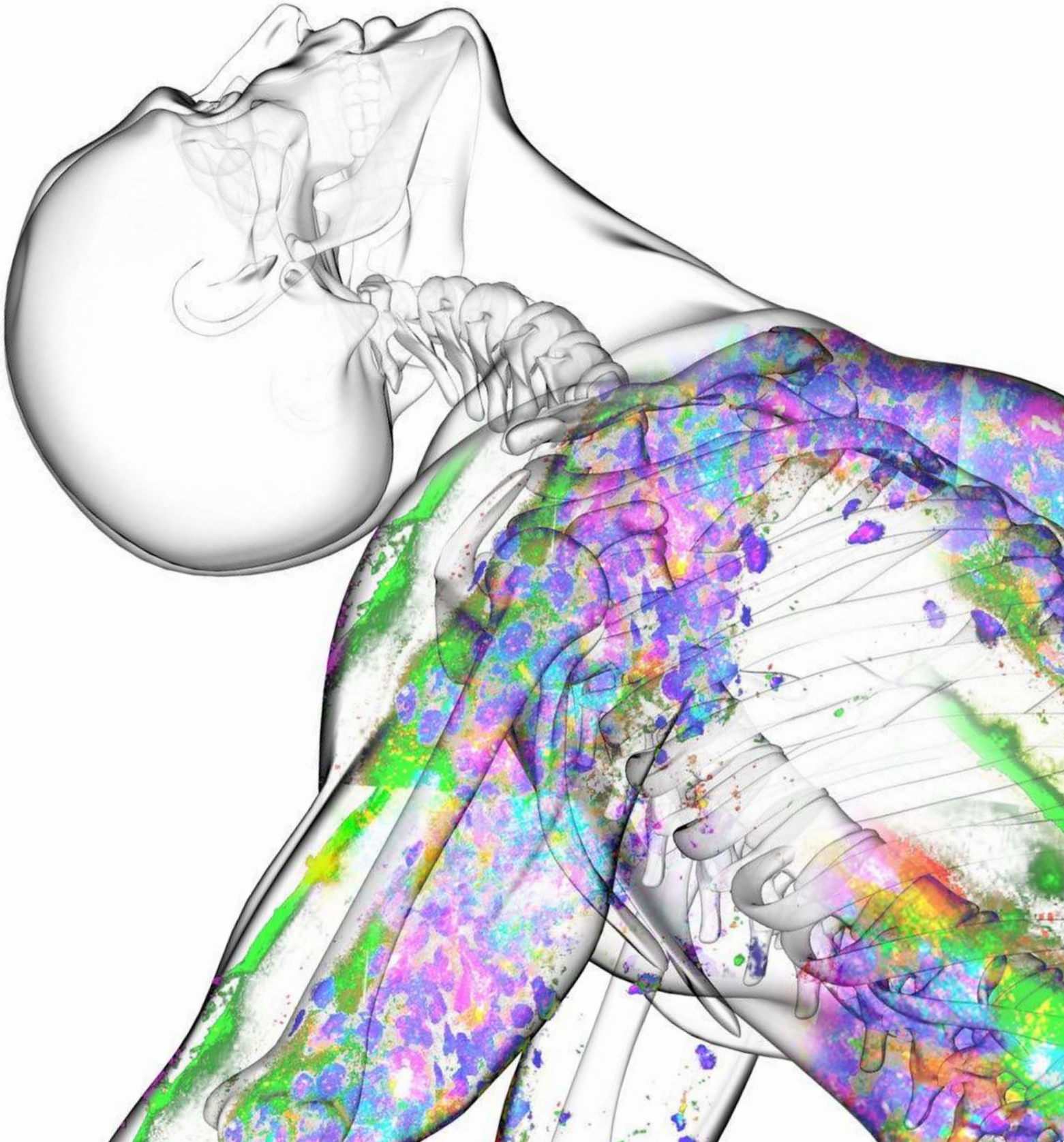
Responsibility Report

2025/2026

GRÜNENTHAL



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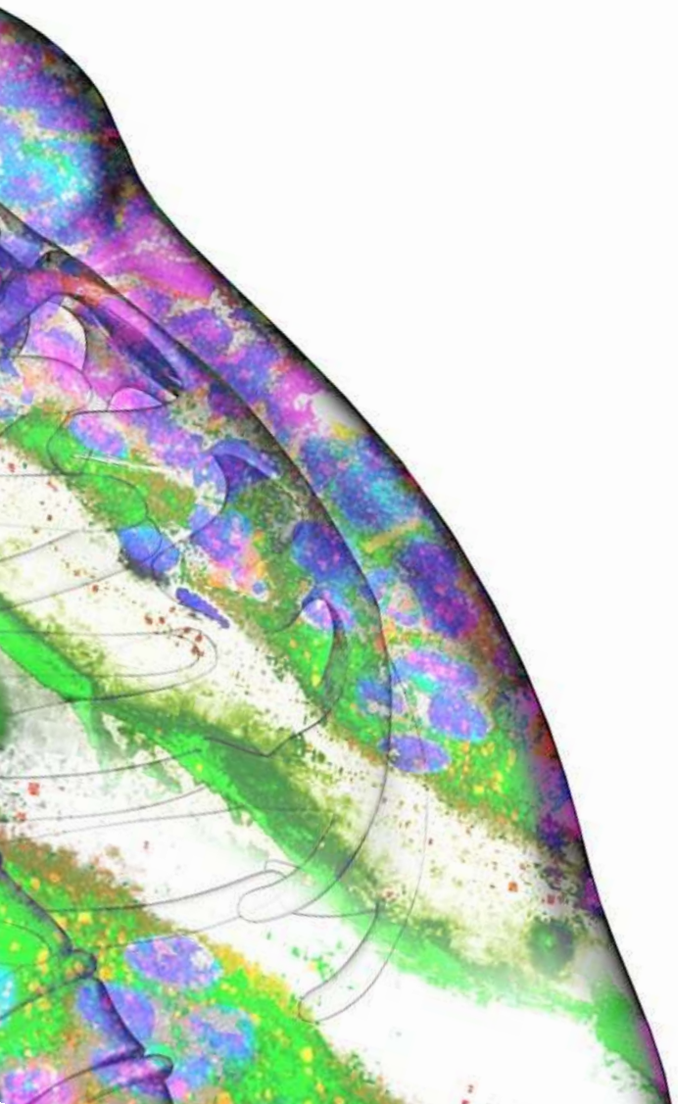

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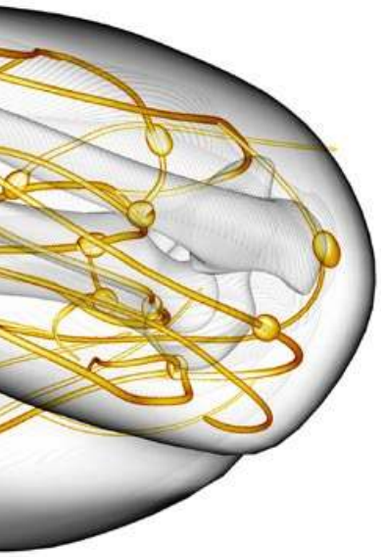


RESPONSIBILITY IN FOCUS

Inside this report

Responsibility at Grünenthal goes beyond policies and numbers. It is reflected in how we act every day – guided by our vision of a World Free of Pain and a clear ambition to create positive change over and above our core business. This report shows how our people bring this commitment to life, through real-world examples, authentic voices and tangible achievements from across Grünenthal.

Our separate Sustainability Statement is rooted in the Corporate Sustainability Reporting Directive (CSRD) and follows the European Sustainability Reporting Standards (ESRS). It provides a detailed, externally audited, and standardised disclosure of our environmental, social and governance performance, ensuring transparency and allowing for comparability across companies. It is available in the Creditors section on our corporate website:
https://creditors.grunenthal.com

A word from the CEO

Dear Friends and Partners,

I am proud of what we achieved at Grünenthal in 2025. As a company that takes responsibility seriously, we continued to lead by doing the hard work: setting clear priorities and delivering results. Across our focus areas of Patient, People and Planet, and grounded in ethical business conduct, we turned commitments into measurable action and strengthened the way we run our business.

This report makes our leadership tangible. It sets out the choices we make, the standards we hold ourselves to and the progress we are making.

> It is the commitment and dedication of our employees that allow us to look ahead with confidence — and with real energy for what comes next.
>
> **Gabriel Baertschi**
> Chief Executive Officer

Patients – at the core of our responsibility approach

Our vision of A World Free of Pain continues to guide our work. In 2025, we maintained strong pharmacovigilance performance, with 98 percent of safety reports submitted on time and more than 4,300 employees trained. Particularly in the context of clinical development, dialogue with patients and their representatives is vital for informing and optimising the development strategy with relevant, patient-centric insights. Last year, we involved patient advocacy groups in the design of a third of our clinical development programmes, with the aim of 100 percent[1] participation by 2030.

People – our employees, partners and communities

Our workforce is becoming more diverse in background, experience and generation. Today, we have 69 nationalities working across the organisation, with more than 50 percent of colleagues in the Millennial and Gen Z generations, and 42 percent of our total leadership community being women. At our Aachen manufacturing site, colleagues reached 498 consecutive days without a reportable workplace accident, demonstrating how safety leadership translates into daily practice. Through Grünenthal Gives, our initiative that allows colleagues to take a day's paid leave to volunteer their time to a worthy cause, teams collectively volunteered more than 4,300 hours in 2025 to support local charities and community projects around the world.

Planet – for a sustainable future

Last year, we advanced towards our near-term targets as validated by the Science Based Targets initiative (SBTi), reducing total greenhouse gas emissions by 4.6 percent versus 2024. Since 2020, we reduced emissions from our own operations and production (Scope 1) and emissions associated with purchased energy (Scope 2) by 43 percent! Alongside these efforts, we again achieved zero waste to landfill from manufacturing activities across all our manufacturing sites. We also planted trees in deforested areas to restore landscapes and support local communities. By the end of 2025, we completed our first 100,000-tree project cycle through our partnership with Impact Hero – adding to the nearly 40,000 trees already planted by our global teams in recent years.

Ethical business conduct – the foundation

In 2025, we strengthened the backbone of ethical business at Grünenthal. We fully implemented an Artificial Intelligence (AI) Governance framework to ensure all AI systems comply with our Data Ethics Charter and legal requirements, trained 100 percent of relevant employees on anti-corruption, and significantly expanded our oversight of third parties, completing nearly 5,700 due-diligence assessments – a 44 percent increase year on year.

New ambitions for 2030

Our ambitions for 2030 provide us with a clear line of sight to the future. They raise the bar for our performance and sharpen our focus on where we can make the greatest difference. We set them not to follow expectations, but to lead with intent and consistency.

I want to thank our employees and partners for the discipline, courage and persistence behind the progress in this report. Their work is the reason we can look ahead with confidence and with real energy for what comes next.

Sincerely,

Gabriel Baertschi
Chief Executive Officer

May 2026

[1] Except when multiple programmes target the same indication, in which case shared patient advocacy input may be applied.

Voices from the Executive Board Team

I believe responsibility only matters when it leads to action. That is why we set ambitious goals for 2030: to challenge ourselves as a company, mobilise every team and continue leading on ESG across our value chain, from research to patients. These goals reflect the standards we set for ourselves and the impact we expect to deliver.

Gabriel Baertschi
Chief Executive Officer

Responsibility takes shape where our medicines reach patients. In 2025, we set new targets for the years ahead and we approach them with discipline and focus – from strengthening patient safety, to training business partners on the responsible use of opioids, and expanding access to healthcare. This is how we act responsibly where it matters most.

Jan Adams, MD
Chief Commercial Officer

In research and development, responsibility translates into putting patients' voices at the heart of how we innovate. By actively involving patient advocacy groups in our clinical programmes, we ensure development reflects real patient needs. Expanding our R&D beyond pain into additional indications, including rare diseases, allows us to address further unmet needs for patients and their families.

Uli Brödl, MD
Chief Scientific Officer

Responsibility is key to earning the trust of those who invest in us. Our strong track record in ESG and ethical business conduct, reflected in consistently high ratings, gives investors confidence and supports financing. This enables us to invest in innovation, pursue growth opportunities, and ultimately improve outcomes for patients.

Fabian Raschke
Chief Financial Officer

We deliver responsible operations with measurable impact: cutting emissions across our network, reducing Scope 3 emissions through supplier engagement, and preventing pollution, while maintaining the highest standards of safety, quality, and supply reliability.

Victor Barbosa
Head Global Operations

Long-term success depends on the people who deliver it. Responsibility means creating the conditions for employees to perform, grow, and feel safe. The targets we set in 2025 raise standards in fairness, health and safety, and development, so that performance and responsibility go hand in hand across the organisation.

Leen Hofkens
Head Global Human Resources

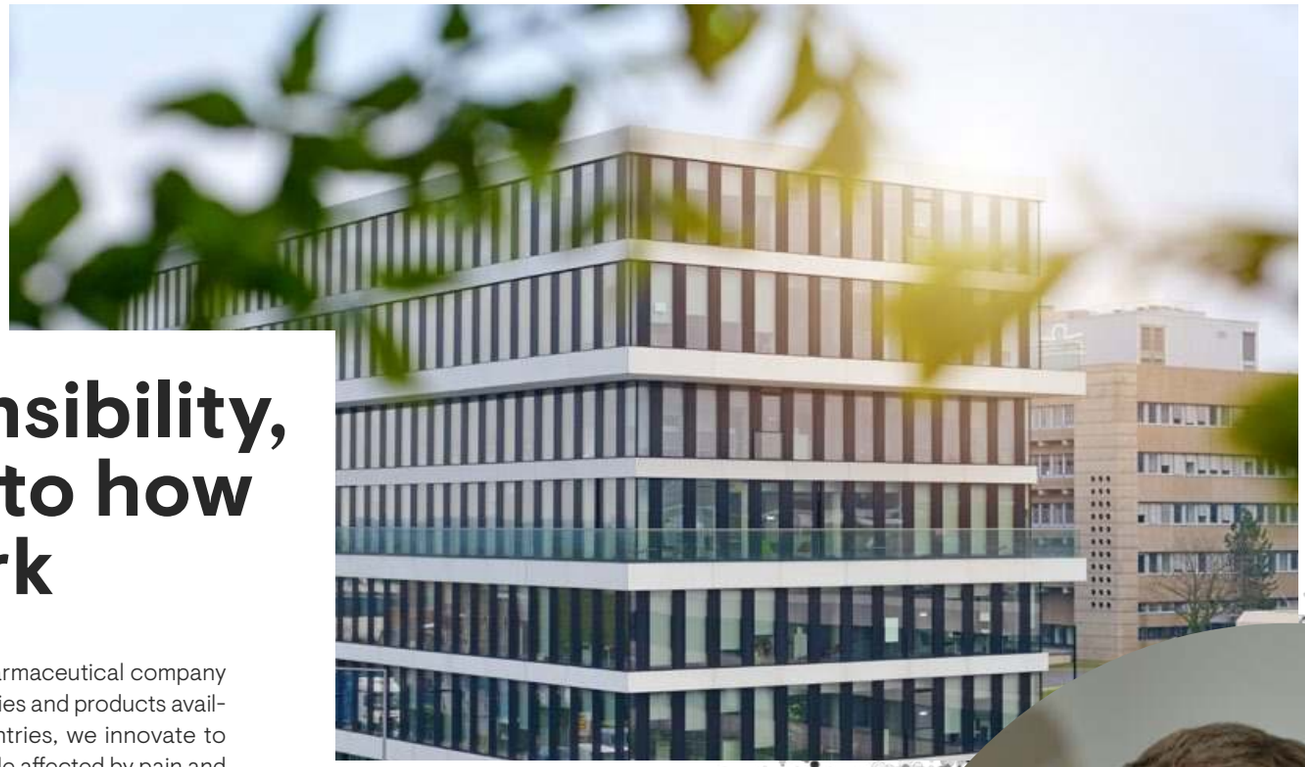
Responsible business means understanding risk before it becomes reality. At Grünenthal, we manage risk with a long-term view; strengthening resilience, safeguarding trust, and enabling the company to act with confidence.

Sebastian Köhler
General Counsel

Responsibility is a core driver of our strategy and performance. By embedding it in our Group Scorecard, we ensure progress is measured and acted upon at the highest level. It shapes strategic decisions, guides our M&A approach, and strengthens how we allocate capital across the business.

Quentin Le Masne de Chermont
Head Corporate Strategy and Business Development

Grünenthal headquarters Aachen, Germany



Responsibility, built into how we work

As a research-driven pharmaceutical company with affiliates in 28 countries and products available in around 100 countries, we innovate to improve the lives of people affected by pain and adjacent diseases worldwide.

Grünenthal is externally recognised as an industry leader in environmental, social and governance (ESG) practices. We focus on what matters most across our entire value chain by prioritising topics with the greatest positive impact on patients, our people, and the planet.

These areas shape our Corporate Responsibility Programme. Environmental stewardship, social equity, and ethical business conduct are embedded into how we set strategy, manage risks, and make decisions.

Through transparent reporting, independent ratings, and continuous improvement, responsibility at Grünenthal is both a measure of accountability and a driver of long-term value for all our stakeholders.

> Our strong ESG ratings continue to set standards in the pharmaceutical industry.

Sebastian Köhler
General Counsel and Member of the Executive Board Team

Setting industry-leading standards

Independent external rating organisations regularly assess how Grünenthal manages ESG-related risks. Their continued recognition places us among the top performers in our industry.

Consistent external recognition of our ESG strategy, governance and performance

MSCI PROVISIONAL ESG RATINGS

(p) AA

(p) CCC | (p) B | (p) BB | (p) BBB | (p) A | (p) AA | (p) AAA

As of Oct 2025

Industry-leading ESG performance[1]

For the second consecutive year, Morgan Stanley Capital International (MSCI) awarded Grünenthal a strong '(p) AA' rating in 2025, recognising our industry-leading performance. MSCI highlighted our robust governance practices and continued investment in people, confirming the consistency and maturity of our ESG approach.[1]

2025 SUSTAINALYTICS INDUSTRY ESG TOP RATED MORNINGSTAR

Among top performers in Pharmaceuticals

In its latest assessment, Sustainalytics once again rated Grünenthal as 'low risk', applying its industry-relative risk rating methodology. This rating reflects a low level of unmanaged ESG risks and strong risk management for the fourth consecutive year.

GOLD | Top 5% ecovadis Sustainability Rating SEP 2025

Top 5% of companies worldwide

EcoVadis also reaffirmed our progress, awarding Grünenthal Gold Medal status for the second year in a row, with an improved score of 79 out of 100. This places us in the top 5 percent of more than 150,000 companies assessed worldwide, with particularly strong performance in Environment and Labour & Human Rights.

[1] The MSCI Provisional ESG Rating and related report and research (collectively, the "Provisional Rating"): (1) was prepared by MSCI ESG Research for compensation, (2) is not a credit rating or securities research report, (3) is made available only for informational purposes and without any warranty or guaranty of accuracy, quality, completeness or usefulness, (4) is current only as of the date first issued and is subject to modification and withdrawal without notice, (5) does not, and is not intended to, constitute an investment promotion, report or opinion of an expert, assurance letter, part of any offering, or any offer or recommendation to purchase or sell any securities, credit commitments or other assets or to enter into any project or business transaction in connection with the rated company or otherwise, (6) is based in whole or in part on information provided to MSCI ESG Research by or on behalf of the rated company, which MSCI does not validate for reliability, truthfulness, accuracy, completeness or otherwise at any time or over time, (7) is based in whole or in part on non-public information and may differ materially from a subsequent Provisional Rating or standard ESG Rating assigned by MSCI ESG Research to the rated company, (8) may not incorporate or accurately reflect actual environmental, social or governance-related risks and information relevant to the rated company, (9) has not been submitted to, nor received approval from, any relevant regulatory bodies, and (10) may not be altered or modified, further copied or redistributed, or used to create derivative works, indexes, databases, risk models, analytics, software or other works or to train any large language model or other artificial intelligence system without the express prior written permission of MSCI ESG Research. MSCI ESG Research shall have no liability with respect to the Provisional Rating or any use thereof, including, without limitation, with respect to any use of the Provisional Rating in connection with any investment or any other purpose. All uses of the Provisional Rating are also subject to the disclaimer located at: msci.com/legal/provisional-rating, which may be updated by MSCI from time to time.

Hannah Engels, Global Compliance & Responsibility Officer, with Tobias Schäfers, Head of Responsibility and Corporate Citizenship

A strategy built on what matters most

Corporate responsibility is embedded in Grünenthal's strategy and shapes how we create long-term value. Guided by respect for people and the environment, and a clear commitment to lawful conduct, ethical behaviour, and sustainability, we act on areas where we can make the greatest difference. This focus helps ensure that our responsibility efforts are closely linked to both societal expectations and the long-term resilience of our business.

Grünenthal sets its priorities using a structured assessment that looks at two things: how our business impacts society and the environment, and which sustainability issues could affect our long-term success. The assessment covers the entire value chain, from sourcing and research to manufacturing, market access, and product use. It is based on ongoing feedback from patients, employees, business partners, and internal experts, as well as analysis of our value chain and risks.

Together, these inputs help us decide where to focus our efforts and what matters most for the future of our business. Senior leadership reviews the results regularly, ensuring our priorities continue to reflect our strategy.

From leadership to everyday practice

Translating these priorities into action requires clear accountability and strong governance. Responsibility at Grünenthal starts at the top – and runs through the whole organisation. The Corporate Executive Board holds overall accountability, setting the direction and ensuring a clear focus on ESG topics.

From there, responsibility is carried into everyday business through Grünenthal's Corporate Responsibility Programme, which brings sustainability into how the company operates worldwide.

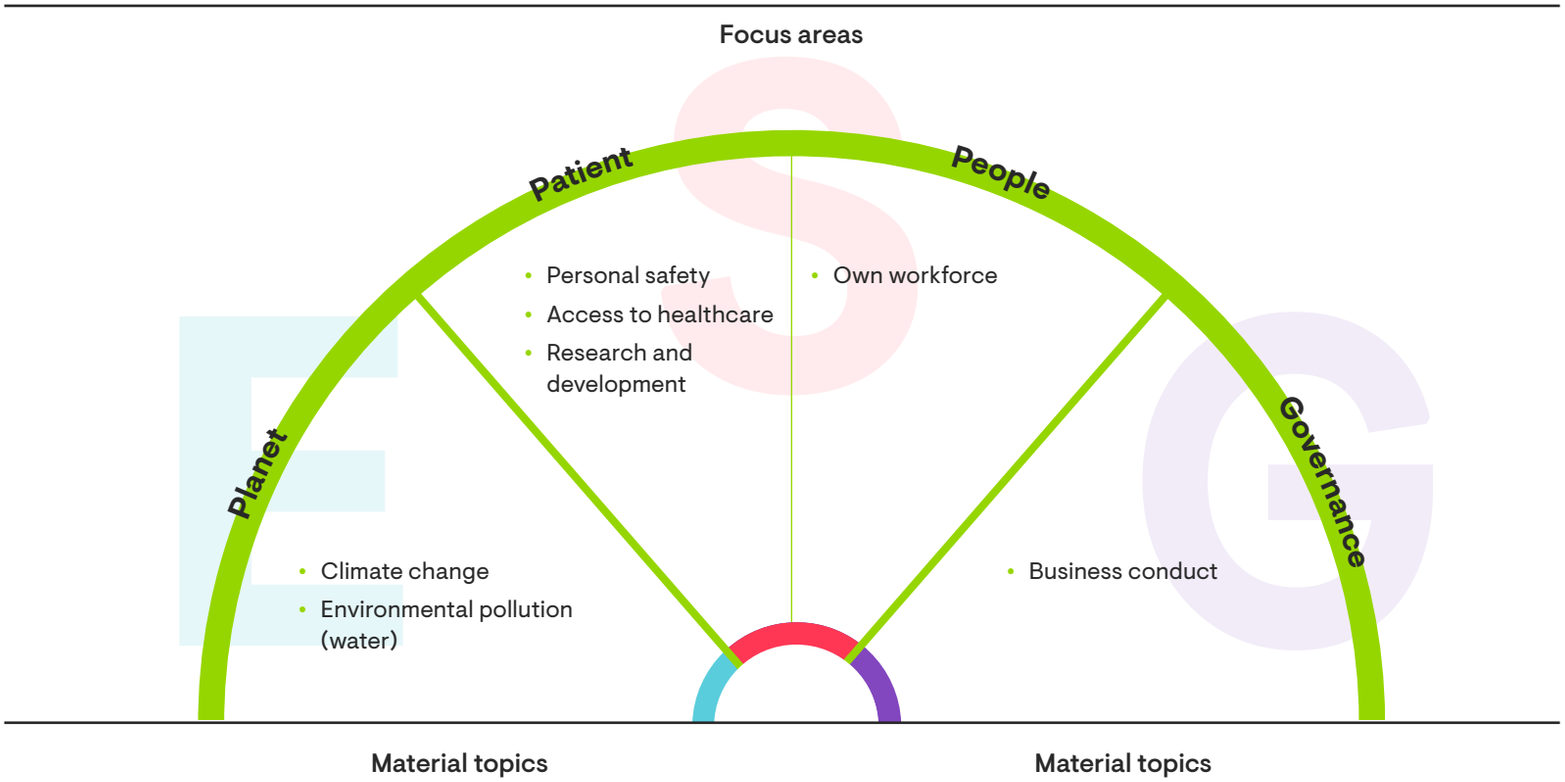
Oversight sits with the Corporate Responsibility Board. Bringing together expertise from across the organisation, it provides a central forum for discussing progress, challenges and priorities, and reports directly to the Corporate Executive Board. This structure ensures that responsibility is not handled in silos but guided collectively and with a long term view.

Our key (material) topics bridge strategy and action. They reflect the impacts, risks and opportunities of our business and how we take responsibility for them through compliant, ethical and transparent practices across our operations and value chain. To move from ambition to delivery, we set clear targets and measures that guide our work.

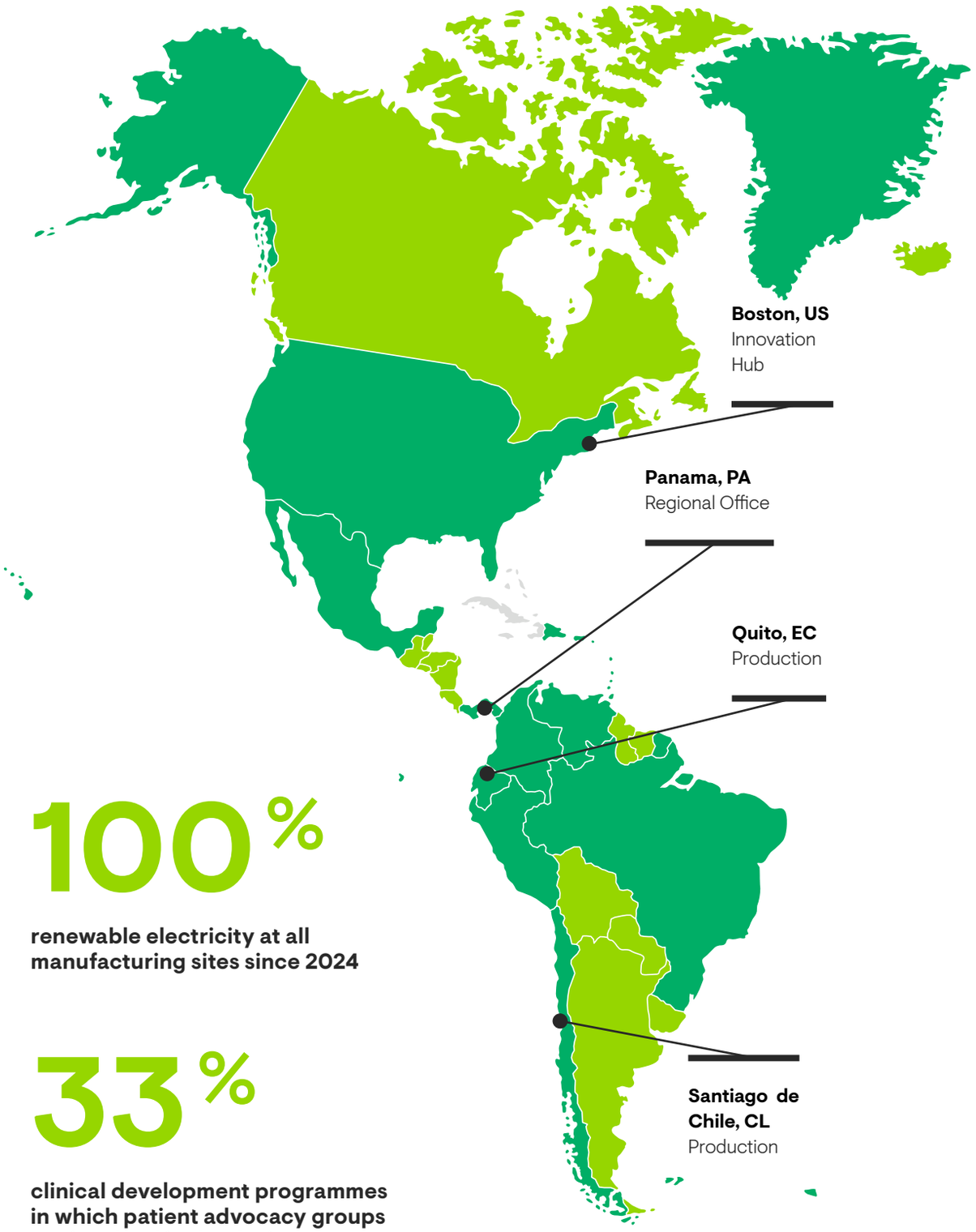
> Our responsibility shapes how we manage risks and take decisions – guided by clear priorities: patients, people, and the planet.
>
> **Hannah Engels**
> Global Compliance & Responsibility Officer

These help us track progress, strengthen accountability, and continuously improve how we create value for patients, people and the planet.

Our material topics across four focus areas



By the numbers



4,100

employees worldwide

75+

years of developing innovative medicines for patients

4.6%

emission reduction across Scopes 1, 2 and 3 compared to 2024

100%

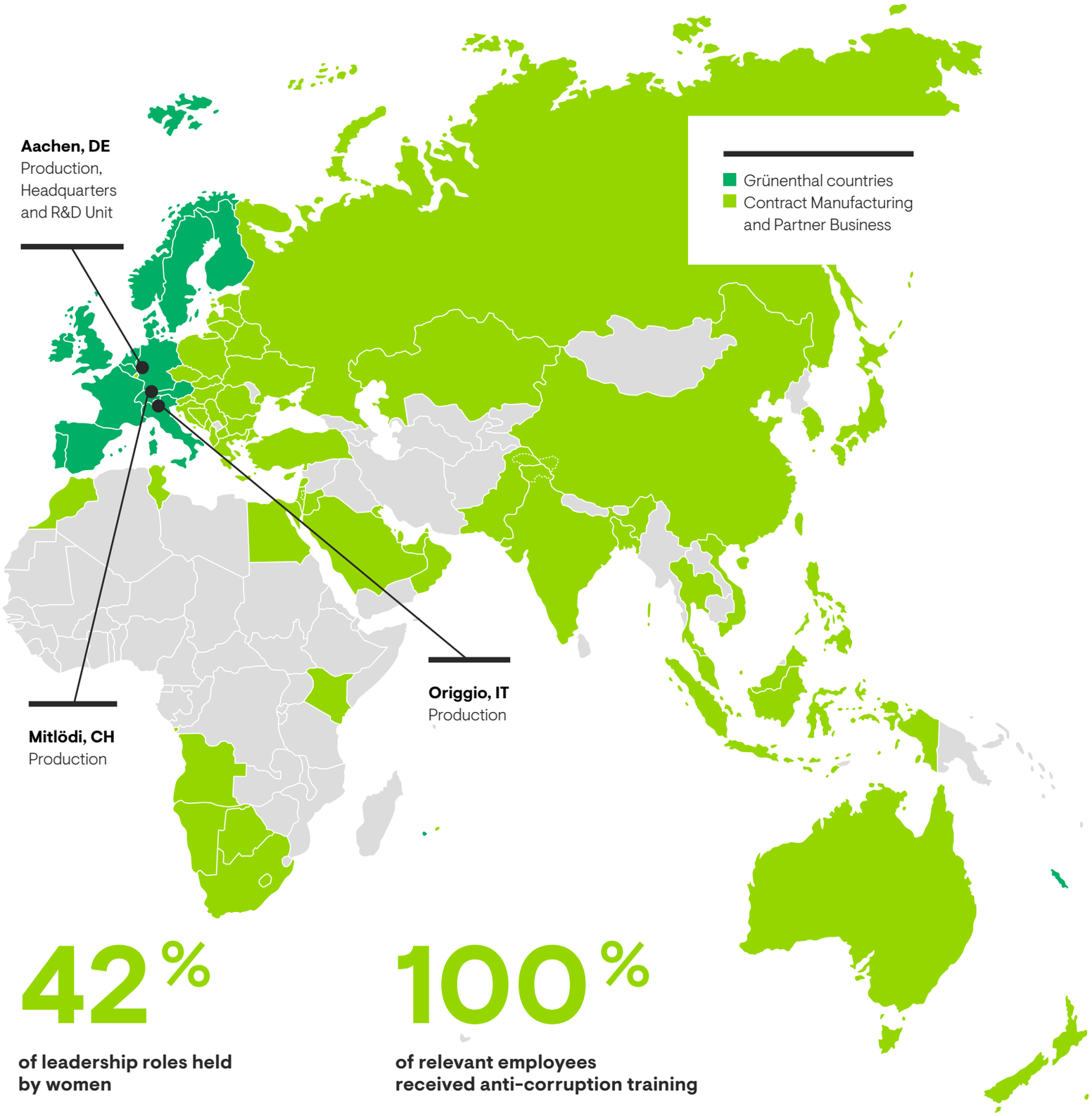
renewable electricity at all manufacturing sites since 2024

20

countries in which Grünenthal is certified as a Great Place to Work®

33%

clinical development programmes in which patient advocacy groups are involved in the design

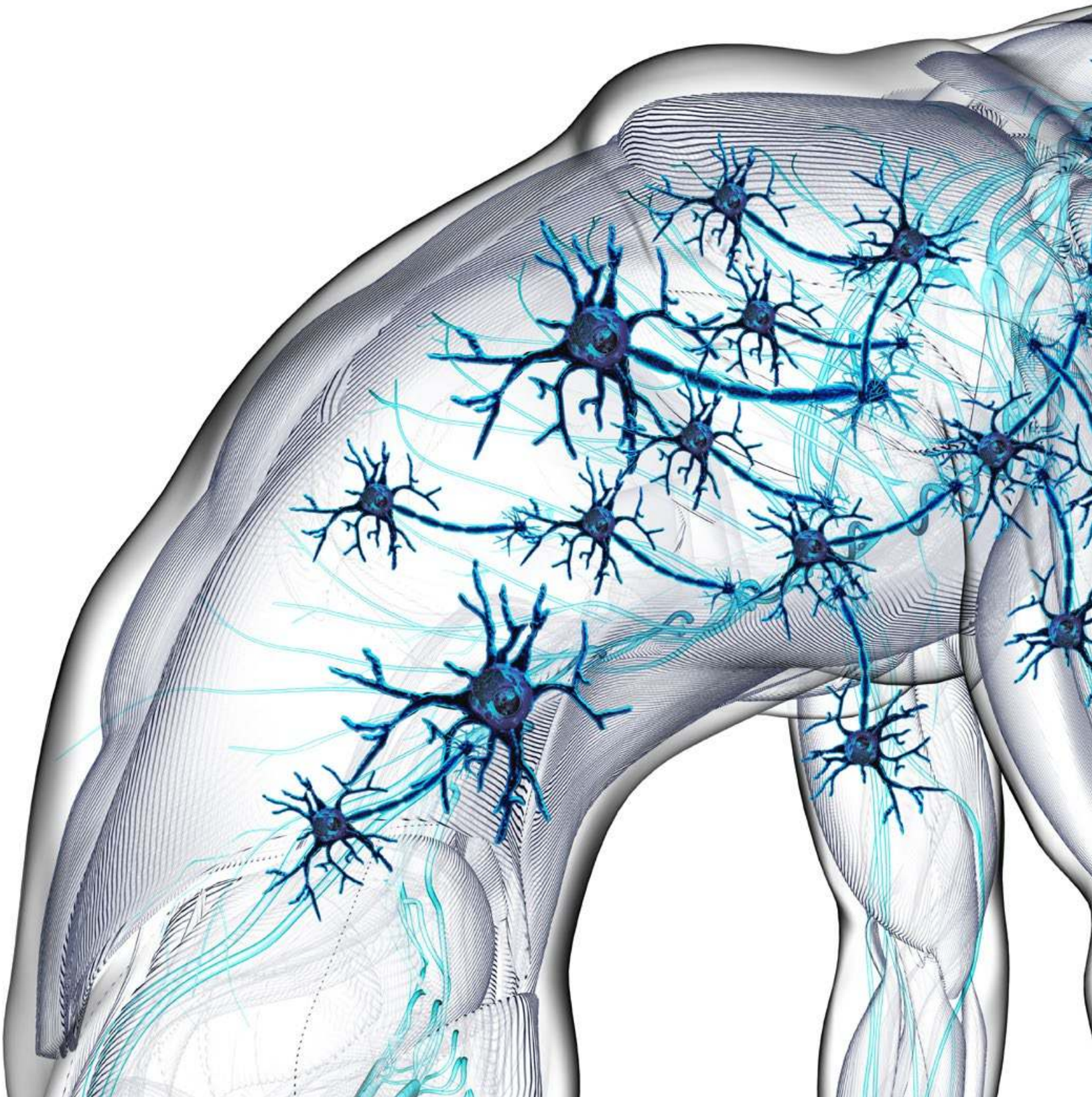


42 %

of leadership roles held by women

100 %

of relevant employees received anti-corruption training



ENVIRONMENT

Protecting our planet

Every part of our business leaves an environmental footprint. We take responsibility for that – by focusing on what makes the biggest difference. Cutting emissions. Reducing pollution. Handling waste responsibly. Raising standards across our supply chain.

We turn ambition into action through science-based climate measures, responsible operations, and close collaboration with our suppliers. Step by step, across our value chain, we are reducing our footprint and making more sustainable choices part of everyday business.

Climate action

Climate action is where sustainable choices become tangible in everyday business. In our operations, products, and supply chains, progress comes from practical decisions — fewer emissions, lower energy use, and changes that add up over time. From My Green Lab® certification in our research laboratories to projects that reduce our reliance on fossil fuels, we focus on measures with clear impact. At Origgio, Aachen, and our Swiss API (active pharmaceutical ingredients) site, solar panels generate clean energy on site, while the Swiss site also draws power from a local hydropower system. The installation of heat pumps at our Aachen and Mitlödi sites is another example of how steady, focused action delivers measurable results.

STORY

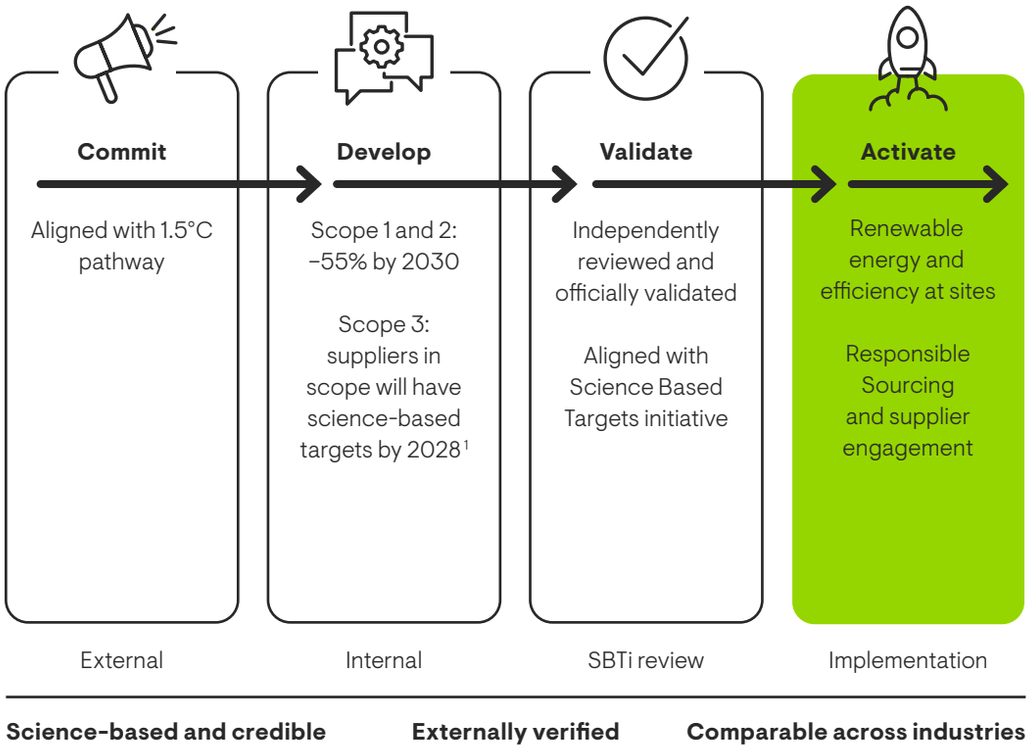
Science-based climate targets validated

Grünenthal's near-term climate targets have been validated by the Science Based Targets initiative (SBTi), confirming they align with the 1.5°C goal of the Paris Climate Agreement – the international framework aimed at limiting global warming by sharply reducing greenhouse gas emissions.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

A clear path for Grünenthal's emission reduction



Science-based and credible **Externally verified** **Comparable across industries**

[1] Suppliers accountable for 74.1% of the 2024 Scope 3 GHG inventory in the category 3.1 and 3.4.

We have committed to reducing our Scope 1 and 2 emissions by 55 percent by 2030 (compared with 2020) and to driving climate action across our value chain. Grünenthal has set a supplier engagement target for 2028 and plans to set a Scope 3 emissions reduction target by 2027.

This SBTi-validation reinforces our role as a responsible and forward-looking company and it is already translating into action, from photovoltaic installations at our sites to our Responsible Sourcing Programme.

366 t

CO_2 saved annually by generating solar power in Aachen – roughly the electrity-related emissions of 289 four-person households in Germany

Sebastian Köhler, General Counsel and Member of the Executive Board Team, with Hannah Engels, Global Compliance & Responsibility Officer, in front of solar power system at Grünenthal's headquarters in Aachen, Germany

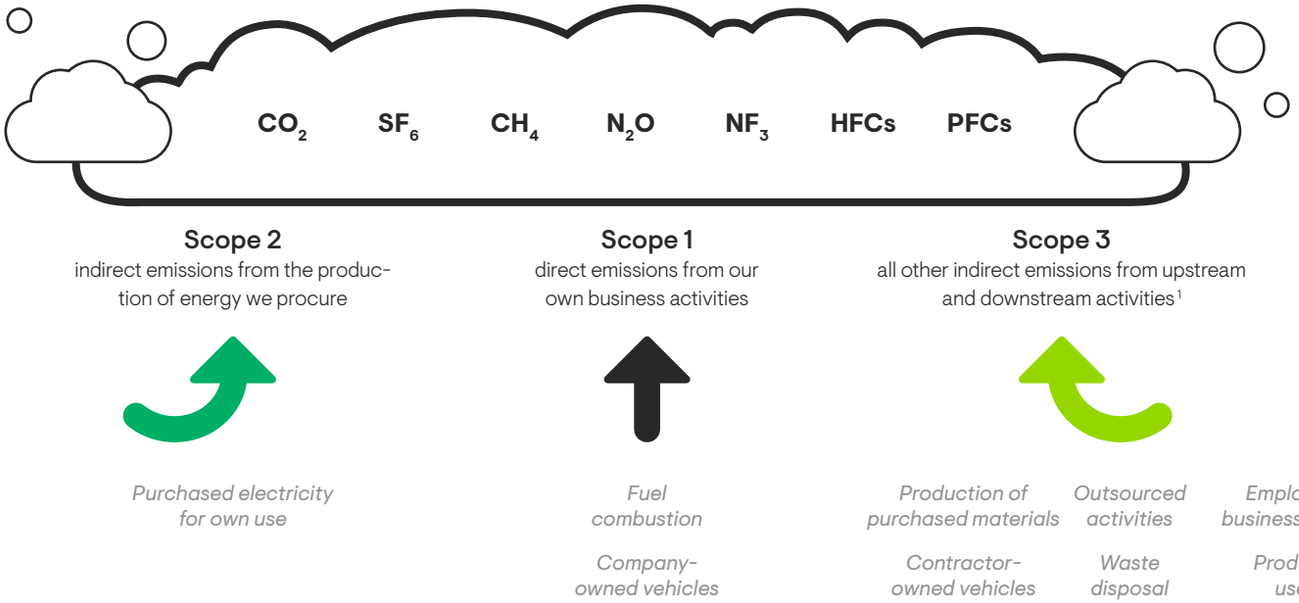
4.6 %

total emission reduction compared to 2024

43 %

emission reduction achieved since 2020 for Scope 1 and Scope 2

Overview of scopes and emissions across a value chain

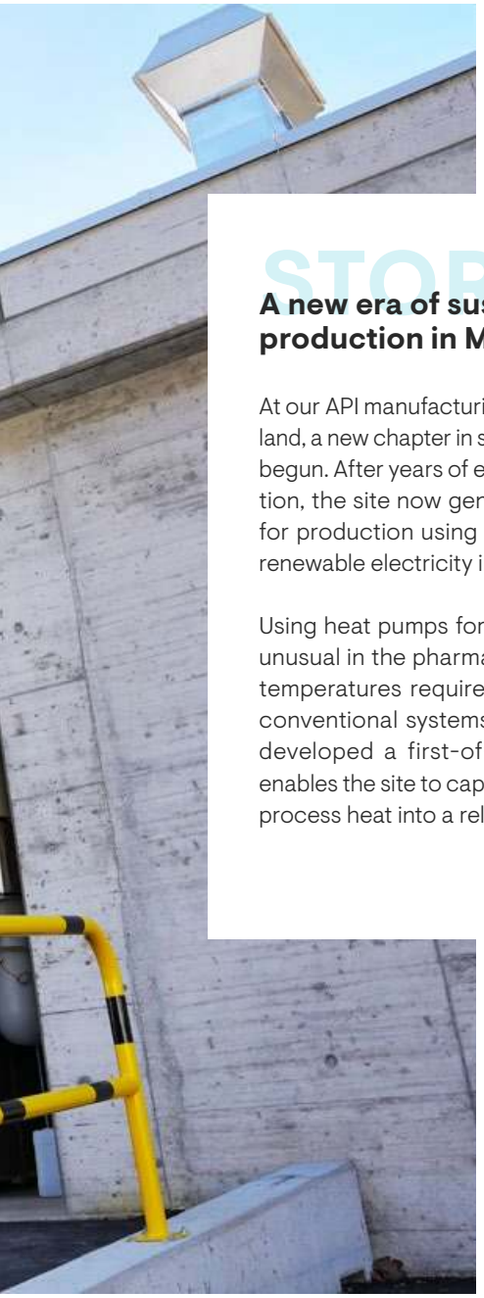


[1] Upstream emissions are indirect greenhouse gas emissions arising before the company's own operations, such as from purchased goods and services, capital goods, transport, waste, and business travel. Downstream emissions are indirect greenhouse gas emissions occurring after the company's own operations, such as from distribution, use of sold products, end-of-life treatment, and investments.

Newly installed heat pumps at Grünenthal's API site in Mitlödi, Switzerland

> Mitlödi's interconnected heat-pump system shows how innovation can advance sustainable manufacturing. It highlights how we are driving environmental responsibility while maintaining the highest standards of operational excellence.

Victor Barbosa
Head Global Operations and Member of the Executive Board Team



STORY

A new era of sustainable API production in Mitlödi

At our API manufacturing site in Mitlödi, Switzerland, a new chapter in sustainable production has begun. After years of engineering and construction, the site now generates the heat required for production using heat pumps powered by renewable electricity instead of fossil fuels.

Using heat pumps for API production is highly unusual in the pharmaceutical industry, as the temperatures required typically exceed what conventional systems can deliver. Our teams developed a first-of-its-kind approach that enables the site to capture and transform excess process heat into a reliable energy source.

At the core of the system is a network of industrial heat pumps that recover heat from production processes, upgrade it and feed it back into the energy cycle. When higher temperatures are needed, electric boosters provide the final lift. The result is a closed-loop system that keeps valuable energy in use rather than letting it disappear into the atmosphere.

In January 2026, the site reached an important milestone: for the first time, all heat needed for API production was generated using 100 percent green electricity. This innovative system significantly lowers primary energy demand and brings us closer to reaching our SBTi-validated targets. With the system now fully operational, our focus shifts to optimising performance, sharing lessons learned, and accelerating carbon-free energy solutions across our sites.

7

interconnected industrial heat pumps

100%

renewable electricity used for process heat generation

STORY

Growing a greener future together

Our commitment to protecting the planet is growing tree by tree. Since launching #TreesForOurPlanet in 2021, colleagues around the world have helped plant trees, supporting climate action, biodiversity, and stronger ecosystems through local engagement and volunteering.

In 2025, we accelerated this journey through new partnerships. Together with Impact Hero, we launched our involvement in two long-term reforestation and restoration projects, supporting ecosystem recovery in Kenya and Tanzania, and agroforestry-based land restoration in Senegal. Across both initiatives, over 100,000 trees were planted by Grünenthal to strengthen biodiversity, enhance climate resilience, and restore degraded landscapes while creating sustainable income opportunities and food security for local communities. With nearly 40,000 trees already planted by our global teams in recent years, we are building on a solid foundation and steadily expanding our measurable impact.

Similarly, teams in Europe and Latin America joined forces to create a 900-tree forest in Ecuador, planted by local farmers. These projects combine environmental regeneration with community-based stewardship to deliver lasting benefits for the planet and the people who depend on it.

Local farmer in Ecuador planting trees as part of the Treedom initiative

0.5 km²

land restored with tree planting – roughly the size of 70 standard football pitches

~2,200 t

annual CO_2-neutralisation potential[1]

100 k

trees planted in cooperation with Impact Hero in 2025

[1] While our tree-planting initiative is not part of a formal carbon offsetting scheme, it reflects our ongoing effort to contribute to broader environmental goals.

Operating responsibly

Protecting land, air and water

Protecting land, air and water starts with acting early. Across our own operations, we focus on preventing pollution before it occurs – through careful wastewater treatment, responsible waste handling, and clear procedures for managing incidents. In 2025, these measures worked as intended, with no environmental leakages recorded.

This approach extends beyond our sites. In our supply chain, we assess suppliers' environmental management systems and support improvements based on recognised Environment, Health and Safety standards. By setting clear expectations and working closely with our partners, we aim to reduce pollution risks and protect ecosystems – today and over the long term.

Sustainability is not a target – it is a way of leading. We integrate it into daily operations, empower our people to take ownership, and act decisively on risks across our sites and suppliers. This is how ambition becomes real: measurable impact, resilient operations, and safer lives.

Angel Rodriguez
Head Global EHS & Sustainability

Keeping land, water and air fresh: we proactively prevent pollution before it occurs.
© AdobeStock.com

STORY

Acknowledged water-use practices

In 2025, Grünenthal's manufacturing site in Quito received official recognition from Ecuador's Ministry of Environment, Water and Ecological Transition for its approach to responsible water management practices in manufacturing.

At the centre of this effort is the reuse of treated wastewater from the site's own treatment plant to irrigate green areas, significantly reducing reliance on municipal water supplies. By closing the loop in this way, the Quito site has sharply reduced its reliance on municipal water supplies. The result: an 84 percent cut in municipal water use, saving around 70,000 litres a year – roughly equivalent to the annual water consumption of one to two local residents.

84%

reduction in municipal water use at the Quito manufacturing site in 2025

Turning waste into resources

Waste management is a core part of Grünenthal's Planet strategy. The focus is simple: reduce waste where possible, recycle more, and recover value from what cannot be avoided. Across several sites, waste materials are reprocessed and used to replace fossil fuels – cutting emissions while making better use of resources that would otherwise be discarded.

Colleague at Grünenthal's packaging centre Aachen

0

waste to landfill from manufacturing activities since 2024

10.1%

reduction in total waste from manufacturing activities in 2025 compared with 2023

14.6%

increase in recyclable waste from manufacturing activities in 2025 compared with 2023

STORY

Sustainability in research labs

Throughout 2025, the research laboratories at Grünenthal's Aachen headquarters maintained their My Green Lab® certification – widely regarded as the benchmark for sustainable laboratory practices worldwide. The certification was renewed at the end of 2024 and is valid until the end of 2026. This reflects an ongoing focus on energy efficiency, careful use of resources, effective recycling, and active employee involvement in making laboratories more sustainable.

100%

of research laboratories are certified by My Green Lab®

my green lab certification.

STORY

From waste to value: solvent recycling in API production

At Grünenthal's API site in Aachen, a small change in how materials move through the production of Betahistine, an active pharmaceutical ingredient (API), has made a big difference. What was once solvent waste has become a useful resource.

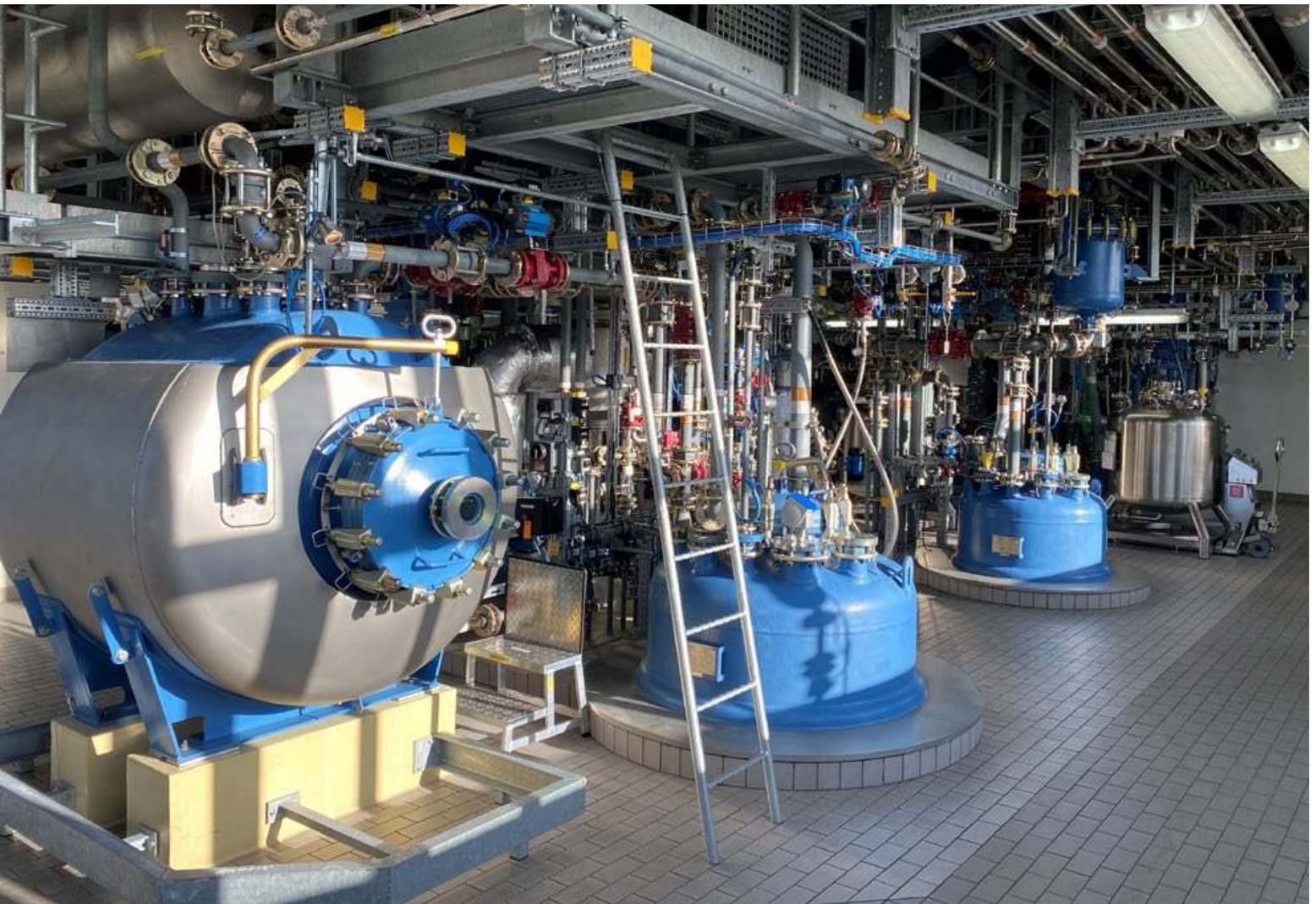
Previously, isopropanol contained in the so-called mother liquor was disposed of, creating large waste volumes and high disposal costs. Today, the solvent is recovered through distillation and passed on to a recycler.

The impact is tangible. In 2025 alone, the change reduced solvent waste by 40 tonnes – nearly 47,000 litres, roughly the volume of 1,900 household bathtubs – while generating savings of EUR 26,000. More importantly, it shows how targeted technical adjustments, combined with close collaboration with recycling partners, can cut environmental impact and create value at the same time.

A similar approach is being applied at our API site in Mitlödi. In the production of Tramadol, improvements in solvent recovery have reduced both water and energy use — reinforcing a focus on efficiency as a driver of more sustainable operations.

40

tonnes solvent waste reduction per year at API site Aachen



Solvent recycling at API site Aachen

Partnering for progress

At Grünenthal, we know that our responsibility extends beyond our own operations. A significant share of our environmental and social impact lies upstream, in our global supply chain. Responsible sourcing therefore plays a central role in how we address climate action, protect human rights, and meet regulatory expectations. In 2025, we continued to strengthen our Responsible Sourcing Programme to increase transparency, manage ESG risks, and actively support suppliers on their sustainability journey. Our approach is built on collaboration, clear expectations, and measurable progress.

Angel Rodriguez, Head Global EHS & Sustainability, and Sandra Matamoros, Global Program Lead Responsible Sourcing, at Global Operations Management Town Hall

Embedding ESG into sourcing decisions

At Grünenthal, Responsible Sourcing means looking beyond quality, cost, and supply reliability to also consider environmental, social and governance aspects. ESG criteria guide relevant tenders and inform supplier evaluations, business reviews, and risk discussions. In 2025, Grünenthal rolled out the Responsible Sourcing Toolkit for Business Partners. The toolkit clearly sets out ESG expectations and provides practical guidance on risk assessments, climate targets, audits, and continuous improvement, creating transparency and a shared understanding of responsible sourcing across the supply chain.

Responsible Sourcing at Grünenthal

We prioritise three key areas:

Environment
Water usage
Circularity
Renewable energy

Social
Human rights
Health and safety
Diversity, equity, and inclusion

Governance
Ethics
Public policy and regulations
Anti-bribery and anti-corruption

Principles

- Value beyond savings
- Supplier's ESG data transparency
- Supplier development and collaboration mindset
- Leverage industry ecosystem to drive change

Understanding and managing supplier ESG risks

We apply a structured ESG risk management approach to identify and address potential risks in our supply chain. Suppliers operating in higher-risk industries or countries are classified as ESG-sensitive and subject to enhanced assessment and follow-up.

72 %

of ESG-sensitive suppliers had undergone an ESG risk assessment by the end of 2025

In 2025, Grünenthal assessed 149 ESG-sensitive suppliers. Of these, 26 percent were identified as medium risk and required follow-up engagement, while 44 percent were classified as low risk. A smaller share was deprioritised or excluded based on relevance and activity status. The newly introduced response-rate KPI reached 73 percent, exceeding the target of more than 70 percent.

Risk category	Share/ number
Low risk	44% (66)
Medium risk	26% (39)
Deprioritised	26% (38)
Excluded (not longer active suppliers)	4% (6)
Total ESG-sensitive suppliers assessed in 2025	**(149)**

Direct procurement team for raw materials

After prioritising risks, Grünenthal engaged medium-risk suppliers to identify gaps and jointly agree on preventive or corrective action plans aligned with our ESG standards. In 2025, we also began auditing selected medium-risk suppliers, using independent environmental and social experts to conduct the audit.

0

critical findings identified to date

Engaging suppliers on climate action

Most of Grünenthal's carbon footprint sits in Scope 3, making supplier engagement our most important lever for climate action. This is why we prioritise engaging with those suppliers that have the highest emissions impact, encouraging transparency, continuous improvement, and alignment with the 1.5°C pathway set out in the UN Paris Agreement. Grünenthal is committed to ensuring that top suppliers[1] have validated science-based targets in place by 2028.

To support a structured and differentiated engagement approach, Grünenthal classifies suppliers into three maturity levels: Advanced, Intermediate, and Beginners. Advanced suppliers maintain a robust greenhouse gas inventory, have approved science-based targets aligned with the Paris Agreement, and actively implement decarbonisation measures, including the transition to 100 percent renewable electricity (Scope 2).

2025 progress

In 2025, Grünenthal increased the share of suppliers in scope[1] with a validated science-based target or a clear commitment and action plan to set one from 50 percent to 69 percent, exceeding the 2025 target (more than 65 percent). We will engage the remaining 31 percent through targeted supplier dialogue and support, because setting emission targets is a critical step to build a decarbonisation plan.

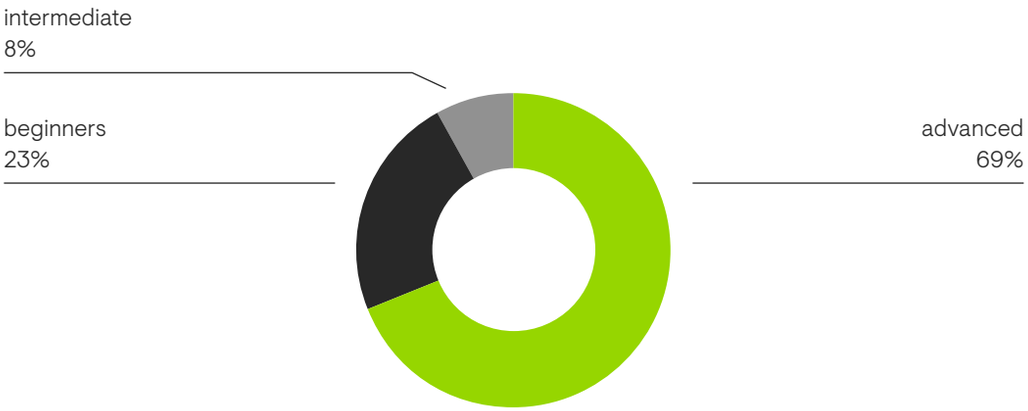
Building on this progress, Grünenthal will further scale supplier engagement, expand ESG audits, and deepen collaboration on climate action. A central focus in the years ahead is advancing Scope 3 carbon reduction targets to continue strengthening responsible and resilient supply chains together with our suppliers.

Our ambition

74%

of Scope 3 emissions in the categories Purchased goods and services and Upstream transportation and distribution covered by suppliers that will have validated science-based targets in place by 2028.

Top suppliers in scope[1] and their progress towards validated SBTi



[1] Suppliers accountable for 74.1% of the 2024 Scope 3 GHG inventory in the category 3.1 and 3.4.

STORY

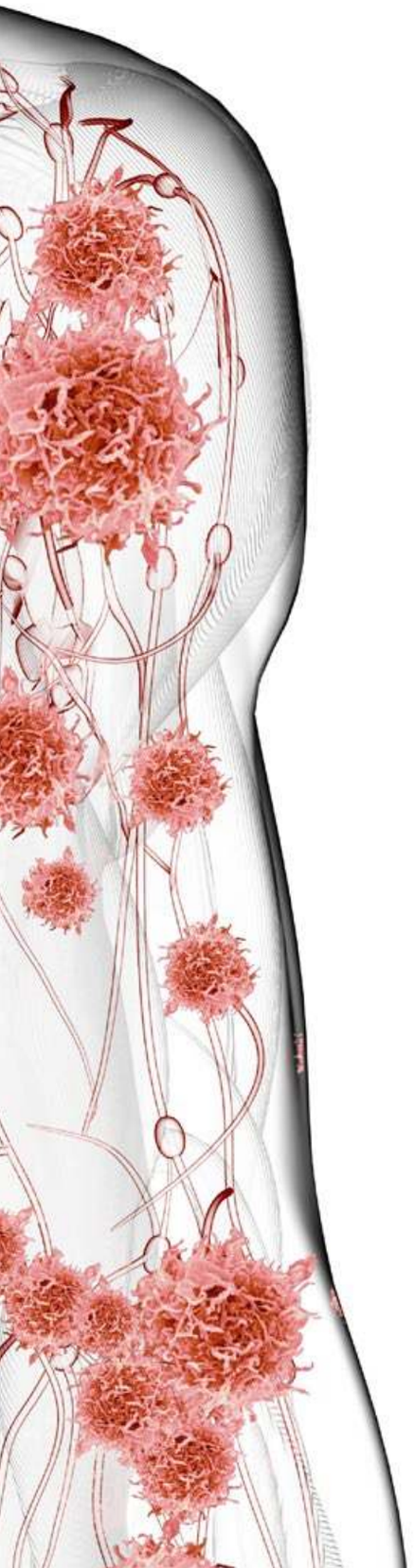
Collaboration beyond company boundaries

In October 2025, Grünenthal co-hosted the first Decarbonization Summit with three other leading pharmaceutical companies, bringing together more than 1,300 participants from 807 companies across 29 industries. With 55 percent of Grünenthal's key suppliers represented, the summit highlighted a shared insight: achieving climate ambitions requires collaboration, innovation, and data-driven action beyond individual company boundaries.

Grünenthal also contributes to industry-wide progress as an active member of the Pharmaceutical Supply Chain Initiative (PSCI), working with peers to use shared tools, audits, and training. By reducing duplication and aligning expectations, these collaborations help raise sustainability standards across the industry.

> At Grünenthal, we work towards our vision of a World Free of Pain. To achieve this, we depend on reliable supply, product quality, and patient safety – delivered together with our trusted business partners.
>
> **Elke Geysen**
> Head Global Procurement & External Supply Operations

Elke Geysen, Head Global Procurement & External Supply Operations, with Priyatham Salimadugu, Sourcing Manager R&D



SOCIAL

Putting people at the centre

Social impact starts with people – those who work with us and those who rely on what we do. We want our employees to feel safe, valued and able to grow, supported not only in their work but in their wellbeing and development.

For patients, this means maintaining the highest standards of product quality and safety, supporting responsible pain management, expanding access to healthcare, and advancing innovation through ongoing research and development.

Investing in our people

Our progress is shaped by the people behind it. We want our teams to have a real say in what we achieve and how we get there – working together, sharing ideas, challenging the status quo and trying new approaches. By fostering an environment where people feel valued, included and empowered to thrive, we enable our teams to grow and succeed together.

This commitment is reflected in the way we invest in the growth and development of our employees, ensure their safety and practise inclusion across all locations. Our certification as a Great Place to Work® organisation underscores this approach.

Caring for our employees

Caring for our employees starts with the fundamentals. Fair pay, safe working conditions, and comprehensive social protection, create the security people need to do their best work. Across the organisation, employees are covered by social protection schemes that provide income security during illness, parental leave, and retirement – offering stability at every stage of life.

On this foundation, we build a workplace where people can grow. We invest in promoting well-being and encouraging ways of working that support a healthy balance between work and personal life. These efforts help employees stay engaged, perform at their best, and thrive – both professionally and personally.

Where applicable, we go further with additional company benefits tailored to local needs. From paid leave for young families and daycare centres to health programmes and coaching opportunities, these measures are designed to support employees today while preparing them for the future.

Rooted in our values and behaviours, our approach strengthens engagement, reduces turnover, and creates meaningful impact – not only within our teams, but also across the communities we are part of.

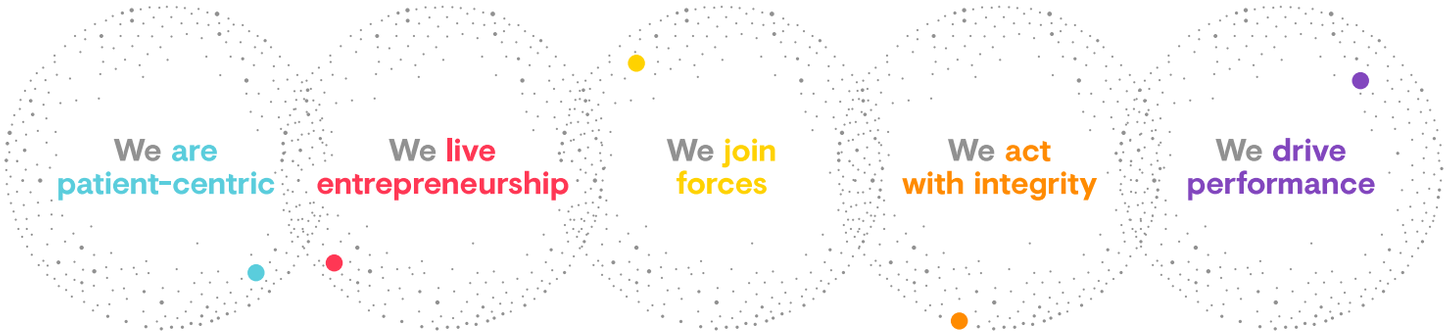
8.3

out of 10 points in the current ESG rating from MSCI[1] for human resources management. 4.7 points above the industry average.

5.1%

voluntary employee turnover in 2024 and 2025

Grünenthal Values & Behaviours



[1] The MSCI Provisional ESG Rating and related report and research (collectively, the "Provisional Rating"): (1) was prepared by MSCI ESG Research for compensation, (2) is not a credit rating or securities research report, (3) is made available only for informational purposes and without any warranty or guaranty of accuracy, quality, completeness or usefulness, (4) is current only as of the date first issued and is subject to modification and withdrawal without notice, (5) does not, and is not intended to, constitute an investment promotion, report or opinion of an expert, assurance letter, part of any offering, or any offer or recommendation to purchase or sell any securities, credit commitments or other assets or to enter into any project or business transaction in connection with the rated company or otherwise, (6) is based in whole or in part on information provided to MSCI ESG Research by or on behalf of the rated company, which MSCI does not validate for reliability, truthfulness, accuracy, completeness or otherwise at any time or over time, (7) is based in whole or in part on non-public information and may differ materially from a subsequent Provisional Rating or standard ESG Rating assigned by MSCI ESG Research to the rated company, (8) may not incorporate or accurately reflect actual environmental, social or governance-related risks and information relevant to the rated company, (9) has not been submitted to, nor received approval from, any relevant regulatory bodies, and (10) may not be altered or modified, further copied or redistributed, or used to create derivative works, indexes, databases, risk models, analytics, software or other works or to train any large language model or other artificial intelligence system without the express prior written permission of MSCI ESG Research. MSCI ESG Research shall have no liability with respect to the Provisional Rating or any use thereof, including, without limitation, with respect to any use of the Provisional Rating in connection with any investment or any other purpose. All uses of the Provisional Rating are also subject to the disclaimer located at: msci.com/legal/provisional-rating, which may be updated by MSCI from time to time.

Colleagues in Chile celebrating the Great Place to Work® certificate

STORY

Grünenthal recognised as a Great Place to Work®

Employee engagement is built on trust, dialogue and the belief that every voice matters. Through regular employee satisfaction surveys and open feedback channels, we gather valuable input to track progress in key development areas and identify opportunities for further progress. This enables us to turn insights into action – strengthening leadership, collaboration, and everyday ways of working.

In 2024, 83 percent of employees said Grünenthal is a great place to work, supported by a record 88 percent participation rate in the Great Place to Work® survey. These results earned Great Place to Work® certifications in 20 countries worldwide.

Recognition continued with Best Workplaces rankings in six countries and into 2025, with Grünenthal named among the 100 best companies to work for in Europe. Grünenthal's US affiliate, Averitas, was also recognised as a Fortune Best Workplace in BioPharmaTM.

These rising trust and satisfaction scores show that engagement is an ongoing conversation, empowering our people to grow and shape the workplace together.

20

countries certified as a Great Place to Work®

88 %

participation rate in the Great Place to Work® survey

STORY

YOU bring our culture to life

Engagement grows when people feel seen, valued and appreciated. With YOU, Grünenthal's new global recognition platform, we make appreciation a natural part of everyday work. Colleagues across teams, functions and countries can recognise one another for contributions big and small, thus reinforcing our shared values, celebrating milestones, and deepening connection across the organisation.

By making recognition visible, inclusive and consistent, YOU helps turn feedback and gratitude into daily habits. Supported by leadership and open to everyone, the platform strengthens a culture where people feel seen, valued and appreciated.

Colleagues in Ecuador celebrating the launch of YOU

4,300+

hours volunteered globally in 2025

STORY

Extending our care to our communities

All year round, our teams work to make a difference for patients, people and the planet. The Grünenthal Gives programme, launched in 2023, empowers employees to actively give back to the communities around them. Every employee can dedicate one paid working day each year to volunteering for a cause close to their heart. By creating space for employees to step outside their daily roles and contribute directly to their communities, the programme strengthens our culture of responsibility and solidarity.

Across our locations, employees have embraced this opportunity in many different ways, from blood donations and food bank support to local community projects and environmental clean-ups. Each initiative reflects the diverse interests and commitments of our people, while sharing a common goal: making a positive difference where we live and work.

By enabling employees to contribute their time and skills, Grünenthal Gives turns individual commitment into collective impact – reinforcing our belief that responsibility is not only embedded in our strategy but also lived by our people every day.

As part of a Grünenthal Gives activity, colleagues in Germany refurbished rooms at a special needs school for children.

> Every result at Grünenthal starts with colleagues who feel valued, trusted, and supported in their development – and that's what drives better outcomes for patients.

Hajnal Monok
Global Lead People Engagement & Development

Safety, shared by everyone

The health and safety of our people are non-negotiable. Because our work involves activities with inherent risks, we take a proactive, prevention-first approach, guided by our Vision Zero ambition to eliminate workplace accidents and lost working days. Robust global standards, site-specific risk assessments and continuous training embed safety into how we work, think and lead across all sites.

Safety at Grünenthal is a shared responsibility: colleagues speak up, report incidents and near misses, and actively look out for one another. This culture of care is delivering tangible results. In 2025, teams at our Aachen site reached a historic milestone of 498 consecutive days without a reportable workplace accident; at our Quito site, the figure stood at 595 days. This achievement reflects a lasting mindset shift, rooted in safety, performance, and leadership accountability. Over the past five years, reportable workplace accidents have fallen by 67 percent across all our manufacturing sites.

595

consecutive accident-free days at the Quito site (up to 19 March 2026)

498

consecutive accident-free days at the Aachen site (up to 30 October 2025)

–67 %

in reportable workplace accidents at manufacturing sites 2025 vs 2020 [1]

0

fatalities in 2025

Angel Rodriguez, Head Global EHS & Sustainability, and Fuad Mahmood, Director Global EHS, conducting safety leadership workshops – here at Santiago site

[1] 30 accidents in 2020 and 10 in 2025

Growing talent

To us, every one of our employees is a talent. We are committed to fostering an environment where everyone can thrive both personally and professionally. Learning and development play a central role in how we support growth, foster engagement and enable long-term careers. Through regular performance and development dialogues, leaders and employees shape Personal Development Plans (PDPs) that reflect individual strengths and aspirations while supporting organisational needs.

We invest in continuous learning through training, mentoring and hands-on development opportunities, empowering people to take ownership of their growth. Leadership and inclusive leadership programmes further strengthen a culture where potential can thrive.

Colleagues at Grünenthal's headquarters in Aachen

88%

of employees have a personal development plan in place, with 83 percent maintaining an active PDP during 2025

96%

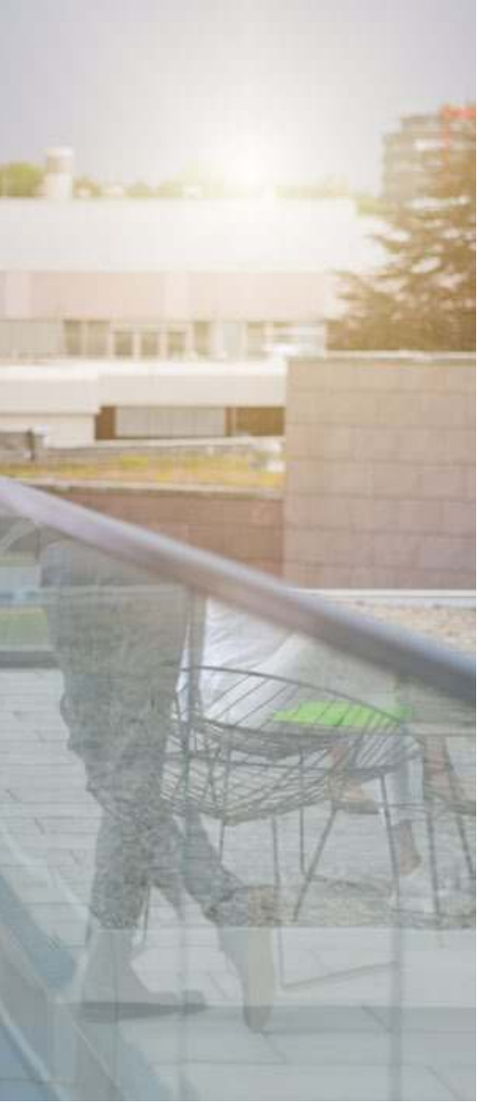
utilisation of LinkedIn Learning licences

Opening doors for all

At Grünenthal, we are committed to fostering an inclusive culture where diversity is valued and everyone feels a sense of belonging. Guided by our global Diversity & Engagement Strategy, we cultivate a culture that values different perspectives and promotes equal opportunities across recruitment, development, and career progression.

We promote awareness across multiple dimensions of diversity to create a workplace where people can be themselves and thrive. This includes dedicated initiatives, such as training, webinars around female empowerment, Pride Month, mental health and neurodiversity, and International Men's Day.

Partnerships with external initiatives, such as Mujeres en Farma in Spain, further extend our commitment to advancing inclusion beyond our own organisation.



Diversity is a strength at Grünenthal

4,100 Employees

69 Nationalities

24 Countries

11 Languages

50/50% Female/male

43.7 Average age

41% Millennials

12% Gen Z

STORY

Inspiring women at Grünenthal

With EmpowerHER, we advance our commitment to gender parity in leadership by creating dedicated spaces for learning, dialogue and connection. The initiative supports women across the organisation in building confidence, expanding leadership skills, and addressing barriers that can stand in the way of career progression.

EmpowerHER combines global webinars, interactive workshops, and peer exchange, supported by external experts and senior leaders. Topics range from strengthening leadership voice and self-advocacy to mentoring, allyship, and inclusive leadership. More than 400 colleagues joined the International Women's Day webinar in 2025, while additional local formats – such as women's breakfasts and dialogue sessions – helped translate the initiative into everyday practice across regions.

37%

of middle management and senior leadership roles are held by women

Putting patients first

Guided by our vision of a World Free of Pain, Grünenthal develops medicines and solutions with one clear priority: the wellbeing of patients. By listening to patients and understanding their experiences, we aim to translate unmet medical needs into safe, effective treatments that can make a meaningful difference in people's lives.

This patient-centric approach shapes our work during the research and development stages of novel products and extends into product safety and quality activities, underpins robust pharmacovigilance across the product life cycle, and guides our efforts to advance access to healthcare. In this way, innovation is driven by real patient needs and desired long-term health outcomes.

Grünenthal's manufacturing site Aachen, Germany

Reliability across the product life cycle

Grünenthal's quality management and pharmacovigilance systems are designed to ensure high standards of product safety throughout manufacturing and beyond.

Established quality indicators, aligned with pharmaceutical industry standards and regulations, help us prevent, detect, and resolve issues across the product lifecycle, supporting consistent product performance and trust in our medicines.

> Consistent quality is essential for trust – with patients, partners and regulators alike. That is why we focus not only on compliance, but on building quality into every step of our work.
>
> **Valerie Whelan**
> Head Global Quality Assurance

Protecting patients, every day

Patient safety is a priority at Grünenthal, ensuring that the therapeutic benefits of our medicines outweigh potential risks. Central to this effort is data. Our Drug Safety teams continuously collect and analyse reports of undesirable medical occurrences from healthcare professionals, patients, and other sources. Each report strengthens our understanding of product safety, helps update product information and supports clear guidance for healthcare professionals and patients on correct use.

Patient safety is a shared commitment. Prompt reporting of new safety information to the local Drug Safety team is essential to maintaining the safety profile of our medicines and trust in their use worldwide.

99 %

of employees completed mandatory pharmacovigilance training in 2025

98 %

of individual case safety reports submitted to health authorities within due time (24 h)

0

pharmacovigilance inspection findings resulted in a warning and/or penalty

STORY

Enhancing patient safety for oral pain medicines

Preventing harm often starts with small, practical details. In oral pain medicines, dosing accuracy is one of them – especially for vulnerable patients. Scientific evidence and regulatory guidance show that oral syringes allow for more precise and consistent dosing than droppers. They reduce variability in use and lower the risk of dosing errors.

Tramal oral solution is an oral pain medicine containing tramadol, an opioid analgesic prescribed for the treatment of moderate to severe pain. Grünenthal decided to transition from droppers to oral syringes to strengthen the safe use of Tramal oral solution, including aspects related to child-resistance.

Guided by our Opioid Responsibility Framework and following recommendations from Drug Safety experts and regulatory authorities, we decided in 2025 to implement this change across the portfolio. This shift reflects a straightforward principle: monitor how medicines are used in practice, identify avoidable risks, and adapt products accordingly.

> Patient safety is built on listening, learning and communication. We continuously analyse real-world safety data, work closely with healthcare professionals, patients and partners, and turn signals into action – to mitigate risks and help prevent abuse/misuse.

Fabian Heisig
Head Global Drug Safety, Qualified Person for Pharmacovigilance (QPPV) and Chief Medical Officer

STORY

Quality beyond compliance

In 2025, Grünenthal' annual Quality Week explored how quality management shapes decisions beyond compliance, starting with the safe, reliable manufacture of medicines and extending to how resources are used and suppliers are selected.

Across sessions, colleagues discussed the practical links between quality standards, ethical conduct, responsible sourcing and waste reduction. These conversations highlighted a shared understanding: quality today is not only about meeting requirements, but about guiding responsible choices along the value chain, from patient safety to environmental and ethical considerations.

16

external quality certifications held by Grünenthal's manufacturing sites in 2024 and 2025

Grünenthal's patient engagement model

Design	Deliver	Empower
Develop innovative treatments 'with patients' that address unmet needs.	Patients have access to the appropriate pain management at the appropriate time.	Support patients in raising their voice and being active players in their pain management.

Throughout the entire product lifecycle and beyond
global-local and cross-functional

STORY

Working with patients, for patients

To change lives for the better, working in partnership with patients and their representatives is crucial to understanding their perspectives. That is why our patient engagement model embeds collaboration with patients at every stage of our products' lifecycle. Grünenthal cooperates with patients to support research, healthcare, and education guided by principles of transparency, mutual respect and equal partnership. We co-create solutions, value patient expertise and build long-term, ethical collaborations that ultimately strengthen meaningful outcomes for patients.

> Patients are the reason our work exists. When their perspective is missing, decisions across the product lifecycle risk losing sight of what truly matters in real life.

Maximilian von Eynatten
Head of Development

Responsible pain management

Pain affects millions of people worldwide – often invisibly, yet with profound consequences for quality of life, sleep, ability to work and overall wellbeing. Chronic pain remains a condition of high unmet needs and, for many patients, is insufficiently treated. Through initiatives such as our "100 Reasons for a World Free of Pain" campaign, Grünenthal draws attention to the real impact of pain and the urgent need for appropriate, effective pain management. Our teams all over the world contribute actively to raising awareness, particularly during Pain Awareness Month, giving a voice to patients and those working to improve their lives.

60%

of permanent work incapacity in Europe is related to musculoskeletal pain. [1]

78%

of patients living with chronic pain in Europe are not satisfied with the efficacy of their treatment. [2]

€300bn

estimated total cost of the consequences of chronic pain across Europe. [2]

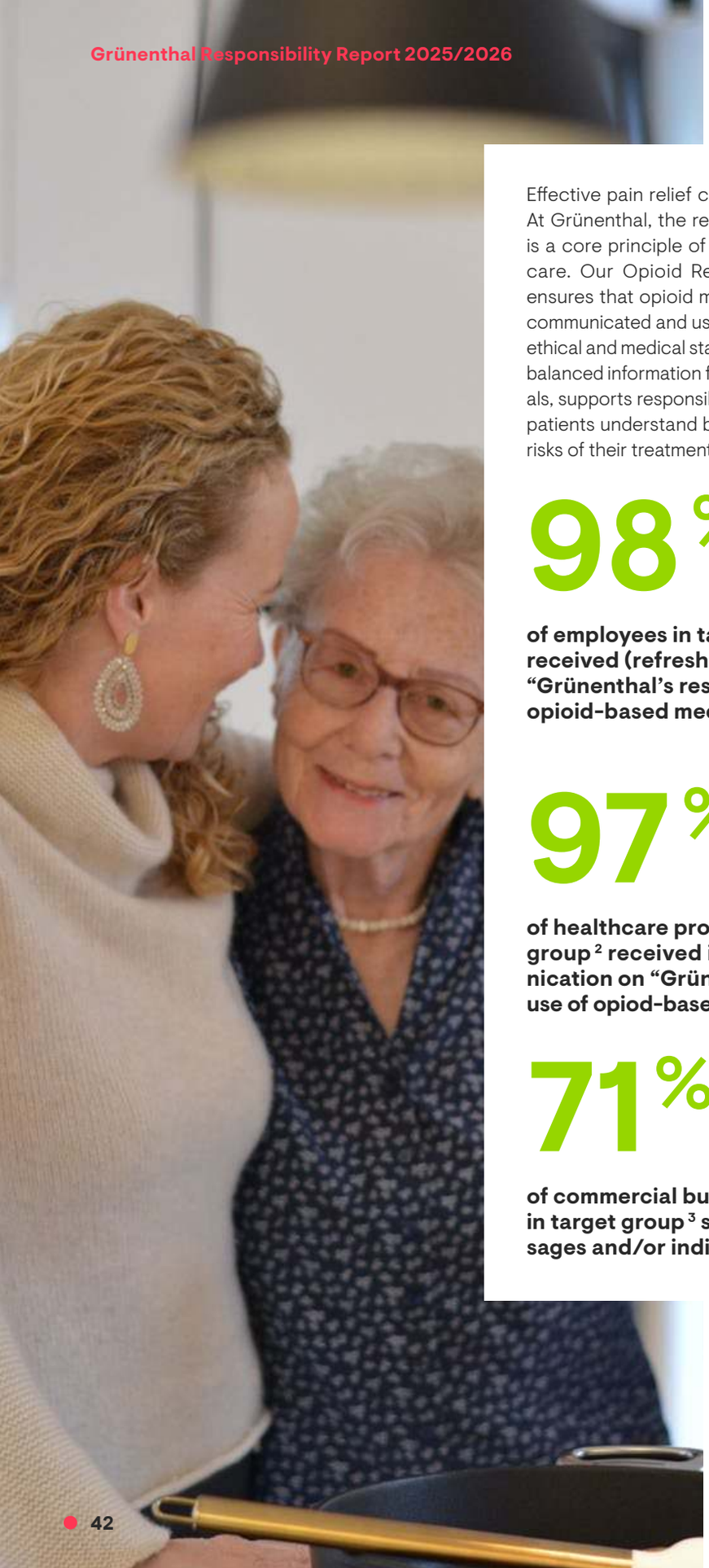
53 – 90%

of adults with chronic pain experience a clinically significant degree of insomnia. [3]

1 in 5

people suffer from chronic pain worldwide. [4]

1 Bevan S, et al. Reducing Temporary Work Absence Through Early Intervention: The case of MSDs in the EU, London: The Work Foundation, 2013
2 Pain Alliance Europe, Survey on Chronic Pain 2017, Diagnosis, Treatment and Impact of Pain. Available at https://www.pae-eu.eu/wp-content/uploads/2017/12/PAE-Survey-on-Chronic-Pain-June-2017.pdf [Accessed April 2024]
3 Nijs J, et al. PMR 2020;410-419
4 Treede RD, et al. Pain. 2015 Jun;156(6):1003-1007



Effective pain relief comes with responsibility. At Grünenthal, the responsible use of opioids is a core principle of our approach to patient care. Our Opioid Responsibility Framework ensures that opioid medicines are developed, communicated and used in line with the highest ethical and medical standards. It promotes clear, balanced information for healthcare professionals, supports responsible prescribing, and helps patients understand both the benefits and the risks of their treatment.

98 %

of employees in target group [1] received (refresher) training on "Grünenthal's responsible use of opioid-based medicines" in 2025

97 %

of healthcare professionals in target group [2] received in-person communication on "Grünenthal's responsible use of opiod-based medicines" in 2025

71 %

of commercial business partners in target group [3] submitted key messages and/or individual materials

Expanding reach where it matters

Access to effective healthcare remains deeply unequal. An example we find in many low- and middle-income countries is patients without adequate access to acute and chronic pain treatment, as well as palliative needs. As a manufacturer of active pharmaceutical ingredients and pain medicines, Grünenthal plays a direct role in closing that gap. In 2025, we reshaped our access strategy and began building a dedicated Access to Healthcare programme, with a global policy planned for 2026. Our goal is straightforward: balancing economic sustainability with social impact, taking step-by-step action to make sure our medicines reach the patients who need them. We build on a proven track record of drug product donations. Looking ahead, Grünenthal aims to launch three new initiatives supporting patients in low- and middle-income countries by 2030, ensuring measurable, long-term impact.

80 %

of commercial business partners in target group [4] formally committed to Grünenthal's Opioid Responsibility Statement for Business Partners

A Grünenthal employee with her mother.

1 All employees working in the Commercial business area
2 Healthcare professionals included on call plans for promotion of opioid-based medicines
3 Commercial business partners, which were active in 2025, and which promoted Grünenthal's products, including opioid-containing products
4 Commercial business partners, which were active in 2025, and which promoted and/or resold Grünenthal's products, including opioid-containing products

33 %

clinical development programmes in which patient advocacy groups are involved in the design

14 %

of R&D programmes in 2025 addressed non-pain indications

Innovation for unmet medical needs

Chronic pain continues to leave many patients without adequate treatment options. At Grünenthal, we focus on developing new therapies that offer meaningful benefits for people living with pain, while carefully considering safety, tolerability and long-term use. By bringing together human data, digital tools and advanced analytics, we gain deeper insights into patients' experiences and can design more targeted research and development initiatives. Across all projects, one principle applies: innovation must be developed responsibly, with patient safety and ethical conduct guiding every decision.

Beyond our own pipeline, we invest in the future of pain science and awareness by supporting researchers who pursue innovative pain research and education. Looking ahead, we are preparing the next phase of our R&D journey, with ambitions to expand beyond pain and increase the share of projects in additional therapeutic areas.

> Every patient experiences disease differently. Our research focuses on understanding those differences to develop more targeted and effective treatments.

Gillian Burgess
Head of Research
(until including 05/2026)

Winners of the 2025 E-G-G
© Chouetteimage

STORY

EFIC-Grünenthal-Grant: the three winning pain research projects for 2025

For 20 years, the EFIC-Grünenthal Grant (E-G-G) has helped shape the future of pain research in Europe. Since 2004, Grünenthal and the European Pain Federation (EFIC®) have jointly funded approximately EUR 1.8 million in support of around 75 early-career researchers across more than 14 countries – enabling young scientists to turn bold ideas into independent research projects.

In 2025, three outstanding projects were selected for their originality and potential to deliver clinical impact. Beyond financial support, the grant offers something equally valuable: access to a strong network of pain experts and a platform to share research with the wider scientific community.

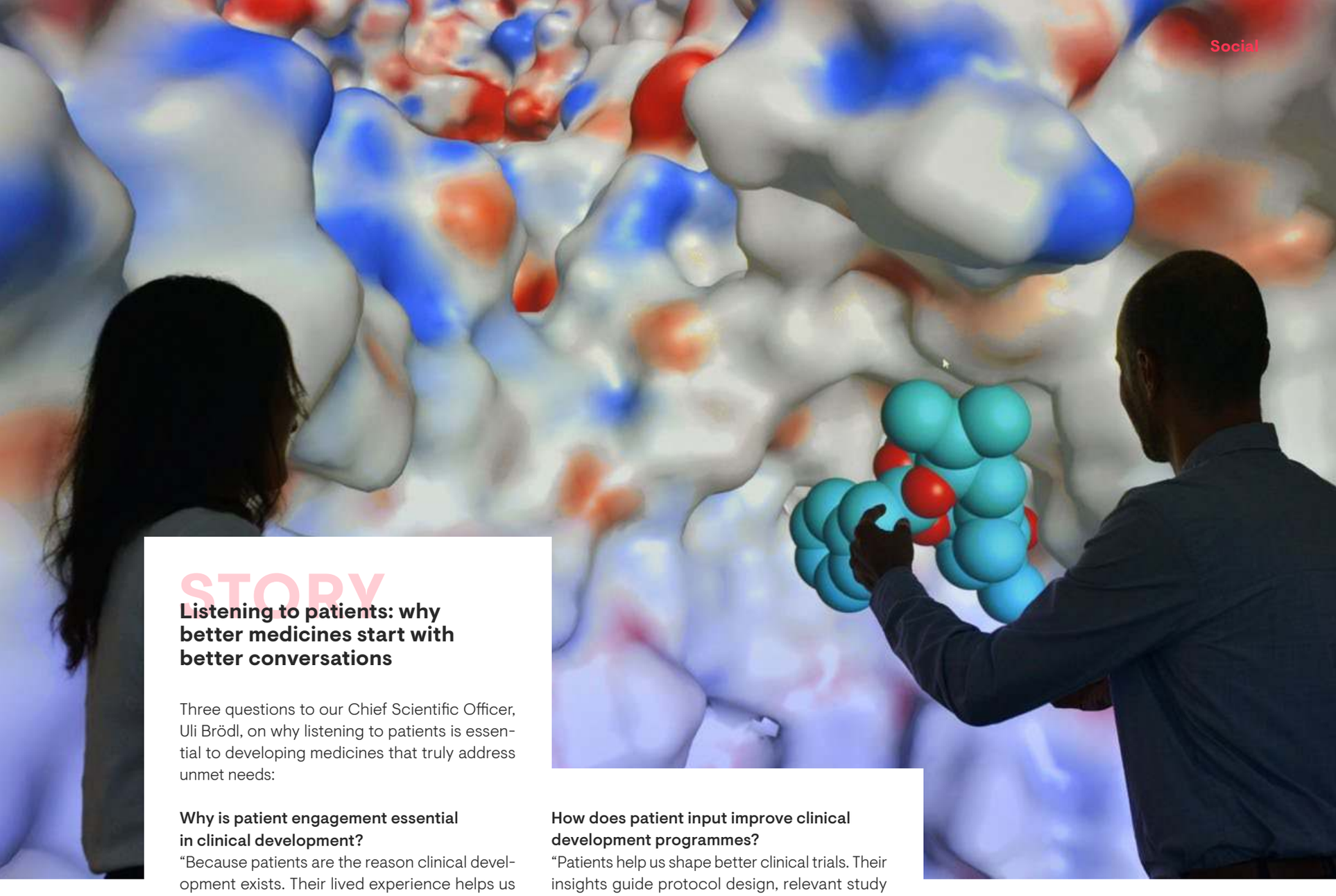
The three recipients of the 2025 E-G-G were honoured during the 14th Congress of the EFIC® in April 2025.

As well as having their work recognised they also had the opportunity to connect with peers and predecessors whose research has already contributed to advancing pain treatment.

The call for applications for the E-G-G 2027 commenced in February 2026, closing in September. Winners of the E-G-G will be invited to the Congress of the European Pain Federation in Glasgow, Scotland in April 2027.

€1.8 million

in support of around 75 early-career researchers since 2004



R&D colleagues at Aachen headquarters

STORY

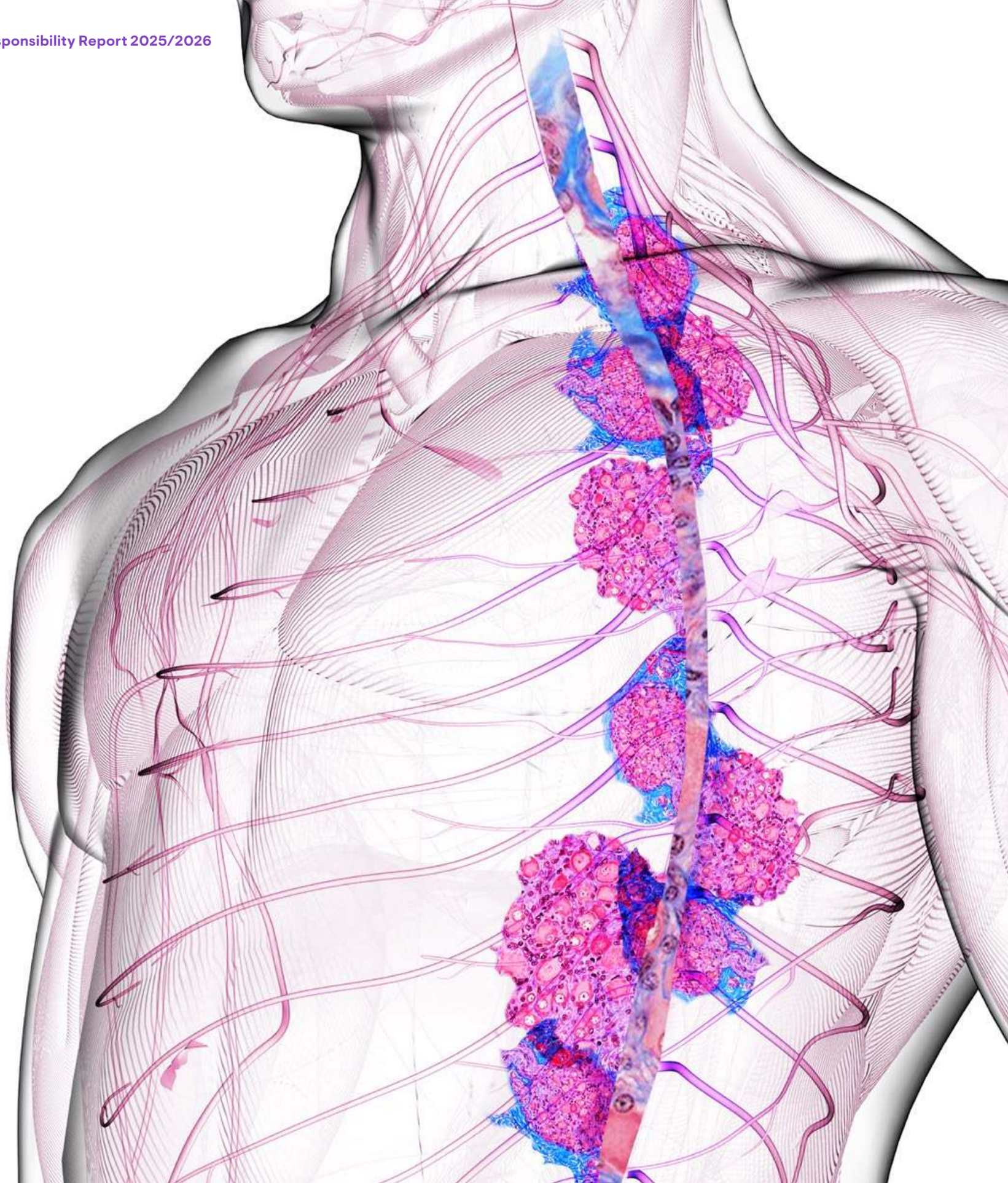
Listening to patients: why better medicines start with better conversations

Three questions to our Chief Scientific Officer, Uli Brödl, on why listening to patients is essential to developing medicines that truly address unmet needs:

Why is patient engagement essential in clinical development?
"Because patients are the reason clinical development exists. Their lived experience helps us understand what meaningful benefit really is – and where unmet needs persist. Listening early allows us to design medicines and studies that address what matters most to patients, not just what looks good on paper."

How does patient input improve clinical development programmes?
"Patients help us shape better clinical trials. Their insights guide protocol design, relevant study endpoints, and help to determine how clinical studies are run. Working with patients and patient advocacy groups allows us to co-create our development strategy in order to best address patient needs."

What changes when patient advocacy groups are involved from the start?
"The quality of decisions improves. Especially in complex and rare diseases, advocacy groups, patients, and caregivers bring perspectives we simply don't have. If we create space to collaborate and take recommendations seriously, clinical programmes become more patient-centred – and more likely to succeed."



GOVERNANCE

Doing business the right way

At Grünenthal, doing business the right way means more than meeting legal obligations. It is about making decisions that are ethical, transparent and responsible. Clear rules, strong oversight, and practical guidance help employees navigate complex situations and act with confidence, especially as digital technologies and artificial intelligence become increasingly relevant to our work. For us, doing business the right way also means contributing positively to society and to the communities we serve.

> Our ethical framework creates clarity for our employees to help them make the right decisions and do the right thing.

Hannah Engels
Global Compliance & Responsibility Officer

Living our values in everyday decisions

Integrity is one of the five core values that shape Grünenthal's culture and guide how we work. It means acting responsibly, speaking up when something feels wrong, and making decisions that stand up to scrutiny. Integrity sets clear expectations for how we behave and how we do business.

Our Compliance and Ethics Framework provides clear guidance for decisions and actions. Within it, the Code of Conduct sets the standards for all employees, while our Code of Conduct for Business Partners extends corresponding expectations to our network of customers, suppliers and other business partners. Our Third-Party Due Diligence (TPDD) process is designed to identify and manage business relationships that require a closer look and apply appropriate risk-mitigating measures.

Working with healthcare professionals and organizations requires particular care. Grünenthal complies with the EFPIA Transparency Code and discloses all collaborations and financial interactions in line with local requirements, such as those set by the FSA, the German pharmaceutical industry's self-regulatory body. This ensures that interactions are transparent and can be clearly traced.

0

confirmed cases of corruption in 2025, including our value chains

8/10

points for corporate governance in the MSCI ESG rating[1], positioning Grünenthal as a leader among global competitors

5,681

Third-Party Due Diligence assessments carried out in 2025

[1] Latest Grünenthal MSCI rating: October 2025

Hannah Engels, Global Compliance & Responsibility Officer, with team members Pia Weckendorf, Head of Internal Audit, and Tobias Schäfers, Head of Responsibility and Corporate Citizenship

A global set-up for guidance and accountability

Grünenthal's Compliance Organisation supports the business across countries, functions and markets. Compliance Officers help teams navigate complex situations while safeguarding consistent standards. They report to the Global Compliance & Responsibility Officer, who keeps senior leadership and governance bodies regularly informed. This structure keeps compliance close to the business while ensuring strong oversight.

Employees receive regular training on the Code of Conduct, anti-corruption and other compliance topics relevant to their roles. For teams exposed to higher risk situations, such as interactions with healthcare professionals, this includes tailored sessions that link ethical principles to practical situations. In 2025, we designed a new ethics training, which will be rolled out to all employees in 2026.

Creating confidence to speak up

An ethical culture depends not only on rules, but on people feeling able to act when something does not seem right. Ongoing compliance awareness activities and a strong speak-up culture help employees recognise potential issues and raise concerns with confidence. Grünenthal's Ethics Helpline is available 24/7 to employees, business partners and other external stakeholders. Each report is handled carefully and confidentially by the Compliance Organisation.

https://ethicshelpline.grunenthal.com/

100%

participation of relevant employees in anti-corruption training

Colleagues in Mexico celebrating Grünenthal's global Compliance Day 2025

STORY

Integrity starts with 'I'

What does 'doing business the right way' look like in everyday work? In 2025, Grünenthal launched a global campaign to make ethics and compliance concrete and relatable, strengthen awareness, and show that Compliance Officers are trusted advisors of the business. Culture and communication are core elements of an effective Compliance Management System, and the campaign made them tangible, showing how these elements guide decisions and behaviour at work.

Employees across offices, manufacturing sites, and the field, connected through surveys, information stands, and interactive activities, sharing what integrity means in their roles. Leadership reinforced that doing the right thing starts at the top and is a responsibility shared by everyone.

By combining clear guidance with active engagement, the campaign encourages people to make the right calls, raise a hand when needed, and seek advice in unclear situations. In doing so, it helps protect Grünenthal, its people, and its reputation.

Using data and AI responsibly

We handle personal data with care and in line with applicable standards, including the General Data Protection Regulation (GDPR). Our Digital Ethics Charter and Data Protection Policy provide employees with clear guidance. That same sense of responsibility shapes how we use digital technologies and AI across Grünenthal: unlocking the benefits of innovation while protecting privacy and individual rights. Looking ahead, we will also begin using AI in selected compliance monitoring activities to support more targeted reviews and strengthen the effectiveness of our oversight.

STORY

Unlocking AI's potential – safely and responsibly

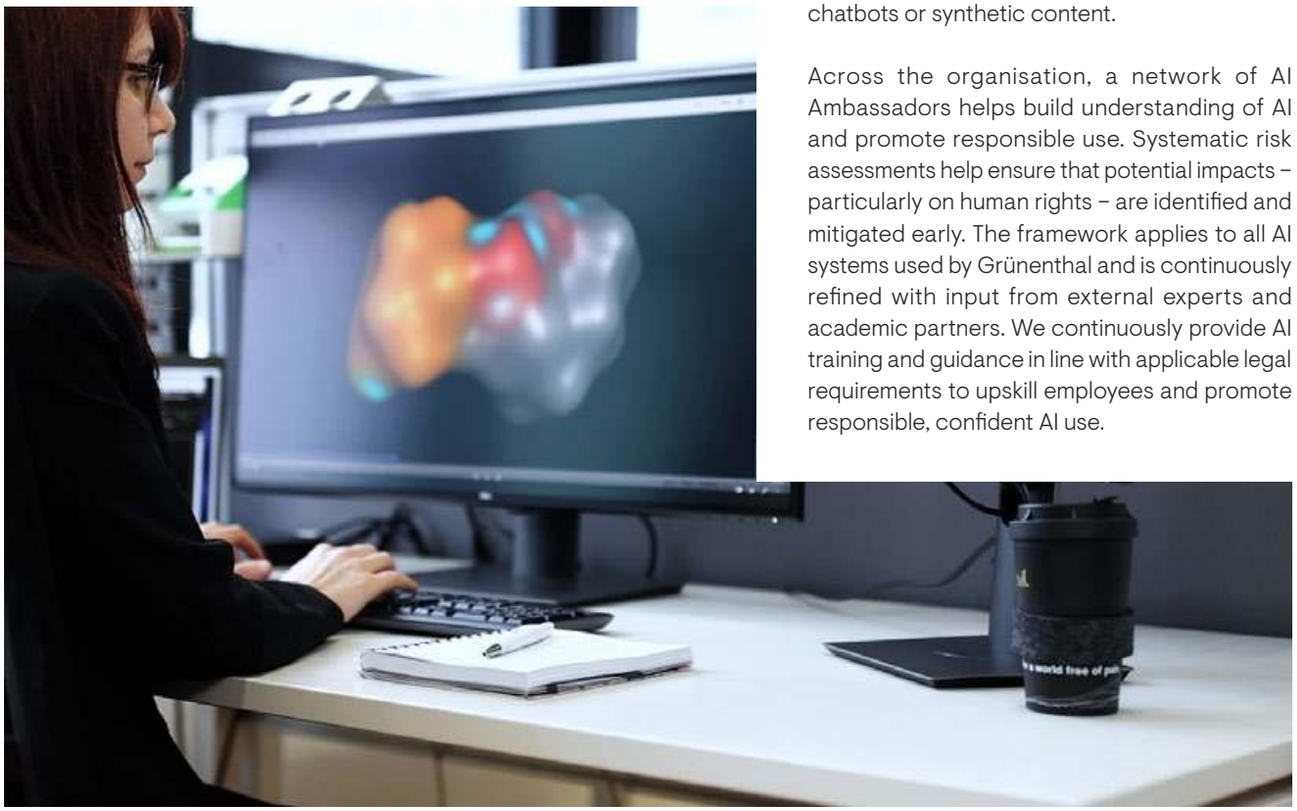
Artificial intelligence is opening up new possibilities in how medicines are discovered, developed and delivered. At Grünenthal, we see AI as a tool that can accelerate innovation, support compliance, and help our teams in their daily work. At the same time, we recognise that new technologies bring new responsibilities. Using AI thoughtfully and transparently, with clear rules and human oversight, is essential.

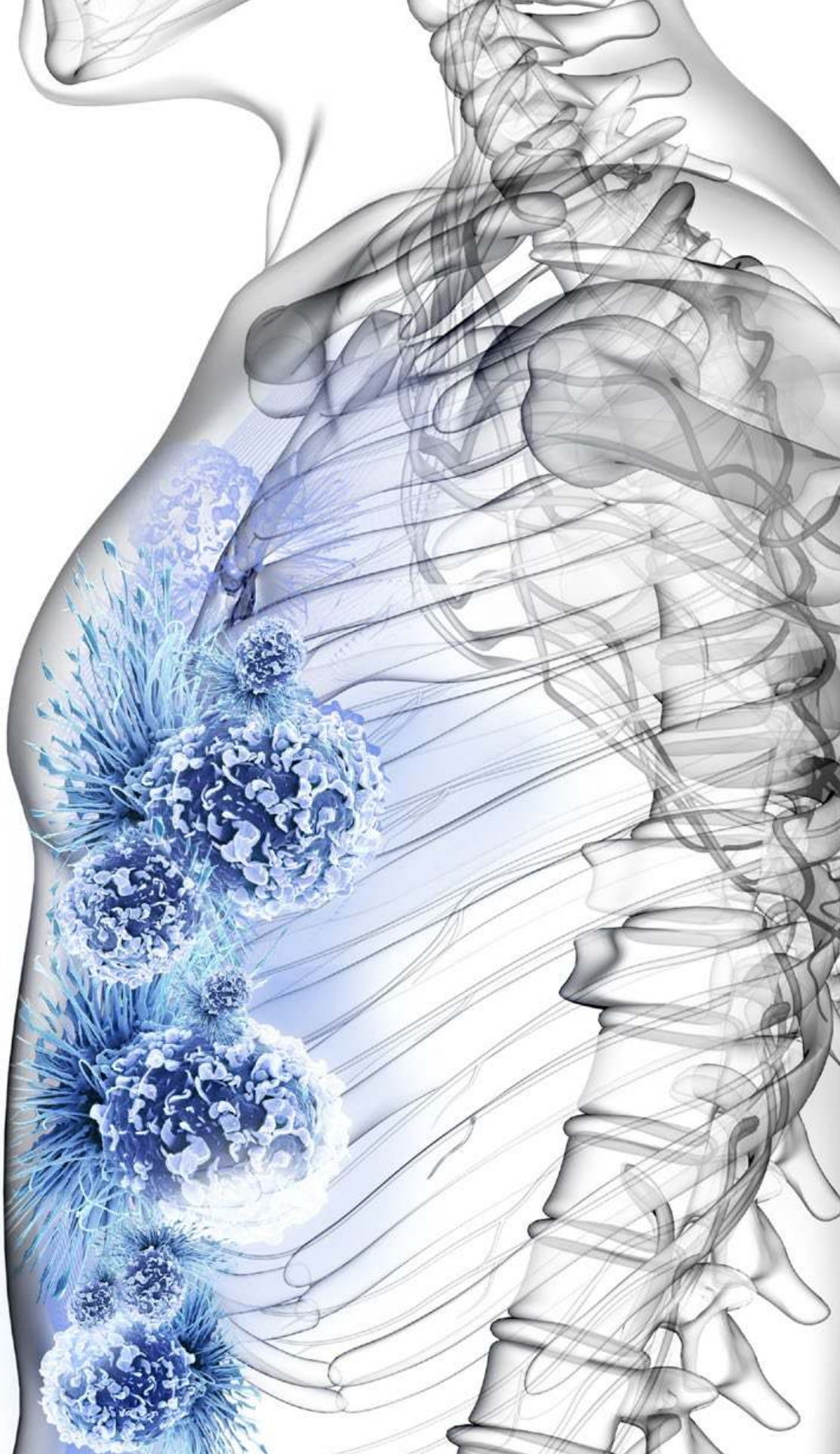
Our ambition is simple: AI should create real value for people. It should support research, improve efficiency, and contribute to better outcomes for patients, while always respecting fundamental rights such as health, privacy, and fair treatment.

To put these principles into practice, Grünenthal introduced an AI Governance Framework in 2025, aligned with evolving regulations, including the EU AI Act. At its core is a global AI Policy, which sets clear guardrails, supported by practical guidance for specific use cases, such as AI chatbots or synthetic content.

Across the organisation, a network of AI Ambassadors helps build understanding of AI and promote responsible use. Systematic risk assessments help ensure that potential impacts – particularly on human rights – are identified and mitigated early. The framework applies to all AI systems used by Grünenthal and is continuously refined with input from external experts and academic partners. We continuously provide AI training and guidance in line with applicable legal requirements to upskill employees and promote responsible, confident AI use.

Computational Biologist at Grünenthal – using artificial intelligence and machine learning to develop algorithms to predict the properties of molecules and accelerate the identification of promising therapeutic candidates.





EXPANDING OUR IMPACT

Contributing to the wellbeing of society

For us, Corporate Citizenship is not an isolated activity, but rather part of our Corporate Responsibility Programme, through which we aim to have a positive impact on society. Our commitment is guided by four strategic categories derived directly from this programme: Social engagement, Health and wellbeing, Environmental protection, and Emergency relief. Together, they provide a clear and consistent framework for contributing to the wellbeing of society.

Tackling four key areas of societal needs

Each strategic category for Corporate Citizenship addresses a distinct area of societal need, yet they all share the same purpose: to improve quality of life and support resilient, inclusive communities.

In 2025, the focus of our support was on the two categories Health and wellbeing and Social engagement, where our initiatives most closely align with our identity as a research-driven pharmaceutical company and our long-standing dedication to improving people's lives.

In the field of **Health and wellbeing**, we support initiatives that enhance physical and mental wellbeing, improve access to care, or strengthen health outcomes in challenging environments. One example is our support for neonatal care in Ukraine, where the ongoing stress caused by repeated attacks has led to a rise in premature births. Specialised incubators are essential for the survival of these newborns, yet they are scarce and costly. By helping provide such equipment to hospitals in affected regions, we contribute to ensuring that vulnerable infants receive the life-saving care they depend on.

Our strategic categories for Corporate Citizenship

Social engagement

Health and wellbeing

Environmental protection

Emergency relief

In the area of **Social Engagement**, we support organisations that strengthen local communities, protect people facing difficult circumstances, and create access to opportunity. One such example is a programme in the Amazon region, where indigenous youth are offered safe spaces to explore their cultural roots, develop new skills, and build confidence for the future. Through educational, creative, and community-oriented activities, the project fosters resilience and helps young people reconnect with their heritage while opening pathways for personal development.

Across all four categories, our goal is to enable meaningful and tangible improvements. We invest in initiatives that create safe environments, open up opportunities, protect health, and contribute to sustainable development. By aligning our support with our Corporate Responsibility Programme, we ensure that our efforts are targeted, transparent and consistent with the expectations of a responsible, future-oriented company.

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Foundations that drive change

Grünenthal has been involved in foundation work for more than 25 years, from palliative care to improving understanding of pain through research and education, as well as supporting Thalidomide-affected people.

> More than 60 years ago, Thalidomide changed the lives of thousands of children and their families. The past cannot be undone. But it is crucial to enhance the living conditions of those affected, now and in the future.
>
> **Gabriel Baertschi**
> Chief Executive Officer

STORY

Our Grünenthal Foundation for the support of Thalidomide-affected people

More than 60 years ago, Thalidomide changed the lives of thousands of children and their families forever. Due to this history, we have a particular moral responsibility. For us, this is both an obligation and a driving force.

Since 2012, the Grünenthal Foundation for the support of Thalidomide-affected people has provided fast, practical and individual assistance, that complements the statutory financial support offered by national institutions, such as the German Federal Contergan Foundation. Its focus lies where support has the greatest impact on everyday life: enabling mobility, ensuring barrier-free living environments, and strengthening participation in social and community life. Since its establishment, the Grünenthal Foundation has

Representatives of the operational team and the commission of the Grünenthal Foundation, together with board representatives of the Federal Association of Thalidomide-affected People, at the council meeting in November 2025

supported over 1,000 individuals in more than 5,300 cases worldwide – reflecting both the ongoing needs of those affected and the trust that has grown through many years of collaboration. This work is carried out by a dedicated team that maintains continuous, direct contact with Thalidomide-affected people and their representative organisations.

As many Thalidomide-affected people enter older age, their needs are changing. Mobility solutions now form a large share of the Foundation's support measures: customised vehicle adaptations, powered wheelchairs, specialised bicycles, and essential modifications in bathrooms or kitchens help bridge the gap between public funding and what is required to maintain independence and dignity in daily life. The rising demand in these areas underscores the importance of a flexible, needs-driven support model.

The Foundation also contributes to constructive collaboration with associations. Through the jointly established Dialogue Forum with the Federal Association of Thalidomide-affected People in Germany, both sides exchange perspectives, address tensions openly, and develop solutions together. One of these initiatives is the 'Ort des Wissens', a digital platform designed to preserve historical knowledge, strengthen exchange with experts, and foster networking among those affected. In addition, the Foundation team participates in regular consultations and multiple meetings with regional and national associations each year, ensuring that support measures reflect the lived reality and priorities of those affected.

Winners of the 16th edition of the Journalism Awards on Chronic Pain together with members of the jury

STORY

Grünenthal Foundation Spain: Making chronic pain visible

2025 marks the 25th anniversary of Grünenthal Foundation Spain, raising awareness, knowledge and empathy around chronic pain – a condition affecting more than one in four adults in the country. Since its creation in 2000, the Foundation has worked to make this invisible disease visible, helping society, healthcare professionals, and policymakers, better understand its impact. It has helped shift the perception of pain from a symptom to a disease in its own right.

Among its most impactful initiatives are:

- The **Chronic Pain Barometer** is the most recent and comprehensive study on pain prevalence and its socioeconomic impact in Spain. Evaluating more than 7,000 surveys, it has revealed that 25.9 percent of the population lives with chronic pain, carrying a major socioeconomic and emotional burden. Since 2023, its findings have reached more than 105 million people. Quantifying the personal impact of chronic pain, the **Wellbeing and Chronic Pain Study** has revealed a loss of wellbeing of over EUR 47,000 per year for people living with severe chronic pain.

- **University collaborations**, including the Pain Observatory at the University of Cádiz and the Pediatric Pain Chair at Rovira i Virgili University, a global reference in childhood pain, supporting research and education.

- **Cultural and awareness projects**, including educational initiatives such as a patient training course about pain developed with Universidad Rey Juan Carlos (URJC), and an awareness-raising video about pain on hemato-oncology created in collaboration with the Josep Carreras Leukemia Foundation, aimed at improving knowledge, understanding and visibility of disease from the patient perspective.

- **Awards**, including the Journalism Awards on Chronic Pain and the Juan Antonio Micó Pain Research Awards, recognising work that advances knowledge and public understanding of pain.

Looking ahead, the Foundation remains focused on strengthening public awareness of chronic pain, empowering patients to better understand and manage their condition, and working with public institutions to advance more human-centred health policies.

STORY

Fundación Grünenthal in Ecuador: Improving the quality of life for low-income populations in Quito and rural areas

For 25 years, the Grünenthal Foundation in Ecuador has worked with communities where healthcare is hardest to reach – supporting low-income families in Quito and people living in rural and remote areas. Established in Quito, it is a cornerstone of Grünenthal's social commitment in Latin America, delivering essential healthcare and education through close local partnerships.

Much of this work centres on two long-standing programmes, in line with the vision of one of Grünenthal's shareholders:

- Children's dental health programme: Bringing dental care and preventive treatments to children in underserved communities. Using mobile equipment and professional expertise, the programme helps restore smiles and promote long-term wellbeing.
- Elderly health programmes: Supporting the elderly through health monitoring, educational sessions and training on wellbeing and self-care.

"For 25 years, our foundation has stood as a symbol of empathy, commitment and shared purpose," says Luis García, Executive Director of the Grünenthal Foundation in Ecuador. "We have brought hope, dignity and care to countless lives across Ecuador, and this legacy continues to grow today."

Luis Garcia, Executive Director of the Grünenthal Foundation Ecuador, with children from the Pitaná Bajo community in the Ecuadorian highlands during year-end festivities, distributing food and toys

STORY

Grünenthal Foundation for Palliative Medicine: Care, dignity and compassion at the end of life

Each year, an estimated 56.8 million people around the world need palliative care – yet only about 14 percent receive it, according to the World Health Organization[1]. As a result, for many, access to relief from pain and basic support at the end of life remains out of reach, leaving patients and families to face some of life's most vulnerable moments without adequate care or dignity.

We believe that dignity at the end of life should never depend on where someone lives. Through the Grünenthal Foundation for Palliative Medicine, we have supported hospice and palliative care for many years.

In 2003, funding from the Grünenthal Foundation enabled the establishment of the Chair for Palliative Medicine at University Hospital Aachen – then the first of its kind in Germany. This marked an important step in strengthening academic teaching and clinical awareness of palliative care in the country.

In Peru, the Foundation supported the creation of the country's first master's degree in Palliative Medicine and Pain Management at the Universidad Nacional Mayor de San Marcos. Launched in 2018, the programme has since trained hundreds of physicians and established an important academic foundation for palliative care in the country.

[1] https://www.who.int/news-room/fact-sheets/detail/palliative-care [Accessed April 2026]

Joining forces

Our commitment to the UN Global Compact

As a United Nations Global Compact (UNGC) participant, we formally commit to the values of the world's largest initiative for responsible corporate governance. We are committed to the ten universal UNGC principles on human rights, labour standards, environment and climate, and corruption prevention. To firmly embed these principles into our global operations, we have established binding frameworks and policies that apply to all employees worldwide.

Grünenthal submits an annual progress report outlining the steps taken to uphold and advance the principles of the UNGC. Together with the Sustainability Statement, this Responsibility Report serves as the progress report of how the ten principles are integrated into our business strategies and operational practices.

UN Global Compact Principle	Section Sustainability Statement	Section Responsibility Report
Human Rights		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	S1.SBM-3, S1-17, G1-1	A strategy built on what matters most
Principle 2: make sure that they are not complicit in human rights abuses.	S1.SBM-3, S1-17, G1-1	Partnering for progress
Labour		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	S1-8	
Principle 4: the elimination of all forms of forced and compulsory labour;	S1.SBM-3, G1-1	
Principle 5: the effective abolition of child labour; and	S1.SBM-3, G1-1	
Principle 6: the elimination of discrimination in respect of employment and occupation.	S1-1, S1.SBM-3, S1-17	Opening doors for all
Environment		
Principle 7: Businesses should support a precautionary approach to environmental challenges;	E1.SBM-3	Climate action
Principle 8: undertake initiatives to promote greater environmental responsibility; and	E1-3, E2-2	Climate action
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	E1-3	Climate action
Anti-Corruption		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	G1-3	Living our values in every-day decisions

Our contribution to the UN Sustainable Development Goals

In 2015, the United Nations adopted Sustainable Development Goals (SDGs) as a blueprint to achieve a better and more sustainable future for all. The SDGs are a call to action to end poverty and inequality, protect the planet, and ensure that all people enjoy health, justice and prosperity. As a leading pharmaceutical company, we are committed to supporting the SDGs in line with our business strategy. We particularly contribute to SDG 3, which aims at ensuring healthy lives and promoting wellbeing for all.

SDG 3: Good Health and Wellbeing

Pain is a huge burden for patients, their families and society as a whole. As a leader in pain management, we focus our activities on topics such as patient safety, product quality, improving patients' quality of life through innovative medicines, promoting the responsible use of opioids, and improving access to healthcare.

Through our business operations and ongoing activities, we also make essential contributions to the following SDGs:

SDG 8: Decent Work and Economic Growth

People thrive in a healthy environment. For this reason, we take action to care for the well-being of everyone who works at Grünenthal. We aim to generate sustainable value in crucial areas such as workplace safety and health protection, fair working conditions, training and development and the merit-based promotion of diversity, inclusion and equal opportunities. We are certified as a Great Place to Work® in 20 countries.

SDG 9: Industry, Innovation and Infrastructure

We need solutions that address huge unmet needs in pain management. This is why a large part of our revenue is reinvested into R&D each year. Our portfolio encompasses more than 1,000 granted patents. We leverage modern technologies to improve outcomes for patients. For example, we are using Machine Learning based on anonymised human data to increase understanding of disease and improve the design of clinical trials. Through our funding programmes such as the EFIC-Grünenthal-Grant and the Brain, Mind and Pain Patient-Centred Innovation Grant, we support scientists in carrying out innovative clinical pain research.

SDG 12: Responsible Consumption and Production

We optimise resource use, minimise waste and integrate sustainability into procurement and operations. We invest in safe, energy-efficient technologies and engage suppliers who uphold high environmental and ethical standards. Responsible resource use is central to Grünenthal's environmental strategy and essential to reducing pollution and promoting sustainability across our value chain.

SDG 13: Climate Action

We focus on reducing emissions from production-related processes and minimising pollution across our operations and the supply chain. In line with the Science Based Targets initiative, we are setting near-term targets to cut Scope 1 and 2 emissions, while deepening collaboration with suppliers to improve sustainability throughout our Scope 3 footprint.

Looking ahead: Ambitions 2030

Grünenthal will continue to strengthen its role as a responsible and forward-looking pharmaceutical company. Building on the progress achieved so far, our ambitions 2030 further embed sustainability and responsible business conduct into our strategy and operations.

Grünenthal assessed a range of topics and impacts and identified those most important ('material') to its business and stakeholders. The topics and impacts listed below with an asterisk (*) were assessed as less significant, but they are still relevant and monitored.

Topic	Impact	Ambition 2030	Progress 2025	Status
Environment (Planet)				
Climate Change	Emissions from production-related processes (Scope 1 and 2)	Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 55%[1] by 2030 from a 2020 baseline (in line with our validated SBTi near-term targets)	43% reduction achieved for Scope 1 and Scope 2 since 2020	On track
	Emissions from production-related processes (Scope 3)	Preliminary ambition: 74.1% of Grünenthal's suppliers by emissions covering purchased goods and services and upstream transportation and distribution will have validated science-based targets or are committed to have science-based targets validated by 2028 via an aligned action plan with Grünenthal (in line with our validated SBTi near-term targets)	69% of suppliers by emissions in scope have a validated science-based target or a clear commitment and action plan to do so	New
Pollution	Environmental pollution (water)	Keep the pollutant load in wastewater discharges from manufacturing activities below the thresholds listed in Annex II of Regulation (EC) No. 166/2006 (E-PRTR) each year until 2030	None of the water pollutants surpassed the threshold according to Annex II of Regulation (EC) No. 166/2006 (E-PRTR) in 2025, as in 2024	New

New On track Completed

[1] Thereof Scope 1 reduction by 42%, Scope 2 reduction by 77%

Topic	Impact	Ambition 2030	Progress 2025	Status
Environment (Planet)				
Resource use *	Waste (non-recyclable) *	Reduce non-recyclable hazardous waste from own manufacturing activities (tonnes/produced units or volume) by 22 percentage points by 2030 from 2023 baseline	• 7 percentage point reduction in 2025 vs. 2023 • 52% (2023) • 45% (2025) • 30% (target 2030)	New
	Waste (recyclable) *	Increase recyclable waste from own manufacturing activities (tonnes/produced units or volume) by 23% by 2030 from 2023 baseline	• 8% increase of recyclable waste 2025 vs. 2023 • 39% (2023) • 47% (2025) • 63% (2030)	New
	Waste (total) *	Reduce total waste from own manufacturing activities (tonnes/produced units or volume) by 8% by 2030 from 2023 baseline	21% reduction of total waste 2025 vs. 2023	New

New On track Completed

Topic	Impact	Ambition 2030	Progress 2025	Status
Social (People)				
Own Workforce	Fair working conditions and remuneration	Reduce the adjusted gender pay gap to below 1.5% by 2030 in all countries with more than 50 employees, ensuring greater equality and fairness within the organisation	• 46% of countries are within ±1.5% of zero • 39% fall between ±1.5% and ±3.0% • 15% fall between ±3.0% and ±5.0% • For 2025, the results for all 13 countries with more than 50 employees fall within the ±5% threshold defined by the EU Gender Pay Gap Directive Figures excluding Grünenthal Meds	New
	Diversity, inclusion, and equal opportunities	Achieve annual progress towards gender parity in middle management and senior leadership roles by 2030	• 62.7% male • 37.3% female in middle management and senior leadership roles	New
	Training and development	Strengthen the culture of continuous learning and development through • more than 90% of our employees having a personal development plan in place, and • over 80% of our employees rating the Great Place to Work® question "I'm offered training and development to develop professionally" positively by 2030	• 83% employees have an active personal development plan (PDP) in place • 69%[1] employees replied positively to the Great Place to Work® question "I'm offered training and development to develop professionally"	New
	Workplace safety and health protection	Reduce the recordable accident rate by 70% at Grünenthal from 2024 baseline by 2030	• 2.77 (2025) • 2.78 (2024) rate of work-related (recordable) accidents[2]	New
	Employee engagement *	• Sustain high levels of employee engagement by maintaining voluntary turnover rates between 3% and 6% and achieving a Great Place to Work® Trust Index score above 80% by 2030 • Have 90% of Grünenthal's affiliates certified as Great Place to Work®, reinforcing our commitment to a positive workplace culture by 2030	• 5.1% of voluntary turnover rate • 76% Great Place to Work® Trust Index Score[1] • 100% of eligible Grünenthal entities are certified as a Great Place to Work®	New

New On track Completed

[1] Grünenthal Group only. Grünenthal Meds did not participate in the most recent Great Place to Work® survey conducted in 2024. As the survey is carried out biennially, the 2024 results remain valid and applicable for 2025.
[2] Calculated by dividing the number of accidents by the total number of hours worked by all employees and multiplied by one million.

Topic	Impact	Ambition 2030	Progress 2025	Status
Social (Patient)				
Consumers and End-users – Personal safety	Patient safety	Operate an excellent patient safety management system with • no pharmacovigilance inspection findings resulting in warnings and/or penalties, • 100% annual pharmacovigilance employee training and • >95% on-time Individual Case Safety Report submissions to health authorities worldwide each year until 2030	• 0 pharmacovigilance inspection findings that resulted in a warning and/or penalty • 99.4% employee pharmacovigilance training assignments completed • 98.0 on-time submission average for Individual Case Safety Reports (ICSR) to health authorities	New
	Product quality	Keep rate of major and critical quality deviations related to Grünenthal's internally manufactured products (active pharmaceutical ingredients, drug substances and drug products) below 5% each year until 2030	2.26% rate of major and critical quality deviations	New
	Product quality	Keep product quality complaint rate for all products internally manufactured by Grünenthal to a maximum of 7 parts per million (ppm) by 2030	8 ppm rate of justified market product quality complaints	New
	Safe pain management through the responsible use of opioids	Ensure robust risk management for the responsible use of opioids by verifying that 100% of commercial business partners, which are active in the reporting year, and which promote and/or resell Grünenthal's opioid-containing products, have received training on the Opioid Communication Guidance "Communicating about our products/opioids" within the previous 4 years by 2030	64%[1] of commercial business partners in scope have received training on Grünenthal's Opioid Communication Guidance	New
Consumers and End-users – Access to healthcare	Access to healthcare	Set up 3 patient support initiatives in low- and middle-income countries by 2030, of which at least one is • a donation of Grünenthal products to meet local medical needs and • a programme aimed at improving health literacy and enabling informed healthcare decisions, thereby contributing to reduced disease burden and improved health equity	0 patient support initiatives in low- and middle-income countries since 2025	New

New On track Completed

[1] The remaining 36% include commercial business partners that have been trained but fall outside of the defined scope. Numbers excluding Grünenthal Meds.

Topic	Impact	Ambition 2030	Progress 2025	Status
Social (Patient)				
Consumers and End-users – Research and Development	Improving patients' quality of life through innovative medicines	Ensure patient advocacy groups are involved in the design of 100%[1] of Grünenthal-sponsored clinical development programmes by 2030, and their recommendations are taken into account	33% clinical development programmes in which patient advocacy groups are involved in the design	New
	Improving patients' quality of life through innovative medicines	Expand Grünenthal's R&D efforts beyond pain and engage in related indications, including rare/orphan diseases (such as Duchenne muscular dystrophy), by building a pipeline that – in 2030 – comprises 50% non-pain R&D programmes	14% R&D programmes address non-pain indications	New

Topic	Impact	Ambition 2025	Progress 2025	Status
Consumers and End-users – Research and Development	Improving patients' quality of life through innovative medicines (De Novo Molecule Generation)	Reduce cycle time and thus resources required[2] for new candidate discovery through machine learning (ML) (baseline 2021, 18 months; goal in 2025, 14 months)	Cycle time for new candidate discovery reduced to 14 months through ML-supported molecular design	Completed
	Improving patients' quality of life through innovative medicines (Deep Phenotyping)	Improve[3] clinical trial design through ML-based patient phenotyping (baseline 2021, 0 trials; goal in 2025, 2 trials)	Three initiatives according to the ambition have shaped decision-making in clinical studies	Completed
	Improving patients' quality of life through innovative medicines (Digital Biomarkers)	Improve[4] understanding of treatment effects in clinical studies and post-approval through objective measurement of mobility and sleep (baseline 2021, 1 study; goal in 2025, 2 studies)	In 2025, a digital device to objectively assess patient mobility was integrated into the clinical development plan of an upcoming second study, laying the foundation for implementation at study start, planned for 2026	Completed

New On track Completed

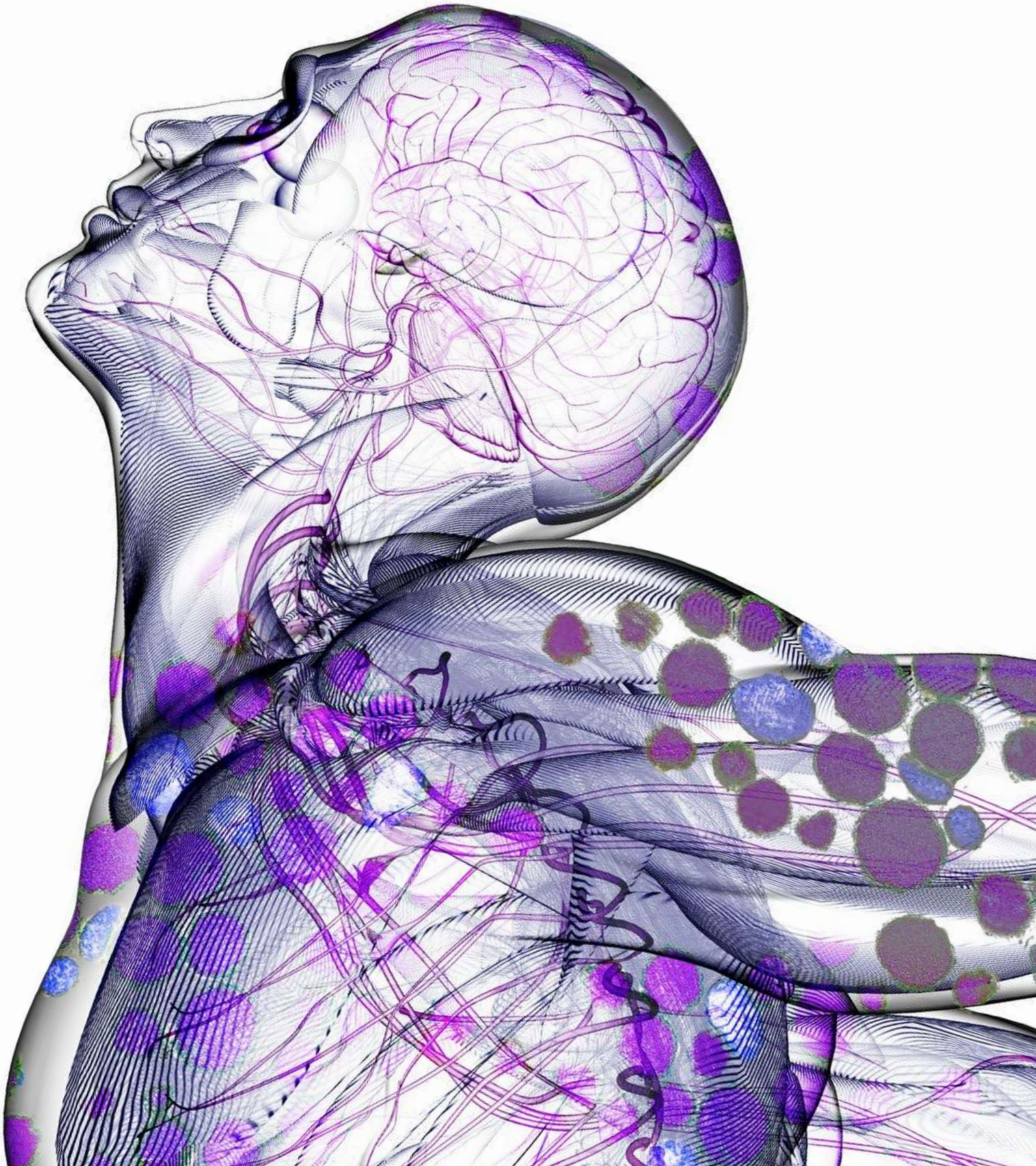
[1] Except when multiple programmes target the same indication, in which case shared patient advocacy input may be applied.
[2] Resource requirements include budget and time.
[3] Improvements include more objective decisions being made on the basis of outcomes derived from ML-based patient phenotyping.
[4] The improvement of patients' sleep and mobility will be directly measured by the digital wearable and analysed by the clinical team. The aim is to show that new drugs not only improve pain but also quality of life, sleep and mobility.

Topic	Impact	Ambition 2030	Progress 2025	Status
Governance				
Business Conduct	Ethical business culture, anti-corruption and anti-bribery	Fully digitalise the Third-Party Due Diligence process, transforming it into a state-of-the-art workflow with industry-leading completion rates by 2030	2,162 (79%) assessments performed in digital tool versus 2,725 total (other assessments performed manually)	New
	Ethical business culture, anti-corruption and anti-bribery	Use AI in Compliance monitoring to increase spot checks from 4 to 8 per year and doubling sample size compared to 2023 by 2030. By doing so, focus resources to high-risk reviews and root-cause analysis	0 AI-driven compliance spot checks conducted	New
	Ethical business culture, anti-corruption and anti-bribery	Use AI in Internal Audit programme to monitor key high-risk processes, automating at least 75% of testing for high-risk areas and 50% for medium-risk, using scheduled or event-driven analytics by 2030	5% high-risk processes monitored with AI-driven testing	New

New On track Completed

"Our focus on patients, people and the planet continues to evolve. Clear ambitions for 2030 help sharpen how sustainability and responsible business conduct guide our strategy and everyday decisions.

Tobias Schäfers
Head of Responsibility and Corporate Citizenship



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Contact

Hannah Engels
Global Compliance and Responsibility Officer

Tobias Schäfers
Head of Responsibility and Corporate Citizenship

Susanne Bransgrove
Senior Manager Responsibility and Corporate Citizenship

E-Mail: esg@grunenthal.com

Publisher

Grünenthal Pharma GmbH & Co. KG
Zieglerstraße 6
52078 Aachen
Germany

Phone: +49 241 569 0
E-Mail: info@grunenthal.com
www.grunenthal.com

ESG consulting, concept, editing, communication & design

SILVESTER GROUP, Hamburg
www.silvestergroup.com

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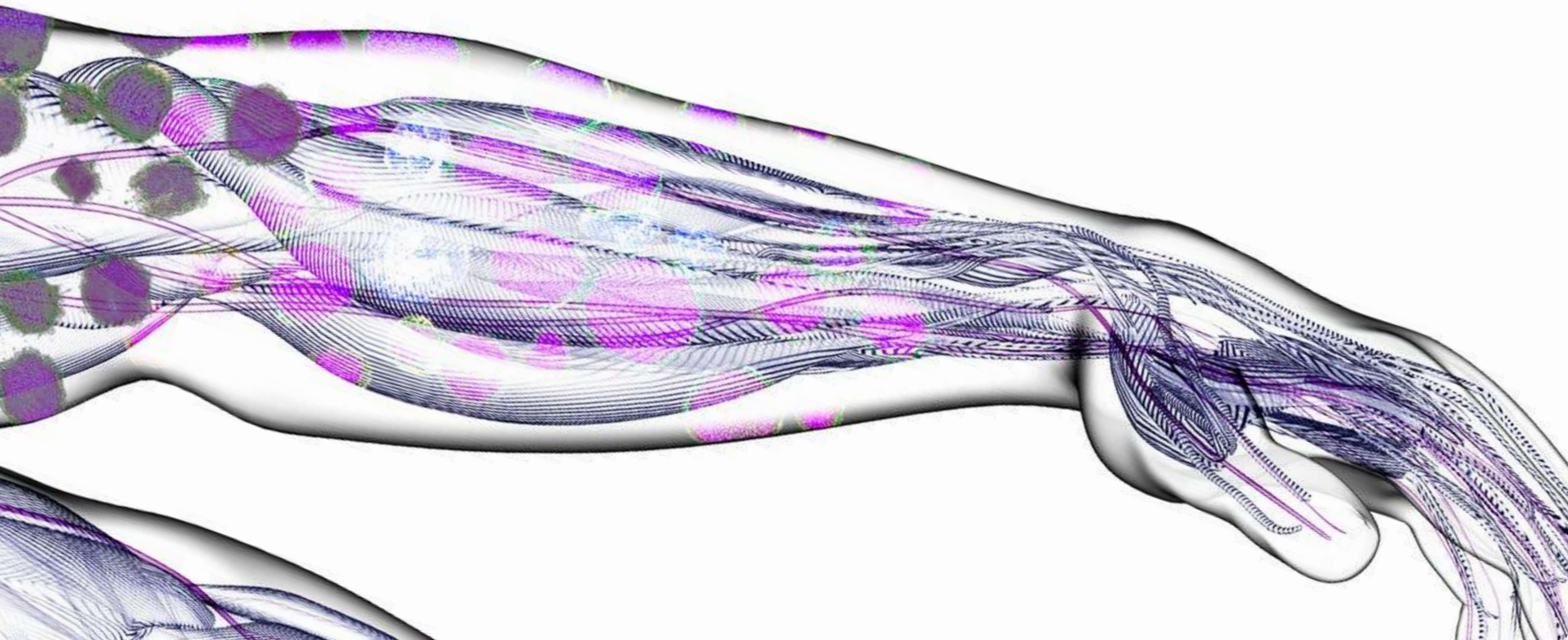

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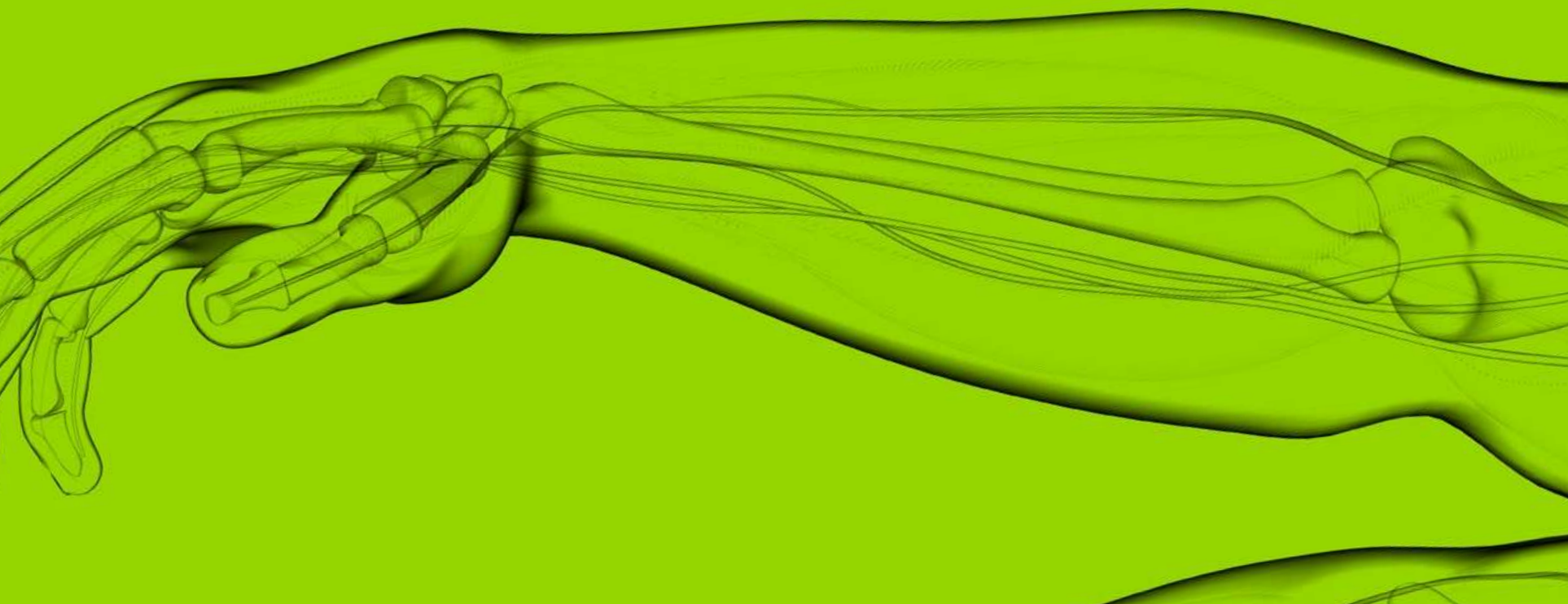
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