Symeres

Making Molecules Matter. Together.

# Annual Sustainability Report 2024

# A WORD FROM OUR CEO

At Symeres, sustainability is not a standalone project — it is a mindset embedded in our scientific, operational, and human approach to drug discovery and development. As a leading mid-sized trans-Atlantic CRO/CDMO, we recognize that our responsibility extends beyond molecules to the people, communities, and ecosystems we affect.
In 2024, we initiated a structured sustainability journey aligned with the EFRAG Voluntary VSME Standards. This report is our first comprehensive sustainability disclosure. It reflects the voices of our employees, our partners, and our clients — as well as the values that define who we are: **Excellence, Integrity, Teamwork, Transparency, and Innovation.**

Guillaume Jetten, Drs., RA

Our brand essence — **"Making Molecules Matter. Together."** — is also a statement of ESG purpose. It means that we innovate not only to create novel therapies, but to ensure our processes respect the environment, uplift our people, and strengthen our partnerships. It means advancing science while advancing sustainability, together with those who share our values.

This report outlines how we aim to reduce our environmental impact, protect the wellbeing of our people, contribute to global health, and drive transparent, ethical business practices. We are proud to share both our progress and our ambitions.

Together, we make molecules matter — and together, we create sustainable value.

*Signed,*

*Guillaume Jetten, Drs., RA*

*Chief Executive Officer (CEO)*

Symeres

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# 1. EXECUTIVE SUMMARY

### *Who We Are*

- Transatlantic Contract Research Organization
- Drug discovery and Development challenges
- Chemistry, Biology, Pharmacology, Analytics, and Manufacturing
- ~500 employees | 8 sites | 4 countries

### *Our Purpose*

- *Making Molecules Matter, Together*
- Sustainability and science go hand in hand.

### ESG Milestones in 2024

- ESG Committee launched (cross-functional)
- Double Materiality Assessment completed
- Scope 1–3 GHG footprint established
- CDP Score: B
- Ecovadis Medal: Bronze
- SBTi: Committed to Net Zero

### *Environmental metrics*

- Total energy consumption: 18,627 MWh, of which 14% from renewable sources
- Total GHG emissions: 10,252 tCO2e (Location based)
  - GHG emission Intensity: 117 tCO2e/M€
- Total water withdrawal: 41,311 $m^3$
- Total waste production: 542 metric tons,
  - Hazardous waste: 418 metric tons

### *Environmental targets*

- 50% GHG reduction in Scope 1 & 2 (by 2030)
- Green electricity transition underway (by 2030)
- Natural gas phase-out underway (by 2050)

### *Social metrics*

- Gender balance: 33% women | 26% in leadership
- 0 Fatalities, 2 Occupational accidents—3 Days lost
- Absenteeism: 6% (target: <4%)
- Implementation of Digital training platform

### *Responsible Governance*

- Code of Conduct mandatory for all employees
- CyberVadis Overall Score: 754 / 1000
- Supplier Code of Conduct under development
- ESG risk management being developed

## 1.1. Basis for preparation (B1)

This report has been prepared in alignment with the **EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)**. We applied the **Basic Module** and integrated selected disclosures from the **Comprehensive Module**, including strategy, governance, and impact-related targets. The disclosure codes are given in the title in between brackets.

The data presented is consolidated for **Symeres B.V.** and its subsidiaries (Symeres group), covering operations in the Netherlands ((**Symeres Netherlands B.V.**: Nijmegen, Kerkenbos 1013; Groningen, Kadijk 3; Weert, Peelterbaan 2) and **Oncolines** (Oss, Kloosterstraat 9)), Czech Republic (**Symeres Prague**: Prague, Areál VÚ Běchovice 10B), Finland (**Admescope**: Oulu, Typpitie 1), and the United States (**Exemplify**: Cranbury NJ, 1002 Eastpark Blvd; **Organix**: Woburn MA, 32 Cabot Road). The headquarters are in Nijmegen, The Netherlands (Nijmegen, Kerkenbos 1013). NACE codes of Symeres group are 72192, 72193, and 72199.

The Symeres group had a turnover of 88 M€ and a total size of the balance sheet of 289 M€ in 2024.

Although this is the first Symeres group sustainability report, wherever available we have included comparative information.

# 2. WHO IS SYMERES?

## 2.1. Our Profile (C1)

Symeres is a premium *trans*-Atlantic, mid-sized, Contract Research Organization (CRO), and Contract Development and Manufacturing Organization (CDMO), offering fully integrated R&D services to the pharmaceutical, biotech, and academic sectors. We operate across the entire value chain — from discovery to early development — with a strong focus on scientific excellence and sustainability.

### *What We Do*

We provide project-based services in four key areas:

- **Medicinal and Synthetic Chemistry**
  Accelerating hit-to-lead and lead optimization through bespoke molecular design.
- **Biological & Pharmacological Profiling**
  In vitro pharmacology, ADME-Tox, and target validation that ensure data quality and clinical relevance.
- **Process R&D and Intermediate Manufacturing**
  Route scouting, scale-up, and GMP-ready synthesis for robust and scalable drug development.
- **Analytical Development & Quality Control**
  Ensuring data integrity, regulatory alignment, and deep compound characterization across all phases.

Our work contributes directly to the development of life-saving medicines — and we ensure that **how we work** is as responsible as **what we deliver**.

### *Our Global Reach*

Symeres operates from eight sites in four countries:

- **Netherlands** – Nijmegen, Groningen, Oss, Weert
- **Czech Republic** – Prague
- **Finland** – Oulu
- **United States** – Cranbury (Exemplify), Woburn (Organix)

Each location supports specific R&D phases, combining local scientific excellence with globally harmonized sustainability standards.

### *Our Purpose: "Making Molecules Matter, Together"*

This is more than a tagline — it's our compass.

- **"Molecules"** reflect our scientific purpose: solving complex challenges in drug discovery.
- **"Matter"** underscores our ethical and environmental commitments.
- **"Together"** defines our collaborative culture, both internally and with partners.

This purpose inspires our sustainability strategy, guiding our actions on climate, safety, equity, and ethical innovation.

### *Our Vision*

Our vision is to combine innovative science and creativity to fulfil our clients' research and development goals — discovering novel therapies that improve lives around the world.

### *Our Mission*

Symeres strives to be recognized as the premium *trans*-Atlantic, mid-sized, integrated drug discovery and development partner, delivering impactful R&D solutions from hit finding to clinical proof-of-concept.

### *Our strategy*

We realize our ambition through:

- Scientific and operational excellence
- Strategic growth and alliances
- Acquisition of complementary services

### *Our Core Values*

These values guide everything we do — from how we design molecules to how we collaborate, grow, and govern responsibly.

- **Excellence:** We meet the highest expectations of our partners through rigorous science, quality, and performance.
- **Integrity**: We act with honesty, ethics, and transparency — in business and sustainability alike.
- **Teamwork:** We remove boundaries and collaborate across disciplines and locations.
- **Transparency:** We communicate openly and create trust with clients, employees, and partners.
- **Innovation:** We apply creative problem-solving and scientific bravery to uncover new possibilities.

These principles shape not only how we operate but how we rise to the challenge of sustainable development in the life sciences sector.

## 2.2. Transparency

To ensure transparency and continuous improvement of our ESG efforts, Symeres actively engages with four leading global rating and benchmarking platforms.

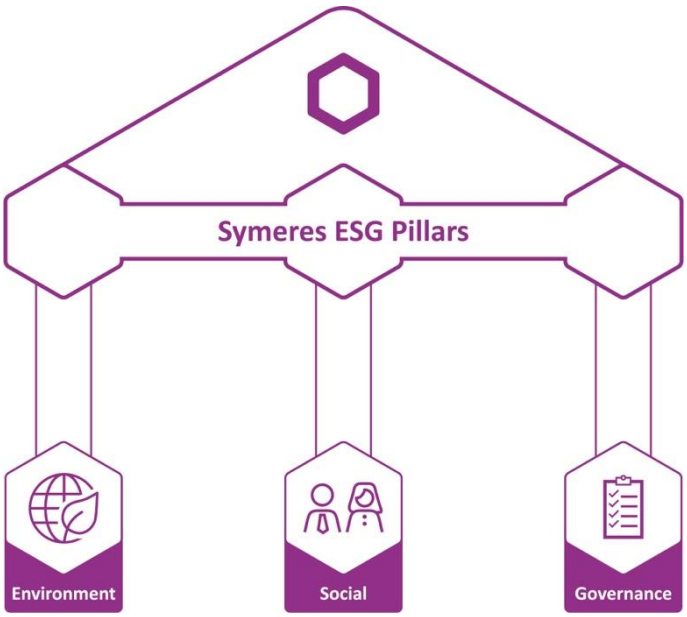
# 3. SUSTAINABILITY AT SYMERES

## 3.1. ESG Leadership

Symeres established a formal ESG Committee in 2024 reporting to the Executive Team. This cross-functional group is tasked with embedding sustainability across the value chain, monitoring performance, and steering progress on goals related to climate action, social equity, ethical governance, and regulatory alignment.

## 3.2. ESG Strategy (B2, C1, C2)

Symeres' sustainability strategy is built around the three core pillars of Environmental, Social, and Governance (ESG) responsibility.

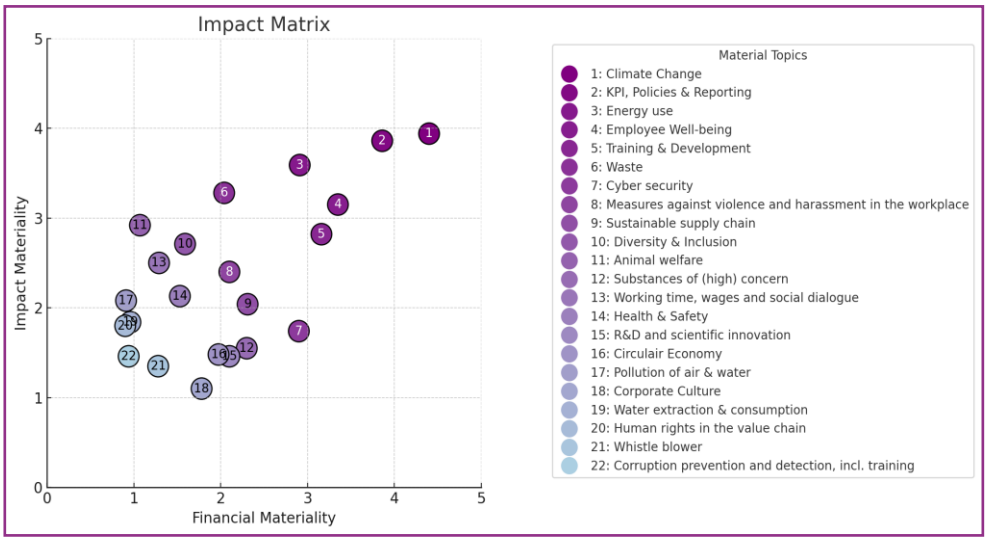



In 2024, we defined our ESG policy and our Inclusion and Diversity policy, and we started drafting policies regarding water management, waste management, greenhouse gas emission reduction, biodiversity, and anti-corruption and anti-bribery. We plan to share our sustainability policies in 2025 via www.Symeres.com.

In 2024, we performed a Double Materiality Assessment for our operations, and we have identified seven focus areas that have a major impact on both Society and the Environment (impact materiality) and the company's financial performance (financial materiality). Furthermore, these focus areas are aligned with our long term ESG responsibility, regulatory developments, and stakeholder expectations.

Each of these seven focus areas are targeted with internal projects and they are embedded into our internal planning through SMART targets, KPI frameworks, and resource allocation. Together, these strategic focus areas support Symeres' mission of combining scientific excellence with responsible innovation.

1. Climate Change
2. KPI, Policies & reporting
3. Energy use
4. Employee Well-being
5. Training & Development
6. Waste
7. Cyber security



# 4. ENVIRONMENT

## 4.1. Energy consumption (B3)

In 2024, Symeres' total energy consumption was 18,627 MWh of which 14% came from renewable energy sources.

| Energy source | 2023 (MWh) | 2024 (MWh) |
|---|---|---|
| Natural gas | 5,282 | 7,890 |
| Electricity | 8,446 | 8,459 |
| *Renewable* | *1,917* | *2,150* |
| *Non-Renewable* | *6,529* | *6,309* |
| Heat use | 2,866 | 2,278 |
| **Total energy consumption** | **16,594** | **18,627** |

***Energy Efficiency Directive***

Symeres performed an energy efficiency scan in 2024 at the three main Dutch sites (Groningen, Nijmegen and Weert) in compliance with the EU Energy Efficiency Directive (EED). The outcome of this scan informs us of our efforts to improve our energy efficiency at these sites.

***Key Actions***

Symeres focusses on decreasing energy consumption across its operation. An important measure that will be taken to reduce Symeres' overall energy consumption is the modernization of its facilities. During retrofit of existing facilities other energy-efficient technologies will be applied as well, such as LED lighting, high-efficiency heating, ventilation, air conditioning (HVAC), and advanced insulation materials such as insulated glazing.

## 4.2. Greenhouse gas emissions (B3)

***Our Commitment to Decarbonization***

Addressing climate change has become an integral part of our social responsibility. We recognize the connection between environmental performance and business resilience — and we are committed to aligning with the Paris Agreement goals to limit global warming to well-below 2°C (WB2C).

In 2024, we took decisive steps to formalize our Climate Change strategy, to align with stakeholders' expectations. A commitment letter has been sent to the Science Based Target initiative (SBTi) to set short- and long-term targets to reduce our environmental footprint and mitigate our impact. We further developed our reporting methodology on GHG emissions according to GHG protocol and selected 2024 as the base year.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our commitment to decarbonization begins with a thorough assessment and measurement of our environmental impact, an essential foundation for developing policy & strategic approach to reduce our footprint and achieve our decarbonization goals.

### *Our Greenhouse Gas Reduction Targets (C3)*

Symeres will define a formal decarbonization policy including science based near-term and Net-zero targets aligned with the Paris Agreement goals to limit global warming to well-below 2°C (WB2C) including targets for renewable electricity usage and GHG reduction of Scope 3.

In 2024, we already committed to the following two targets:

- **50% GHG reduction in Scope 1 & 2 by 2030**
- **Net-zero emissions (Scope 1–3) by 2050**

***Strategic Target:*** Set short- and long-term Science Based targets.

### *Our Greenhouse Gas Emissions Calculation*

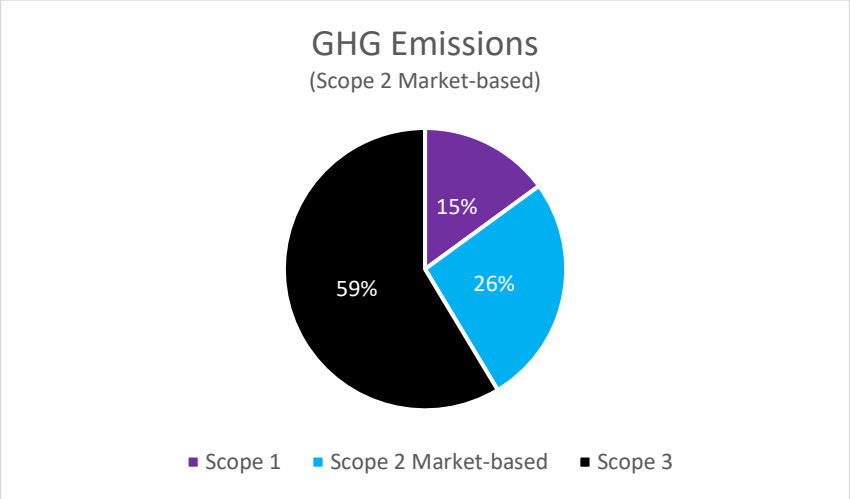
Symeres calculated greenhouse gas emissions due to its operations according to the internationally accepted Greenhouse Gas Protocol Corporate Standards ensuring accurate, transparent, and consistent reporting of GHG emission to support sustainability goals and regulatory requirements.

- **Scope 1 & 2**: Calculated using direct consumption data, and location- and market-based emission factors
- **Scope 3**: Calculated using spend-based and supplier-specific methods where available
- **Reporting boundary**: Full consolidation for NL, CZ, FI, and US locations
- **Base year**: 2024
- **Quality assurance**: All data is internally verified; not yet third-party certified

### *Our Total Greenhouse Gas Emissions (tCO2e)*

| Scope | 2023 | 2024 | Notes |
|---|---|---|---|
| **Scope 1** | 1,162 | 1,478 | Stationary combustion, fugitive emissions |
| **Scope 2 Market-based** | 2,656 | 2,607 | Purchased electricity & heat |
| **Scope 2 Location-based** | - | 2,984 | |
| *Total Scope 1 & 2 Market-based* | *3,818* | *4,085* | |
| *Total Scope 1 & 2 Location-based* | *-* | *4,462* | |
| **Scope 3** | - | 5,790 | Includes upstream emissions only |
| *Total GHG emission Market-based* | *-* | *9,876* | *Base year established: 2024* |
| *Total GHG emission Location-based* | *-* | *10,252* | *Base year established: 2024* |
| *GHG emission Intensity Market-based* | *-* | *112* | *tCO2e/M€* |
| *GHG emission Intensity Location-based* | *-* | *117* | *tCO2e/M€* |

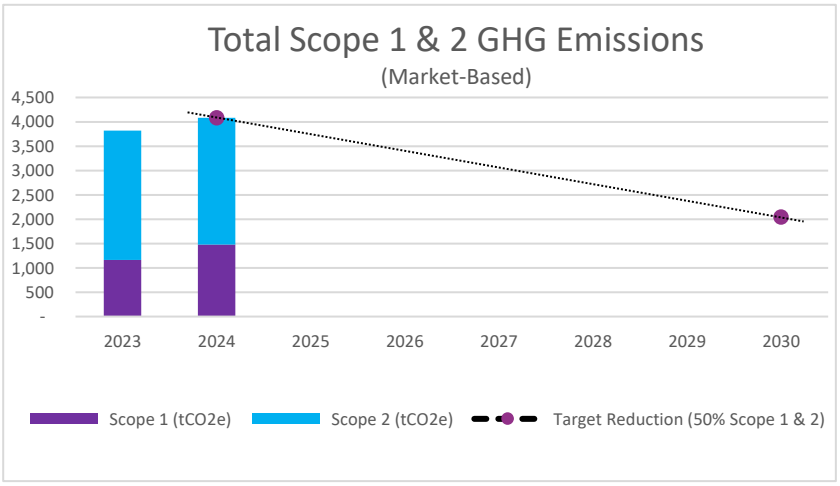
The direct emission at Symeres within Scope 1 includes emissions from natural gas and refrigerant use and accounted for **15%** of the total emission in 2024. The indirect Scope 2 emissions are those due to purchased electricity and heat and represent **26%** of our total emissions. Most of our emissions, **59%**, fall in Scope 3, which covers indirect emissions from our value chain, including those from purchased goods and services, transportation & distribution and employee commuting.




### 4.2.1. Scope 1 & 2

As part of our commitment to reducing GHG emissions, we have set the goal to reduce the total Scope 1 & 2 emissions by 50% in 2030 using 2024 as the baseline year.

Compared to those reported in 2023, Scope 1 GHG emissions have increased by 27% in 2024. While this seems not in line with our goals, we recognize that this is mainly due to the combination of two factors, namely the transition of two sites to new facilities during which time operations had to be maintained at both old and new facilities, and the fact that our GHG accounting methodology had not yet fully matured in 2023. The Scope 2 GHG emissions have decreased by 2% compared to 2023.




To achieve 100% renewable energy sources in 2030 and 50% reduction of Scope 1&2 in 2030, we currently focus on three pillars while adopting a pragmatic approach.

***Strategic Targets:***

- **Phase out natural gas** use across facilities where technically and financially viable.
- **Switch to green energy** by phasing out grey electricity and sourcing certified renewable power.
- **Improve energy efficiency** through building upgrades, equipment replacement, and power-saving measures.

***Phase out natural gas use (Scope 1)***

To fulfill our net-zero ambition by 2050, Symeres needs to reduce its reliance on natural gas use. Therefore, natural gas-powered equipment needs to be replaced with electric alternatives when facilities are retrofitted, such as electric heat pumps and induction heating systems or this equipment needs to be replaced by green technology, such as using biogas and hydrogen as alternatives to natural gas. It is currently estimated that an investment of €2M is required to achieve this with a ROI of approximately 7 years.

***Transition to green energy (Scope 2)***

Our goal is to ensure that 100% of the electricity and purchased heat used across all company sites comes from renewable sources (*e.g.* solar, wind, and hydropower) by 2030. To achieve this, all sites will enter into green energy contracts with renewable energy providers for electricity and heat no later than 2030. Where feasible, on-site renewable energy systems, such as solar panels or wind turbines will also be installed to support operations.

### 4.2.2. Scope 3

In 2024, we conducted an inventory of relevant Scope 3 categories and calculated Symeres' Scope 3 emissions for the first time. Our analysis revealed that these emissions span seven different categories, with 52% attributed to purchased goods and services.

| Category | Emissions ($tCO_2e$) | Of total |
|---|---|---|
| Purchased goods and services (Cat. 1) | 3,027 | 52% |
| Capital goods (Cat. 2) | 331 | 6% |
| Fuel- and Energy-Related Activities Not Incl. in Scope 1 or 2 (Cat. 3) | 895 | 15% |
| Upstream transportation & distribution (Cat. 4) | 383 | 7% |
| Waste from operations (Cat. 5) | 195 | 3% |
| Business travel (Cat. 6) | 177 | 3% |
| Employee commuting (Cat. 7) | 783 | 14% |
| **Total Scope 3** | **5,791** | **100%** |

Excluded categories include downstream leased assets, franchises, and use of sold products, as Symeres is a B2B service provider.

***Strategic Target:*** Our goal is to reduce Scope 3 emissions by 35% by 2034.

## 4.3. Climate Risks (C4)

Symeres has evaluated its exposure to physical and climate transition risks across its operations and value chain. Direct physical risks are minimal due to the urban location of R&D sites; however, regulatory and reputational risks from decarbonization remain significant. These insights inform Symeres' long-term strategy, capital planning, and ESG initiatives.

***Physical Risks***

| Risk Type | Description | Time Horizon | Risk Level |
|---|---|---|---|
| Acute | Increased frequency of heatwaves, storms, and power outages | Medium-term | Low |
| Chronic | Rising average temperatures, infrastructure stress | Long-term | Low |

All Symeres sites are located in low-risk climate zones, with no known exposure to flooding, wildfires, or coastal sea-level rise based on internal assessments and public datasets (e.g., WRI, IPCC SSP5-8.5).

### *Climate Transition Risks*

| Risk Type | Description | Time Horizon | Risk Level |
|---|---|---|---|
| Policy & Regulation | Stricter GHG reporting, carbon pricing, energy efficiency requirements | Short-term | Medium |
| Market | Growing demand for low-carbon suppliers and ESG transparency | Ongoing | Medium |
| Reputation | Stakeholder expectations on sustainability performance (e.g. clients, investors) | Ongoing | Medium |

### *Sensitivity and Exposure Assessment*

Symeres performed a qualitative exposure analysis across assets and functions, identifying transition exposure as more significant than physical threats. Symeres' relatively low energy intensity and centralized facilities reduce climate sensitivity. However, exposure exists in its upstream supply chain and operational reliance on electricity and leased properties.

### *Adaptation and Resilience Actions*

To address climate-related risks, Symeres has taken the following actions:

- Established climate targets and a transition plan
- Initiated a phased shift to renewable energy and natural gas elimination
- Aligned GHG reporting with the GHG Protocol and included full Scope 3 emissions
- Introduced ESG governance and internal KPIs to monitor climate progress
- Integrated climate considerations into site renovation planning and future procurement policies

Symeres will reassess risks periodically, especially as its supply chain transparency and Scope 3 data improve.

## 4.4. Pollution of air, water and soil (B4)

While Symeres does not operate industrial manufacturing facilities, our laboratories work with solvents, reagents, refrigerants, and various chemical substances. These materials are managed through strict safety and environmental controls to prevent pollution of air, soil, and water.

- ***Air Pollution:*** Although Symeres does not emit major pollutants in its operations, its contribution to air pollution through waste incineration remains a critical factor in its environmental footprint. The incineration of waste potentially generates harmful pollutants contributing to air pollution. Waste-to-Energy technology is partly (~57%) applied in which waste is converted into electricity or heat mitigating part of the environmental impact.
- ***Water Pollution:*** Symeres uses water primarily for cooling purposes and to a much lesser extent (less than 0.5%) for washing chemical solutions in its operations. The water used annually is carefully managed, with all water potentially contaminated with hazardous substances, such as chemicals being captured and disposed of by professional waste management services, ensuring that no untreated water enters local bodies of water or marine environments. Therefore, the risk of direct water pollution is low, given the company's strict waste handling protocols.
- ***Soil Pollution:*** Symeres uses various chemicals, solvents, and reagents in its research and production activities. While spills or leaks could potentially cause soil contamination, such events are extremely rare due to the company's stringent storage and handling protocols. Ensuring continued safe practices in chemical storage and waste disposal is crucial to prevent future risks.

In 2024, Symeres recorded **zero incidents** of environmental non-compliance, chemical spills, or pollution violations across all operating sites.

## 4.5. Biodiversity (B5)

***Ecosystem Protection***

The majority of Symeres facilities are in urban or peri-urban environments, with no proximity to protected or biodiversity-sensitive zones (e.g. Natura 2000). Our location in Weert (The Netherlands) is an exception to this and is located near a biodiversity-sensitive zone.

| Location | Area site | Biodiversity sensitive area | Specification |
|---|---|---|---|
| Symeres Netherlands, Weert location | 0.82 ha | Weerter- en Budelerbergen & Ringselven (Natura 2000) | Near a biodiversity sensitive area |

We recognize that our operational footprint can be detrimental to the surrounding ecosystem because certain upstream and downstream activities such as chemical sourcing and waste transport may carry indirect biodiversity risks.

***Responsible Use of Animal Testing***

Animal testing is conducted only at our site in Oulu Finland and is compliant with strict European and national ethical regulations. This is a limited activity, supporting essential early to late-stage pharmacology research. All procedures are approved by national ethics committees and follow the 3Rs principle (Replacement, Reduction, and Refinement).

Symeres continues to refine its understanding of biodiversity-related risks and is committed to acting responsibly even in areas where our direct impact is low.

***Strategic Target:*** Formulate a Biodiversity policy.

## 4.6. Water (B6)

While Symeres is not a water-intensive company, we take a proactive approach to managing all resources involved in our operations, including water. Water is primarily used at our facilities for sanitation, lab support, and HVAC systems. Less than 0.5% of the total amount of used water is used for washing chemical solutions. All water potentially contaminated with hazardous substances is disposed of by professional waste management. We view water stewardship as part of our broader environmental responsibility and a pillar of operational efficiency.

| Metric | 2023 | 2024 |
|---|---|---|
| Total withdrawal | 37,094 $m^3$ | 41,311 $m^3$ |
| Water source | 100% municipal supply | *idem* |
| Primary Use | Sanitation, lab utilities, HVAC cooling | *idem* |
| Discharge Method | 100% via public sewer networks | *idem* |
| High-risk Water Zones | None – all sites in low-stress areas (WWF Risk Filter) | *idem* |
| Incidents | No incidents of non-compliance, spills, or exceedances | *idem* |

Rather than focusing on compliance alone, our water strategy reflects a commitment to thoughtful use, system optimization, and continuous improvement, even in areas of low materiality. Water consumption is monitored at the site level via metering and invoice records. Where direct data is unavailable, lease-based allocation models are applied. We recognize that our water use can have a significant impact on the environment if not properly managed.

***Strategic Target:*** Formulate a water management policy.

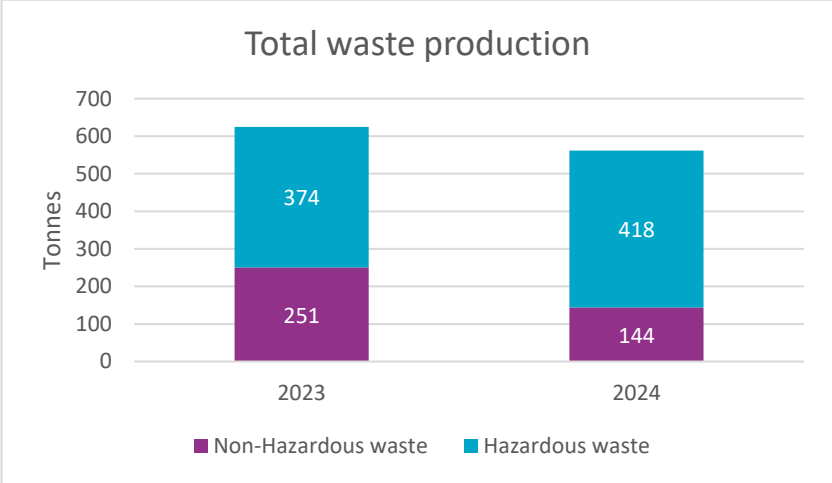
## 4.7. Resource use, circular economy and waste management (B7)

As a company dedicated to early-stage drug discovery and development, many of our activities involve complex chemical processes that generate lab-scale hazardous waste. Although the total annual mass-flow is relatively small, we believe that embedding green chemistry principles into these processes helps us both reduce environmental impact and improve operational efficiency.

***Waste***

Our waste strategy is grounded in prevention, substitution, and innovation, rather than treatment alone. We are committed to reducing the generation of waste at the source and to driving the use of safer reagents, better lab design, and continuous education.

All sites follow strict segregation, storage, and removal protocols in compliance with national and EU regulations. Hazardous waste is stored in secured containers and collected by certified vendors on a scheduled basis.




The total waste production of Symeres in 2024 dropped by 10% compared to 2023. The total amount of hazardous waste increased by 12%. Of the total waste, 0% was re-used, 27% was recycled, and 57% of waste was recovered *via* Waste-to-Energy programs.

***Strategic Target:*** Formulate a waste management policy.

### *Green Chemistry*

We embrace the twelve green chemistry principles, focusing on reducing waste, minimizing our carbon footprint, and adopting sustainable practices in our research and operations. Our approach to green chemistry integrates research innovation with environmental consciousness, including principles such as substitution, miniaturization, atom efficiency, waste reduction, and Employee Training.

### *Actions Taken*

Over the last year, Symeres has taken actions to reduce pollution and increase reporting skills.

- **Waste tracking digitalization:** to improve data quality and reduce underreporting.
- **Solvent replacement pilots:** have been initiated into multiple R&D programs at our location in Nijmegen.
- **On-site chemical safety audits:** have been launched to flag improvement areas.

Symeres' waste and green chemistry strategy reflects our core belief: the more efficiently we design our science, the less waste we produce and the more sustainable our innovation becomes.

# 5. SOCIAL

## 5.1. Workforce — General Characteristics (B8)

At Symeres, people are at the heart of everything we do. Our highly skilled team from chemists and biologists to project leaders and IT professionals drives our innovation and growth. We aim to provide a safe, inclusive, and development-focused environment that fosters long-term engagement and wellbeing.

Our Human Resources teams work together across all sites to implement a unified people strategy, focused on:

- Health and safety as a baseline for all operations
- Attracting and retaining top scientific talent in a competitive market
- Promoting employee well-being, flexibility, and mental health
- Supporting lifelong learning and development
- Fostering a transparent, ethical, and inclusive culture

| Indicator | 2023 | 2024 |
|---|---|---|
| Total headcount (FTE) | 564 | 549 |
| *The Netherlands* | *425* | *408* |
| *Czech Republic* | *34* | *33* |
| *Finland* | *48* | *49* |
| *The United States* | *57* | *59* |
| Permanent contracts (FTE) | 501 | 496 |
| *Males* | *351* | *334* |
| *Female* | *150* | *162* |
| Non-permanent contract (FTE) | 63 | 53 |
| Percentage permanent contracts | 89% | 90% |
| Average tenure | *Not available* | 6–8 years |
| Employee turnover (est.) | 20% | 13.5% |
| Absenteeism rate | 5.2% | 5.7% |

***Diversity & Inclusion***

We believe that diversity is a strength, and inclusion is a responsibility. We aim to create a workplace where everyone can thrive and contribute to our collective success by embracing these principles:

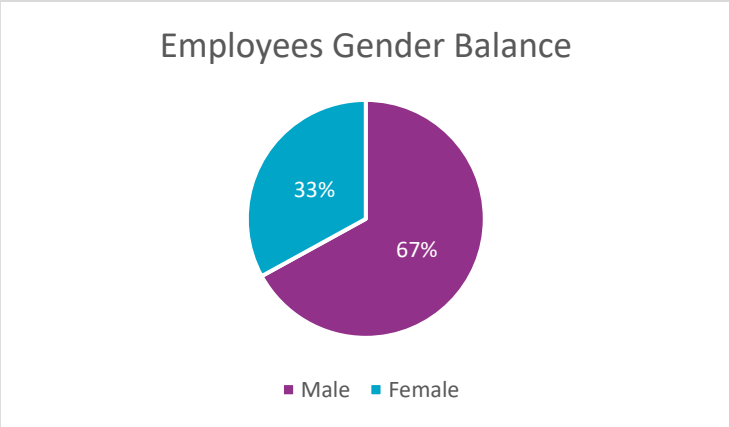
- **Equal opportunity**: We provide equal opportunity in all aspects of employment, irrespective of race, ethnicity, nationality, religion, gender, sexual orientation, gender identity, age, disability, veteran status, or any other characteristic protected by law.
- **Inclusive culture**: fostering a welcoming environment where everyone feels valued, respected and empowered to contribute significantly to our success.
- **Diverse workforce**: actively striving to attract, develop and retain a diverse workforce that mirrors the communities we serve and the global nature of our work.
- **Employee feedback**: we are focused on listening to our employees by collecting feedback through reviews and team retrospectives.

We plan to expand our KPIs covering diversity on our ESG dashboard by 2025.

### *Gender balance*

Our organization demonstrates a strong commitment to gender diversity and inclusion across all levels. Women represent:

- **33%** of the overall workforce,
- **26%** of leadership roles, and
- **12.5%** of the executive committee.




These figures reflect our continued efforts to empower women and promote equal opportunities, aligning with our values and global sustainability goals, particularly SDG 5 (Gender Equality). While we are proud of this progress, we also recognize the importance of fostering balanced representation and inclusivity for all genders in our ongoing efforts toward a more equitable workplace.

## 5.2. Workforce — Health & Safety (B9)

Health and safety are central to lab-based research. Symeres applies standardized policies and risk prevention systems at every site to identify and mitigate health and safety risks connected to our business activities.

| Health & Safety KPI | 2023 | 2024 |
|---|---|---|
| Work-related accidents | 3 | 2 |
| Lost time due to injuries | 2 days | 3 days |
| Work-related fatalities | 0 | 0 |
| Rate of recordable work-related accidents* | 0.59 | 0.43 |

*= (Number of work-related accidents in the reporting year) / (Total number of hours worked in a year by all employees) x 200,000

To fulfil our mission and vision, Symeres ensures the well-being of our employees as an absolute priority by creating safe and healthy working conditions. We reduce or eliminate the risks of exposure and injury associated with the hazards in the workplace by taking adequate safety measures when working with hazardous processes and substances.

### *Key actions*

Some key actions will be taken to improve health and safety throughout our operation:

- **EHS Organization**: establish a robust EHS organization.
- **Regulations**: Re-assess compliance with applicable regulations.
- **Standard operating procedures (SOP) tracking**: implementing an SOP tracking system to gain a good overview and ensure that every employee reads and understands the SOP's that apply to his/her job function.
- **Incident review integration across our sites**: to enable analysis and learning from incidents to ensure that systems and processes are adjusted to prevent similar incidents from happening again.
- **Continuous improvement**: foster continuous learning and improving culture.

## 5.3. Workforce — Remuneration, collective bargaining and training (B10)

We support individual growth through technical and personal development. Training follows the 70/20/10 learning model, which is a framework for employee development suggesting that individuals learn most effectively through a mix of on-the-job experiences (70%), social interactions and relationships (20%), and formal training (10%).

| KPI | 2023 | 2024 |
|---|---|---|
| Percentage gap in pay between its female and male employees | 3.4% | 11.8% |
| Employees covered by collective bargaining agreements (%) | N/A | N/A |
| Total training hours (all staff) | 12,301 | 9,743 |
| *Breakdown by gender* | *Not available* | *Not available* |
| Employees receiving formal training | *Not available* | 92% |
| Average training hours per employee | 22 h | 17 h |

***Future actions***

- Launch ESG and technical learning tracks across sites
- Develop leadership training with inclusive growth focus
- Track training completion by gender and team to enhance equity

## 5.4. Additional own workforce information - Human rights policies and processes (C6)

We are committed to respecting human rights and complying with all relevant employment laws and regulations. We oppose forced labor, slavery, and human trafficking. Our Human Rights Principles, incorporated into our **Code of Conduct**, align with the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The Code addresses issues such as child labor, forced labor, discrimination, accident prevention, fraud, and conflicts of interest. In addition to our whistleblowing system, the Code provides a complaint handling mechanism for employees.

***Whistleblowing***

Our whistleblowing system is designed to provide a secure and confidential process for employees and stakeholders to report misconduct, violations of laws, regulations, or organizational policies within Symeres, in compliance with the EU Whistleblower Protection Directive (EU 2019/1937).

In 2024, **no confirmed cases** of corruption, discrimination, or harassment were reported.

***Strategic Target:*** Formulate a dedicated whistleblowing policy and develop a training program in 2025.

## 5.5. Employee Well-being

Symeres promotes a healthy work environment through both formal and cultural measures and by site-level well-being initiatives.

***Actions taken 2024***

- **Mental health**: we promote mental health awareness and offer safe reporting procedures.
- **Workplace flexibility**: Workplace flexibility was offered where compatible with the role.
- **Confidential whistleblower channel**: we encourage open communication and protection for reporting concerns by providing confidential whistleblower channels in all countries.

*"A healthy, engaged workforce leads to sustainable innovation — this is part of our scientific integrity."*

## 5.6. Communities

Symeres believes in local partnerships that create value beyond research. While our community involvement is modest in scale, we strive to engage where it matters most in education, employment pathways, and scientific awareness.

***Key activities 2024***

- **Science, Technology, Engineering, and Mathematics (STEM) outreach**: the sites in the Netherlands and Czech Republic are committed to increase and engagement in STEM-related fields among young people. By giving presentations at different universities in the local area and offering internships, we hope to inspire young people in building their careers in STEM-related fields.
- **Lab tours and science career introductions** organized at multiple locations.
- **Participation in job fairs and career events** by Symeres Netherlands.

***Future actions***

- Organize Dutch National Chemistry Olympiad in 2025.
- Launch community micro-grants (STEM focus) in 2026.

# 6. GOVERNANCE

## 6.1. Acting with Integrity, Everywhere

Ethical conduct and information security are foundational to our business model as a trusted partner in research and preclinical development. Our ethical and digital risk strategies are built around three pillars:

1. **Integrity in conduct** — guided by a group-wide Code of Conduct
2. **Compliance with law and regulation** — covering corruption, labor rights, and export controls
3. **Digital responsibility** — protecting research, data, and intellectual property

## 6.2. Anti-corruption and anti-bribery (B11)

We uphold the highest standards of integrity, transparency, and accountability, maintaining zero tolerance for bribery and corruption. We conduct business ethically and in full compliance with all applicable laws and regulations.

Our standards, aligned with the United Nations Convention Against Corruption (UNCAC), include:

- Preventing corruption through transparency, accountability, and good governance.
- Effectively detecting and addressing corruption and bribery.
- Cooperating with national and international authorities to combat corruption.

In 2024, **zero Anti-corruption and anti-bribery** were recorded.

***Strategic Target:*** Formulize a dedicated Anti-corruption and anti-bribery policy and develop a training program.

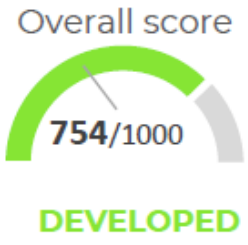
## 6.3. Cybersecurity, information security and data privacy

Cybersecurity is a key risk identified in Symeres' Double Materiality Assessment and has received increased focus in 2024 to protect information assets, including client data, internal R&D, and personnel records, using a layered, risk-based approach.

Cybersecurity, information security, and data privacy at Symeres are managed through our Information Security Management System (ISMS), governed by the Symeres Security Forum. The ISMS, based on ISO 27001, comprises comprehensive policies, protocols, and procedures. Symeres' ISMS maturity was assessed by Cybervadis as "developed" with a 754 out of 1000 score.

***Key Measures in 2024:***

- Awareness program implemented
- Multi-factor authentication (MFA)
- Cybersecurity Business continuity plan
- Updated Cybersecurity and information security policies
- NIS2 registration of Symeres




In 2024, **zero major cyber incidents** were recorded. Minor phishing attempts were mitigated without breach.

***Strategic Target:*** ISO 27001 certification by Q4/2025.

## 6.4. Business Continuity

Symeres has implemented a global Business Continuity Plan for cybersecurity incidents in 2024 to support the local Business continuity plans ensuring that Symeres can continue critical operations during and after long-term disruptive events while minimizing the impact of disruptions on our operations and stakeholders. To further develop preparedness for future potential threats and globalize our business continuity, Symeres plans to develop a global Business Continuity Policy and a global Business Continuity plan in 2025.

***Strategic Target:*** Develop a Business Continuity Policy and a Global Business Continuity Plan in 2025.

## 6.5. Sustainable Supply chain

We have set out to build a resilient and sustainable supply chain, one that safeguards human rights, reduces environmental impact, and supports innovation. In 2024, Symeres implemented a **Sustainable Supply Chain Policy** to embed environmental, labor, and governance standards into supplier engagement to align with our internal ESG goals and client procurement expectations.

The next steps on our sustainable supply chain roadmap are the development of a Supplier Code of Conduct aligned with PSCI standards (target for 2025) and an EHS measuring program for suppliers (target for 2026) to contribute to our long-term decarbonization pathway and ethical business conduct.

***Supplier selection***

While Symeres works with both global leaders and specialized SMEs, it is our policy to promote regional sourcing and supplier collaboration on circular chemistry, packaging, and waste innovation. Symeres selects main suppliers based on shared core values and therefore:

- Protect Worker Health and Safety
- Respect for Human and Labor rights
- Follow Ethical Business Practices
- Safeguard the Environment

***Strategic Targets:***

- Develop a Supplier Code of Conduct in 2025
- Develop an EHS measuring program for suppliers in 2026
- Develop an employee awareness training program on responsible procurement practices in 2026
- Integrate ESG into the supplier lifecycle from sourcing and onboarding to performance and renewal by 2027.

Symeres

# Making Molecules Matter. Together.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