern was brought to the management’s attention and was resolved following our compliance processes.

To create awareness and trust among our workforce of the structures and process in place, we carry out regular training and communication campaigns, e.g., on how to use our SCHOTT Integrity Helpline. Moreover, our Compliance & Security Department conducts regular self-assessments to determine whether the existing preventive measures are recognised and understood by our workforce.

Actions

At SCHOTT Pharma, we are committed to increasing the different positive impacts we make on our workforce and at the same time reducing any potential negative impacts our business practices might have. To achieve this aim, we have established fundamental policies (see section “Policies” above) and engage our workers to identify areas for improvement to derive appropriate measures (see section on “Workforce engagement and remediation”).

To ensure compliance with workers’ rights in our own operations, our actions are also guided by national and international standards as well as our values and internal norms for behaviour.

During the fiscal year, we implemented or continued various actions that should be considered ongoing unless stated otherwise. In their description below, they are clustered into the two overriding material topics for SCHOTT Pharma – “working conditions” and “equal treatment and opportunities for all” – and the corresponding material (sub)-topics as provided by ESRS 1.

Working conditions

Regarding “adequate wages” as one the (sub) topic identified as material, we were undertaking the following actions in the reporting year to ensure that we offer fair and attractive salaries to existing and potential employees.

Key actions on adequate wages	Explanation	Scope of action	Progress in 2025
Annual Compensation Review	SCHOTT Pharma aims to provide fair and competitive compensation through a structured annual process that leverages global and local market insights. To integrate both global compensation data and local labor market characteristics, we employ our Compensation Radar tool. The Compensation Radar gathers local labor market data and external benchmarks by country, supporting informed decisions on pay structures. This information is set into perspective by adding information from global compensation benchmarks and recommending a local budget level for the merit increase of exempt employees. This collaboration with SCHOTT Group’s Center of Excellence “Compensation & Benefits” and local HR expertise is a milestone for alignment with both market standards and internal equity.	Global (own operations)	In 2025, the Compensation Radar and global compensation benchmarks were rolled out worldwide for the second consecutive year. The results enabled our management to set a fair, market-based, and competitive budget level per site, which local supervisors could allocate to their exempt team members based on individual performance and market position. Furthermore, our structured and regular compensation review reduces the risk for SCHOTT Pharma of facing a potential skills shortage and consequently having to significantly increase compensation for experts in high demand on the labor market.
Mapping local benefits	The “Benefit & Sustainability Radar” is an annual survey conducted at all our locations. Its aim is to identify local benefits and improve the exchange of best practices. This allows us to offer our employees compensation and benefits that are in line with current market standards.	Global (own operations)	The survey was launched in October 2025. We will analyze the feedback and, if necessary, implement improvements based on the results in the next fiscal year.

Another key aspect concerning working conditions for SCHOTT Pharma is the health and safety of our workforce. Our actions are oriented towards the needs of specific target groups. They include a systematic management of health and safety issues, the creation of a culture of awareness and sensitivity, and regular training courses, which take place on-site or online depending on function and context. They are generally aimed at preventing work-related accidents and promoting healthy behaviour.

Key actions on health and safety at work	Explanation	Scope of action	Progress in 2025
Maintaining ISO 45001 certification	To maintain ISO 45001 certification is an action and a management system for us at the same time, as it allows us to systematically manage health and safety topics based on the PDCA cycle.	All production sites worldwide, as ISO 45001 certification is location-based.	All of our sites up for recertification passed the respective audit successfully. Regarding new sites, we seek to have implemented a certified management system within a year after the start of commercial production has started. In addition, we checked if the corresponding measures were performed as planned and determined the status quo of employee training.
Establishment of site-specific "Safety Culture Roadmaps"	In the reporting year, every site had to design a tailor fitted Safety Culture Roadmap for financial year 2025 with corresponding actions.	Global (own operations), site-based	The first tracking of the actions derived was undertaken in March 2025. A second update followed in September/October 2025.
Regular EHS training	According to our risk-based approach, all employees have to participate in trainings on EHS matters.	Global (own operations), site-based	We regularly check the training status of all employees.

The third material (sub) topic within "working conditions" for SCHOTT Pharma is work-life balance. Creating attractive working conditions that allow to balance professional and private life is important to us, also because of our long-standing tradition of valuing our employees. Cornerstones for us are family-friendly arrangements, particularly with regard to flexible solutions for workplace and working time but also offering support to employees in need.

Key actions on work-life balance	Explanation	Scope of action	Progress in 2025
Employee Survey & Pulse Check	Our bi-annual Employee Survey and the Pulse Checks that are carried out at least once a year allow us to measure employee satisfaction with regard to working conditions and identify areas for improvement by allowing employees to raise their concerns but also tell us what they appreciate.	All employees worldwide	The Employee Survey was carried out in June 2025 across all sites of SCHOTT Group and SCHOTT Pharma. At SCHOTT Pharma, we achieved a participation rate of 94% of all invited employees worldwide. As a company where manual workers account for more than 70% of the total workforce, we regard this participation rate as proof of our employees' commitment to our way forward and the continuous dialogue with them. The individual employees' feedback from the survey was aggregated into three major indices to reflect the employees' overall satisfaction with their employment (Employee Commitment Index / ECI), the quality of leadership (Leadership Index / LI) and the perceived company culture (Culture Index / CI). The results for this reporting year showed continuously high satisfaction with our workforce, regarding three dimensions (ECI = 83, CI = 83 and LI = 85.
Employee Assistance Program	Through our Employee Assistance Program (EAP), we provide employees with anonymous help on various personal or family-related challenges, such as stress, care for senior relatives, financial issues or addiction.	Regional (all sites in Germany and Switzerland)	We receive anonymized statistics from the external service provider of our EAP tool on how many employees make use of this service. To safeguard the anonymity of the employees who used EAP, SCHOTT Pharma does not get detailed information on the users. During the calendar year 2024, 408 employees of SCHOTT Group and SCHOTT Pharma made use of the EAP service.

Equal treatment and opportunities for all

As an innovation-driven company, SCHOTT Pharma stands for a culture of continuous development and lifelong learning. Our well-qualified employees are a crucial success factor for us in global competition. Operating successfully in a global requirement also requires creating a culture of diversity that fosters equal rights and opportunities and allows employees to develop and contribute their individual strengths.

At SCHOTT Pharma, we provide diverse offers to promote the training and skills development of our employees. The respective programs and courses are designed and held by us, supported by external service providers where appropriate. We make a set of training possibilities with defined learning paths available to our employees in order to account for their different backgrounds, experiences and aims. The training sessions and courses take place either onsite or online or in mixed formats, depending on the contexts and goals.

Key actions on training and skills development	Explanation	Scope of action	Progress in 2025
Development programs for advancing future leaders	We have designated career programs for all career stages in place. We offer several development programs in collaboration with the SCHOTT Group Center of Excellence “Talent Management & Cultural Development” ▪ The International Graduate Program (entry program for university graduates and job starters) ▪ The Horizon programs (Horizon 1 as career orientation program for global talents; Horizon 2 as program to develop into senior management roles; Horizon 3 as highly selective program to prepare the candidate for a top management role).	All employees worldwide	We track retention rates to measure the success of our programs as these rates allow us to evaluate the commitment of employees that have passed the individual programs. We also use feedback surveys to identify strengths and weaknesses of the program and track participants’ career developments. Based on long-term experience, we have defined levels across the different programs that we seek to maintain regarding retention (numbers in parenthesis indicating the level we achieved in the fiscal year): ▪ Terminations (Company Grade I–V): < 3% (4.5%) ▪ graduate retention rate: > 75% (65%) ▪ Horizon 1 retention rate: > 75% (88%) ▪ Horizon 2 retention rate: > 90% (100%) ▪ Horizon 3 retention rate: > 90% (100%)
Career paths for professionals, management, experts and project managers	We offer specialized career paths for employees with different backgrounds and ambitions. While our development programs prepare candidates for a specific role over a defined time frame (ca. 1-3 years), our career paths serve as a mid- to long-term direction in which an employee of SCHOTT Pharma wants to develop their personal career. While most employees follow the professional path (non-management roles) or management path (disciplinary leadership roles), employees with the corresponding ambition and skill-set can also pursue our expert career path, focusing on professional niche expertise, or the project management career path for our full-time project managers, taking over large, often international projects.	All employees worldwide	We track the suitability of the career paths we offer by conducting Training Effectiveness Surveys. In the fiscal year, we also introduced the Leadership Academy to deliver state-of-the-art training options on various aspects of leadership. Throughout this reporting year, all career paths were open for suitable candidates and provided our employees with a clear trajectory for their career development by improving transparency and enabling them to assume more advanced positions in the company.
Global training catalogue with eLearnings and classroom trainings	We offer a global training catalog with e-learning courses and classroom training covering a wide range of skills to meet the specific training needs of SCHOTT Pharma’s units, departments, and individual employees.	All units and employees worldwide	We assess the suitability and effectiveness of our trainings through Training Effectiveness Surveys. Moreover, in the financial year, we introduced a new platform called “uLearn” to provide global trainings. We also rolled out a new tool through which we offer various eLearnings, i.e. on future skills like digitalization.

Diversity, equality and inclusion form an integral part of SCHOTT Pharma's organizational culture. One of our three core values is to "respect others". It highlights our dedication to fostering a working environment where equality and inclusion allow us to harness the full strength of diverse personalities and perspectives, enabling us to "create value" and "drive innovation", which are our two other core values. To this aim, we take a diverse variety of measures.

Key actions on diversity	Explanation	Scope of action	Progress in 2025
Best teams program	Best Teams is part of SCHOTT Group's corporate business strategy and functional HR strategy, highlighting the strategic importance of Diversity, Equity & Inclusion (DE&I) across the organization. The program focuses on building diverse and inclusive teams globally, supported by empowering leadership, appropriate KPIs and regional initiatives.	All employees worldwide	In 2025, we continued to advance the global Best Teams roadmap of SCHOTT Group, our efforts on regional level progressed, with tailored roadmaps under development for China and Latin America. We also continued to monitor the following strategic DE&I KPIs: gender ratio, intercultural ratio, and nationality spread in top management. While intercultural ratio and nationality spread were behind expectations, we were happy to see the positive development regarding gender ratio at SCHOTT (24%, +1% vs. financial year 2024).
Employee Resource Groups	We regard our Employee Resource Groups (ERGs), which are part of the Best Teams program, as a continuous network. As a joint initiative of SCHOTT Group and SCHOTT Pharma, the members themselves decide on which topic they want to focus on that is meaningful to our workforce in the respective region. Their aim is to empower employees to contribute to SCHOTT's cultural journey and strengthen an inclusive work environment by systematically incorporating our employees' perspectives. Participation is open and voluntary. Our ERGs meet at least on a quarterly basis.	All employees worldwide	In 2025, our first Employee Resource Groups in the U.S. and Germany have been initiated. The high interest of our employees in participating in these ERG resonates well with our Best Teams approach to strengthen diversity and build successful teams with a gender mix throughout the company. The first ERG in the United States comprises five5 SCHOTT Pharma employees. The ERG members discussed ways to increase visibility and representation of female colleagues, also with our SCHOTT Group Board of Management member Dr. Andrea Frenzel. The German ERG formed together with SCHOTT Group is led by a female colleague from SCHOTT Pharma, and 23 Pharma of our employees participate in it. We aim to establish more ERGs in other regions such as Latin America or China in the near future.
Unconscious bias training	Through our unconscious bias trainings we seek to ensure that managers involved in the hiring process are aware of biases and develop new hires and existing team members in a fair and inclusive way. It is part of our commitment as stated in our Recruiting Policy to avoid unconscious biases both in assessing as well as selecting candidates. The training is available in our global training catalogue and has been integrated into our leadership curriculum.	Managers globally	We integrated our unconscious bias training into our leadership curriculum.
Female Leaders @Pharma	Our "Female Leaders @Pharma" program aims at increasing the share of female leaders in exempt disciplinary leadership roles to contribute to the Best Teams Program.	Female managers globally	In this reporting period, women held 23.1% all exempt disciplinary leadership positions at SCHOTT Pharma – representing nearly one quarter of such roles.

Targets and metrics

As part of SCHOTT Pharma's commitment to fostering diversity and inclusion, SCHOTT Pharma has defined a target to increase the representation of women in exempt disciplinary leadership positions (Company Grade I–V) to 30% in 2030. This target was set in 2022 on the global level to ensure consistency across all entities. Underscoring the importance of diversity, the Supervisory Board even included the target in the long-term incentive of the members of the Executive Board. The approach considers the interconnectedness of leadership structures, shared expertise, and a unified strategy to promote gender diversity in leadership roles. The Board of Management and the Supervisory Board were involved in the target setting and track the development of related KPIs, thereby also including the views of the worker's representatives via their involvement in the Supervisory Board.

The target is calculated as the average headcount of female colleagues in exempt disciplinary leadership positions divided by the average headcount of all colleagues (male and female) in these positions and is tracked monthly using data from HR Business Intelligence (BI). As of 30 September 2025, the Female Leaders Quota year-to-date was 23.1%. The Female Leaders target focuses on the share of women in exempt disciplinary leadership positions (Company Grade I–V) and aims to ensure that female colleagues are equitably represented in strategic decision-making roles. The Female Leaders target is defined as the average headcount of all female colleagues in exempt disciplinary leadership positions divided by the average headcount of all colleagues (male + female) in the same positions. In order to drive progress of our female leaders KPI, the Board of Management analyzed the KPI development of 2025 and will engage with sites that show the highest potential to increase their share of female leaders. Based on the current result and the initiatives planned, we consider the target of 30% achievable over the next five years.

SCHOTT Pharma did not adopt any additional targets associated with corresponding social sub-sub topics such as adequate wages, training, skill development and work-life balance. Regarding health and safety, we are committed to keep incidents at the lowest possible level and to keep our workforce safe and healthy. However, the effectiveness of associated policies and actions is tracked via the corresponding metrics as outlined in the respective table below using prior year performance as a reference point where appropriate.

23.1%

of our women are in leadership roles, and our target is 30% by 2030

Employee metrics	2025
Total number of employees at end of the fiscal year	4,811
Number of employees who left the undertaking during the fiscal year	631
Percentage of employees leaving the undertaking during the fiscal year	13%

The basis for all workforce reporting is the global headcount as of 30 September 2025. Specifically, the active headcount includes all full-time and part-time employees, employees in active phase of partial retirement, expats, employees with fixed-term contracts, short-time workers, permanently ill employees, apprentices, graduates and work experience students. External temporary workers, agency workers and other contractors are excluded. The turnover rate covers both natural (for example retirements) and non-natural separations and excludes internal transfers. The number of employees corresponds to that stated in the Consolidated financial statements, see note 34.

Employees by age group (EoY)	2025
Number of employees under 30 years old	998
Percentage of employees under 30 years old	21%
Number of employees 30–50 years old	2,926
Percentage of employees 30–50 years old	61%
Number of employees over 50 years old	887
Percentage of employees over 50 years old	18%
Total	**4,811**

Employees by region (EoY)	2025
Employees in Europe and Middle East	2,689
Employees in Americas	1,179
Employees in Asia-Pacific	943
Total	**4,811**

Gender diversity in top management (EoY)	2025
Number of male employees at top management	11
Number of female employees at top management	3
Percentage of male employees at top management	79%
Percentage of female employees at top management	21%

SCHOTT Pharma top management is defined as the first organizational level below the Board of Management holding a disciplinary leadership position (direct reports to the CEO and CFO, excluding executive assistants). Percentages are calculated as (headcount per gender ÷ total top management headcount) × 100. Both permanent and temporary employees are included, while vacant positions are excluded.

Employees by country (EoY)	Male	Female	Non-binary	Undeclared	Total
Argentina	80	47	–	–	**127**
Brazil	262	249	–	–	**511**
China	237	211	–	–	**448**
Colombia	75	31	–	–	**106**
France	84	76	–	–	**160**
Germany	430	232	–	–	**662**
Hungary	415	298	–	–	**713**
Indonesia	282	213	–	–	**495**
Mexico	144	92	–	–	**236**
Russian Federation	98	87	–	–	**185**
Serbia	96	57	–	–	**153**
Switzerland	512	304	–	–	**816**
USA	122	77	–	–	**199**
Total	**2,837**	**1,974**	**0**	**0**	**4,811**

Workforce figures are reported by gender identity (male, female, non-binary, or undeclared). In this financial year, no employees identified as non-binary or did not declare their gender.

Employees by contract type and gender (EoY)	Male	Female	Non-binary	Undeclared	Total
Number of permanent employees	2,542	1,732	–	–	**4,274**
Number of temporary employees	295	242	–	–	**537**
Number of non-guaranteed hours employees	–	–	–	–	**–**
Number of full-time employees	2,772	1,848	–	–	**4,620**
Number of part-time employees	65	126	–	–	**191**
Total	**2,837**	**1,974**	**0**	**0**	**4,811**

The workforce is reported by contract type (permanent or temporary), working time arrangement (full-time or part-time), and gender. Permanent employees are those with unlimited contracts; temporary employees hold fixed-term contracts. Full-time employees work at 1.0 FTE, while part-time employees work below 1.0 FTE. In this financial year, no non-guaranteed hours employees were reported.

Adequate wages metrics	2025
All employees paid adequate wage (yes/no)	yes
Countries where employees earn below adequate wage benchmark	–
Percentage of employees paid below adequate wage benchmark	–

Adequate wages metrics exclude apprentices. To assess whether SCHOTT Pharma provides adequate wages to all employees, we use data from the International Labour Organization (ILO) on national statutory nominal gross monthly minimum wages. Our analysis is based on the ILOSTAT database, specifically the report "Statutory nominal gross monthly minimum wage." From this report, we extract 2024 data for all countries in which SCHOTT Pharma operates.
For all countries of operation except Switzerland, relevant data were published by the ILO. For Switzerland, where no national statutory minimum wage exists, we refer to the nominal minimum wage of the canton of Basel-Stadt. This canton most closely resembles the labour market conditions of St. Gallen, where SCHOTT Pharma is located. In 2024, the statutory minimum wage in Basel-Stadt was CHF 21.70 gross per hour. Following the ILO calculation method (hourly rate × 40 hours × 4.33 weeks), this corresponds to CHF 3,758 per month. For each country of operation, we calculate the hourly wage of the lowest-paid employee based on their Annual Total Target Cash (monthly base salary plus annual variable compensation assuming 100%), divided by contractual working hours. We then convert this hourly wage into euros (EUR) using the SCHOTT Treasury daily exchange rates as of 30 September 2025. To determine the statutory hourly minimum wage per country, we combine data from the ILO minimum wage report with the ILO report "Mean weekly hours actually worked per employed person by sex, age and working-time arrangement." For all countries except China, we use the most recent available data (2024; for Germany, Hungary, and Indonesia: 2023; for the Russian Federation: 2022), considering full-time employees across all age groups and genders. Since no ILO data were available for China, we rely on SCHOTT Pharma's internal contractual working hours for full-time employees in China. Weekly mean working hours are converted to a monthly equivalent by multiplying by 52 weeks and dividing by 12 months. We then derive each country's statutory hourly minimum wage by dividing the national statutory nominal gross monthly minimum wage by the calculated mean monthly working hours. Finally, we compare, by country, the hourly wage of SCHOTT Pharma's lowest-paid employee with the corresponding statutory hourly minimum wage.

Health and safety metrics	2025
Percentage of employees covered by H&S system	100%
Number of employee fatalities on site	0
Number of non-employee fatalities on site	0
Number of employee accidents on site	56
Number of employee accident rate on site	5.98

The SCHOTT EHS policy applies to all sites with more than 50 employees and is binding for all SCHOTT Pharma sites. Fatalities are defined according to the guidelines of the International Labour Organization (ILO) and include employees, external workers, and on-site contractors.
The number of accidents resulting in at least one day of absence includes all accidents in categories A and B:
Category A accidents: Accidents resulting in more than three days of absence after the accident date (the accident date itself is not counted). All days of absence are counted, including Sundays or days off for employees who work on those days.
Category B accidents: Accidents resulting in one to three days of absence after the accident date (the accident date itself is not counted).
The Lost Time Injury Frequency Rate (LTIFR) is calculated by multiplying the number of accidents resulting in lost work time by 1,000,000 and dividing by the total number of hours worked. Hours worked are calculated from a combination of actual and contracted working hours. Commuting accidents are not included. The breakdown of recorded working hours for the company's own employees is as follows: 59% actual working hours and 41% contractual working hours. For external workers and on-site contractors, the calculation is based on a mixture of contracted and actual working hours, the exact percentage of which is not known.

Incidents, complaints and severe human rights impact	2025	2024
Number of incidents of discrimination	2	1
Number of complaints via internal channels	5	3
Number of complaints to OECD NCPs	0	0
Number of severe human rights issues	0	0
Number of severe HR issues violating UN and OCED guidelines	0	0
Fines, penalties, and compensation for discrimination (EUR m)	0	0
Fines, penalties, and compensation for severe HR issues (EUR m)	0	0

SCHOTT Pharma recorded a limited number of internal complaints and discrimination cases in this financial year, with no severe human rights violations, no complaints filed with OECD National Contact Points, and no financial penalties identified. Number of incidents of discrimination includes harassment.

Safety at SCHOTT Pharma – Always the top priority for us

Safety is more than a rulebook, it is a mindset, a culture, and a shared responsibility. In this interview Tobias Wagner, Manager of Quality EHS Systems at SCHOTT Pharma shares his perspective on safety and explains how the company is embedding it into daily practices and long-term strategy.

What does safety mean to you personally and professionally?

Tobias: Safety is present in all areas of life. As a father, I value it in every decision, from first aid training, to child safety, to setting a good example. Professionally, safety means vigilance, identifying risks, and creating systems that protect people. At SCHOTT Pharma, safety is a mindset that unites health, responsibility, and awareness in everything we do.

How do you promote safety as a shared responsibility at SCHOTT Pharma?

Tobias: The key is intrinsic motivation, trust and open dialogue. We focus on education and awareness, especially on risks that are not immediately visible and encourage employees to raise concerns. Ownership starts with management where we align clear expectations and cascade this mindset throughout the organization. Open dialogue and involvement help us create safer workplaces together.

How is SCHOTT Pharma embedding safety into its long-term strategy?

Tobias: We rolled out a global reporting system to improve accident analysis and share best practices. Each site developed its own safety culture roadmap, supported by initiatives like the global Safety+ campaign, safety trainings, and safety walks. Looking ahead, we will deepen accident evaluations and strengthen leadership engagement to embed safety at every level.

Tobias Wagner
Manager of Quality EHS Systems

Diversity and Inclusion – Building a Workplace Where Everyone Belongs

At SCHOTT Pharma's site in Hungary, diversity is more than a concept, it's a lived value that shapes recruitment, leadership, and everyday culture. In this interview, Renata Kamilla Wiederne Kardos, HR and Marketingmanager in Hungary shares how she and her team foster inclusion, implement anti-discrimination policies, and create a workplace where people feel respected and empowered.

What does diversity mean at the site in Hungary, and why is it important?

Renata: Diversity has many dimensions. While our team includes colleagues from Hungary, Serbia, and Ukraine we also value differences in gender, education, language, leadership styles, and work experience. These perspectives enrich our site culture, strengthen problem-solving, and attract broader talent.

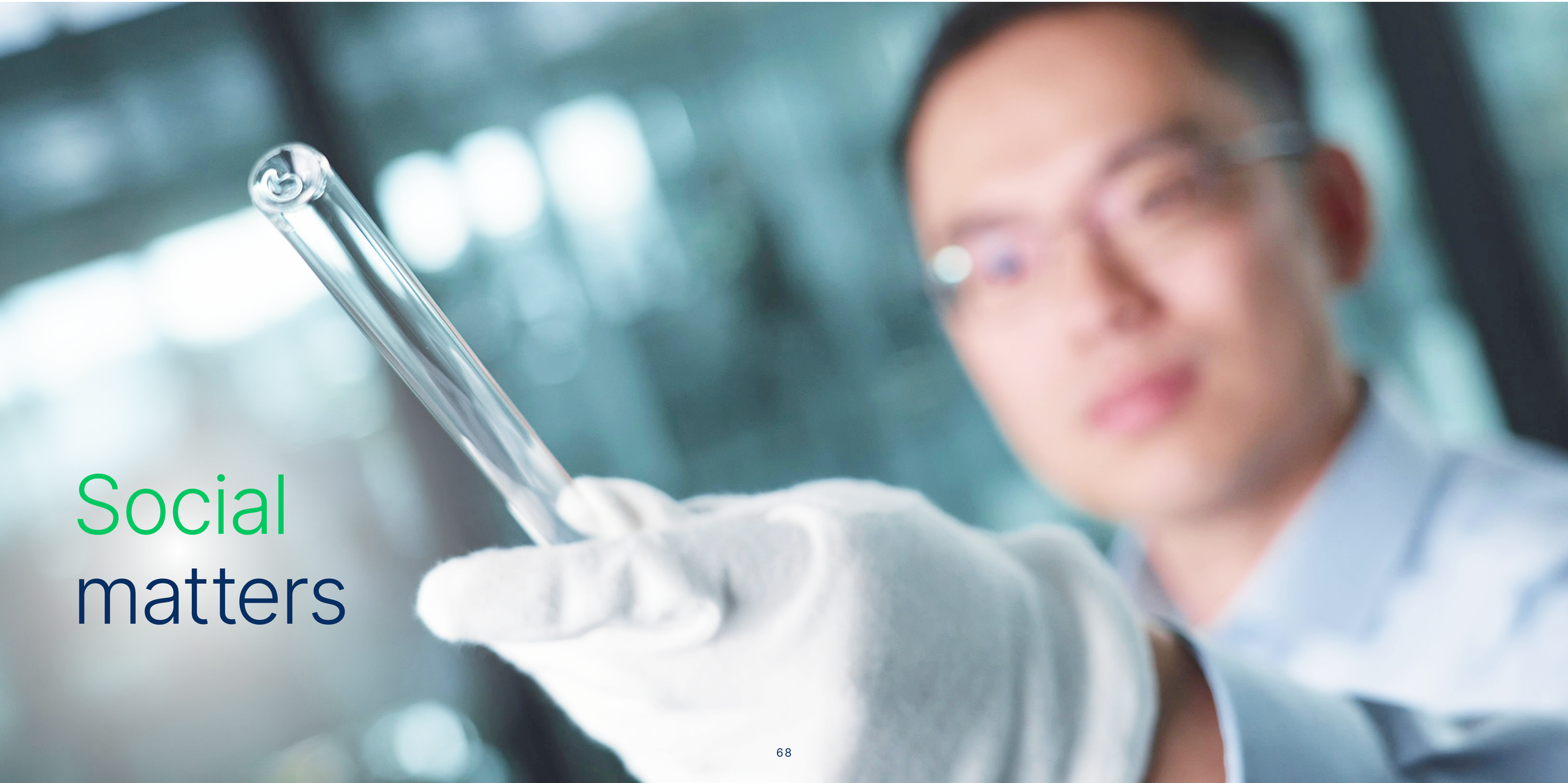
How do you ensure fair recruitment and prevent discrimination?

Renata: We focus on the role, not the person. Each job begins with a clear description of tasks and qualifications, and we welcome all candidates who meet the criteria. Standardized assessments, structured onboarding, and external evaluations ensure objectivity. In addition, our HR teams are trained in generational diversity and inclusive hiring practices to build fairness into every step.

How is anti-harassment handled at the site?

Renata: Anti-harassment is a top priority. At SCHOTT Pharma, each site has trained representatives who are close to production and trusted by colleagues to handle concerns confidentiality and thoroughly. For the Hungarian site, that is me and three other well-trained people. Reports are documented, reviewed with the plant manager, and followed by appropriate action. Regular compliance and ethics training further reinforce our core values, ensuring employees understand both their rights and responsibilities.

Renata Kamilla Wiederne Kardos
HR and Marketing Manager in Hungary



Social matters

Consumers and end-users

Material impacts, risks and opportunities

Thanks to SCHOTT Pharma's products, more than 25,000 injections can be administered to people around the world every minute, supporting their health and well-being. Our business model is centred around providing patients across the globe with safely packaged medicines and the aim to ensure their safety when undergoing medical treatment. From this, we derive our core purpose to provide customers with cutting-edge products that ensure medicines are safe and easy to use. Contributing to the Sustainable Development Goal on good health and well-being (SDG 3) constitutes the corresponding cornerstone in our sustainability strategy.

In our DMA, we have considered all consumers and end-users who are likely to be materially impacted by this business model and the associated activities, in particular through our business relationships in the downstream value chain.

The downstream value chain of SCHOTT Pharma typically involves several stakeholder groups:

- Pharmaceutical companies or contract manufacturing organizations (CMOs) executing pharmaceutical fill-finish operations (direct business relationship)
- Wholesalers and distributors (no direct business relationship)
- Hospitals and healthcare professionals (no direct business relationship)
- Patients (no direct business relationship)

Our direct business relationships are primarily with pharmaceutical companies or CMOs, which integrate our primary packaging solutions into their own products and processes. These business customers, however, are not the end-users themselves. SCHOTT Pharma therefore does not directly sell to patients or interact with consumers who ultimately receive medical treatment. Among the stakeholder groups addressed by ESRS S4 in the context of pharmaceutical value chains are healthcare professionals in hospitals or medical practices, individual patients in homecare settings, and specialists in various therapeutic areas. In most cases, the patient as such does neither purchase our products or use them directly, but is administered medical treatment by healthcare professionals through their means.[3] Therefore we consider the materiality of topics and themes associated with ESRS S4 not through the lens of a direct customer, consumer or end-user relationship in a B2C sense, but as considerations along the downstream value chain deeply rooted in our mission to provide safe healthcare to populations around the globe as a vital part of the pharmaceutical supply ecosystem.

Accordingly, we identified the following IRO:

- **Health equity for vulnerable patients** (positive impact, actual, own operations and downstream value chain, short-, medium-, and long-term)By producing pharmaceutical packaging that supports the safe and reliable delivery of essential medicines, we contribute to improved access to healthcare – particularly for vulnerable and underserved populations. This impact is considered positive, global in reach, and directly linked to public health outcomes through packaging solutions that enable safe, stable, and effective medication use.

[3] Although our products are not directly purchased or used by patients themselves in most cases, we purposefully speak of consumers in this context, since healthcare services obtained are considered a part of household final consumption expenditure (HFCE) or personal consumption expenditures (PCE) by most standards.

- **Product safety issues** (negative impact, potential, own operations, short-, medium-, and long-term)
  If quality control measures are not consistently followed, negative impacts on product safety can occur. This may lead to product defects, contamination, or handling errors, posing risks to patient safety. Given the critical role of pharmaceutical packaging in preserving drug integrity, maintaining robust safety standards remains essential to mitigating this impact and adhering to regulatory requirements.

- **Financial liabilities from safety and quality lapses** (financial risk, own operations and downstream value chain, medium- and long-term)
  A risk arises from potential safety or quality deviations. Packaging that fails to meet expected standards may result in product returns, legal repercussions, reputational damage, or strained commercial relationships. Such events could lead to financial liabilities associated with remediation, compensation, or lost business, particularly in highly regulated pharmaceutical contexts.

- **Enablement of novel therapeutics** (positive impact, actual, own operations and downstream value chain, short-, medium- and long-term)
  An actual positive impact is arising from SCHOTT Pharma's packaging technologies that enable the safe delivery of advanced therapeutics, including biologics, cell and gene therapies, and other sensitive formulations. These solutions are designed by us to address complex drug characteristics – such as temperature sensitivity, light protection, and device compatibility – contributing to medicine safety, usability, and patient outcomes.

Due to the nature of our products, all healthcare professionals and patients as consumers and end-users can be subject to the material impacts outlined above, which is why we do not generally categorize or specify consumer or end-user types. As outlined, SCHOTT Pharma primarily engages in direct B2B customer relationships and claims by stakeholders considered consumers or end-users in terms of the ESRS S4 are usually addressed to the provider of the integrated pharmaceutical product, the healthcare professional or institution distributing the pharmaceutical product. SCHOTT Pharma's solutions are not an independent consumable but serve their function as primary packaging. This limits SCHOTT Pharma's immediate influence on direct customer relationship and its subsequent effects along the continued downstream value chain.

To our direct customers we provide extensive and productrelated information in the form of labels and detailed technical documentation. We also offer customer support on the safe use of our products to prevent any potential damage or misuse during processing or final drug administration. However, since our business model does not entail the sale of our products directly to consumers and end-users, it is necessary that the license holder of the end-product informs healthcare professionals and/or patients accordingly.

Policies

Based on our core conviction that human health matters, our mission at SCHOTT Pharma is to develop solutions grounded in science, ensuring that medications are safe and easy to use for people around the world. We are aware that the safety and functionality of our products can make a vital contribution to patients' health on a global scale. Thus, quality in its different facets – from processes to products – is essential to our mission.

Accordingly, our mission statement applies to all parts of our company and all employees, regardless of position or function. Given its central importance, ultimate responsibility for the implementation of our mission lies with the Management Board. To underscore its salience, the mission statement is widely available internally and externally through different sources.

Our mission statement also provides the foundation on which our policies are built, and we regard them as necessary guidelines to support our group mission and strategy. Given SCHOTT Pharma's position in the value chain, our policies primarily relate to strict product quality standards, ensuring that we provide primary packaging solutions that enable the reliable supply of safe medications, of which SCHOTT Pharma's primary packaging solutions are a component. Regarding implementation, a team of specialized and experienced quality managers monitors compliance, ensuring that both external and internal quality requirements for our products are met in accordance with our policies. During the reporting period, there were no material changes to the policies applicable in this context

The Global Quality Department, led by the Head of Global Quality, develops and coordinates quality policies and measures across all units. Each manufacturing site has a dedicated Quality Site Manager responsible for local quality management and operational integration. This structure aims for a balanced combination of centralized and decentralized approaches: it allows us to set uniform global standards to ensure consistently high quality, while also accommodating location-specific requirements arising from national regulations or customer needs. Additionally, our network of Quality Managers facilitates the exchange of experience and best practices across sites.

Quality Policy

Our Quality Policy is aligned with our strategic goals, which we build on our dedication to effective quality management at all organizational levels. Responsibility lies with the Head of Global Quality who can rely on a network of quality managers at site level.

Our Quality Policy establishes rigorous structures and processes on how we manage quality. It is available to all employees participating the value creation processes of SCHOTT Pharma via the document management system (DMS). The Policy also is the basis for our quality management system (QMS) that we operate in compliance with ISO 9001, ISO 15378 and ISO 13485 standards.

ISO 9001 is the most widely adopted quality management standard globally, outlining the necessary requirements for a QMS to fulfil customer expectations and other product or service requirements. Its consistent application across all relevant areas of our company aims to enhance process transparency, lower error rates and production rejects, identify and mitigate risks, and ultimately contribute to the safety of patients by ensuring product safety.

ISO 15378 is the central cornerstone of SCHOTT Pharma's Quality Policy. Build on ISO 9001, it contains the sector-specific requirements for a quality management system dedicated to primary packaging materials used in medicinal products. A key requirement of this standard is the traceability of individual batches, which supports systematic and ongoing improvement. A key requirement of this standard is the traceability of individual batches, which supports systematic and ongoing improvement. Additionally, it mandates comprehensive risk management and the capacity to operate in controlled environmental conditions.

ISO 13485 in turn is the internationally leading standard for QMS regarding the design and manufacture of medical devices. It outlines specific requirements helping organizations meet both customer and regulatory demands for safety and efficacy of their products by ensuring consistent design, development, production, and delivery of medical devices that are safe for their intended purpose.

Principles of Good Manufacturing Practice

The principles of Good Manufacturing Practice (GMP) are closely associated with our Quality Policy. To ensure consistency, the Head of Global Quality in collaboration with quality managers on site-level is responsible for ensuring the application of the associated principles, which we provide to all employees.

The principles entail a system of quality standards and procedures intended to enable our products are consistently manufactured and controlled to meet high quality standards. At SCHOTT Pharma, the principles of GMP are applied along the entire production process, from materials and equipment to employee training and hygiene, with the goal of minimizing risks like contamination, errors, and defects to ensure product safety.

Additionally, the Principles entail all relevant legal regulations on pharmaceutical and medical devices that are relevant for us on a national and international level. This includes, among others, the US Code of Federal Regulations, European directives and Indian regulations.

Principles of Good Documentation Practice

At SCHOTT Pharma, GMP is complemented by Good Documentation Practice (GDP). Careful adherence to GDP is essential to enable the attributability, legibility, originality, reliability and accuracy of the data we use to inform our decisions in development, production and quality release. Similarly to the GMP, the Global Head of Quality is responsible for the GDP in collaboration with on-site managers that ensure adherence to the practice.

These documentation guidelines support us in achieving our primary goal of consistently providing safe and effective drug containment and delivery solutions at our individual locations.

Procedures for downstream engagement with consumers and end users and for remediation of adverse impacts

As SCHOTT Pharma does not directly sell to consumers and end-users, we do not undertake a systematic or regular dialogue with these two groups. In selected cases, we conduct interviews with healthcare professionals to understand trends and general needs. We also hold exchanges with license holders to discuss critical issues for end-user, in this case healthcare professionals, or collect such information from third parties when participating in conferences.

Customers, business partners, or end-users can raise their concerns or needs via the whistleblowing system – the SCHOTT Integrity Helpline (further information on the whistleblowing system can also be found in the governance section). The Integrity Helpline is promoted through the SCHOTT Code of Conduct for suppliers, positioning it as a key compliance asset. However, it is unlikely that consumers and end-users will contact SCHOTT Pharma directly rather than with the provider of the integrated product including SCHOTT Pharma's primary packaging solutions. Operational responsibility for engaging with relevant stakeholder groups, such as healthcare professionals, typically lies with Product Management and Business Development.

Actions

At SCHOTT Pharma, we take numerous measures to maintain our established quality standards for product safety, ensuring the safe storage and delivery of parenteral medications. In case customers would issue observations like deviating performance, damage, or any incident with potentially detrimental effects and thereby linked to potential negative impacts, SCHOTT Pharma would receive these observations or concerns as complaints. Complaints are either issued to SCHOTT Pharma's Customer Service function or other designated contact points in the specific customer relationship. Complaints are treated following a complaint management standard operating procedure (SOP) managed by the global quality department. The minimum requirements for a complaint management system of a supplier of primary packaging are defined in ISO 15378, which is regularly audited to check full compliance and allow for the structured and effective handling of product-related incidents and observation with the potential to be linked to material negative impacts. We want to make sure that through our pre-fillable syringes, cartridges, vials and ampoules enable the safe storage and transport of injectable medications and thus make an important contribution to promoting human health. During the fiscal year, we implemented or continued various corresponding actions that should be considered ongoing unless stated otherwise.

ISO 15378

is guiding our work to ensure safe products for our customers and patients worldwide

Key actions to engage consumers and end-users	Explanation	Scope of action	Progress in 2025
Expansion of global production and supply	We are growing our global production and supply network to expand our reach and local footprint. By doing so, we increase the robustness and resilience of local supply chains, contributing to the local and timely availability of system-relevant medication for patients in different parts of the world. Due to the associated reduction of transportation distances and increased localization, we reduce physical supply chain risks that could endanger the provision of containment solutions needed by our customers to store and ship their medicines, eventually resulting in non-treatment of patients in need.	Global (own operations)	In this reporting period, we opened a new site for drug containment solution manufacturing in Serbia and a new syringe manufacturing facility at our site in Hungary. In Hungary, we also broke ground for a new facility to promote further growth in ready-to-use cartridges.
Employee awareness and training	At SCHOTT Pharma, we regard quality as the shared responsibility of all employees, which is why raising awareness and training are essential. The Quality Academy was created to make quality knowledge accessible to all employees through live and recorded training with AI translations. It will also include E-Learnings on several topics, making it a central hub for continuous learning. In parallel, our GMP Training was redesigned from classroom sessions to a digital E-Learning format, aligned with current regulatory expectations, and developed with several sites. GMP Training is mandatory for all employees. The assignment process is fully automated for both new and existing employees. By providing the respective offers, we aim to ensure that all employees are familiar with our Quality Policy and the specific procedures and work practices relevant to their roles within the organization.	Global (own operations)	The Quality Academy was launched in this reporting year. The GMP Training was converted to a fully digital E-Learning, enhanced with current regulatory requirements, allowing employees to complete it at their own pace. New employees are automatically assigned the training upon onboarding, with the process now fully automated.
Obtaining and maintaining international certifications	Through the operation and continuous improvement of certified Quality Management Systems (in particular: ISO 15378 and ISO 9001), we ensure high standards in quality and safety. As we operate based on these standards, we seek to obtain or maintain the respective certifications by undergoing audits from renowned assurance companies for all our relevant sites. The required PDCA approach helps us to determine the quality of our products, identify potential for improvement, derive potential actions and evaluate their effectiveness.	Global (own operations)	All sites held valid certifications for ISO 15378 and ISO 9001.
Risk identification, assessment and mitigation	To prevent against potential disruptions in our supply chain and to ensure the delivery of our products, we take a variety of preventive actions. In the initial phase of the underlying due diligence process, we identify critical raw materials. For all materials classified as such, we search for qualified suppliers, assess them based on reliability, capacity and financial stability to reduce potential supply chain disruptions. Of particular relevance in this context are bottleneck suppliers who provide high-risk items, such as specialised or rare products, on which SCHOTT Pharma is dependent. To identify these critical single sources, we conduct a Vendor Risk Assessment twice a year. For suppliers deemed critical, we (i) to develop a second source, (ii) maintain reasonable safety stocks or (iii) establish long-term contracts to strengthen the supplier relationship. In the event of actual disruptions to our manufacturing operations and downstream supply chain, we have a dedicated team that allows us to deploy rapid, cross-functional task forces. These teams investigate causes from various perspectives and develop holistic solutions in situations characterised by time pressure.	Global (upstream value chain)	We continued to monitor our critical suppliers closely to address potential vulnerabilities and maintain robust supply processes. Our twice-yearly Vendor Risk Assessments were carried out as planned.
Market-driven innovation management	At SCHOTT Pharma, we manage innovation systematically to develop state-of-the-art containment solutions, thereby enabling novel therapeutics and treatments. The corresponding process entails the following actions. In a first step, we identify open market needs via market surveillance based on the monitoring of new trends and public data,), industry exchange, customer feedback, and our regulatory radar. Subsequently, the trends observed a strategically translated into a product portfolio. Based on the portfolio definition, we initiative product development in a stage-gate process in combination with design-control mechanisms in alignment to 21 CFR 820.30 to meet customer needs and regulations.	Global (own operations)	Solutions for large-volume injections and antibody–drug conjugate (ADC) therapies were a key focus this fiscal year.

Targets and metrics

Product safety is of paramount importance to us. While we do not have a separate target that specifies this commitment, we are dedicated to minimizing the risk of selling defective products that could harm the health of consumers and end-users.

Furthermore, we systematically manage and track customer complaints. These are made by our B2B-customers but may originate from end-users such as health care professionals. We investigate all complaints to determine whether they are substantial. If that is the case, we initiate a process to identify the causes and derive remedial actions. A set of internal KPIs is used to support professional responses to complaints and drive continuous performance improvement.

Enabling Homecare Treatments – Empowering Patients Through Innovation

As healthcare evolves, so does the way treatments are delivered. At SCHOTT Pharma, enabling homecare treatments is a strategic shift toward patient empowerment, convenience, and sustainability. Isabelle Jeangoudoux, Head of Global Product Management and Robert Lindner, Global Product Manager share how SCHOTT Pharma is shaping the future of biologics and drug delivery.

What does "Enabling Homecare Treatments" mean for SCHOTT Pharma and for patients?

Isa: At SCHOTT Pharma, we develop high-quality pre-fillable syringes and cartridges that enable patients to safely self-administer therapies at home. This shift from hospital infusions to subcutaneous injections (SC) at home improves patient autonomy, reduces the burden on caregivers and healthcare costs, and accelerates access to biologics. Personally, I'm committed to patient-centric innovation, ensuring our products meet the highest standards of safety, usability, and device compatibility.

Robert: For patients, it means fewer hospital visits, greater independence, and higher quality of life. Studies confirm that, with the right technology, SC injections are safe and comfortable. For SCHOTT Pharma, it means integrating complex features into standardized solutions that make home therapy easy, safe and scalable.

How does this shift impact product development and therapy design?

Isa: It is reshaping therapy design, enabling weekly or monthly treatments at home. Proven container-device compatibility is essential, accelerating time-to-market and reducing development risk.

Robert: Cartridges enable multiple doses from a single container, reducing packaging waste and improving efficiency while syringes are designed for single dose injections. Both formats are valuable, but cartridges bring clear advantages in resource optimization and patient convenience. This increased interest is also reflected in the expansion of existing ISO standards that focus on standardizing the dimensions of larger volume cartridges to allow an improved container-device fit.

What makes SCHOTT Pharma's solutions stand out in this field?

Isa: SCHOTT Pharma offers one of the most versatile portfolios of primary containers for SC injections with glass and polymer syringes and cartridges for autoinjectors, wearable devices, and pen systems. Our platform approach ensures proven compatibility with leading device makers and CDMOs, helping pharma partners accelerate development while prioritizing patient safety.

Robert: Our solutions are driven by our long-standing scientific expertise and our close collaboration with pharma companies to support their SC therapy development at an early stage and pro-actively meet evolving technical needs. The goal is clear: make homecare treatment a standard option that is safe, scalable, patient friendly, and accessible for everyone.

Isabelle Jeangoudoux
Head of Global
Product Management

Robert Lindner
Global Product Manager

Quality Academy – Making Quality Knowledge Accessible for All

The Quality Academy at SCHOTT Pharma is breaking down barriers and making quality expertise available to everyone. In this interview, Mareike Toth, Quality Analyst, owner of the Quality Academy shares how the initiative started, what makes it unique, and how it is shaping a culture of continuous learning.

What inspired the creation of the Quality Academy?

Mareike: It started with a simple idea from Thorsten Bestvater, our Head of Global Quality: making quality knowledge available to everyone. The first session of the Quality Academy focused on "How to prepare and conduct audits," designed for colleagues not only from Global Quality but also from other departments and sites. From there, the initiative grew into a structured platform offering live and recorded training courses on a variety of topics.

What does the Quality Academy offer today?

Mareike: We focus on making quality topics accessible and available for a broad audience. While process descriptions can sometimes feel abstract, they are essential for understanding and working according to our processes. Our trainings help bring topics to life by visualizing concepts and showing how they apply in our work. Therefore, we provide online trainings on a range of quality topics, from practical training, such as audit techniques, to theoretical and knowledge-based training like Pharmaversity. Most sessions are recorded, translated using AI tools, and made available in the Quality Academy so that employees can access them anytime.

What's next for the Quality Academy?

Mareike: We're planning to expand the content. New training courses will be created, for example, instructions for our different quality systems. The aim is to make the Quality Academy a go-to resource for practical everyday quality knowledge accessible to everyone at any time in any language.

Mareike Toth
Quality Analyst

Business conduct

Material impacts, risks and opportunities

SCHOTT Pharma takes a proactive approach to building a values-based corporate culture. The commitment to responsible business practices is a cornerstone of our tradition as part of SCHOTT Group and the Carl Zeiss Foundation. Our core values "respect others" and "act responsibly" provide the fundament for this conviction.

Within our framework guided by values, our Management Board is responsible for managing the company's day-to-day business while the Supervisory Board advises and supervises the Management Board. Their respective functions, rights and obligations are governed by the laws applicable to a German stock corporation, in particular the German Stock Corporation Act, the General Partner's Articles of Association and the Rules of Procedure of the Management Board as well as the Rules of Procedure of the Supervisory Board.

The Management and Supervisory Boards of SCHOTT Pharma possess relevant expertise in business conduct matters, including compliance, ethics, and corporate governance.

Within the Management Board, the CFO, Reinhard Mayer, whose predecessor was Dr. Almuth Steinkühler until 31 July 2025, is responsible for the functions Internal Audit, Sustainability, and Mergers & Acquisitions, which encompass compliance and ethical oversight. The professional background of both, Reinhard Mayer and Dr. Almuth Steinkühler, includes senior roles in finance, controlling, and risk management across multinational corporations. The CEO, Andreas Reisse, has extensive leadership experience in procurement, operations, and executive management, supporting the integration of ethical business conduct into strategic decisions.

The Supervisory Board includes members with formal qualifications and professional experience in compliance, legal affairs, and risk management. Oversight of business conduct matters, including compliance, is anchored in the responsibilities of the Audit Committee.

Furthermore, the Supervisory Board's collective skill profile includes expertise on material sustainability topics, including business conduct. Proposals to the General Meeting for board appointments are guided by these criteria and aim to ensure that the full spectrum of necessary expertise and qualifications is consistently represented within the Supervisory Board.

In section ESRS 2 GOV-1, we provide further disclosures on the role of the administrative, management and supervisory bodies and their expertise on business conduct matters. In our DMA process, in which the Management and Supervisory Boards were included, we identified the following material IRO regarding business conduct:

- **Ethical working culture** (positive impact, actual, own operations, short-, medium- and long-term) SCHOTT Pharma has established an ethical working culture that is built on a formal Code of Conduct. This guiding framework is applied across all of our operations, pro-moting accountability, integrity, and legally compliant behaviour in interaction with employees, customers, and business partners.

Through this values-oriented and governance-based approach, we create actual positive impacts on employees and society as a whole due to the promotion of integrity, fairness, and mutual respect. Regarding the employees in specific, our corporate culture fosters their sense of belonging and individual development.

Policies

At SCHOTT Pharma, we are committed to fostering fair business practices by complying with laws, regulations and international standards of business behaviour. We are convinced that sustainable success can only be achieved when companies operate with integrity and comply with the law at all the locations where they operate. To translate this conviction into guidelines and rules for behaviour in our daily business, we have established several policies, the two most important of which we cover below in the section on “additional topics”.

Code of Conduct

Our Code of Conduct, which is publicly available, is the central policy to promote ethical and compliant conduct in our organization, with ultimate accountability resting with the Management Board. The Code of Conduct has been implemented across the entire SCHOTT Group to support that all members of the Group act within the same normative framework. It is based on the United Nations (UN) Global Compact and encompasses four major areas: (1) protection of our employees and the environment, (2) respect for human rights and equal opportunities, (3) a clear position in the fight against discrimination and corruption, (4) and strict compliance with the rules of fair competition.

To specify individual provisions, if necessary, group-wide regulations on the individual topics provide further details and contain modifications to suit the respective social and legal practices in the various countries in which the SCHOTT Group does business.

Actions

In the following table, we provide an overview of actions which are ongoing on an annual level, if not mentioned otherwise.

Key actions in corporate culture	Explanation	Scope of action	Progress in 2025
Monitoring compliance and identifying areas for improvement	The SCHOTT Compliance Office regularly conducts assessments and shares the results within the SCHOTT Group. Moreover, our Compliance & Security Department conducts regular risk assessments of SCHOTT Pharma's sites using country and market risk indicators to determine whether there is a heightened risk regarding corruption and bribery. This systematic analysis provides us with the basis for classifying SCHOTT Pharma sites into risk categories and for taking additional compliance measures if necessary. For high-risk sites, these include additional training and further assessments to identify whether risks are properly managed at the respective sites.	Global (direct operations)	We continue to conduct compliance risk assessments across all SCHOTT Pharma sites and implemented trainings and additional measures at high-risk locations when needed. The most recent assessment was conducted in the financial year 2023.
Compliance trainings for employees	Our training courses, which are offered in online and classroom formats, are designed to raise awareness among our employees and introduce them to the rules and preventive measures defined for every compliance topic identified. Employees are selected for these types of training according to their positions and functions. For every employee holding a management position, participation is mandatory. Employees in sales, purchasing and plant management who work in areas with a higher risk of compliance violations have to complete the training regardless of the position they hold. Selected employees must complete online training every two years on each Compliance topic relevant to them.	Relevant employees globally according to position and function	Attendance figures are collected and reviewed by HR and regularly reported to the Supervisory Board.
Local compliance workshops	In addition to the online training, our Compliance & Security Department conducted of on-site compliance workshops at various locations, in the financial year. They are scheduled to be repeated every five years.	Relevant employees globally according to position and function	In 2024, training was conducted at five SCHOTT Pharma sites, and in 2025, we expanded our reach by including five additional sites.
Reporting to governance body members	All of SCHOTT Pharma's governance body members are provided with compliance policies and procedures through our reporting. The Management Board receives quarterly reporting through the meetings of the SCHOTT Pharma Compliance Committee to ensure its members are familiar with the current state of affairs. Moreover, the Head of Compliance & Security of SCHOTT AG reports to the Audit Committee of the Supervisory Board of SCHOTT Pharma annually.	All governance body members	The SCHOTT Pharma Compliance Committee meets regularly and reports annually to the Audit Committee of the Supervisory Board of SCHOTT Pharma to ensure internal transparency regarding all compliance topics.
Fostering a speak up culture	We encourage our employees to speak up when identifying potentially non-compliant behaviour inside or outside of our organisation. Our whistleblowing procedures are designed in line with Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law. To protect their integrity, if desired, they can make use of our long-established whistleblowing system – the SCHOTT Integrity Helpline – and report anonymously via a web-based tool. Employees are informed and trained on the use of the whistleblowing channels. Designated compliance staff who receive and process reports are specifically trained for this role. The SCHOTT Integrity Helpline offers various channels for SCHOTT Pharma employees, business partners and other third parties wishing to report potential misconduct by SCHOTT Pharma employees, legal violations or breaches of the SCHOTT Code of Conduct.	All employees	We track cases reported and follow up if the indications provided by employees are of substance. However, we do not consider the number of cases reported a meaningful figure and do not set targets on it, as low figures, e.g., could be interpreted as demonstrating that the organizational culture is mostly free from non-compliant behavior, but also as a defunct whistleblowing system.

Targets and metrics

Regarding our policies and actions related to business conduct, we have not adopted quantitative targets, because setting numerical targets incidents is not an appropriate measure for evaluating the effectiveness of a compliance management system. Instead, we assess effectiveness through qualitative indicators, such as feedback on individual cases and input from management.

Incidents of corruption or bribery	2025	2024
Convictions from for violation of anti-corruption and anti- bribery laws	0	0
Fines for violation of anti-corruption and anti-bribery laws (EUR m)	0	0
Number of confirmed incidents of corruption and bribery	0	0
Number of incidents where workers were dismissed or disciplined	0	0
Number of incidents with business partners terminated or not renewed	0	0

The number of incidents of corruption is reported through the whistleblowing system and via the designated "trusted persons" ("Vertrauenspersonen"). In the financial year, there were no confirmed incidents of corruption or public legal cases regarding corruption brought against SCHOTT Pharma or its employees during the reporting period. There were also no cases in which contracts with business partners were terminated or not renewed due to violations related to corruption. Channels to report such issues are the whistleblowing system and the responsible compliance managers and designate site personnel.

Training metrics – anti-corruption and anti-bribery	2025	Cumulative
Training coverage		
Number of employees at functions-at-risk	708	708
Number of Board, management, and supervisory members	5	5
Delivery method and duration		
Percentage of classroom training completed by employees in functions-at-risk (2 hours)	19%	66%
Percentage of online training completed by employees in functions-at-risk (1 hour)	65%	91%
Percentage of classroom training completed by board members (2 hours)	20%	80%
Percentage of online training completed by board members (1 hour)	20%	20%

The figures represent the total number of identified at-risk employees and SCHOTT Group board members, as well as the percentage of each group that completed the respective anti-corruption and anti-bribery trainings during the 2025 fiscal year. The cumulative figure for online trainings reflects the completion rate across the full two-year cycle. The cumulative figure for the classroom trainings reflects the percentage of employees who have received the corresponding training in person while working for SCHOTT Pharma.

Additional topics

Since the CSR-RUG as obligatory legal framework for our Non-Financial Statement entails disclosure on addressing bribery and corruption as well as human rights issues in the supply chain, we report on these topics despite the fact that our DMA has shown that they currently are not material topics for SCHOTT Pharma.

Prevention of bribery and corruption

As a participant of the United Nations (UN) Global Compact, the world's largest initiative for promoting responsible business, we reject all forms of corruption, including bribery and extortion. The quality of our products and their innovative character are our means to secure our edge in the market. We promote fair competition and take a stand against unethical relationships with business partners, governments, local municipalities and regulatory bodies.

From a business perspective, ensuring fair operating practices is a cornerstone of our reputation and essential for the trust that our stakeholders place in us. The risks for SCHOTT Pharma resulting from possible violations include jeopardising business relationships with public and private partners, loss of reputation as well as civil and criminal liability.

From a societal perspective, corruption and bribery lead to a distortion of competition and market inefficiencies. In the societies affected, they create a loss of trust in institutions, increase income inequality and at the same time reduce equal opportunities. The same applies to any restriction of competition through cartels or other anticompetitive measures.

SCHOTT Pharma's policy foundation for preventing and detecting bribery and corruption is the organisation-wide Anti-Corruption Guideline, which (1) prohibits all forms of active or passive corruption and bribery, (2) contains clear guidelines on the acceptance of invitations, gifts and other benefits, (3) establishes rules on dealing with sales agents and dealers, and (4) specifies how to handle donations and sponsoring activities. The Compliance & Security department holds overarching responsibility for investigating all compliance violations, ensuring that such investigations are conducted independently from the management hierarchy.

“Our business partners place their trust in SCHOTT Pharma based on our demonstrated integrity, firm commitment to fair business practices, and robust corporate governance that ensures effective compliance and oversight.”

Chris Cassidy, President SCHOTT Pharma USA, Inc.

Regarding our activities, we train our employees to increase their sensitivity for situations in which corruption may be involved and to familiarise them with internal and external requirements. We want to make sure that each individual employee and our organisation as a whole always act in accordance with our policy framework as well as all external laws and regulations.

Compliance & Security initiates various communication measures addressed at all of our employees, including the Compliance @SCHOTT Newsletter, short voluntary training sessions on individual compliance questions, and short videos, e.g., on specific topics like giving and receiving gifts during the holiday season. The training sessions also cover appropriate conduct during meetings with industry associations and other interactions with competitors to prevent any potential involvement in collusion or actions that may be perceived as detrimental to fair competition. We also encourage our employees to point out potential cases of corruption or bribery to us, either through contacting a manager or compliance officer or via our anonymous whistleblowing system.

As the success of preventing corruption and bribery also depends on the tone from the top, our governance body members receive regular training on anti-corruption measures and are informed about cases of corruption.

Through our Supplier Code of Conduct, we also promote the prevention and detection of bribery and corruption beyond our own operations. We require our suppliers to have policies on anti-corruption and bribery as well as on money laundering in place and fully comply with antitrust law and respect intellectual property rights.

Human rights in the supply chain

Protecting our integrity and reputation also depends on promoting and maintaining ESG principles beyond our own operations. Although not passing the materiality threshold due to limited likelihood and magnitude, unethical behaviour with regard to human rights issues poses a potential risk for SCHOTT Pharma, that may lead to a loss of reputation, a ban from bidding in tenders, and a loss of customers and investors. It is crucial for them to understand that they are engaging with a partner who recognises non-financial risks in its supply chain and implements corresponding policies and measures to uphold human rights standards.

Moreover, violations may lead to civil and criminal charges against our company. This is particularly important in connection with the German Supply Chain DueDiligence Act (“Liefer-kettensorgfaltspflichtengesetz”) that focuses on preventing human rights violations in the supply chain.

Supporting our suppliers in improving their ESG performance contributes to an enhancement of their market position as more and more customers actively seek suppliers with a solid ESG record.

The policy cornerstone of our human rights efforts is the Declaration of Principles on Human Rights that is binding for all members of the SCHOTT Group and their employees. It relates our values “Pioneering. Responsibly. Together” to our supply chain and sets forth that this Declaration of Principles is authoritative for our global business operations. It also stipulates that, in cases where international human rights standards and national laws diverge, we are committed to working with our local partners to develop solutions and minimum standards in line with this declaration in order to further promote compliance with human rights standards.

Aside from laying down the general process on identifying and preventing against potential human rights violations in the supply chain, which we describe below, the Declaration of Principles also refers to the more specific policies designed to promote human rights, including the SCHOTT Code of Conduct, the Anti-Corruption Guideline, as described above, and the Supplier Code of Conduct.

Our Supplier Code of Conduct is based on the United Nations Guiding Principles on Business and Human Rights, fundamental labour and social standards of the International Labour Organisation (ILO), the Guiding Principles of the Organisation for Economic Co-operation and Development (OECD), and the principles of the UN Global Compact.

Accordingly, we demand the full recognition of internationally applicable human rights to promote decent working conditions. Our Supply Code of Conduct includes a strict clause prohibiting on child and forced labour. We also consider other forms of compulsory labour as well as any practices of coercion to be unacceptable. Fair pay and adequate occupational health and safety must be provided. This is why we put a special focus on regions where ESG standards are not high or appropriately enforced. To identify the respective suppliers, we conduct a risk assessment and make signing our Supplier Code of Conduct mandatory for those suppliers identified as high-risk. By doing so, their commitment to adhere to human rights standards becomes contractually binding.

To support the consistent implementation of our policies, we take a variety of measures on promoting human rights in the supply chain and follow a clear process. This process begins with the screening of potential new suppliers by a cross-functional team from different units to perform a holistic assessment. To qualify as suppliers, companies must fulfil certain criteria, including human rights factors. This approach helps us reduce the risk of entering into business relationships with companies that do not adhere to human rights standards.

When accepted as new suppliers, we emphasise the importance of human rights and corresponding ethical conduct during the onboarding stage. We clearly communicate our expectation that they comply with established international standards such as the UN Global Compact.

Throughout the business relationship, we continuously assess risks and conduct encompassing ESG risk assessments to manage related risks systematically, also by monitoring publicly available information in cases of high-risk suppliers. We also perform a Vendor Risk Management (VRM) twice a year to identify critical single sources. Based on the result of the risk assessment, mitigation measures are defined if necessary.

Regarding our VRM, supplier surveys including human rights matters are one of its sources. They enable us to assess and rank the respective supplier's human rights performance, identify major gaps and derive potential opportunities for improvement – also based on a collaboration with us.

In cases where a supplier refuses to address shortcomings pointed out by us, rejects collaboration or initially refuses to sign the Supplier Code of Conduct, we reserve the right to end our relationship and terminate existing contracts. This step, however, is only the last possible option for us. Instead, it is our aim to work in partnership with our suppliers and help them develop to jointly strengthen human rights.

To ensure the implementation of this process, 100 % of our suppliers were screened for risks regarding human rights violations based on the requirements of the German Supply Chain Due Diligence Act in the financial year. Subsequently, suppliers in question were subject to a multistage risk and engagement process based on their initial risk score. Moreover, a criticality assessment on all suppliers was executed with respect to industry- and country-specific KPIs.

In the financial year, no human rights incidents were identified through our own internal process or pointed out to us by our own employees, employees of suppliers or other third parties.

ESRS reference table

ESRS Reference

Disclosure requirements in ESRS covered by the company's Non-Financial Statement

The following table includes all disclosure requirements SCHOTT Pharma has complied with based on the results of the DMA. The material sustainability topics were identified according to the ESRS 2 IRO-1 criteria. The table includes only disclosure requirements that were classified as material. The table indicates where the respective information can be found in the non-financial statement. ESRS E2, ESRS E3, ESRS E4, ESRS S2, and ESRS S3 were classified as non-material and are therefore not included in the ESRS index.

General disclosures

Disclosure requirement	Title	Section
ESRS 2 BP-1	General basis for preparation of the sustainability statement	General disclosures
ESRS 2 BP-2	Disclosures in relation to specific circumstances	General disclosures
ESRS 2 GOV-1	The role of the administrative, management, and supervisory bodies	General disclosures
ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the company's administrative, management, and supervisory bodies	General disclosures
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	General disclosures
ESRS 2 GOV-4	Statement on due diligence	General disclosures
ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	General disclosures
ESRS 2 SBM-1	Strategy, business model, and value chain	General disclosures

General disclosures

Disclosure requirement	Title	Section
ESRS 2 SBM-2	Interests and views of stakeholders	General disclosures
ESRS 2 SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	General disclosures
ESRS 2 IRO-1	Description of the process to identify and assess material impacts, risks, and opportunities	General disclosures
ESRS 2 IRO-2	Disclosure requirements in ESRS covered by the company's sustainability statement	General disclosures
Policies MDR-P	Policies adopted to manage material sustainability matters	Topical standards chapters
Actions MDR-A	Actions and resources in relation to material ustainability matters	Topical standards chapters
Metrics MDR-M	Metrics in relation to material sustainability matters	Topical standards chapters
Targets MDR-T	Tracking effectiveness of policies and actions through targets	Topical standards chapters

Environment

ESRS E1 – Climate Change

Disclosure requirement	Title	Section
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	General disclosures
E1-1	Transition plan for climate change mitigation	Climate change
ESRS 2 SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	Climate change
ESRS 2 IRO-1	Description of the processes to identify and assess material climate- related impacts, risks, and opportunities	General disclosures
E1-2	Policies related to climate change mitigation and adaptation	Climate change
E1-3	Actions and resources in relation to climate change policies	Climate change
E1-4	Targets related to climate change mitigation and adaptation	Climate change
E1-5	Energy consumption and energy mix	Climate change
E1-6	GHG Emissions of Scopes 1, 2, 3 and total GHG emissions	Climate change

Environment

ESRS E5 – Resource use and circular economy

Disclosure requirement	Title	Section
ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks, and opportunities	Resource use and circular economy
E5-1	Policies related to resource use and circular economy	Resource use and circular economy
E5-2	Actions and resources related to resource use and circular economy	Resource use and circular economy
E5-3	Targets related to resource use and circular economy	Resource use and circular economy
E5-4	Resource inflows	Resource use and circular economy
E5-5	Resource outflows	Resource use and circular economy

Social
ESRS S1 – Own workforce

Disclosure requirement	Title	Section
ESRS 2 SBM-2	Interests and views of stakeholders	General disclosures
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Own workforce
S1-1	Policies related to own workforce	Own workforce
S1-2	Processes for engaging with own workforce and workers' representatives	Own workforce
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Own workforce
S1-4	Taking action on material impacts on own workforce	Own workforce
S1-5	Targets related to managing material negative impacts	Own workforce
S1-6	Characteristics of the company's employees	Own workforce
S1-9	Diversity metrics	Own workforce
S1-10	Adequate wages	Own workforce
S1-14	Health and safety metrics and LTIR	Own workforce
S1-17	Incidents, complaints and severe human rights impacts	Own workforce

Social
ESRS S4 – Consumers and end-users

Disclosure requirement	Title	Section
ESRS 2 SBM-2	Interests and views of stakeholders	General disclosures
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Consumers and end-users
ESRS S4-1	Policies related to consumers and end-users	Consumers and end-users
ESRS S4-2	Processes for engaging with consumers and end-users about impacts	Consumers and end-users
ESRS S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Consumers and end-users
ESRS S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Consumers and end-users
ESRS S4-5	Disclosure Requirement S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Consumers and end-users

Governance
ESRS G1 Business Conduct

Disclosure requirement	Title	Section
ESRS 2 GOV-1	The role of the administrative, supervisory and management bodies	General disclosures
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Business conduct
G1-1	Business conduct policies and corporate culture	Business conduct

List of data points in general and topic-specific standards arising from other EU legislation

The following table entails all datapoints stemming from other EU legislation as listed in ESRS 2 Appendix B. It indicates where in SCHOTT Pharma's Non-Financial Statement datapoints identified as material can be found and which datapoints were assessed as "not material" or are "not applicable" to our Group.

Disclosure Requirement	Data-point	Description	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS 2 GOV-1	21d	Board's gender diversity	✓		✓		material	General disclosures – Sustainability governance
ESRS 2 GOV-1	21e	Percentage of board members who are independent			✓		material	General disclosures – Sustainability governance
ESRS 2 GOV-4	30	Statement on due diligence	✓				material	General disclosures – Sustainability governance
ESRS 2 SBM-1	40d i	Involvement in activities related to fossil fuel activities	✓	✓	✓		not material	
ESRS 2 SBM-1	40d ii	Involvement in activities related to chemical production	✓		✓		not material	
ESRS 2 SBM-1	40d iii	Involvement in activities related to controversial weapons	✓		✓		not material	
ESRS 2 SBM-1	40d iv	Involvement in activities related to cultivation and production of tobacco			✓		not material	
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				✓	material	Climate change – Climate transition plan and policies
ESRS E1-1	16g	Companies excluded from Paris-aligned Benchmarks		✓	✓		material	Climate change – Climate transition plan and policies
ESRS E1-4	34	GHG emission reduction targets	✓	✓	✓		material	Climate change – Climate transition plan and policies
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	✓				material	Climate change – Targets and metrics
ESRS E1-5	37	Energy consumption and energy mix	✓				material	Climate change – Targets and metrics
ESRS E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	✓				material	Climate change – Targets and metrics
ESRS E1-6	44	Gross Scopes 1, 2, 3 and total GHG emissions	✓	✓	✓		material	Climate change – Targets and metrics
ESRS E1-6	53-55	Gross GHG emissions intensity	✓	✓	✓		material	Climate change – Targets and metrics
ESRS E1-7	56	GHG removals and carbon credits				✓	not material	
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			✓		not applicable	

Disclosure Requirement	Data-point	Description	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS E1-9	66a 66c	Disaggregation of monetary amounts by acute and chronic physical risk/location of significant assets at material physical risk		✓			not applicable	
ESRS E1-9	67c	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		✓			not applicable	
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities			✓		not applicable	
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water, and soil	✓				not material	
ESRS E3-1	9	Water and marine resources	✓				not material	
ESRS E3-1	13	Dedicated policy	✓				not material	
ESRS E3-1	14	Sustainable oceans and seas	✓				not material	
ESRS E3-4	28c	Total water recycled and reused	✓				not material	
ESRS E3-4	29	Total water consumption in m^3 per net revenue from own operations	✓				not material	
ESRS 2 SBM-3	E4 16a i	[Biodiversity related]	✓				not material	
ESRS 2 SBM-3	E4 16b	[Biodiversity related]	✓				not material	
ESRS 2 SBM-3	E4 16c	[Biodiversity related]	✓				not material	
ESRS E4-2	24b	Sustainable land / agriculture practices or policies	✓				not material	
ESRS E4-2	24c	Sustainable oceans / seas practices or policies	✓				not material	
ESRS E4-2	24d	Policies to address deforestation	✓				not material	
ESRS E5-5	37d	Non-recycled waste	✓				material	Resource use and circular economy – Targets and metrics
ESRS E5-5	39	Hazardous waste and radioactive waste	✓				material	Resource use and circular economy – Targets and metrics
ESRS 2 SBM-3 – S1	14f	Risk of incidents of forced labor	✓				not material	
ESRS 2 SBM-3 – S1	14g	Risk of incidents of child labor	✓				not material	
ESRS S1-1	20	Human rights policy commitments	✓				not material	Own workforce – Policies

Disclosure Requirement	Data-point	Description	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			✓		material	Own workforce – Policies
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	✓				not material	
ESRS S1-1	23	Workplace accident prevention policies or management system	✓				material	Own workforce – Policies
ESRS S1-3	32c	Grievance/ complaints handling mechanisms	✓				material	Own workforce – Workforce engagement and remediation
ESRS S1-14	88b 88c	Number of fatalities and number and rate of work-related accidents	✓		✓		material	Own workforce – Targets and metrics
ESRS S1-14	88e	Number of days lost to injuries, accidents, fatalities, or illness	✓				material	Own workforce – Targets and metrics
ESRS S1-16	97a	Unadjusted gender pay gap	✓		✓		material	Will be disclosed in the future once CSRD is transposed into applicable legislation
ESRS S1-16	97b	Excessive CEO pay ratio	✓				material	Will be disclosed in the future once CSRD is transposed into applicable legislation
ESRS S1-17	103a	Incidents of discrimination	✓				material	Own workforce – Targets and metrics
ESRS S1-17	104a	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	✓		✓		material	Own workforce – Targets and metrics
ESRS 2 SBM3 – S2	11b	Significant risk of child labor or forced labor in the value chain	✓				not material	
ESRS S2-1	17	Human rights policy commitments	✓				not material	
ESRS S2-1	18	Policies related to value chain workers	✓				not material	
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	✓		✓		not material	
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			✓		not material	
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	✓				not material	
ESRS S3-1	16	Human rights policy commitments	✓				not material	
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles, or OECD Guidelines	✓		✓		not material	
ESRS S3-4	36	Human rights issues and incidents	✓				not material	

Disclosure Requirement	Data-point	Description	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS S4-1	16	Policies related to consumers and end-users	✓				material	Consumers and end-users – Policies
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles, or OECD Guidelines	✓		✓		material	Consumers and end-users – Targets and metrics
ESRS S4-4	35	Human rights issues and incidents	✓				material	Consumers and end-users – Targets and metrics
ESRS G1-1	10b	United Nations Convention against Corruption	✓				not material	
ESRS G1-1	10d	Protection of whistleblowers	✓				not material	
ESRS G1-4	24a	Fines for violation of anti-corruption and anti-bribery laws	✓		✓		not material	
ESRS G1-4	24b	Standards of anti-corruption and anti-bribery	✓				not material	

Imprint

Publisher

SCHOTT Pharma AG & Co. KGaA
Hattenbergstrasse 10
55122 Mainz
Germany

Concept and text
SCHOTT Pharma AG & Co. KGaA
Prof. Dr. Matthias Fifka

Graphic concept and design
SHE Kommunikationsagentur GmbH

Photography
SCHOTT (p. 18, 29, 68)
SCHOTT/ Arne Lesmann (p. 54, 58, 81)
SCHOTT/ Nils Hendrik Müller (p. 10)
SCHOTT/ Hartmut Nägele (p. 45, 56, 57)
SCHOTT/ Oliver Rüther (p. 28, 44)
SCHOTT/ Oana Szekely (p. Title, 1, 2, 3, 4, 5, 8, 14, 15, 20, 26, 31, 38, 39, 41, 51, 52, 63, 58, 69, 70, 72, 74, 77, 78, 84)
SCHOTT Pharma (p. 6, 16, 23, 24, 25, 42, 43, 49, 50, 53, 55, 59, 67, 75, 76, 80, 82)
Getty Images (p. 15, 27, 30, 32, 33, 35, 36, 76, 83)

Additional information

If you have any questions or comments about our sustainability reporting, please do not hesitate to contact our sustainability management team.

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