

Environmental, Social and Governance Statement

The purpose of this Disclosure Statement is to explain how ProtaGene GmbH and ProtaGene CGT GmbH (referred to collectively as 'ProtaGene', 'we', 'us', or 'our') integrate environmental, social, and governance (ESG) considerations. ProtaGene actively contributes to advancing developmental objectives by shaping the socioeconomic landscape in its country of origin through its economic activities. By embracing accountability, we drive social and ecological innovation to actively shape a more sustainable world.

The UN resolution 'Transforming our world: 2030 Agenda for Sustainable Development' delineates a collective political endeavor spearheaded by all UN member states, aimed at actualizing the 17 Sustainable Development Goals (SDGs). These goals are designed to foster, enhance, and uphold prosperity while operating within the confines of planetary boundaries, thereby ensuring the well-being of both current and future generations. This comprehensive framework seeks to systematically dismantle prevailing global injustices. Embracing the 2030 Agenda, all UN member states have pledged to execute these 17 SDGs by 2030. Our company remains steadfastly committed to actively pursuing and implementing these goals.

Principles

1. As a service provider with high quality standards and reliable analysis results, we support our customers in drug development and, therefore, participate in the improvement of patient lives. We enhance product quality and safety while also reducing safety risks to end-users.
2. By our involvement in the development of affordable drugs (e.g., biosimilars), we help make these drugs accessible to underserved markets and population groups.
3. With an ethical market economy, the company does not only pursue the increase of monetary capital but also contributes to the company's surroundings.
4. ProtaGene is committed to human dignity, human rights, and ecological responsibility for the common good business.
5. As a sustainably operating company, we also strive for profits. These corporate profits serve to strengthen the company and increase the wealth of employees and external stakeholders.
6. ProtaGene invites all employees and stakeholders to help shape the realization of the economic and societal values agreed upon. All ideas for a sustainable economic order should be developed, carefully reviewed, and implemented, if appropriate.

7. ProtaGene strives to achieve broad social support for the principles of sustainability set out in this agreement amongst its employees, market, customers, collaborators, and stakeholders. By limiting wealth inequalities, the aim is to increase opportunities for equal participation in economic and political life for all.

Environmental

ProtaGene is doing its part to protect the climate and is constantly working to improve its environmental footprint.

This means in detail:

1. ProtaGene promotes every form of emission-neutral transportation of goods and people to the company's premises. We, therefore, have a very limited number of company cars and prioritize the use of public transport and sensible planning for local appointments. Meetings between employees of different sites can often occur via MS Teams instead of in-person.
2. ProtaGene is engaged with a provider for company bike leasing.
3. ProtaGene offers mobile working whenever possible and justifiable to the company's organization, while encouraging the community and teamwork possible only through in-person, on-site relationship building.
4. ProtaGene processes are successively digitalized to save resources.
5. ProtaGene is committed to the environmentally conscious use of water.
6. ProtaGene avoids waste, and where not possible, we strive to constantly increase the rate of recycling.
7. We avoid environmentally hazardous substances if possible and regularly consider substitutions.

Social

ProtaGene respects and promotes equal opportunities for all, including gender equality and equal pay, training and skills development, and employment and inclusion of people with disabilities.

ProtaGene stands for fair working conditions, including safe and adaptable employment, fair wages, social dialog and employee involvement, work-life balance, and a healthy, safe, and suitable working environment.

This means in detail:

1. A high regard for employees and their sustainable development are company values that can secure ProtaGene's market position in the long term. Our ethically responsible

and sustainable business practices should be accepted by employees, and employees should feel that they are being treated fairly.

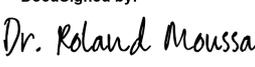
2. ProtaGene wants to form a value creation community with its employees. Economic success can only be achieved with committed, motivated, and enthusiastic employees. In addition, the aim is to achieve a low fluctuation rate through a high level of employee engagement with the ethical and sustainable management of the company.
3. Through its ethical and sustainable business practices, ProtaGene also aims to be an attractive employer. Transparency and authenticity are intended to increase employees' trust in business decisions.
4. Any decisions on employee development should always consider, the short, medium, and long-term goals of the employee and the company.
5. ProtaGene also feels responsible for the fair and social treatment of employees within its supply chains. For this reason, we will comply with the requirements of the Supply Chain Duty of Care Act.
6. ProtaGene uses attractive and comprehensive onboarding, job training, and offboarding.
7. ProtaGene has a process for regular (weekly, bi-weekly, and yearly) employee feedback to respect the individual needs of our employees and serve qualitative personal development.
8. ProtaGene will work towards a fairer and more transparent compensation structure within all employee groups.
9. ProtaGene has already installed the following social facilities: job bikes, company pension scheme, support for caregivers of relatives, straightforward use of sabbaticals, flexible working schedules, and regular team events.
10. ProtaGene offers equal opportunities regardless of gender, disability, origin, sexual identity, and age. This applies equally to all forms of indirect discrimination. To this end, we will work on anti-discrimination guidelines, eliminate possible existing inequalities in remuneration based on the aforementioned criteria, open career opportunities equally to all.
11. The social commitment of employees is encouraged by the company.
12. ProtaGene does not tolerate forced labor or any other form of modern slavery.
13. ProtaGene works in compliance with GDPR.
14. ProtaGene commissioned a company doctor to ensure preventive care for employees. As part of this collaboration, we also offer voluntary screenings, vaccinations, and consultations. Our company doctor provides regular newsletters and safety letters regarding current and important health care topics.
15. We maintain a high level of occupational safety standards and carry out regular risk assessments.

Governance

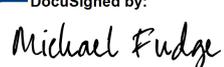
ProtaGene's unconditional standard is to conduct all business competently and ethically and always protect fair competition in all markets in which we operate. Integrity and honesty are the basis of our entrepreneurial endeavors.

This means in detail:

1. Our management structure and governance combine responsible leadership and independent supervision.
2. We are committed to delivering the highest-quality services and solutions compliant with all applicable laws and standards.
3. Our remuneration system is designed to encourage employees to deliver on our purpose and strategy, create stakeholder value, and motivate and retain them.
4. We ensure ethical behavior through our strong compliance and reporting framework.
5. Our communication guidelines ensure open and respectful treatment of every employee.
6. Any form of harassment or discrimination against our employees, suppliers, customers, and other interested parties is prohibited.
7. The company undertakes employee protection from reprisals if they report incidents, hazards, or risks.
8. Our employees have the right to freedom of association and expression of opinions.
9. We cultivate strong stakeholder relationships through transparency, open communication, and responding to stakeholder input.
10. ProtaGene establishes clear and effective governance for ESG, sets goals, and establishes accountability.
11. We have a whistleblowing policy for employees to report any unethical behavior or breach of compliance as quickly as possible. Reported information will be carefully investigated with appropriate steps taken to address the issue.

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