

Environmental, Social and Governance Statement

The purpose of this Disclosure Statement is to outline how ProtaGene, comprising ProtaGene Holding GmbH, ProtaGene GmbH, ProtaGene US, Inc., and ProtaGene CGT GmbH (collectively referred to as 'ProtaGene', 'we', 'us', or 'our'), integrates environmental, social, and governance (ESG) considerations into its operations. 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 foster social and ecological innovation and actively support the transition toward a more sustainable world.

ProtaGene has strengthened this commitment through externally validated progress, including achieving Ecovadis Bronze in 2024 and Silver in 2025, and by establishing a dedicated Sustainability Manager role to systematically advance our ESG and climate strategy. ProtaGene has also initiated the process of setting science-based climate targets by registering with the Science Based Targets initiative (SBTi). ProtaGene is firmly committed to defining, validating, and implementing SBTi-aligned emission reduction targets as the next step in our climate strategy.

The UN resolution 'Transforming our world: 2030 Agenda for Sustainable Development' defines a global commitment by all UN member States to implement the 17 Sustainable Development Goals (SDGs). These goals aim to promote and safeguard prosperity while operating within the confines of planetary boundaries, ensuring the well-being of both current and future generations, and addressing persistent global inequalities. In alignment with this international framework, ProtaGene remains committed to advancing and implementing the SDGs across our business activities.

Principles

1. As a service provider with high quality standards and reliable analysis results, ProtaGene supports its customers in drug development and thereby contributes to improving patient lives. Through our work, we enhance product quality and safety while also reducing safety risks for end-users.
2. By contributing to the development of affordable drugs, such as biosimilars, and new biological entities etc., we help make high-quality treatments accessible to underserved markets and population groups.
3. In line with an ethical market economy, ProtaGene does not solely pursue financial growth but also aims to generate positive value for the communities and environments in which we operate. We are committed to human dignity, human rights, and ecological responsibility as core elements of responsible business conduct.
4. As a sustainably operating company, we pursue profits that strengthen our long-term resilience and create value for employees and external stakeholders alike. This includes taking responsibility for our environmental impact by systematically measuring, monitoring, and reducing our greenhouse gas emissions, in line with the goals of the Paris Climate Agreement.
5. ProtaGene encourages all employees and stakeholders to actively participate in shaping the economic and societal values we uphold. Ideas that support a more sustainable economic order are welcomed, carefully evaluated, and implemented where appropriate.
6. We strive to build broad support for these sustainability principles among employees, customers, partners, and stakeholders. By promoting fairness and limiting inequalities, we aim to increase opportunities for equal participation in economic and social life for all.

Environmental

ProtaGene is committed to protecting the climate and our biosphere by continuously improving its environmental footprint.

This means in detail:

1. Promoting every form of emission-neutral transportation of goods and people to the company's premises. We maintain a very limited number of company cars, prioritize the use of public transport, and encourage employees to plan local appointments in ways that minimize travel. Meetings between sites are held virtually whenever possible.
2. Offering company bike leasing to support low carbon commuting options.
3. Enabling mobile working where organizationally feasible, while fostering collaboration and team cohesion through meaningful on-site interaction.
4. Progressively digitalizing processes to conserve resources and increase efficiency.
5. Transitioning to renewable energy sources and optimizing energy and resource consumption to the best of our abilities.
6. Ensuring responsible and environmentally conscious use of water.
7. Avoiding waste and continuously improving recycling rates where waste cannot be avoided.
8. Reducing the use of environmentally hazardous substances and regularly evaluating safer alternatives.

Social

ProtaGene respects and promotes equal opportunities for all, including gender equality, equal pay, training and skills development, as well as the inclusion of people with disabilities. ProtaGene stands for fair working conditions, including safe and adaptable employment, fair wages, social dialog and employee participation, work-life balance, and a healthy, safe, and supportive working environment.

In practice, this means:

1. We place high value on our employees and their long-term development, recognizing that their engagement and expertise are essential for ProtaGene's sustained success.
2. Our ethical and sustainable business practices are designed to ensure that employees feel respected, treated fairly, and connected to the company's mission.
3. ProtaGene aims to build a value creation community with its employees. Economic success can only be achieved with committed, motivated, and enthusiastic teams. We therefore strive to maintain low turnover by fostering a culture of trust, responsibility, and shared purpose.
4. Through ethical and sustainable business practices, we also aim to be an attractive employer. Transparency and authenticity are intended to increase employees' trust in business decisions.
5. Employee development decisions consider the short, medium, and long-term goals of both the individual and the company.
6. We take responsibility for fair and socially responsible treatment of workers in our supply chains and comply with the requirements of the German Supply Chain Duty of Care Act (LkSG).
7. ProtaGene provides comprehensive onboarding, job training, and offboarding, as well as regular employee feedback cycles (weekly, bi-weekly, and yearly). Furthermore, we provide opportunities for continuous personal development.
8. We are committed to building a fair and transparent compensation structure for all employees.

9. ProtaGene offers a range of social benefits, including company bike leasing, a company pension scheme, support for employees caring for their relatives, sabbatical options, flexible working arrangements, 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. We will continue working on anti-discrimination guidelines, eliminate unjustified pay gaps, and ensure equal career opportunities.
11. We encourage and support voluntary social engagement by employees.
12. ProtaGene does not tolerate forced labor or any other form of modern slavery.
13. We comply with GDPR and uphold strict data protection standards
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 important health care topics.
15. We maintain high occupational safety standards and carry out regular risk assessments to ensure a safe workplace for all.

Governance

ProtaGene's uncompromising standard is to conduct all business activities competently, ethically and in full respect of fair competition in every market in which we operate. Integrity and honesty are the basis of our entrepreneurial actions.

This means in practice:

1. Our management structure and governance approach ensure responsible leadership combined with independent supervision.
2. We are committed to delivering the highest-quality services and solutions compliant with all applicable laws and industry standards.
3. Our remuneration system aligns employee performance with our purpose and strategic objectives, while supporting motivation and long-term retention. Ethical behavior is upheld through a strong compliance framework that ensures integrity, transparency, and accountability.
4. Our communication guidelines promote open and respectful treatment of every employee.
5. Any form of harassment or discrimination against our employees, suppliers, customers, and other interested parties is strictly prohibited.
6. ProtaGene protects employees from reprisals when reporting incidents, hazards, or risks.
7. Our employees have the right to freedom of association and expression of opinion.
8. We cultivate strong stakeholder relationships through transparency, open communication, and responsiveness to stakeholder input.
9. ProtaGene establishes clear and effective governance for ESG, sets goals, and establishes accountability.
10. A dedicated whistleblowing policy allows employees to report unethical behavior or compliance violations confidentially and without fear of retaliation. All reports will be carefully investigated and addressed appropriately.

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