Philogen
innovating targeting

2025 SUSTAINABILITY REPORT

COURTESY ENGLISH TRANSLATION

Philogen
innovating targeting

Summary

Letter to Stakeholders

Dear Shareholders and Stakeholders,

We are pleased to share with you the Philogen Group's (the "Group") fourth Sustainability Report, a document that not only provides a detailed account of our activities but also serves as an opportunity to reflect on the progress we have made and the goals we intend to pursue in the medium to long term. In these pages, we transparently report on the progress made during the last fiscal year and reaffirm our strategic vision: growth grounded in responsibility, integrity, and the creation of sustainable value.

For Philogen, sustainability is a concrete commitment that translates into measurable actions, investments, and projects. We continue to integrate environmental, social, and governance (ESG) criteria into our decision-making processes, strengthening internal policies, an ethics-driven corporate culture, and management systems capable of supporting balanced and resilient growth. Our goal is to guide the Group toward a sustainable, solid, and equitable future, where scientific innovation and social responsibility go hand in hand, generating lasting value for investors, tangible benefits for patients, and positive impacts for all stakeholders.

The past year was characterized by a complex global environment, marked by geopolitical tensions and macroeconomic uncertainties that fueled social and economic instability, with repercussions on the markets. In this scenario, we have strengthened our conviction that only a genuine commitment to the principles of sustainability allows us to address and overcome the systemic challenges of the international context. For us, sustainability means adaptability, responsible risk management, a focus on people, and a long-term vision. With this in mind, we continue to invest in research, people, and infrastructure, convinced that a sustainability-oriented strategy is the key to strengthening the Group's competitiveness and building value over time with responsibility and foresight.

As previously communicated to the market in June 2025, following in-depth technical and regulatory assessments, we deemed it appropriate to withdraw the marketing authorization application submitted to the European Medicines Agency (EMA) for the innovative drug NidlegyTM, with the aim of further strengthening the authorization dossier and maximizing the likelihood of success in the approval process. This decision, consistent with our rigorous and quality-oriented approach, confirms our determination to ensure scientific and regulatory standards of the highest excellence. We have initiated a new submission process with the EMA, expected to be completed during the summer.

In addition to the above, among the key results achieved this year, we would like to highlight:

1. *Strategic partnerships: Philochem A.G., the Group's Swiss-based subsidiary, signed a licensing agreement with RayzeBio in June 2025 for the product OncoACP3, granting RayzeBio exclusive, worldwide rights to develop, manufacture, and commercialize OncoACP3, a radiotherapeutic and diagnostic agent currently in clinical trials for the treatment of prostate cancer. The agreement represents a significant step in the development of our pipeline and in strengthening our presence in the field of oncology radiopharmaceuticals (upfront payment of approximately $350 million; future milestones of up to $1 billion tied to development, regulatory, and commercial objectives, plus a royalty rate ranging from the mid-single digits to the low double digits, payable on global net sales).*

2. *Industrial partnerships: The Group has consolidated and expanded its network of collaborations with leading international pharmaceutical companies, with the aim of accelerating the clinical development of its innovative therapies and optimizing their regulatory and commercial pathways, leveraging complementary expertise and a well-established global presence.*

3. *New Drugs in Clinical Trials: During the fiscal year, we initiated clinical trials on new molecules with high therapeutic potential, which could significantly contribute to the evolution of current standards of care in specific disease areas, confirming the strength and dynamism of our pipeline.*

4. *GMP Revamping: In December 2025, we completed the modernization and expansion of the GMP manufacturing site in Montarioso (Monteriggioni, Siena), a strategic initiative aimed at increasing production capacity, strengthening quality standards, and supporting the Group's future growth.*

5. *Investments in Technology: We are continuing to implement advanced technologies and innovative solutions to optimize research and development processes, improve operational efficiency, and sustain the Group's scientific and industrial competitiveness over the long term.*

We are convinced that the results achieved represent a concrete step toward our long-term strategic objectives. Each milestone reinforces our growth model, founded on scientific innovation, operational discipline, and sustainability. We will continue to work with determination to fully implement our mission: to develop innovative therapeutic solutions capable of addressing unmet clinical needs.

We reiterate that the results achieved are the fruit of the talent, expertise, and dedication of our people, the true driving force behind the Group. Human capital is our key differentiator: this is why we place employee safety and well-being at the center of our priorities. At our GMP-certified manufacturing sites, we adopt high standards of prevention and protection, fostering a widespread culture of safety and continuous improvement programs aimed at ensuring reliable, controlled work environments that comply with international best practices. Attracting and retaining top talent remains a strategic objective: we invest in professional development and continuous training and foster an inclusive, harmonious, and merit-based environment where everyone can fully realize their potential and contribute to collective success.

As part of the renovation of the GMP site in Montarioso, we have also created modern and functional spaces designed to foster collaboration, innovation, and a high-quality work environment. The choice of materials, machinery, and equipment underscores our commitment to reducing environmental impact and contributing to the reduction of climate-changing emissions. At the same time, in the production process for experimental drugs, we require suppliers to adhere to rigorous quality and sustainability standards, strengthening responsible engagement across the supply chain through assessments and continuous improvement of environmental, social, and ethical performance.

We believe that the commitment to a fair and sustainable future also encompasses the social dimension. We are intensifying our collaboration with institutional bodies, universities, and research centers at the national and international levels, fostering the exchange of expertise, the development of new professional skills, and the dissemination of a scientific culture oriented toward responsible innovation.

Our growth trajectory is accompanied by the strengthening of a solid and structured governance framework. Internal awareness of ESG issues is fostered through the direct involvement of the Board of Directors, the active participation of management, and the operational contribution of the internal ESG team, which supports the Board-level committee dedicated to sustainability. This structure enables the systematic integration of ESG principles into decision-making processes, risk management, and the definition of industrial strategies.

We thank you for your continued support and for the trust you place in our ability to contribute to improving global health through scientific excellence and a passion for research.

Siena, March 27, 2026

Duccio Neri
Executive Chairman
Philogen S.p.A.

Dario Neri
Chief Executive Officer
Philogen S.p.A.

Methodological Note

This document represents the fourth Sustainability Report of the Philogen Group (hereinafter also referred to as the “Group” or “Philogen”). The publication of this Report is part of a process that began with the 2021 Sustainability Brochure and continued with the 2022, 2023, and 2024 Sustainability Reports. The objective is to provide a clear and structured overview of the Group’s approach to sustainability and the results achieved in the environmental, social, and economic dimensions.

This reporting stems from a commitment to enhancing transparency toward stakeholders and responds to the evolving expectations of the market and the regulatory framework. The Group intends to continue in the coming years with an approach focused on continuous improvement, consolidating governance controls and management tools in support of ESG issues over time and consistently advancing the integration of sustainability into the corporate strategy. The preparation of this document required the contribution of various Group functions, confirming the cross-cutting nature of sustainability and the need for widespread collaboration.

Reporting Period
The Report (hereinafter also “Report”) presents information, initiatives, and data relating to the 2025 fiscal year, spanning from January 1, 2025, to December 31, 2025. The period covered coincides with that of the Philogen Group’s Consolidated Financial Statements.

Scope of Reporting
The scope of the information and data is consistent with that of the Group’s Annual Financial Report as of December 31, 2025. To enable a comparable analysis of performance trends, 2024 has been used as the comparison year. To ensure the reliability of the reported information, the use of estimates has been kept to a minimum; where present, estimates are disclosed, justified, and based on the best available methodologies. Any updates or restatements of data relating to prior periods are appropriately highlighted.

Reporting Standards
The Sustainability Report, prepared annually, has been drafted in accordance with the GRI Sustainability Reporting Standards of the Global Reporting Initiative (GRI). The “GRI Content Index” table summarizes the reported indicators and their respective coverage levels. The Group continuously monitors regulatory developments in the sustainability field to assess their potentially significant impacts on its business.

Data Collection and Report Structure
The collection of data and information relating to the 2025 fiscal year involved the ESG Working Group and specific corporate functions. The data was determined on a timely basis based on the results of general accounting and other information systems in use. The content of the Report is organized taking into account the results of the materiality analysis: therefore, the topics deemed “material” are addressed, as they are connected to the environmental, social, and economic impacts of the Group’s activities and/or capable of influencing stakeholders’ assessments and decisions.

The material ESG topics were identified through a structured process described in the section “The Group’s Stakeholders and the Materiality Analysis.”

The Report is divided into four main chapters:

- Philogen: Identity, Business Model, and Strategy
- From Research to the Patient
- Social Responsibility
- Environmental Responsibility

In the introductory section, the document includes the Letter to Stakeholders, the Highlights 2025 section, and this Methodological Note.

The report was approved by the Board of Directors at its meeting on March 27, 2026. Please note that this

Sustainability Report has not been subject to external assurance.

For further information and suggestions regarding Philogen's Sustainability Report, please write toesg@philogen.com .

The document is also available on the website www.philogen.com, in the section dedicated to sustainability, at the following link: https://www.philogen.com/governance/sustainability-esg/

2025 Highlights

Below are some key *highlights* of the sustainability results and performance achieved by the Philogen Group in 2025.

From Research to the Patient

In 2025, Philogen:

- **collaborated with 128 clinical centers** (**22** in **Italy**, **106** across **Europe** and **the U.S.**)
- **opened 15 new clinical centers**
- **treated 212 new patients**

It should be noted that the Group operates in accordance with current regulations and adheres to industry principles, including:

The principles of Good Laboratory Practices define a management system to outline the conditions under which a preclinical study is planned, conducted, monitored, recorded, reported, and archived.

The international **3R** principle (Replacement, Reduction, Refinement) stipulates that animal testing should be used only when it is strictly impossible to act otherwise, and always with a view to minimizing the number of animals involved in the testing.

The principles of Good Manufacturing Practices define a management system to ensure that the production of drugs complies with appropriate quality *standards*.

The principles of Good Clinical Practices constitute an international *standard* of ethics and scientific quality for designing, conducting, and reporting clinical trials involving human subjects.

The Group protects the results of its research and development activities by leveraging a broad international portfolio of patents for industrial inventions and pending patent applications, thereby consolidating its patent position in the field of vascular *targeting*.

As of December 31, 2025,

- **Philogen SpA** holds:
  - **117** granted patents/accepted applications and
  - **48** patent applications*
- **Philochem AG** holds:
  - **17** granted patents/accepted applications and
  - **53** patent applications*

* The count also includes the PCT (*Patent Cooperation Treaty*), a treaty on patent cooperation—158 member states to date.

As of today, the Philogen Group operates two GMP facilities in the province of Siena, in Montarioso and Rosia, both authorized by the Italian Medicines Agency (AIFA). These authorizations enable the Group to support both clinical and commercial activities with dedicated production infrastructure.

Specifically:

- Montarioso: AIFA authorization (GMP MED) dated February 13, 2024, for the production of investigational medicinal products (IMPs), No. aM-29/2024.
- Montarioso: GMP certificate of compliance issued by AIFA (GMP MED) on February 13, 2024, No. IT/38/H/2024.
- Montarioso: AIFA authorization (GMP API) dated January 15, 2025, regarding the production/importation of active pharmaceutical ingredients, No. API-7/2025.
- Rosia: AIFA (MED) authorization dated November 9, 2023, for the aseptic production of sterile drug products for clinical and commercial use, No. aM-149/2023.
- Rosia: AIFA (API) authorization dated September 10, 2025, for the production/importation of active substances for clinical and commercial use, No. GMP API – API/175/2025.

Economic Performance

Determining the economic value directly generated and distributed is a central element for the Philogen Group, through which it can express and quantify, in monetary terms, the wealth produced and distributed within the region and thus to its *stakeholders*.

The amount of **economic value generated** reflects the value of the wealth produced, in accordance with international reference standards

In 2025, the Group generated a value of **€322.6 million**, an increase of **76%** compared to the previous year's figure (**€80.4 million**)

The **distribution of economic value** amounting **to €90.7 million** **in 2025** reflects the significant impact of the Group's activities on its key *stakeholder* groups, including **operating costs**, **employee salaries and benefits**, **payments to the government**, and payments to **capital providers**

The Group's activities encompass all phases of the drug development process, including discovery, basic research, preclinical and clinical development, and manufacturing. Research and development currently represents the Group's primary activity, pending EMA authorization for the first product to be launched on the market.

Social Responsibility

Ongoing investment in the professional and personal growth of our people is the foundation of the Philogen Group's strategy for *retaining* key personnel.

Human Resources

In 2025, Philogen:

- employed **214 employees**, of whom:
  - **62%** women
  - **86%** on permanent contracts
  - **55** hired in 2025

The Group's **headcount grew by 14%** compared to the previous year

Research and development costs recognized in the income statement increased compared to the previous year. Specifically, these costs amounted to **€27.9 million** as of **December 31, 2025,** compared to **€22.9 million** as of **December 31, 2024**

The following table shows the related breakdowns:

- **Share of total contract revenue** of **8.9%** in **2025** and **31%** in **2024**
- **Share of total operating costs** of **47.8%** in **2025** and **63.6%** in **2024**

Educational Qualifications

The personnel hired during the fiscal year ended December 31, 2025, are highly qualified, comprising:

- **53%** of **university graduates**
- **25%** **PhD** holders

Training

The Group implemented various training courses for its employees during 2025, totaling **1,963 hours**, of which:

- **1,170 hours** of training related to technical courses
- **793 hours** in health and safety

Environmental Responsibility

In light of international and European commitments, such as the 2015 Paris Agreement and the European Climate Law, as well as the numerous measures taken in this area in recent years, the Company recognizes the importance of combating climate change and is committed to making a positive contribution to environmental protection through the development of strategies and initiatives aimed at minimizing the environmental impacts associated with its business operations.

Energy and Emissions

In 2025, the Group consumed:

- **22,915 GJ of energy**, an increase of 21% compared to 2024
- **6.01% renewable energy**

Energy intensity

Energy intensity expresses the energy required to generate the Group's revenue

In 2025, energy intensity was **0.07 GJ/thousand euros,** which corresponds to the **ratio** of **total energy consumption** (all sources) to the **Group's revenue** (which derives primarily from revenue from contracts with customers).

The Group **reduced its energy intensity by 69%** compared to the previous year (**0.23 GJ/thousand euros**)

1. Philogen: Identity, business model, and strategy

1. Philogen: Identity, Business Model, and Strategy

1.1 Group Profile

Philogen S.p.A. was founded in 1996 through the vision and determination of the three Neri brothers and today heads an Italian-Swiss Group headquartered in Siena.

The Philogen S.p.A. Group (the "Group") has been listed on the Mercato Telematico Azionario ("EXM") managed by Borsa Italiana (Reuters: PHIL) since March 3, 2021, and operates in the biotechnology sector, with a focus on the discovery and development of biopharmaceutical products intended for the treatment of diseases characterized by high mortality rates.

In particular, the Group specializes in identifying ligands—including human monoclonal antibodies and small organic molecules—with high affinity for tumor antigens, i.e., proteins expressed in tumors but not in healthy tissues. These ligands are primarily used as carriers for the selective delivery of active agents, such as cytokines, radionuclides, or cytotoxic agents, directly to the site of the disease.
The Group's research and development activities are primarily focused on the development of oncology drugs; however, over the years, Philogen has also brought products intended for the treatment of chronic inflammatory diseases into clinical trials.

In recent years, the Company has further strengthened and expanded its research pipeline, both by launching new clinical programs and by extending experimental studies into new therapeutic indications for drugs already in development. Currently, the Group has a diversified pipeline supported by numerous ongoing clinical studies.

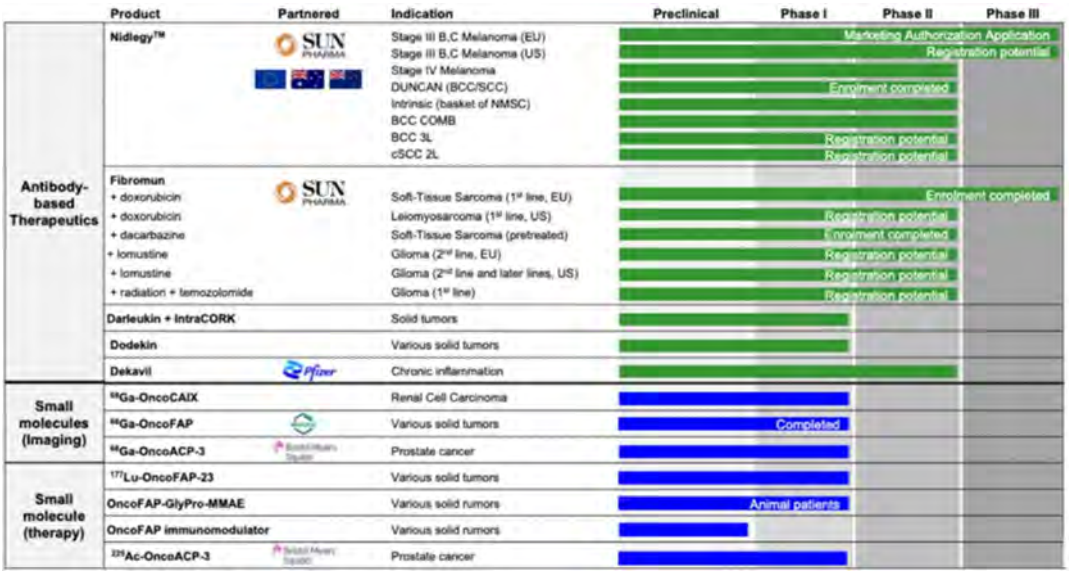

Figure 1 – Group Pipeline

The Group also engages in collaboration, licensing, and service provision (including GMP activities) for pharmaceutical and biotechnology companies, as well as organizations and institutions operating in the biotechnology research sector. It has established partnerships with numerous entities, including:

Figure 2 – Collaborations

1.2 Research and Development Activities

The Group operates a research and development center in Zurich, managed by its subsidiary Philochem AG, where new experimental drug candidates are discovered and developed.

The most promising prototypes, selected based on their biochemical characteristics, safety profile, and results obtained in preclinical models, are subsequently transferred to the Siena sites for production in facilities compliant with Good Manufacturing Practice (GMP).

1.3 Production infrastructure

As of today, the Philogen Group has two GMP-compliant production facilities located in the province of Siena, both authorized by the Italian Medicines Agency (AIFA).

The Montarioso site is authorized to manufacture investigational medicinal products and also holds GMP compliance certification and authorization for the production/import of active pharmaceutical ingredients. The Rosia site is authorized to manufacture sterile products for clinical and commercial use and also holds authorization for the production/import of active pharmaceutical ingredients for the same purposes.

This structure enables the Group to operate through a manufacturing infrastructure capable of supporting both clinical and commercial activities.

Specifically:

- Montarioso: AIFA (GMP MED) authorization dated February 13, 2024, for the manufacture of investigational medicinal products (IMPs), No. aM-29/2024.

- Montarioso: GMP certificate of compliance issued by AIFA (GMP MED) on February 13, 2024, No. IT/38/H/2024.
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1.4 History and milestones

The launch of production activities at the new facility represents a strategic milestone for the Philogen Group, enabling the company to produce drugs not only for experimental purposes but also for the market.

This development marks a fundamental step in the Company's growth trajectory, as it is progressively evolving from an entity focused on biotechnology research into an integrated biopharmaceutical company with production capabilities and prospects for commercializing its own products.

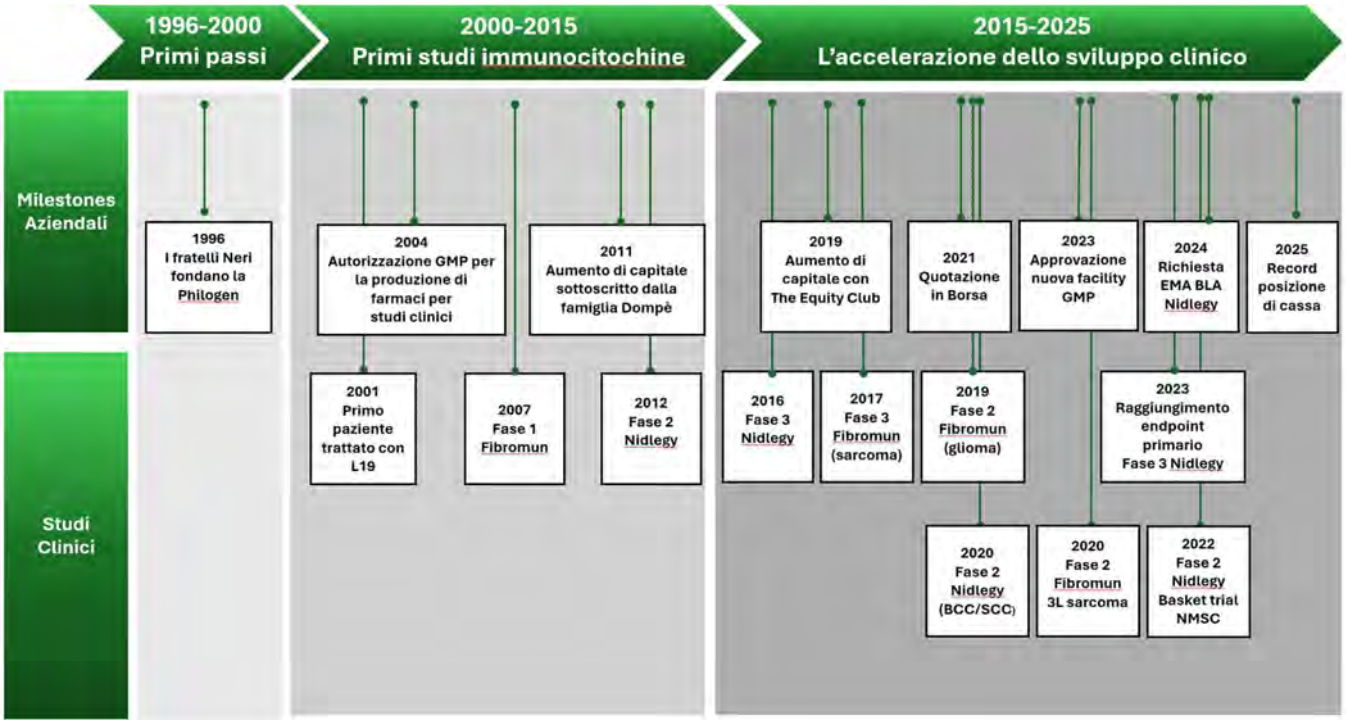


Figure 3 – Group History

1.5 Our values

Research Ethics and Clinical Trials

Research is at the heart of Philogen's business model and entails a special responsibility toward patients, the scientific community, and regulatory authorities. The company conducts its research and development activities in accordance with the highest ethical and scientific standards, ensuring that every phase of the clinical trial process is conducted in compliance with applicable regulations and internationally recognized principles.

Preclinical and clinical research activities are conducted in accordance with Good Clinical Practice (GCP) and applicable guidelines, ensuring the protection of clinical trial participants, the transparency of scientific data, and the integrity of research results. The company collaborates with clinical centers and scientific institutions that share the same standards of quality and responsibility, promoting a rigorous and responsible approach to the development of new therapies.

Through these measures, Philogen contributes to the development of innovative therapeutic solutions while keeping patient safety, the integrity of scientific research, and adherence to the ethical principles guiding the life sciences sector at the center of its operations.

Quality, Regulatory Compliance, and Biosafety

Quality and regulatory compliance are fundamental to ensuring the reliability and safety of research and development activities. Philogen implements a quality management system designed to ensure that all scientific and operational activities are conducted in compliance with applicable regulations and best practices in the pharmaceutical and biotech sectors.

The company applies standard operating procedures (SOPs) and internal control systems designed to ensure process traceability, the integrity of scientific data, and compliance with regulatory requirements. These controls are supplemented by audits and continuous monitoring, aimed at verifying the effectiveness of processes and promoting continuous improvement.

Particular attention is also paid to biosafety and the responsible management of laboratory activities, in order to ensure safe working conditions for staff and compliance with regulations regarding the use and handling of biological materials and chemicals.

Research Pipeline and Access to Innovation

Scientific innovation is Philogen's primary driver of growth. Through its technology platforms and research pipeline, the company is committed to developing innovative therapies for the treatment of diseases with high unmet medical needs.

The development pipeline is a key element of the company's strategy and reflects Philogen's commitment to contributing to scientific progress and the development of new therapeutic options. Research and development activities are focused on generating innovative solutions that can improve patients' quality of life and contribute to medical progress.

In this context, the company promotes a responsible approach to innovation, collaborating with scientific partners and research institutions and operating in compliance with the highest scientific and regulatory standards.

Scientific Human Capital

Human capital represents one of Philogen's most important assets. Scientific expertise, the experience of researchers, and the ability to attract and develop highly qualified talent are key factors in the success of research and development activities.

The company fosters a work environment focused on skill development, scientific collaboration, and the professional growth of its staff. Particular attention is given to continuing education, the development of technical skills, and the professional growth of researchers and professionals engaged in research activities.

Through these initiatives, Philogen aims to create a stimulating and inclusive work environment that fosters scientific innovation and attracts and retains qualified talent in the life sciences sector.

Environmental Impact of Laboratory and Production Activities

Research and development activities involve the use of materials, reagents, and equipment that can generate specific environmental impacts. Philogen adopts a responsible approach to managing its operational activities, promoting the efficient use of resources and the proper management of materials used in laboratories.

In addition to managing energy consumption and water resources, the company pays particular attention to the management of hazardous waste and laboratory materials, in compliance with applicable regulations and internal safety procedures. Activities are carried out in accordance with safety and environmental responsibility criteria, with the aim of minimizing the impacts associated with research and development operations.

The company also promotes initiatives aimed at improving process efficiency and reducing the environmental impact of its activities, in line with the principles of sustainability and continuous improvement.

Scientific partnerships and engagement with the research ecosystem

Collaboration with the research community is an essential element for the development of scientific innovation. Philogen operates within an ecosystem that includes universities, research centers, healthcare institutions, and industrial partners, with the goal of fostering knowledge sharing and the development of new therapeutic solutions.

Through these collaborations, the company contributes to the development of the scientific system and the dissemination of expertise in the life sciences sector. Scientific partnerships also help strengthen the dialogue between academic research and industry, facilitating the transformation of scientific discoveries into concrete therapeutic applications.
This collaborative approach is a fundamental element of Philogen's strategy and helps strengthen the company's role within the scientific community and the biotech ecosystem.

1.6 Materiality analysis

In parallel with the analysis of Philogen's positioning and the related implementation plan, the Group has undertaken a structured and systematic approach to reporting on sustainability issues in order to transparently communicate its sustainability *performance* and annual results to *stakeholders*.

In accordance with the GRI Standards, the Philogen Group conducted a materiality analysis to identify its significant impacts on the economy, the environment, and people, as well as to gain a deeper understanding of the needs and expectations of its *stakeholders*.

In 2025, the materiality analysis was updated and revised with a particular focus on strengthening relationships with *stakeholders* by directly involving them in identifying the Group's material impacts (*"stakeholder engagement"*).

Specifically, the materiality analysis, implemented in 2022 and updated annually, was carried out through the following phases:

1. Understanding and assessment of the context in which the Group operates (sector, socio-political environment, *business* relationships, geographic areas of operation, etc.), carried out through the analysis of key information regarding Philogen in terms of sustainability and through *benchmark* analysis based on a *panel* of companies in the sector. In addition, the main sources of international literature and publications in the field of sustainability[1]were considered. It should be noted that, in this phase, the relevant *stakeholders* were also identified;

2. Identification of the positive and negative, current and potential impacts that the Group generates through its activities or could generate on the economy, the environment, and people. In conducting this analysis, impacts on human rights were also considered within the scope of the organization's activities and *business* relationships;

3. Assessment of impacts through the involvement of *top management* as well as *Stakeholders* considered most significant (suppliers and employees);

4. Prioritization of impacts and grouping into material issues.

The Group has identified its material *stakeholders*, namely those individuals or groups of individuals who influence or are influenced by the Company, its activities, its products or services, and its *performance* results.

[1] The GRI Standards, The Sustainability Yearbook 2022 (S&P) for the Biotechnology Industry sector, SASB Standards for the Biotechnology & Pharmaceuticals sector, Datamaran for the Biotechnologies, Life Sciences and Pharmaceuticals sector, and the UNEP FI Sector/Impact Map for the Manufacture of pharmaceuticals, medicinal chemical and botanical products sector.

The following are the 8 *stakeholder* categories identified as significant:

Figure 4 – Stakeholder Categories

According to the GRI Standard methodology, a sustainability issue is material if it relates to *the* organization's significant impacts—negative or positive, current or potential—on the economy, the environment, and/or people, including their human rights, caused by the organization's activities and investments, its products and/or services, or its value chain, in the short, medium, and long term. The materiality of impacts is measured by considering both their severity and their likelihood of occurrence.

With regard to 2022, the Company's *management* and the ESG Working Group held a dedicated "materiality workshop" in December 2022, during which they assessed the materiality of the sustainability impacts previously identified.

In 2025, however, the impact analysis was also conducted with the direct involvement of *stakeholders*, in order to gather and map their expectations, perceptions, and priorities regarding the impacts generated by the Philogen Group in relation to sustainability issues. An *online survey* was then conducted, which saw significant participation, with a 100% response rate (39 total responses out of a sample of 39 stakeholders involved).

La survey si è svolta dal **10 dicembre 2025 al 9 gennaio 2026** tramite una piattaforma online dedicata (**Google Moduli**), che ha permesso di raccogliere le risposte degli stakeholder e di analizzare le loro percezioni sulla rilevanza degli impatti per il Gruppo Philogen. Di seguito sono riportate le categorie di stakeholder coinvolte e la numerosità del campione.

Categoria di stakeholder	Campione	Risposte	% di risposta
Dipendenti	30	30	100%
Fornitori	9	9	100%
TOTALE	**39**	**39**	**100%**

Figure 5 – Stakeholders involved in the survey

The significance of each impact was then assessed by the Company and the two categories of *stakeholders* involved (suppliers and employees), considering the scale, scope, and likelihood of the individual impacts. Following the assessments, the impacts were prioritized, and those deemed most significant were grouped into material issues.

The issues identified as material for the Philogen Group following the materiality analysis are summarized in the table below. The first column lists the material issue under analysis. Subsequently, the individual impacts generated by that issue are outlined, specifying whether they have a positive or negative impact from a reputational perspective. Finally, the table includes the scope of application of the issue and the stakeholders involved.

2025 Materiality Analysis Results				
Material Issue	**Impacts Generated**	**Nature of the impacts (Outcome)**	**Group involvement**	**Scope**
Ethics and *compliance*	Unethical *business* conduct	Negative	Caused by the Group	Group
	Non-compliance with laws, regulations, and *standards*	Negative	Caused by the Group	Group
Contribution to public health	Contribution to public health	Positive	-	Group and patients
Patient Health and Safety	Impact on patient health and safety	Negative	Caused by the Group and related to business	Group, Clinical Centers, and patients
Attraction, development, and retention of employees	Satisfaction and well-being	Positive	-	Group
	Training and Employee growth	Positive	-	Group
	Fair compensation for staff	Positive	-	Group
	Attracting talent and fostering of young people	Positive	-	Group
Waste management	Waste generation	Negative	Caused by the Group	Group
	Biological contamination from waste Special	Negative	Caused by the Group	Group
Animal Welfare	Animal Welfare Violation	Negative	Caused by the Group	Group
Workers' Health and Safety Workers	Workplace accidents	Negative	Caused by the Group	Group and external workers[2]
Economic performance and value distribution	Generation and distribution of economic value	Positive	-	Group
	Failure to pay taxes and duties in the countries where the Company operates	Negative	Caused by the Group	Group
Data Privacy	*Privacy* breach, loss of patient data, and *cybersecurity*	Negative	Caused by the Group and directly related to the	Group and Clinical Centers

Results of the 2025 Materiality Analysis				
Material issue	**Impacts generated**	**Nature of Impacts (Outcome)**	**Group involvement**	**Scope**
			Business relationships	
Local communities	Local Development and Community Relations	Positive	-	Group
Diversity and Equal Opportunity (DEI)	Discrimination and non-inclusive practices in the workplace	Negative	Caused by the Group	Group
Energy consumption and emissions	Energy consumption	Negative	Caused by the Group	Group
	Generation of direct and indirect energy-related GHG emissions (*Scope* 1 and 2)	Negative	Caused by the Group	Group
Responsible Supply Chain Management	Human rights violations in the supply chain	Negative	Caused by the Group and directly linked to business relationships business	Group
	Inadequate working conditions and remuneration among suppliers	Negative	Caused by the Group and directly linked to business relationships business	Group

1.7 *Governance*, Risk & Compliance

Governance

The Group's governance structure follows the traditional model, comprising the following corporate bodies: the Shareholders' Meeting ("Shareholders' Meeting"), the Board of Directors (hereinafter also "BoD"), and the Board of Statutory Auditors ("BSA"), in addition to the firm responsible for the statutory audit of the accounts ("Auditor" or "Audit Firm").

In line with the *corporate governance* recommendations contained in the Borsa Italiana *Corporate Governance* Code, which the Group reviews annually based on the guidelines provided by the Chairman of the Corporate Governance Committee, the Board of Directors, in December 2020,

resolved to establish the following subcommittees, whose current members were appointed at the Board of Directors meeting on May 6, 2025.

The Board committees are:

- the Control, Risk, and Sustainability Committee ("CCRS"), which also serves as the Related Party Transactions Committee;
- the Nomination and Compensation Committee ("COREM").

To complete the *governance* organizational chart, the following are also noted:

- the Internal Audit ("IA") function, tasked with verifying that the internal control and risk management system is operational, adequate, and consistent with the guidelines defined by the Board of Directors;
- the single-member Supervisory Body ("SB"), which verifies the efficiency and effectiveness of the 231 Model with respect to the prevention and commission of the offenses provided for by Legislative Decree 231/2001.

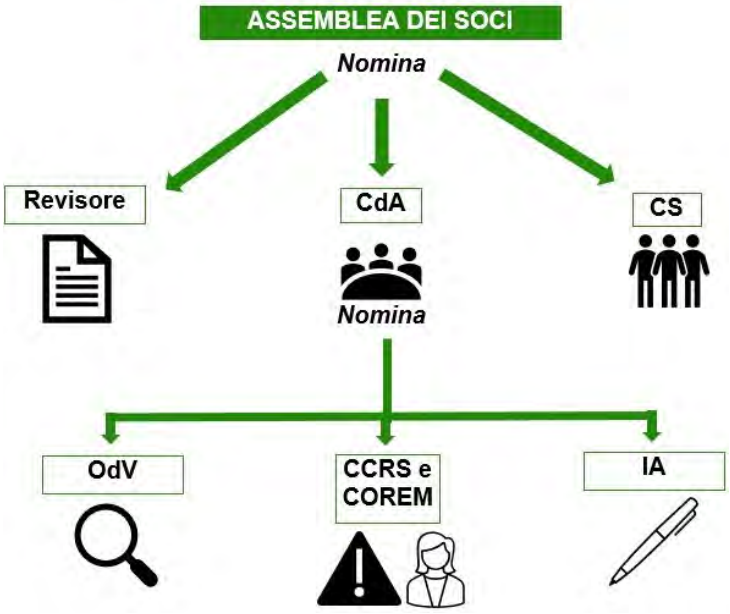


Figure 6 – The corporate governance structure at Philogen

Composition of the highest governing body								
Member's name	**Position**	**Executive / Non-Executive**	**Independent**			**Date of first term**	**Gender**	**Skills aligned with the organization's impact**
			TUF	**Corporate *Corporate Governance***	**Other documents**			
Duccio Neri	**Chairman of the Board of Directors**	executive	No	No	No	May 30, 1997	M	Experience as a certified public accountant specializing in corporate finance corporate
Dario Neri	**Chief Executive Officer**	Executive	No	No	No	April 21, 2004	M	Ph.D. in Chemistry, decades of experience in research, and Professor of Biomacromolecules in the Department of Chemistry and Applied Biosciences at ETH Zurich.
Giovanni Neri	**Board Member Managing**	Executive	No	No	No	April 21, 2004	M	Ph.D. in biotechnology.
Sergio Gianfranco Dompè	**Non-Executive**	Non-Executive	No	No	No	May 25, 2010	M	Entrepreneur in the pharmaceutical and biotechnology sectors.
Nathalie Dompè	**Non-executive**	Non-executive	No	No	No	April 26, 2016	F	Bachelor's degree in *Business Administration*, with experience as a management consultant and as an executive.
Leopoldo Zambeletti	**Non-executive**	Non-Executive	No	No	No	May 7, 2019	M	Bachelor's degree in Economics and Business, with experience in investment banks.
Flavia Scarpellini	**Independent**	non-executive	No	No	No	April 29, 2025	F	Attorney, with experience at leading national and international law firms and large corporations.
Chiara Falciani	**Independent Director**	non-executive	Yes	Yes	No	April 29, 2025	M	University professor of biotechnology.
Patrizia Sacchi	**Non-executive**	Non-executive	No	No	No	April 29, 2025	M	Attorney with experience at leading both national and international.
Marta Bavasso	**Independent**	non-executive	Yes	Yes	No	12/16/2020	F	Attorney with experience at leading .

DISCLOSURE 2-9 *Governance* Structure and Composition[1]

The Board of Directors will remain in office for the three-year period 2025–2027, until the approval of the financial statements as of December 31, 2027.

In *accordance* with the GRI Standards (Disclosure 405-1), with this Report the organization commits to reporting information regarding "Diversity in *governance* bodies and among employees." Specifically, the aforementioned Board of Directors is composed as follows: 50% men and 50% women; 90% of the directors are over 50 years of age, while 10% fall within the 30–50 age range.

Composition (%) of the Board of Directors by gender				
	as of December 31, 2025		as of December 31, 2024	
	Men	Women	Men	Women
Members of the Board of Directors	50%	50%	70%	30%

DISCLOSURE 405-1 Diversity in *governance* bodies and among employees

Composition (%) of the Board of Directors by age group						
	as of December 31, 2025			as of December 31, 2024		
	<30 years	30–50 years	>50 years	<30 years	30–50 years	>50 years
Board members	0%	10%	90%	0%	20%	80%

DISCLOSURE 405-1 Diversity in *governance* bodies and among employees

The members of the Board of Directors are elected, as provided for in the Articles of Association, by the Shareholders' Meeting, based on lists of candidates submitted by the Shareholders, ensuring gender parity among the members and their independence.

Once the Board of Directors has been elected, upon the proposal of the Chairman of the Board and following consultation among all appointed directors, taking into account the skills and independence requirements of each member, the Board Committees are appointed.

With regard to the competencies of individual directors, it should be noted that, as required by the relevant regulations governing the listing of companies, the competencies of individual directors have been assessed by Consob through the completion of dedicated questionnaires.

In addition, in connection with the renewal of the Board of Directors in 2025, all directors were asked to complete a self-assessment questionnaire regarding the composition of the Board of Directors.

Based on the results of these questionnaires, a self-assessment report was prepared with the assistance of an external law firm, which was subsequently used in the process of appointing and renewing the Board of Directors at the Shareholders' Meeting held in 2022[3] .

Board members were subject to a two-step vetting process, also aimed at preventing and mitigating any conflicts of interest:

- upon the submission of the lists for the election of the new Board of Directors, each candidate issued a specific declaration attesting that they were not in a situation of ineligibility, incompatibility, or disqualification from holding the office of Director and that they were not in any of the situations referred to in Article 2390 of the Italian Civil Code;
- following their appointment as directors, they completed a specific questionnaire (pursuant to Article 8.4 of the OPC Procedure) in which they indicated the positions held by all directors at other companies, including those held by their cohabiting family members.

At the Board of Directors meeting on May 27, 2025, the Board of Directors reviewed the scope of the powers delegated to the aforementioned executive directors.

The Group, aware of the role of sustainability and the growing centrality that this concept has been assuming over the years, initiated, following the listing process, a process to structure *governance* in this area.

The Board of Directors is responsible for monitoring the impacts caused by the organization on the economy, the environment, and people. The Board is also entrusted with the task of reviewing and approving this document, as well as defining the Group's medium- to long-term sustainability objectives.

The Risk Control and Sustainability Committee reviews and issues a preliminary opinion on the sustainability reporting document and, in general, supports and coordinates with the Board of Directors regarding the implementation of the aforementioned aspects.

To complement the ESG governance structure mentioned above, the CEO has appointed an internal "ESG Working Group" within the Company, composed of *the CFO*, *the Head of Legal Affairs,* and *the Human Resources Director*. The Working Group collaborates directly with the Risk Control and Sustainability Committee and is responsible for coordinating and overseeing activities related to sustainability and non-financial *reporting*.

The Risk Control and Sustainability Committee (CRS) and the ESG Working Group are in constant contact, both with each other and with the relevant corporate functions as needed, to identify ESG risks and report observations and findings, thereby enabling the assessment and implementation of necessary improvements within the company's operations.

The Group is also committed to periodically providing information to its *stakeholders* regarding the Company's initiatives, including ESG activities. The Philogen Group organizes *engagement* activities with investors and *stakeholders* through dedicated *one-on-one webinars*, during which investors are updated on the actions taken by the Company, including those

[3] For further details regarding the procedures and rules governing the appointment of the Board of Directors, please refer to Philogen's Articles of Incorporation, published on the Philogen/By-law website.

regarding the Group's sustainability journey. In particular, the Company has created a dedicated section on its *website* where users can view *news* and/or documents concerning the Company's ESG initiatives. Furthermore, to ensure the active participation of *stakeholders* in the Company's sustainable development, requests and/or reports may be submitted to the dedicated *email* address:esg@philogen.com .

During 2025, no reports or critical issues regarding sustainability matters were received or reported to the Board of Directors.

Currently, the Company has not deemed it appropriate to establish specific processes to evaluate the performance of the highest corporate governance body in overseeing the management of the organization's impacts on the economy, the environment, and people. However, monitoring and verification of the Company's operations are carried out by the Internal Audit Function and the Supervisory Body, which conduct periodic *audits* of the various corporate functions. The roles of Internal Auditor and Supervisory Body are both held by the same individual, who is external to the company and meets the necessary requirements of independence and professionalism.

Compensation Policies

The commitment to sustainable development is also reaffirmed in the 2025 Remuneration Policy approved by the Shareholders' Meeting on April 29, 2025, through which the Board of Directors assigned ESG objectives to the executive directors in their respective annual variable incentive plans *under Management by Objectives* ("MBO"); This Policy was approved with over 84% of total voting rights and 99% of votes cast or represented. For further details, please refer to the 2024-2025 Remuneration Policy available on the Company's website in *the "Shareholders' Meetings"* section: https://www.philogen.com/governance/shareholders-meeting

From April 1, 2024, through March 31, 2025, the Executive Directors and a Senior Executive with Strategic Responsibilities are beneficiaries of an incentive plan, MBO, under which they may be entitled to receive an annual incentive, the amount of which is commensurate with the achievement of corporate performance objectives.

The specific ESG objectives identified for the period mentioned above are:

- Installation of photovoltaic canopies on the roof of the office building at the Philogen plant located at Loc. Bellaria No. 35, Rosia, Sovicille (SI).
- Reduction of CO2 emissions through the replacement and/or modernization of certain heating systems for the GMP production area and the modernization and replacement of a chiller serving the laboratories and offices
- Reconfiguration of the air handling system for the laboratory area with the implementation of a partial recirculation system.
- Improvement of overall water consumption efficiency through a reduction in plastic use and the modernization of drinking water systems.
- Implementation of the eTMF by the end of 2025 to digitize clinical trial management, ensuring an effective transition from paper-based documents and optimizing operational processes;
- 10–20% reduction in CRA travel for new studies through a risk-based monitoring approach;
- Implementation of a work-from-home program for select employees to

reduce energy consumption and optimize the use of company resources;

- Integration of ethical compliance and ESG standards into company contracts.

In addition to this incentive-based compensation system for Executive Directors, directors receive fixed and variable compensation as approved by the Shareholders' Meeting, based on the powers delegated to them and/or the roles they perform on the various Board committees.

The process for defining compensation policies and determining remuneration involves multiple corporate bodies, including: the Shareholders' Meeting, the Board of Directors, the Nominating and Compensation Committee, the Chief Executive Officer, and the Board of Statutory Auditors.

The process of determining compensation is overseen by the Nomination and Compensation Committee, which assists the Board of Directors in developing the Compensation Policy and periodically assesses its adequacy, overall consistency, and proper implementation.

Also regarding employee incentives, with reference to the incentive plan known as the "2024-2026 *Stock Grant* Plan" reserved for certain Group employees, it is hereby announced that the performance period for the second cycle of the aforementioned plan has concluded, and on November 11, 2025, the Board of Directors, with the support of the Nomination and Remuneration Committee, completed the verification of the achievement of the objectives assigned to the beneficiaries, proceeding accordingly with the allocation of the shares due.
Furthermore, during 2025, the Shareholders' Meeting held on April 29, 2025, made amendments to the following incentive plans: (i) The incentive plan named "2027-2029 Stock Grant Plan" reserved for the Group's employees and consultants; (ii) The incentive plan named "2024-2026 Share Ownership Plan for Directors" reserved for executive directors.

To view the Information Documents and related Regulations, please refer to the Company's website under *the "Incentive Plan"* section: https://www.philogen.com/governance/incentive-plans/.

For the sake of completeness, it should be noted that the Board of Directors implemented both plans during 2025.

In *accordance* with the GRI Standards, following disclosure 2-21 regarding the "Report on Total Annual Compensation," with this Sustainability Report, the Company has committed to reporting, in particular:

- The ratio of the total annual compensation for the highest-paid individual to the median total annual compensation for all employees (excluding the highest-paid individual)
- The ratio of the percentage increase in total annual compensation for the highest-paid individual in the organization to the median percentage increase in total annual compensation for all employees (excluding the highest-paid individual)

The following table shows the annual total compensation ratio, which represents the ratio of the highest-paid individual's annual compensation to the median compensation of employees (excluding the highest-paid individual).

Total Annual Compensation Ratio		
	As of December 31 2025	**As of December 31 2024**
Ratio of the total annual compensation of the highest-paid individual to the median total annual compensation of all employees (excluding the aforementioned individual)	**8.52**	**6.99**
Ratio of the percentage increase in the total annual compensation of the highest-paid individual to the median percentage increase in the total annual compensation of all employees (excluding that person)	**4.52**	**(14.01)**

DISCLOSURE 2-21 Total Annual Compensation Ratio

This indicator aims to illustrate the pay gap between the highest-paid individual and the company's workforce. Pay levels may be influenced by various factors such as the Group's size, sector, geographic area, and employment strategy.

As shown in the table above, the total annual compensation ratio has increased slightly compared to 2024. This change is attributable, in particular, to the base effect generated by the trend recorded in 2024, which was influenced by the resignation of the highest-paid individual in 2023 from the role of Strategic Executive and the subsequent appointment solely as Chief Executive Officer, a circumstance that led to a reduction in the value of the ratio since that individual was no longer included among those considered for the purposes of the report.

The annual compensation of the highest-paid individual includes regular compensation and the monetary valuation of company securities granted under the Stock Grant Plan. With regard to the median of employees (excluding the highest-paid individual), the following elements of compensation were considered: fixed compensation (RAL) and variable compensation, MBOs, Stock Grants, one-time bonuses, and other allowances, such as fringe benefits and the meal allowance.

Ethics and Compliance

The Philogen Group recognizes the primary importance of its ethical values and *compliance* objectives; for this reason, it has adopted an Organization, Management, and Control Model (MOG)[4] which is periodically updated to ensure compliance with applicable regulations; in particular, it should be noted that the MOG has been updated and revised, and the current version was approved at the Board of Directors meeting on November 7, 2024.

The Group firmly believes that the Model is a valuable tool for raising awareness among employees, customers, and suppliers regarding fundamental issues such as proper conduct that reflects the values of ethics and integrity.

The highest national and international organizational *standards* that Philogen uses as a guide for its internal structure are detailed in the MOG, which also includes all the various tools and safeguards adopted by the Group,

[4] For further details regarding the Organization, Management, and Control Model pursuant to Legislative Decree 231/01 and the Group's Code of Ethics, please refer to the relevant section of the Philogen website: "Code of Ethics and Model 231."

such as: the Group's Articles of Association, the Code of Ethics, the Regulations of the Supervisory Body (SB), and numerous procedures designed to govern every aspect of value creation within the company.

These procedures are of utmost importance in an organization such as the Group, which is committed to the development of multiple socio-economic interests, to ensure the reliability, honesty, fairness, and traceability of every step, in compliance with stringent regulations.

The Code of Ethics, also revised and updated on November 7, 2024, requires integrity and loyalty from every Philogen employee and collaborator. The purpose of the Code of Ethics is precisely to provide guidance on best practices to adopt in order to best contribute to the Group's mission. This document, in fact, complements work procedures as it describes the ethical and behavioral aspects that every employee, at all levels, is required to observe to contribute to harmony and integrity in the workplace.

To ensure compliance with the Code of Ethics and the internal regulations described in the MOG[5], Group employees receive periodic training on the MOG and are informed of any regulatory changes introduced with respect to the current MOG; in particular, employees have participated in refresher sessions organized by the Supervisory Body. Furthermore, the latest versions of the MOG 231 and the Company's Code of Ethics are available in the personal area of the Zucchetti Portal for all employees and new hires, who are required to review them and declare their acceptance upon accessing the corporate platform. The only exception is interns, who receive the Code of Ethics and Model 231 via *email* but are still required to confirm receipt and review of the aforementioned documentation in writing. In dealings with suppliers, customers, and consultants, the communication and application of the Code of Ethics and Model 231 are ensured through the inclusion of a specific contractual provision regarding the application of the Code and the Model.

Furthermore, the Supervisory Body is the body that oversees and verifies compliance with these provisions. Should employees wish to report and/or request clarification regarding corporate behavior and/or conduct, they may contact the Supervisory Body anonymously (or not) via a dedicated *email* address:odv@philogen.com .

In addition to the address mentioned above, the Group has installed a drop box at the Rosia plant where reports and complaints can be submitted. Alternatively, you may also use the internal mail system by sending a sealed envelope addressed to the attention of the Supervisory Board at Philogen's Corporate Secretariat.

As evidence of the great attention the Group has always paid to ethical issues and the integrity of its business, on December 7, 2023, the Company implemented a specific procedure called the *"Whistleblowing* Procedure" (hereinafter also "Procedure") which governs the process for employees and collaborators to report any violations of the law and/or the Organizational Model, crimes, and/or other irregularities of which they have become aware in the course of performing their work duties and/or in their dealings with the Company.

Specifically, the Procedure governs the process through which such individuals (managers, employees, or external parties, such as self-employed individuals, interns, and personnel under the direction of contractors and suppliers)

[5] The documents are available on the company website *www.philogen.com* in the governance/code-of-ethics-and-model-231 section.

may report the relevant situations listed in the preceding paragraph, either anonymously or openly, to a specific entity identified by the Procedure in the person of the Supervisory Body.

The objective of the Procedure is to create a *dedicated* system for managing reports that safeguards, through appropriate technical and organizational measures, the confidentiality of the identity of the reporting person, the person involved in the report, and any individuals mentioned in the report. The Procedure also aims to ensure that the entire process is based on the principle of confidentiality, which must be applied to the individuals involved, the content of the report, and the related documentation submitted to the Supervisory Body.

The Procedure has been implemented in accordance with the provisions of Law 179/2017, which extended the application of "whistleblowing" regulations to the private sector (see Art. 6 of Legislative Decree 231/2001) and by Legislative Decree No. 24/2023, which transposed EU Directive 2019/1937 into Italian law, published in the Official Journal of the European Union on November 26, 2019.

To facilitate the submission and management of reports, the Philogen Group has implemented a dedicated IT platform—*"My* Whistleblowing"—which the Company has communicated to its staff via a specific announcement on the Zucchetti platform. In addition to the above, during 2024, the Philogen Group introduced a new reporting channel to further protect employees, through which it is possible to submit reports by phone or request in-person meetings with the Supervisory Body.

The reporting channels mentioned above are constantly monitored by the Supervisory Body, which is responsible for analyzing any communications. In this regard, it should be noted that no reports were received during 2024.

With regard to the protection of human rights, Philogen bases its management procedures on human and labor rights. These principles are set forth in the Company's Code of Ethics and include the protection of human rights throughout its supply chain and, more generally, within the context of the Group's activities.

During 2025, there were no instances of non-compliance with laws and regulations, resulting in no monetary or non-monetary penalties. Furthermore, there are no ongoing or concluded legal proceedings regarding anti-competitive conduct, nor any confirmed incidents of corruption or violations of antitrust laws and regulations related to monopolistic practices.

Audit Plan

Following a risk assessment process initiated in the final months of 2024, the Group has prepared a new audit plan for the 2025–2027 period, which also includes ESG risks. The 2025–2027 audit plan was approved by the Board of Directors at its meeting on March 27, 2025

Aree Auditabili	ESG Relevant
Accounting & Administration	✓
Gestione affari legali e societari (regolamenti e compliance)	✓
Gestione dei brevetti e della proprietà intellettuale	✓
IT & Cybersecurity	✓
Gestione della sostenibilità e degli obiettivi ESG	✓
Gestione delle relazioni esterne	✓
Gestione risorse umane	✓
Salute e sicurezza	✓
Procurement e Terze Parti	✓
Anti-frode, anti-corruzione e Codice Etico	✓
Assetto organizzativo	✓

Figure 7 – Audit Plan with ESG Risks

1.8 Economic Performance and Fiscal Transparency

The Group's activities encompass all phases of the drug development process, including discovery, basic research, preclinical and clinical development, and manufacturing activities.

The Group operates through:

- Philogen S.p.A., which manages GLP-certified laboratories, GMP-certified manufacturing facilities (at the Montarioso and Rosia sites), and numerous international clinical *trial* centers through its internal *Contract Research Organization* (CRO) and collaborations with several external CROs;
- Philochem AG, 99.998% owned by Philogen S.p.A., conducts research and development at its Zurich laboratories in the fields of selective discovery and therapeutic antibodies, as well as in the development of technologies such as antibody libraries and DNA-encoded chemical libraries.

Operating Management

The following are the main operating income and expense items that characterized the 2025 fiscal year.

Compared to the fiscal year ended December 31, 2024, which reported a profit of €45,290 thousand, the Group closed the 2025 fiscal year with a net profit of €229,680 thousand.

Revenue from contracts with customers amounted to €314,324 thousand for the fiscal year ended December 31, 2025, marking a significant increase of approximately 325% compared to the previous fiscal year (€73,996 thousand as of December 31, 2024). The source of this exponential increase in revenue is attributable to the contract between Philochem and RayzeBio regarding the OncoACP3 product.

Other income amounted to €5,796 thousand for the fiscal year ended December 31, 2025, representing an increase of approximately 58% compared to the previous fiscal year. This increase is primarily attributable to the significant rise in tax credits received during the 2025 fiscal year; in fact, operating grants increased from 3,194 thousand in 2024 to 5,255 thousand in 2025. Capital grants remained substantially in line with the 2024 fiscal year. Operating costs primarily include costs for production materials, costs for clinical and preclinical services, and other operating costs, and show an increase of approximately 50% compared to the previous fiscal year.

This variance is primarily attributable to (i) the increase in raw material consumption for the year, rising from €4,045 thousand as of December 31, 2024, to €5,004 thousand as of December 31, 2025, and to the increase in costs for services related to the Group's *core business* activities, rising from €16,483 thousand as of December 31, 2024, to €34,262 thousand as of December 31, 2025, and (ii) the increase in personnel costs related to the hiring plan aimed at structuring the workforce of *the* two GMP *facilities* and strengthening management and *staff* functions, which will rise from €15,623 thousand as of December 31, 2024, to €17,885 thousand as of December 31, 2025.

As noted above, research and development currently represents the Group's core business. The following infographic shows the research and development costs recognized in the income statement for the fiscal years ended December 31, 2025, and December 31, 2024, as well as their respective percentages of total revenue from customer contracts and total operating costs for the Group.

Research and development costs recognized in the income statement increased compared to the previous year. Specifically, these costs amounted to **€27.8 million** as of **December 31, 2025,** compared to **€22.9 million** as of **December 31, 2024**.

The following are the related percentages:

- **Percentage of total contract revenue**: **8.9%** in **2025** and **31.0%** in **2024**
- **Percentage of total operating costs**: **47.8%** in **2025** and **63.6%** in **2024**

EBITDA shows an increase of approximately €220,014 thousand, rising from €41,618 thousand as of December 31, 2024, to €261,633 thousand as of December 31, 2025.

EBIT, calculated as the difference between EBITDA and depreciation and amortization, shows a positive balance of 257,377 thousand for the fiscal year ended December 31, 2025.

Economic value generated and distributed

The most significant economic aspects for the organization are presented through the income statement reclassification table. This reclassification aims to show the economic value directly generated by the Group and how that value is distributed among its *stakeholders*, both internal and external.

In particular, the table below shows the Philogen Group's financial performance and the resources distributed to entities of strategic interest to the company, such as suppliers, employees, investors, and the government.

Statement of Economic Value Generated and Distributed[6]		
In thousands of euros	2025	2024
Economic value directly generated (A)	322,858	80,388
Distributed economic value (B)	89,358	39,574
Of which: value distributed to suppliers	40,603	20,411
Of which: value distributed to employees	17,885	15,623
Of which: value distributed to the Public Administration	30,869	3,448
Of which: value distributed to capital providers	1	91
Retained economic value (A-B)	233,500	40,813

DISCLOSURE 201-1 Directly Generated and Distributed Economic Value

An analysis of the distribution model shows that the Group generated a value of approximately €322,858 thousand (A), an increase of 75% compared to 2024. The economic value generated represents the wealth created by the Group during the fiscal year and consists primarily of revenue from sales and services, as broken down in the table below.

In thousands of euros	2025	2024
Revenue	314,325	73,995
Other Revenue	5,796	3,657
Financial income/expenses	2,737	2,735
Calculation of Value Generated (A)	322,858	80,388

DISCLOSURE 201-1 Economic value directly generated and distributed

[6] Directly generated economic value includes the following items in the consolidated income statement: revenue, other revenue, foreign exchange gains/losses, and financial income/expenses. Retained economic value includes the following items in the consolidated income statement: net income/loss for the year, depreciation, amortization, and impairment losses, and deferred taxes. For distributed economic value, see the explanation provided below.

The amount of **economic value generated** reflects the value of wealth produced, in accordance with international accounting standards.

In 2025, the Group generated **economic** value of **€322.9 million**, an increase of **75%** compared to the previous year's figure (**€80.4 million**).

Distributed value (B) represents *stakeholder* remuneration, i.e., the portion of the generated value distributed by the Group to suppliers, employees, capital providers, and the government to maximize the positive socioeconomic impact of its activities. Specifically, in 2025, the Philogen Group distributed a total of approximately €89.4 million. The *stakeholder* group receiving the largest share was suppliers, to whom over €40 million was distributed, primarily in the form of payments for services and raw materials.

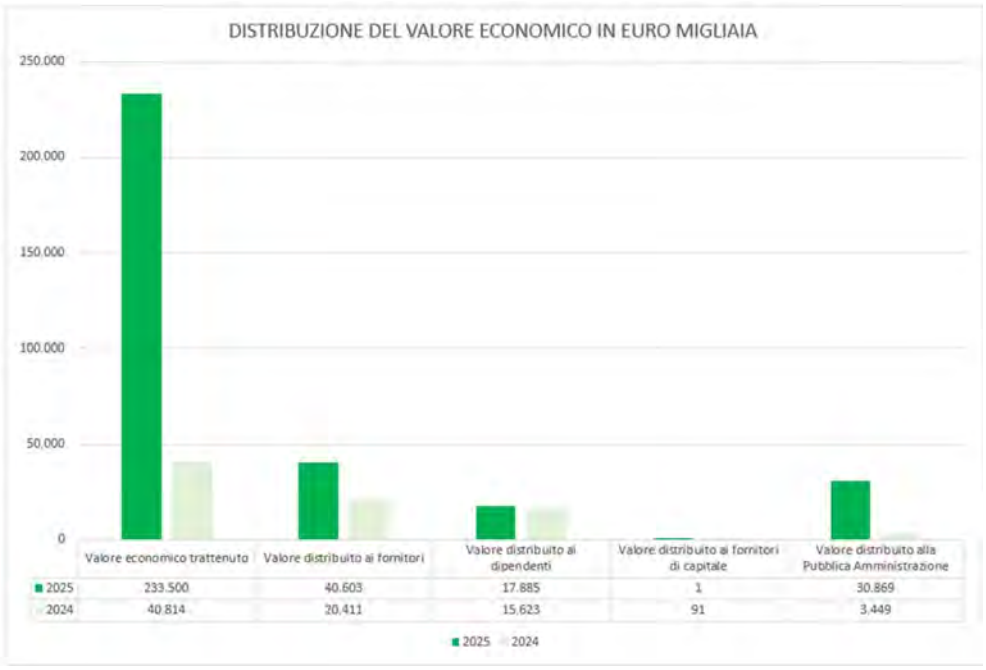
Next is the compensation of Group employees, who received over €17 million to cover salaries, severance pay, social security contributions, and incentives. It should be noted that personnel costs increased from €15,623 thousand as of December 31, 2024, to €17,885 thousand as of December 31, 2025. The increase is primarily due to (i) the hiring plan aimed at structuring the workforce of the two GMP *facilities* and strengthening management and staff functions, and (ii) the higher cost associated with existing incentive plans for employees.

The remaining portion of the distributed amount was allocated to the government in the form of taxes and to capital providers, such as banks and other lenders.

In thousands of euros	2025	2024
Raw material consumption for the year	5,004	4,045
Costs for services	34,262	16,483
Costs for use of third-party assets	573	339
Changes in inventories of raw materials, auxiliary materials, supplies, or merchandise	300	(953)
Other operating expenses	463	498
Operating expenses	*42,009*	*20,411*
Personnel expenses	17,885	15,623
Employee salaries and benefits	*17,885*	*15,623*
Income taxes for the year	30,869	3,448
Payments to the Government	*30,869*	*3,448*
Interest	1	91
Payments to equity providers	*1*	*91*
Distributed economic value (B)	89,358	39,574

DISCLOSURE 201-1 Directly generated and distributed economic value

The **distribution of economic value** amounting **to €89.4 million in 2025** represents the primary impact of the Group's activities on the main *stakeholder* categories, including **operating costs**, **employee salaries and benefits**, **payments to the government**, and payments to **capital providers.**



Tax Transparency

The Group has provisioned for taxes in accordance with the tax regulations of the countries of residence, taking advantage of the tax incentives provided by the country of origin.

Current taxes refer to taxes due calculated on the net income for the year. Deferred taxes refer exclusively to the reversal of tax effects recognized during the transition to IAS/IFRS international accounting standards.

The following table provides a detailed breakdown of income taxes recorded for the fiscal years ended December 31, 2025, and December 31, 2024.

In thousands of euros	2025	2024
Current taxes	(30,869)	(3,448)
Deferred taxes	437	8,365
Total taxes	(30,432)	4,916

As of December 31, 2025, the Group has tax receivables totaling €14,837 thousand, of which €10,395 thousand are current tax receivables and €4,442 thousand are other non-current tax receivables.

In thousands of euros	2025	2024
VAT receivables	2,953	2,271
Other tax receivables	4,002	3,023
Miscellaneous tax credits	3,440	4,911
Total tax credits	10,395	10,206

In thousands of euros	2025	2024
Non-current tax receivables	4,442	1,626
Other non-current assets	4,442	2,698

It should be noted that the receivables available as of December 31, 2025, in accordance with applicable regulations, are:

(i) VAT credit (it should be noted that the Company makes sales abroad and purchases primarily in Italy, resulting in VAT credits that cannot be offset against VAT liabilities within Italy);
(ii) other tax credits, which mainly include credits for withholding taxes;
(iii) various tax credits, including: the research and development tax credit

The various tax credits are offset in annual installments calculated in accordance with applicable regulations; consequently, €3,440 thousand is offset within the year, while €4,442 thousand is offset beyond the year.

It should be noted that, in order to ensure tax *compliance*, the Company has established a *set* of corporate *policies* that serve as guidelines in various areas, including the area of *"tax credits*." These guidelines are applied by *management* in the decision-making process in order to achieve the described objectives more efficiently and effectively.

In addition, the Company engages specialized consultants to ensure the correct interpretation of relevant regulations, the complete preparation of required supporting documentation, and updates on tax matters.

Furthermore, it should be noted that for certain types of credits (e.g., R&D credits), sector regulations require the issuance of a specific certification by the Statutory Auditor.

In compliance with Italian tax regulations, Philogen prepares the documentation required for *transfer pricing* purposes with the aim of monitoring *intercompany* transactions and ensuring compliance with arm's length conditions for the applied transfer prices.

Furthermore, in compliance with Swiss tax regulations, the subsidiary Philochem has benefited in past years from tax incentives (i.e., *Patent Box*) under the supervision of tax advisors who have supported the Company in the calculation and documentation assistance provided to the relevant country's tax authority.

Country-by-Country Reporting				
In thousands of euros	**2025**		**2024**	
	Italy	**Switzerland**	**Italy**	**Switzerland**
Names of resident entities	Philogen Spa	Philochem AG	Philogen Spa	Philochem AG
Main activities of the organization	Research and development, manufacturing, preclinical testing, and clinical development of drugs for Research and development of new drugs	Research and development of new drugs	Research and development, manufacturing, preclinical testing, and clinical development of drugs for experimental use	Research and development of new drugs
Number of employees	163	51	142	41
Revenue from sales to third parties parties	13,734	300,338	73,987	7
Revenue from intercompany transactions with other tax jurisdictions	1,705	3,801	761	2,872
Pre-tax profit/loss	227,463	282,613	40,351	(4,770)
Property, plant, and equipment other than cash and cash equivalents equivalents	14,455	1,574	14,191	1,149
Income taxes paid on a cash basis cash basis	-	-	-	-
Corporate income taxes included in the income statement (i)	558	(30,990)	4,939	(21)

Compliance with the administrative and accounting system

Following its listing, the Philogen Group adopted the organizational model pursuant to Law 262/2005 "Provisions for the Protection of Savers and the Regulation of Financial Markets."

This model is part of the Internal Control System ("ICS") designed to verify the adequacy of the Group's administrative and accounting procedures in accordance with the requirements of the market segment in which the Company is listed.

In this context, the law introduces the role of the Manager Responsible for the Preparation of Corporate Accounting Documents (Art. 154-bis).

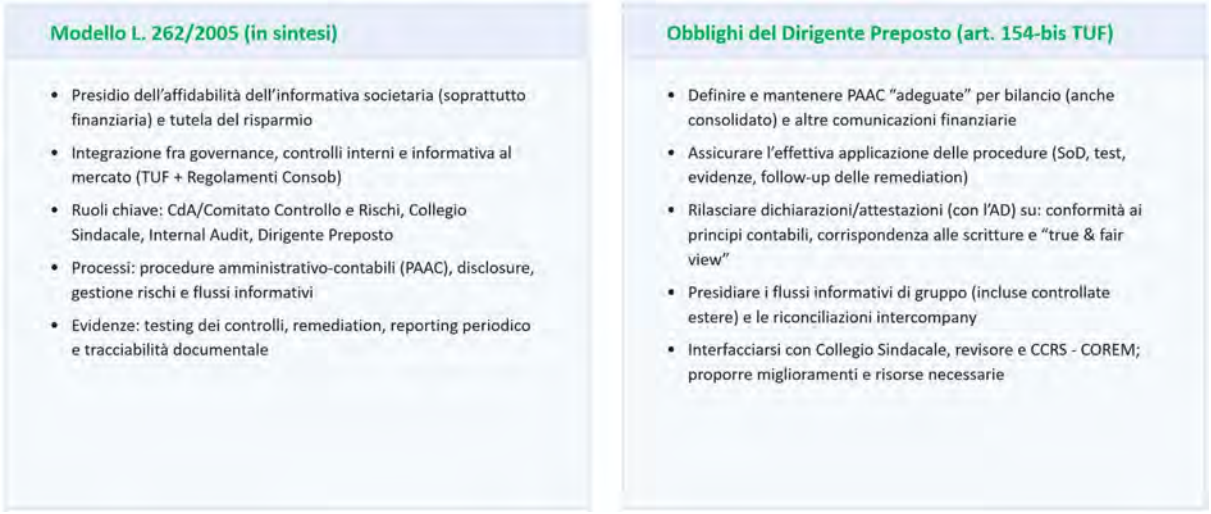


Figure 8 – Form 262 and Obligations of the Designated Officer

Pursuant to Law 262/2005, the Group's documents and disclosures released to the market and relating to financial reporting, including interim reports, must be accompanied by a written statement from the Manager Responsible for the Preparation of Corporate Financial Statements, certifying that they correspond to the documentary records, books, and accounting entries.

The aforementioned accounting and administrative control framework comprises the set of policies, procedures, and internal tools adopted by the Company to ensure the achievement of its corporate objectives regarding the reliability, accuracy, and timeliness of financial reporting.

During 2025, the Group continued to strengthen its administrative and accounting governance system by reviewing and updating Group policies and guidelines, with the aim of promoting greater process consistency, a clearer definition of internal controls, and progressive alignment with applicable regulatory and organizational standards.

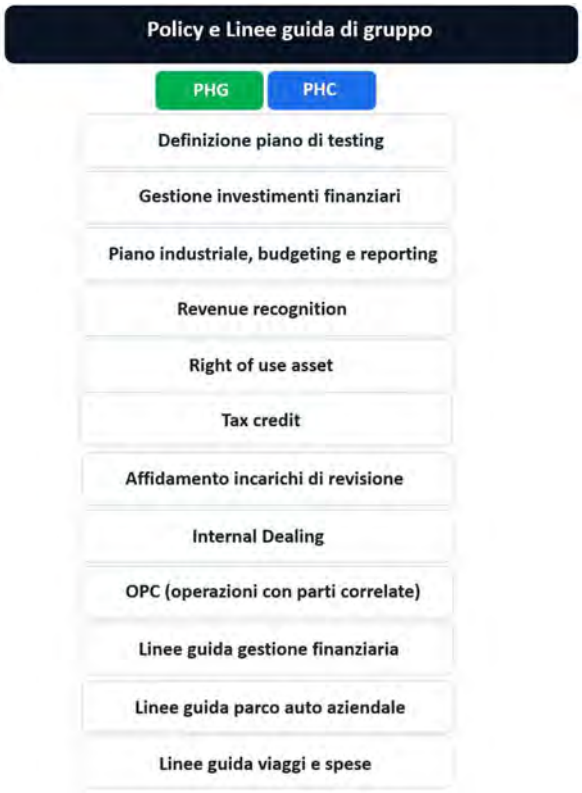


Figure 9 – Group Policies and Guidelines

In 2025, the Group also continued its process of aligning with the Internal Control System (ICS) pursuant to Law 262/2005, updating administrative and accounting procedures and implementing the "262 *Testing* Plan," in order to ensure a true and fair presentation of corporate disclosures and the preparation of the separate and consolidated financial statements.

	Philogen S.p.A.		Philochem AG	
Processi	*Quality review*	*Risk Control Matrix*	*Quality Review*	*Risk Control Matrix*
Financial Closing	●	●	●	●
Consolidato	●	●	*N/A*	*N/A*
Tesoreria e Cassa	●	●	●	●
Immobilizzazioni	●	●	●	●
Payroll e Personale	●	●	●	●
Attivo	●	●	●	●
Passivo	●	●	●	●
Magazzino	●	●	*Non in scope*	*Non in scope*

Legenda ● Completed ○ Not Started

Figure 10 – Mapping of processes within the scope of Law 262/2005 controls

In order to continue the process of strengthening and improving the *governance* and internal control system, with particular reference to the main corporate information systems (*General IT Controls* or “GITC”), the need arose to extend the ICS on *Financial Reporting* by integrating the mapping of the GITC of IT systems relevant to accounting.

GITCs are a series of controls designed to verify the correct implementation of *policies* and procedures for relevant IT systems (“Technology elements”), including the operational effectiveness of automated controls and the integrity of *reports* generated by the system or by *report writers*, as well as the security of data stored within the system.

2. From Research to Patient

2. From research to patient-

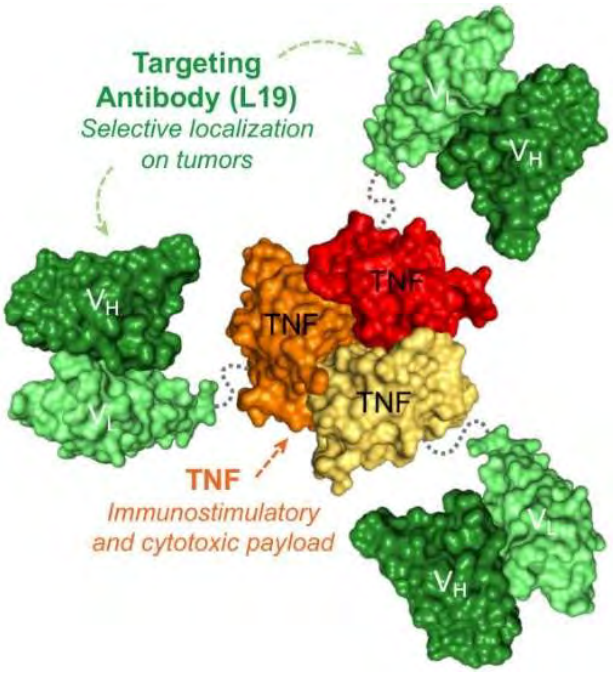
2.1 Discovery and Preclinical Development

The Philogen Group operates across the entire pharmaceutical development value chain, from the discovery phase through production to preclinical and clinical development, with a strategic focus on oncology, which represents the Group's core business.

Operations are primarily divided between the parent company Philogen, based in Siena, and its subsidiary Philochem, based in Switzerland. Philogen manages GLP-certified laboratories and GMP-compliant production facilities, and coordinates clinical trial activities in collaboration with numerous centers in Europe and the United States. Philochem, at its Zurich laboratories, conducts research and development in the fields of therapeutic antibodies and small organic molecules, utilizing advanced technologies such as Phage Display and DNA-Encoded Chemical Libraries, as well as conducting preclinical studies to evaluate the efficacy and tolerability of new drug candidates.

The Swiss headquarters is home to highly qualified and international research groups, enriched by the presence of doctoral students affiliated with leading Italian and Swiss universities, including IUSS Pavia, the University of Siena, the University of Trento, ETH Zurich, and the University of Zurich. The results of these industrial doctoral programs receive particular attention from scientific journals in the field. The progress of discovery activities is also monitored through monthly reports submitted for review by top management.

The Group's primary therapeutic strategy is based on tumor targeting, which involves the use of ligands, such as antibodies, capable of selectively directing therapeutic active ingredients toward the tumor mass, thereby limiting exposure to healthy organs. In this context, preclinical studies are essential for evaluating the toxicity and efficacy of drug candidates. These activities are conducted at authorized facilities, in compliance with Good Laboratory Practices and the 3R principle (Replacement, Reduction, and Refinement), with specific attention to animal welfare and the training of the personnel involved.



The most promising drug candidates advance to the clinical phase following the necessary ethical and regulatory approvals, while production takes place at the Group's two Italian sites. The Montarioso facility, GMP-certified by AIFA since 2004, is authorized to produce investigational drugs for clinical trials. At the Rosia site, however, AIFA has authorized a new GMP facility, designed to meet high quality and regulatory standards, intended for the production of both investigational drugs and commercial pharmaceutical products based on therapeutic proteins.

Figure 11 – "Vial filling" machine – Initial PQ

Figure 12 – FM-001 filling machine

Figure 13 – Commercial Drug Substance Process Flow

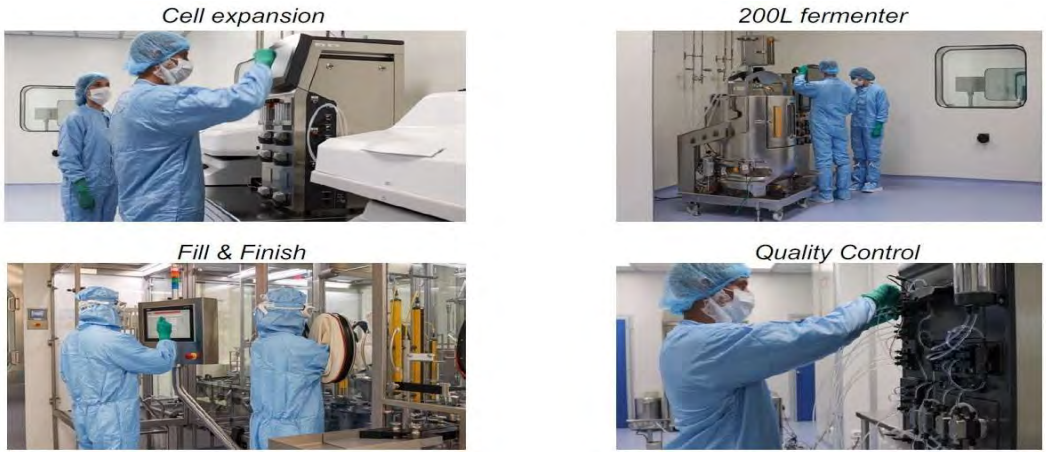


Figure 14 – Various pieces of equipment

Philogen operates in accordance with ICH E6 (R2) Good Clinical Practice (**GCP**) and has implemented a Quality System for the conduct of clinical trials, both internal and external. Philogen conducts clinical research with the aim of advancing scientific knowledge through collaboration with academic institutions to accelerate the development of next-generation treatments for patients.

The principles of Good Clinical Practice constitute an international *standard* of ethics and scientific quality for designing, conducting, and reporting clinical trials involving human subjects.

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clinical trials known as *Contract Research Organizations* (CROs), Philogen co
rigorously demonstrate their high quality *standards*.

In accordance with current regulations, every single clinical trial must be specifically evaluated and approved by the competent authorities of each country and by the relevant Ethics Committees involved in the trial authorization process. This process is completed before the trial site can proceed with patient enrollment. Generally, the authorization process involves submitting a complete dossier to the competent authority, followed by the issuance of a specific approval for each individual trial.

Philogen currently has many clinical trials underway, ranging from Phase I to Phase III, conducted in collaboration with specialized centers in Europe and the United States, aimed at evaluating new investigational drugs.

In 2025, Philogen:

- **collaborated with 128 clinical centers** (**22** in **Italy**, **106** across **Europe** and **the U.S.**)
- **opened 15 new clinical centers**
- **treated 212 new patients**

In the case of *outsourcing*, the Group has established an internal process for managing and supervising the various phases of clinical trials, organizing numerous visits and inspections at the CROs' sites, culminating in a qualification process for the CROs with which the Group collaborates. Philogen also adheres to transparency policies regarding the publication of information related to clinical trials, both at the national level (e.g., AIOM; KOFAM) and internationally (e.g., Clinicaltrials.gov; EU Clinical Trials Register). Philogen also collaborates with various hospitals and institutions regarding requests for investigational drugs for compassionate use both domestically and internationally, in compliance with current regulations. In 2025, the Group succeeded in further expanding its scientific collaboration with academic hospitals.

In order to ensure compliance with applicable GCP (*Good Clinical Practice*) regulations, patient data collected by Philogen in the context of various clinical trials is collected in anonymized form.

In this regard, it should be noted that the Company provides patients involved in the various clinical trials with specific *privacy* notices and makes the *email* address "philogen@privacy.com " available to them for submitting any complaints and exercising their rights under the GDPR. The aforementioned *email* address is published on the Company's *website* to allow anyone to send communications regarding *privacy* regulations. During 2025 and the year preceding the reporting year, no complaints regarding the loss of data or information were recorded.

2.2 I Property

The Group protects the results of its research and development activities by leveraging a broad international portfolio of patents for industrial inventions and pending patent applications, thereby consolidating its patent position in the field of vascular *targeting*.

Patents and patent applications serve to protect market exclusivity for product candidates, the technical processes necessary for their production, or the related protocols for medical treatment.

The Group holds more than one hundred national patents filed in various countries.

The Group's patents primarily include: (i) patents on "vascular *targets*," relating to certain ligands with affinity for angiogenesis *markers* in specific indications; (ii) "technology" patents relating to the fundamental enabling technologies used in the Group's activities; (iii) "product" patents, i.e., patents relating to product candidates in preclinical and clinical development and their constituent elements; and (iv) "combination" patents relating to the combination of patented product candidates with therapeutic agents not covered by patents.

As of December 31, 2025,

- **Philogen SpA** holds:
  - **117** granted patents/accepted applications and
  - **48** patent applications*

- **Philochem AG** holds:
  - **17** granted patents/accepted applications and
  - **53** patent applications*

* The count also includes the PCT (*Patent Cooperation Treaty*), a treaty on patent cooperation—158 member states to date.

2.3 Quality and Safety of Manufactured Produtcs

The world of pharmaceutical research and development is subject to a structured system of regulatory measures, guidelines, and international standards designed to ensure the highest levels of safety for products developed by companies in the sector. The implementation and active management of internal control processes require specialized personnel capable of verifying compliance with these measures and establishing internal management systems to ensure product safety and quality.

The Philogen Group ensures the highest levels of quality and safety throughout all phases of the drug development and manufacturing process through appropriate management systems. In fact, the Group has, at both its Montarioso and Rosia sites, production facilities certified and authorized under Good Manufacturing Practice (GMP) by AIFA, along with the corresponding quality management system.

Philogen's Bioanalytical Laboratory, located at the Rosia facility, analyzes biological samples collected as part of toxicity studies in animal models and biological samples from subjects participating in clinical trials. The analyses performed are used to determine drug levels in the blood (pharmacokinetics) and to verify the immune response induced by drug administration (immunogenicity); in addition, biomarker analyses may also be conducted to evaluate the pharmacodynamic profile of the product under investigation.

The laboratory has an ISO 9001:2015-certified quality management system and is organized to monitor all aspects of its operations, ensuring the reproducibility of its performance and, consequently, the maintenance and continuous improvement of the quality standards it provides. Furthermore, the laboratory has recently implemented a management system compliant with GLP (Good Laboratory Practice) regarding toxicology testing on animal models, with the aim of expanding the range of services offered and providing further consistency and validity to the data produced.

Numerous control procedures are carried out daily within the Group, in line with the Standard Operating Procedures (SOPs)—guidelines and procedures formalized by the Group and monitored internally by highly specialized personnel. For clarity, a brief organizational chart follows, identifying the key professionals in the various company departments: Qualified Person, Quality Assurance, Quality Control, and CMC Regulatory. This latter function was introduced by Philogen in anticipation of the future commercialization of its products.

Qualified Person (QP)

The *Qualified Person* is responsible for **certifying batches** of medicinal products intended for clinical *trials*. The responsibilities of this role include:

- **Ensure** that each batch of medicinal products is manufactured and tested in compliance with **legal requirements** and the conditions imposed at the time of marketing authorization for the medicinal product;
- Immediately **report to AIFA** and to the head of the company to which they report any substantial irregularity detected in a medicinal product that has already been placed on the market;
- Actively **cooperate** with **inspections** conducted by the authority;
- **Monitor** the general hygiene conditions of the premises for which they are responsible.

CMC Regulatory

The role of the *Regulatory* CMC (CMC-RA) (*Chemistry, Manufacturing, and Control*) function is to collaborate and maintain constant communication with the Quality department, both during the pre-registration and post-registration phases of products. This role was established to structure Philogen in preparation for the future commercialization of medicinal products. This position is responsible for:

- Ensure that CMC dossiers comply with regulatory requirements
- Manage the eCTD – *Electronic Common Technical Document* (electronic *database* for drug marketing authorization)
- Manage registration procedures and coordinate the preparation of *the* entire registration *dossier*
- Be involved from the start of the project and drug development to minimize errors and optimize registration timelines

Quality Assurance (QA) and Corporate QA

This strategic **department ensures** that the drug is manufactured in accordance with the quality *standards* set forth by **GMP** (Good Manufacturing Practice), aligning the organization with industry regulations and implementing **changes** and **updates** to internal **procedures** that apply throughout the entire production chain. The **Corporate QA** function coordinates the *Quality Assurance teams* at the Montarioso and Rosia sites for both the clinical and *manufacturing* departments, as well as the GLP laboratory. Specifically:

- Participates in site activity coordination meetings;
- Together with the QP, serves as the point of contact during inspections by regulatory authorities and audits by third-party firms;
- Manages the site's quality system.

Quality Control (QC)

Divided into chemical and microbiological sections, this department is responsible for **testing and inspecting** incoming **raw materials**, monitoring the entire drug manufacturing process, and testing the **finished product** to ensure that established product *standards* are maintained throughout the production process.

An additional guarantee of quality and safety stems from the "audit" activities conducted both on the processes applied within Philogen facilities and through scheduled inspections at the clinics/institutions/hospitals where clinical trials are conducted. These periodic audits/inspections are designed to verify the proper functioning of the implemented management systems and to assess compliance throughout all activities carried out by the Group.

In the case of audits conducted at the aforementioned external entities, Philogen intends to verify that the management systems and practices applied at these facilities are aligned with and comply with the quality and safety standards required by the Group. Finally, as specified in the following chapter, suppliers represent a fundamental component in the drug development and manufacturing process of the

Group; for this reason, as part of the selection process, Philogen has implemented an evaluation, approval, and monitoring system designed to verify and test the quality and reliability of these suppliers.

During 2025, there were no instances of non-compliance with regulations and/or voluntary codes regarding the health and safety impacts of products/services throughout their lifecycle, nor were there any instances of non-compliance regarding the information and labeling of products and services.

2.4 Responsible Supply Chain Management

Philogen recognizes the strategic importance of the supply chain in ensuring high quality and reliability in the production of pharmaceuticals. It has therefore developed specific SOPs for supplier qualification, approval, and purchase order management.

The Group relies on a limited number of specialized suppliers, sometimes exclusive ones, in accordance with the technical specifications outlined in the Group's SOPs and shared with regulatory authorities.

Particular attention is paid to logistics and transportation service providers, who must comply with strict standards for the storage and transport of investigational products. Some drugs, such as monoclonal antibodies, require a controlled temperature of -80°C during transport, which is constantly monitored via temperature-recording systems.

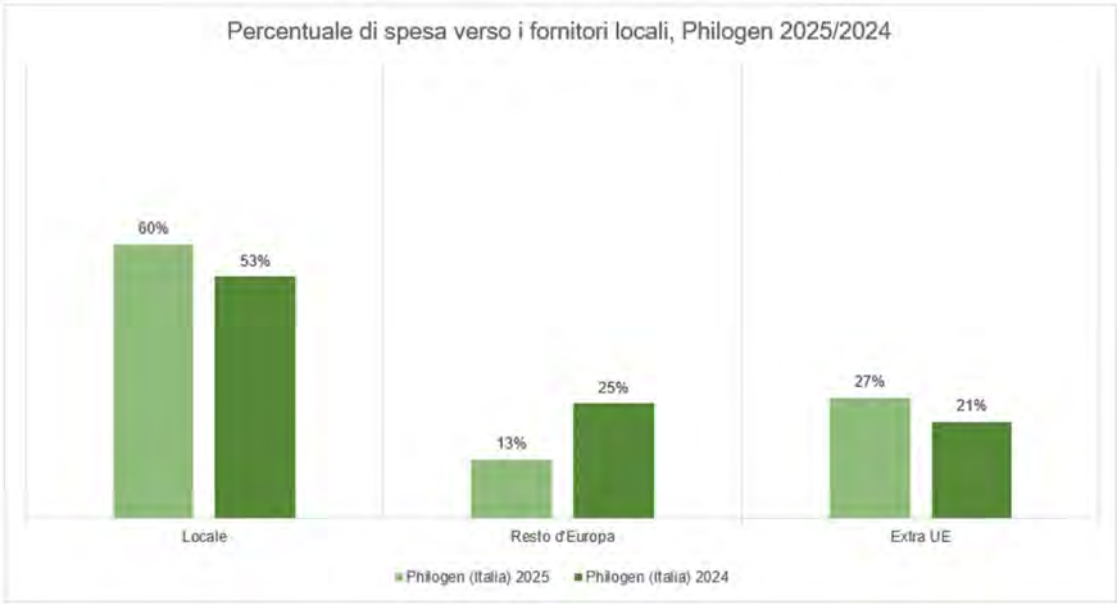
Contracts with suppliers include specific clauses to ensure compliance with the Group's Model 231 and ethical conduct. Relationships between Philogen and suppliers are based on respect for human rights and fundamental social principles, facilitated by the Code of Ethics.

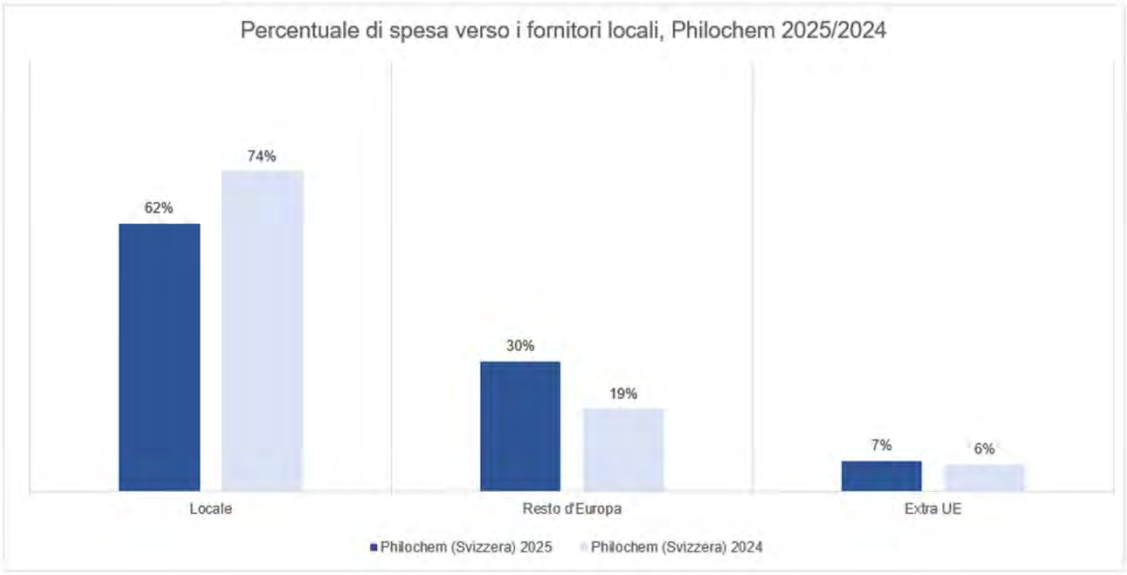
Operating in a highly regulated sector, suppliers are subject to continuous oversight by national and international authorities such as the EMA, AIFA, and FDA. Most suppliers are located in countries with advanced legislation, thereby reducing the risk of labor rights violations.

Supplier selection follows industry guidelines (e.g., GMP), national regulations, and internal procedures, promoting ethical principles and social requirements.
Contracts include clauses to verify the regularity of payments for wages and social security and insurance contributions.

Given the complexity of the services required, Philogen engages suppliers with highly specialized staff, thereby reducing risks related to child labor and the safety of young workers.
Finally, suppliers are evaluated annually through a *Risk Management Report*. New suppliers undergo preliminary and follow-up *audits* to ensure their compliance with the Group's quality standards. In light of recent events affecting global supply chains, Group companies prioritize local suppliers[7]wherever possible to facilitate simpler and more immediate logistics. In 2025, the percentage of procurement from local suppliers with their registered office in the country was 60% for Italian plants and 62% for the Swiss plant.

[7] The organization's geographic definition of "local": purchasing within the same country (meaning the national territory) of use.


Percentuale di spesa verso i fornitori locali, Philogen 2025/2024
60%
53%
13%
25%
27%
21%
Locale
Resto d'Europa
Extra UE
Philogen (Italia) 2025
Philogen (Italia) 2024


Percentuale di spesa verso i fornitori locali, Philochem 2025/2024
62%
74%
30%
19%
7%
6%
Locale
Resto d'Europa
Extra UE
Philochem (Svizzera) 2025
Philochem (Svizzera) 2024

3. Social Responsibility

3. Social responsibility

3.1 Development and well-being of Philogen' s people

Ongoing investment in professional growth and employee development is a central component of Philogen's strategy for nurturing and retaining key personnel. Throughout 2025, the Group maintained a significant pace of hiring, with both fixed-term and permanent hires made at Philogen and Philochem. As of December 31, 2025, the Group's total workforce stood at 214 employees, marking a 14% increase compared to the previous year.

In 2025, Philogen:

- employed **214 employees**, of whom:
  - **62%** women
  - **86%** on permanent contracts
  - **55** hired in 2025

Employees by gender and geographic area						
Locations	**as of December 31, 2025**			**as of December 31, 2024**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Italy (Philogen S.p.A.)	56	107	**163**	52	90	**142**
Switzerland (Philochem AG)	25	26	**51**	19	22	**41**
Total	**81**	**133**	**214**	**71**	**112**	**183**

DISCLOSURE 2-7 Employees[8]

Permanent contracts are the predominant type (86%), underscoring the importance of the measures implemented by the Group to *retain* highly qualified personnel. In 2025, **55 employees** were **hired** (see the tables below for a breakdown by age group and educational background), while 24 employees left *the* company, most of whom were between the ages of 30 and 50.

([8]) Employee data indicate the total number of employees (HeadCount "HC") at the end of the reporting period; no estimates or approximations were used for these figures.

Employees by contract type (permanent and fixed-term), by gender, and by geographic area							
Locations	**Contract type**	**as of December 31, 2025**			**as of December 31, 2024**		
		Men	**Women**	**Total**	**Men**	**Women**	**Total**
Italy (Philogen S.p.A.)	**Permanent**	49	92	**141**	45	79	**124**
	Fixed-term	7	15	**22**	7	11	**18**
Switzerland (Philochem AG)	**Permanent**	21	23	**44**	19	18	**37**
	Fixed-term	4	3	**7**	-	4	**4**
Total	**Permanent**	**70**	**115**	**185**	**64**	**97**	**161**
	Fixed-term	**11**	**18**	**29**	**7**	**15**	**22**
Total		**81**	**133**	**214**	**71**	**112**	**183**

DISCLOSURES 2-7 Employees

Employees by contract type (*full-time* and *part-time*), by gender, and by geographic area							
Locations	**Contract type**[9]	**as of December 31, 2025**			**as of December 31, 2024**		
		Men	**Women**	**Total**	**Men**	**Women**	**Total**
Italy (Philogen S.p.A.)	**Full-time**	55	101	**156**	50	86	**136**
	Part-time	1	6	**7**	2	4	**6**
Switzerland (Philochem AG)	**Full-time**	25	25	**50**	19	21	**40**
	Part-time	-	1	**1**	-	1	**1**
Total	**Full-time**	**80**	**126**	**206**	**69**	**107**	**176**
	Part-time	**1**	**7**	**8**	**2**	**5**	**7**
Total		**81**	**133**	**214**	**71**	**112**	**183**

DISCLOSURE 2-7 Employees

The workforce also includes external collaborators, consisting of 5 interns and 1 external consultant, as shown in the table below. The activities performed by the interns involve training in various departments (Production, Quality Control, Optimization, and *Clinical Data Management*).

External workers by occupational category and gender						
Occupational category	**as of December 31, 2025**			**as of December 31, 2024**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Interns	2	3	**5**	3	5	**8**
Worker with CMO consulting contract	1	-	**1**	1	-	**1**
Total	**3**	**3**	**6**	**4**	**5**	**9**

DISCLOSURE 2-8 External Workers

Percentage of total employees covered by collective bargaining agreements		
Number of employees	**as of December 31, 2025**	**as of December 31, 2024**
Total number of employees	214	183
Total number of employees covered by collective bargaining agreements	163	142
Total percentage	**76%**	**78%**

DISCLOSURE 2-30 Collective Bargaining Agreements

Philochem (Switzerland) employees are not covered by collective bargaining agreements; however, employment contracts are consistent with the Ordinance of the Swiss Federal Institutes of Technology on personnel in the relevant sector.

New hires by age group, gender, and geographic area							
Locations	**Age group**	**as of December 31, 2025**			**as of December 31, 2024**		
		Men	**Women**	**Total**	**Men**	**Women**	**Total**
Italy (Philogen S.p.A.)	**Under 30**	2	6	**8**	8	11	**19**
	30–50 years	9	14	**23**	5	8	**13**
	>50 years	2	5	**7**	1	2	**3**
Switzerland (Philochem AG)	**Under 30**	7	7	**14**	3	5	**8**
	30–50 years	1	2	**3**	-	-	**-**
	>50 years	-	-	**-**	-	-	**-**
Total	**Under 30**	**9**	**13**	**17**	**11**	**16**	**27**
	30–50 years	**10**	**16**	**21**	**5**	**8**	**13**
	>50 years	**2**	**5**	**3**	**1**	**2**	**3**
Total		**21**	**34**	**55**	**17**	**26**	**43**

DISCLOSURE 401-1 New Hires and Turnover

Departures by age group, gender, and geographic area							
Locations	**Age group**	**as of December 31, 2025**			**as of December 31, 2024**		
		Men	**Women**	**Total**	**Men**	**Women**	**Total**
Italy (Philogen S.p.A.)	**Under 30**	3	3	**6**	1	1	**2**
	30–50 years	4	5	**9**	7	8	**15**
	>50 years	2	-	**2**	6	-	**6**
Switzerland (Philochem AG)	**<30 years**	1	3	**4**	1	1	**1**
	30–50 years	-	2	**2**		-	**-**
	>50 years	1	-	**1**	-	-	**-**
Total	**Under 30**	**4**	**6**	**10**	**2**	**2**	**4**
	30–50 years	**4**	**7**	**11**	**7**	**8**	**15**
	>50 years	**3**	**-**	**3**	**6**	**-**	**6**
Total		**11**	**13**	**24**	**15**	**10**	**25**

DISCLOSURE 401-1 New Hires and Turnover

New Hire and Turnover Rates by Age Group and Geographic Area					
Locations	**Age group**	**as of December 31, 2025**		**as of December 31, 2024**	
		Hires	**Expenses**	**Revenue**	**Expenses**
Italy (Philogen S.p.A.)	**Under 30**	47%	29%	57%	7%
	30–50 years	26%	10%	17%	17%
	>50 years	30%	9%	18%	29%
Switzerland (Philochem AG)	**<30 years**	54%	15%	42%	11%
	30–50 years	13%	8%	0%	0%
	>50 years	0%	100%	0%	0%
Total	**Under 30**	**43%**	**20%**	**49%**	**7%**
	30–50 years	**20%**	**8%**	**13%**	**15%**
	>50 years	**23%**	**10%**	**12%**	**24%**

Hiring and turnover rates by age group and geographic area				
Total	**26%**	**11%**	**23%**	**14%**

DISCLOSURE 401-1 New Hires and Turnover

New Hire and Turnover Rates by Gender and Geographic Area					
Locations	**Age group**	**as of December 31, 2025**		**as of December 31, 2024**	
		Revenue	**Expenses**	**Revenue**	**Expenses**
Italy (Philogen S.p.A.)	**Men**	21%	19%	21%	19%
	Women	22%	9%	22%	9%
Switzerland (Philochem AG)	**Men**	16%	5%	16%	5%
	Women	23%	5%	23%	5%
Total	**Men**	**24%**	**21%**	**24%**	**21%**
	Women	**23%**	**9%**	**23%**	**9%**
Total		**23%**	**14%**	**23%**	**14%**

DISCLOSURE 401-1 New Hires and Turnover

The personnel hired during the fiscal year ended December 31, 2025, are highly qualified, with 53% holding bachelor's degrees and 25% holding PhDs.

The personnel hired during the fiscal year ended December 31, 2025, are highly qualified, consisting of:

- **53%** university **graduates**;
- **25% PhD** holders.

Employees by educational background			
Group data	**as of December 31, 2025**		
	Men	***Women***	**Total**
Ph.D.	22	32	**54**
Bachelor's degree	30	84	**114**
Diploma	25	14	**39**
No degree	4	3	**7**
Total	**81**	**133**	**214**

The Group has always maintained strong relationships with universities in the regions where it operates to select the best talent, offering them on-the-job training and the opportunity to participate in Industrial Doctorate programs. In 2025, collaboration with universities intensified at the Group's Swiss headquarters as well, where additional Industrial Doctorate programs were implemented.

To support and promote the well-being of its employees, Philogen has implemented several *welfare* initiatives, including reimbursement of medical expenses for executives and managers, as well as the provision of shopping vouchers to the majority of the workforce. These vouchers are completely tax-free.

Furthermore, as noted above, the Group has included its key employees in an incentive plan (2024–2026 *Stock Grant* Plan and 2027–2029 Stock Grant Plan). Employees eligible for the *Stock Grant* Plan are those with *full-time*, permanent contracts who hold strategic positions critical to the Group's operations.

In line with the Compensation Policy, the 2024–2026 Stock Grant Plan and the 2027–2029 Stock Grant Plan are designed to retain key personnel ("retention"), motivate them to work with energy and passion to achieve the Group's growth and development objectives, and financially reward those who have demonstrated extraordinary contribution and commitment in performing their roles within the Group.

Philogen recognizes that the growth of human capital and related skills is key to ensuring research and development activities in its sector. The training and continuous professional development of employees engaged in various research and production activities are fundamental to the Group's progress. Specifically, in a company like Philogen, which is committed to the development of experimental drugs, it is of the utmost importance that every employee is constantly updated and trained to comply with stringent regulations and apply industry *best practices*.

Throughout the year, Philogen invested in a comprehensive training program aimed at strengthening the staff's linguistic, managerial, regulatory, and technical-scientific skills. Key initiatives included advanced Business English courses, an ESG Mini-Master's program dedicated to drafting the Sustainability Report, and training for the Occupational Safety and Health Officer.

In the GMP and Quality areas, specialized courses were organized on serialization, conducting GMP audits, and managing quality events, involving the QA GMP, Production, QC, Engineering & Maintenance, IT, and Warehouse departments at the Rosia and Montarioso facilities. Updates were also provided on pharmacovigilance, good laboratory practices, and the use of the EudraVigilance system,

as well as technical training on international standards such as the CDISC ADaM model for structuring datasets to support statistical analyses and regulatory submissions.

Participation in national conferences and meetings, including the National QP Meeting and Italian Pharmacovigilance Day 2025, allowed for continuous updates on regulatory developments and industry best practices, fostering dialogue with regulatory authorities and stakeholders in the pharmaceutical supply chain.

Overall, these training activities have helped consolidate a culture of quality, compliance, and innovation within the organization.

The table showing the number of training hours per capita completed during the year can be found in the *performance* indicators section.

The number of training hours for technical and managerial courses in fiscal year 2025 totaled 1,170; as for health and safety training, 793 hours were provided. The total number of training hours provided to Philogen employees in 2025 was 1,963.

The Group implemented various training courses for its employees during 2025, totaling **1,963 hours**, of which:

- **1,170 hours** of training related to technical courses;
- **793 hours** in health and safety.

Training hours by professional category and gender[10]						
Training hours	**As of December 31, 2025**					
	No. of Hours Men	**No. of hours per capita for men**	**No. of Hours for Women**	**Hours per woman**	**Total Hours**	**Total Hours Per Capita**
Managers	-	-	55	6.9	55	6.9
Paintings	103	7.9	132	11.0	235	9.4
Employees	255	5.6	479	5.2	735	5.3
Laborers	41	1.9	105	5.0	145	3.4
Total	**399**	**4.9**	**770**	**6.0**	**1,170**	**7**
	As of December 31, 2024					

[10] The figure for training hours does not include health and safety training hours, as information broken down by occupational category and gender is not available. The Group plans to conduct a more in-depth analysis of the significance of safety training hours in order to optimize data collection in collaboration with the Group's Health and Safety Manager.

Training hours by professional category and gender[10]						
Training hours	**No. of Man-Hours**	**No. of hours per capita for men**	**No. of Hours for Women**	**Hours per capita for women**	**Total Hours**	**Total Hours per Capita**
Executives	20	20.0	40	8.0	60	10.0
Paintings	120	9.2	16	1.6	136	5.9
Employees	300	8.3	421	5.4	721	6.3
Laborers	259	12.3	61	3.2	321	8.0
Total	**699**	**9.8**	**538**	**5**	**1237**	**7**

DISCLOSURE 404-1 Average annual training hours per employee

3.2 *Diversity*, *Equity*, and *Inclusion* (DEI)

In human resources management, Philogen aims to integrate and respect all forms of diversity, preventing any discrimination that may arise. The Group has always been a multicultural organization that currently employs people from over 15 different nationalities and has worked over time to create an inclusive work environment that fosters creativity and dialogue.

Particular attention is also paid to the issue of gender equality: 62% of employees are women, and many key roles within the company are held by women, including the five seats on the Board of Directors. Gender equality is even more important in the field of scientific research, an environment typically dominated by men. The Group is committed to diversity among its researchers, striving to reduce disparities year after year.

Finally, in accordance with Italian law, Philogen employs eight people from protected categories.

Employees by professional category and age group								
Professional category	**as of December 31, 2025**				**as of December 31, 2024**			
	Under 30	**30–50 years**	**>50 years**	**Total**	**<30 years**	**30–50 years**	**>50 years**	**Total**
Executives	0%	25%	75%	**4%**	0%	33%	67%	**3%**
Paintings	0%	72%	28%	**12%**	0%	65%	35%	**13%**
Employees	22%	67%	11%	**64%**	25%	67%	9%	**62%**
Laborers	49%	44%	7%	**20%**	68%	25%	8%	**22%**
Total	**24%**	**62%**	**14%**	**100%**	**30%**	**56%**	**14%**	**100%**

DISCLOSURE 405-1 Diversity in governance bodies and among employees

Philogen is a dynamic organization made up of competent and young people, as evidenced by the fact that 62% of the Group's workforce is between the ages of 30 and 50, followed by 24% of employees under 30 and only 14% over 50.

In 2025, no actual or alleged incidents of discrimination were reported.

Employees by occupational category and gender						
Job category	**as of December 31, 2025**			**as of December 31, 2024**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Executives	0%	100%	**3%**	17%	83%	**3%**
Paintings	52%	48%	**13%**	57%	43%	**13%**
White-collar workers	33%	67%	**62%**	32%	68%	**62%**
Laborers	51%	49%	**22%**	53%	48%	**22%**
Total	**38%**	**62%**	**100%**	**39%**	**61%**	**100%**

DISCLOSURE 405-1 Diversity on Governing Bodies and Among Employees

3.3 Our Commitment to the Health and Safety of Our Employees

To ensure the health and safety of employees, a health and safety management system based on the regulatory requirements set forth in Legislative Decree 81/2008 has been implemented over the years at the Group's Italian facilities.

Throughout 2025, the procedures related to the management system were progressively updated.

Philogen has also conducted risk assessments to identify workplace hazards and determine the corresponding prevention and protection measures. These risks are also monitored during the numerous *audits* carried out by the internal ASPP.

Furthermore, every employee can report any potentially dangerous situations in the workplace (known as *"near* misses") to their *line manager*, while every accident is reported through a dedicated procedure.

Every accident, which is appropriately managed by the responsible parties, involves a careful analysis of the causes, with the aim of identifying improvements to be made to the Risk Assessment Document (RAD) for mitigation purposes.

Following reports or accidents, decisions regarding technical or operational procedures to be modified are made in *consultation* with the Occupational Safety Manager.

The main hazards within the company may include falls from heights <2m, entry into confined spaces, electrocution, falling objects, and the use of carcinogenic and mutagenic substances. These have been identified through the risk analysis process adopted by the company. Technical and organizational/procedural measures are planned to mitigate and control these hazards, some of which are currently being implemented. The facilities involved in this analysis are the Rosia and Montarioso plants.

At the same time, with the support of Philogen's Safety, Prevention, and Protection Manager, the Swiss facility has adopted internal safety management procedures in compliance with current Swiss regulations.

Both sites also provide their employees with an occupational health service that ensures the confidentiality of those who use it. At Philogen's sites, employees have access to an external occupational physician, while Philochem employees are provided with the contact information for the clinic nearest to their site.

Philogen employees may enroll in the Faschim Health Insurance Fund, as provided for in the National Collective Bargaining Agreement for the Chemical and Pharmaceutical Industry. To be eligible, the employment relationship must be permanent, fixed-term with a duration of 6 months or more (excluding the probationary period), or *part-time* with hours equal to or exceeding half of the statutory weekly working hours.

Upon hiring, employees are routinely provided with the relevant enrollment forms and the regulations, in order to inform them of this opportunity.

In addition, employees with managerial status are covered by health insurance for the reimbursement of medical expenses, the cost of which is fully borne by the Company.

It should be noted that the organization maintains the confidentiality of personal health information regarding employees, which is handled by the company physician, the ASPP, and the HR Department in compliance with current regulations (GDPR).

In compliance with the obligations of Legislative Decree 81/2008 and the State-Regions Agreement, periodic safety training and refresher courses are organized for all employees, divided into general and specific training courses. In 2025, specific occupational safety courses totaling 893.5 hours were delivered, and an evacuation drill was conducted. Specifically, training courses are held in person at the Company's headquarters or via remote methods and are conducted by qualified instructors selected by the RSPP.

To ensure the success of the training program, employees complete an evaluation questionnaire to receive a certificate of participation.

During 2025, there were no workplace accidents involving Company employees.

3.4 Collaboration with local communities and th

Philogen is deeply rooted in the local community and collaborates continuously with local organizations, supporting various sector-specific initiatives. In particular, the Company funds numerous scholarships for PhD programs in the biotechnology sector at the University of Siena, IUSS Pavia, and the University of Milan.

Philogen participated in "Career Week 2025" organized by the University of Siena.

These events provided the company with the opportunity to connect with the next generation of students and graduates, highlighting its commitment to fostering emerging talent and offering concrete career opportunities. This commitment has resulted in the hiring of many recent graduates for internship programs.

In 2024, the company entered into an agreement with La Sapienza University of Rome, specifically with the Department which organizes the Master's program Second Level in Clinical Research, Methodology, Pharmacovigilance, Legal and Regulatory Affairs. Through this initiative as well, the Company has connected with young and brilliant Master's students, offering them the opportunity for an internship.

Through these initiatives, the Group positions itself at the center of a dynamic network of collaboration between industry and academia, fostering a virtuous cycle of innovation and sustainable growth. These relationships underscore the importance of social responsibility and the contribution to scientific progress. Through these partnerships, the Swiss and Italian sites are committed to being active players in creating value at the local and international levels, integrating academic expertise with the practical needs of the industrial sector.

3.5 Gender Equality Plan (GEP)

During the fiscal year, Philogen S.p.A. initiated the process of defining and formalizing the Gender Equality Plan (GEP), a guiding framework aimed at establishing principles, objectives, and operational measures to promote equal opportunities, inclusion, and non-discrimination at all stages of the employment relationship. In particular, the GEP is intended to guide the organization on aspects such as selection and recruitment, skills development and enhancement, training, compensation policies, prevention of harassment and inappropriate behavior, and initiatives supporting work-life balance.

The Plan also provides for the implementation of a periodic monitoring system and the identification of dedicated internal responsibilities, in order to assess progress and foster continuous improvement. As of the date of this document, the GEP is in the process of being formalized and will subsequently be published on the company website and made accessible to internal and external stakeholders, confirming Philogen's commitment to a fair, responsible, and transparent corporate culture.

4. Environmental Responsibility

4. Environmental responsibility

Environmental protection plays a central role in the Philogen Group's sustainability initiative. As evidence of this commitment, the Philogen Group has undertaken and planned a series of activities to mitigate its environmental impact at the various sites where it operates; these will be discussed in greater detail in the following sections.

To provide a better understanding of the Group's environmental impacts, a summary of the Philogen Group's facilities and a summary of its activities are provided below.

The Group has a research and development facility in Zurich (through its subsidiary "Philochem"), where new experimental drugs are discovered. The most promising prototypes are then transferred to Siena, where they are produced at the Company's GMP facilities. Specifically, Philogen owns a GMP facility in Montarioso (Siena) approved by the Italian Medicines Agency (AIFA) for the production of experimental antibody drugs in mammalian cells. A second GMP production facility has also been built at the Rosia (Siena) site, intended for the production of both commercial drugs and those for clinical trials.

In this context, the Group's production facilities operate in compliance with applicable environmental regulations and the authorizations to which they are subject, specifically:

- the Montarioso (Siena) site holds an AUA (Single Environmental Authorization) discharge permit issued by the Municipality of Monteriggioni (Siena), which is set to expire in 2032;
- the Rosia (Siena) site holds an AUA (Single Environmental Authorization) discharge permit issued by the Municipality of Sovicille (Siena), which is set to expire in 2030;
- With regard to the laboratories in Switzerland, Philochem ensures *compliance* with the "CFSL Directive," which governs the design, construction, operation, and maintenance of laboratories that use chemicals or flammable and hazardous substances to ensure they are efficient and safe. The company ensures the uniform, appropriate, and technically up-to-date application of relevant legal provisions, including the "Federal Environmental Protection Act."

The AUA (Single Environmental Authorization) discharge permits held for the two plants in Montarioso and Rosia regulate, among other things, the release of emissions into the air and the storage and disposal of hazardous waste.

4.1 Energy and E s Emissions

In light of international and European commitments such as the 2015 Paris Agreement and the European Climate Law, as well as numerous *regulatory* interventions in recent years, the Company recognizes the importance of combating climate change and is committed to contributing positively to environmental protection through the development of strategies and initiatives aimed at minimizing the environmental impacts associated with its business operations.

Energy Consumption

ENERGY

22,915 GJ Energy consumed Of which:
6.01% Renewable energy

To conduct its operations and production processes, Philogen primarily uses natural gas and electricity. In 2025, the Group recorded a total energy consumption of 22,915 GJ, representing a 21% increase compared to the previous year. It should be noted that the increase compared to 2024 is not fully comparable, as the figure for the fiscal year
Previous data on natural gas consumption had been calculated using a different methodology; in 2025, a more accurate approach to measuring consumption was introduced, which made it possible to refine the gas consumption figures.

It is important to note a substantial percentage increase in renewable energy, which in 2025 saw a 174% increase compared to the previous year thanks to the installation of new photovoltaic panels.

Finally, it should be noted that the two Italian sites account for 94% of total energy consumption, while the Otelfingen (ZH) site, which handles discovery and experimentation activities, accounts for approximately 6% of the Group's total consumption. Please note that the Swiss site covers an area of 2,119 m².

Consumption of Non-Renewable Fuels

In 2025, energy consumption resulting from the use of non-renewable fuels accounted for 51% of the Group's total energy consumption. The fuels used by the Group are natural gas for heating (exclusively at the Italian sites of Rosia and Montarioso) and diesel fuel for transportation (at both the Italian sites of Rosia and Montarioso and the Swiss site of Otelfingen).

In 2025, natural gas consumption—as noted, used only at the Italian sites—totaled 10,758 GJ, an increase of 89% compared to 2024; however, as mentioned above, this figure is skewed by a different measurement method used in the previous fiscal year.

Diesel fuel consumption for transportation in 2025 was 879 GJ, essentially in line with the previous year.

A key objective for the Group, as shown in the tables on the following pages, was the phasing out of all gasoline-powered vehicles, which resulted in the elimination of gasoline consumption for transportation.

District Heating

The Swiss site in Otelfingen uses district heating to heat its premises, and this energy source accounted for 2% of the Group's total energy consumption, with a 18% decrease in consumption compared to the previous year

Electricity

The Group's electricity consumption in 2025 was 10,723 GJ, a 1% decrease compared to 2024.

The electricity consumed is partly purchased from external suppliers and comes from non-renewable sources (41% of the Group's total energy consumption) and partly self-generated by the Group (6.01% of the Group's total energy consumption).

Currently, the Philogen Group has integrated a photovoltaic system with an initial capacity of 70 kW into its energy infrastructure, to which a new 40 kW system was added in July 2023. Two additional systems have also been implemented: one with a capacity of 30 kW and another of 380 kW, consisting of solar panels installed above the company parking lot canopies.

Continuing its commitment to adopting sustainable practices, photovoltaic panels have been installed on the canopies of the outdoor parking lots and on the roof of the new building.

Figure 16 – On the left, a 40 kW photovoltaic system; on the right, a 70 kW photovoltaic system

Figure 17 – On the left, a 30 kW photovoltaic system; on the right, a 380 kW photovoltaic system

This expansion has brought the Group's total photovoltaic capacity to nearly 550 kW, further increasing energy self-consumption levels. Thanks to these initiatives, therefore, the Philogen Group can already rely on a fully renewable alternative energy source that will cover an additional portion of its energy consumption in the coming years.

Internal Energy Consumption (Consolidated)			
	Unit of measurement	**2025**	**2024**
Non-renewable fuel consumption	**GJ**	**11,637**	**6,551**
Natural gas	GJ	10,758	5,683
Diesel fuel	GJ	879	868
Gasoline for transportation	GJ	-	-
District heating	**GJ**	**555**	**653**
Purchased electricity	**GJ**	**9,345**	**10,365**
Of which from non-renewable sources	GJ	9,345	10,365
Of which from renewable sources	GJ	-	-
Self-generated electricity from photovoltaics[11]	**GJ**	**1,378**	**503**
Of which fed into the grid	GJ	-	-

Internal energy consumption (Consolidated)			
	Unit of measurement	**2025**	**2024**
Non-renewable fuel consumption	**GJ**	**11,637**	**6,551**
Total energy consumption	**GJ**	**22,915**	**18,072**
Of which from renewable sources	GJ	1,378	503

DISCLOSURE 302-1 Energy consumed within the organization

Energy consumption within the organization at the Montarioso plant			
	Unit of measurement	**2025**	**2024**
Non-renewable fuel consumption	**GJ**	**1,271**	**1,053**
Natural gas	GJ	1,247	1,032
Diesel fuel	GJ	24	21
Gasoline for transportation	GJ	-	-
District heating	**GJ**	**-**	**-**
Purchased electricity	**GJ**	**1,610**	**2,058**
Of which from non-renewable sources	GJ	1,610	2,058
Of which from renewable sources	GJ	-	-
Self-generated electricity from photovoltaics	**GJ**	**-**	**-**
Of which fed into the grid	GJ	-	-

DISCLOSURE 302-1 Energy consumed within the organization

Energy consumption within the organization at the Rosia plant			
	Unit of measurement	**2025**	**2024**
Non-renewable fuel consumption	**GJ**	**10,347**	**5,466**
Natural gas	GJ	9,511	4,651
Diesel fuel	GJ	836	815

Internal energy consumption at the Rosia plant			
Gasoline for vehicles	GJ	-	-
District heating	**GJ**	**-**	**-**
Electricity purchased	**GJ**	**6,878**	**7,617**
Of which from non-renewable sources	GJ	6,878	7,617
Of which from renewable sources	GJ	-	-
Self-generated electricity from photovoltaics	**GJ**	**1,378**	**503**
Of which fed into the grid	GJ	-	-

DISCLOSURE 302-1 Energy consumed within the organization

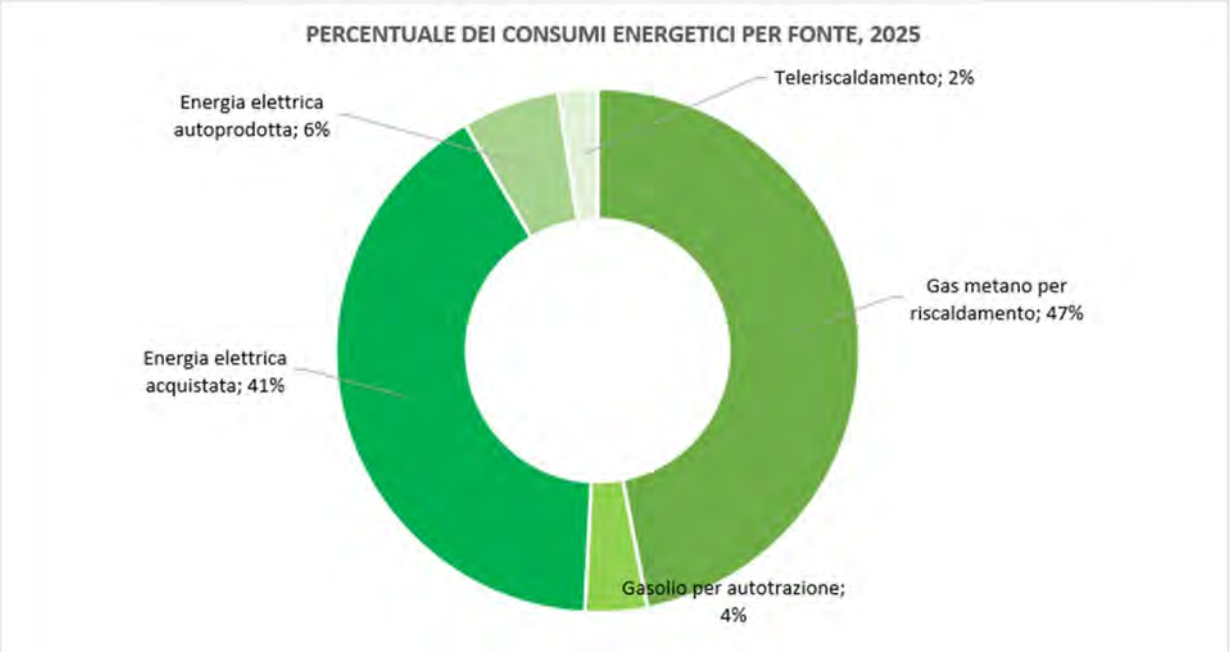
Energy consumption within the organization at the Zurich plant			
	Unit of measurement	**2025**	**2024**
Non-renewable fuel consumption	**GJ**	**19**	**31**
Natural gas	GJ	-	-
Diesel fuel	GJ	19	31
Gasoline for motor vehicles	GJ	-	-
District heating	**GJ**	**555**	**653**
Purchased electricity	**GJ**	**858**	**691**
Of which from non-renewable sources	GJ	858	691
Of which from renewable sources	GJ	-	-
Self-generated electricity from photovoltaics	**GJ**	**-**	**-**
Of which fed into the grid	GJ	-	-

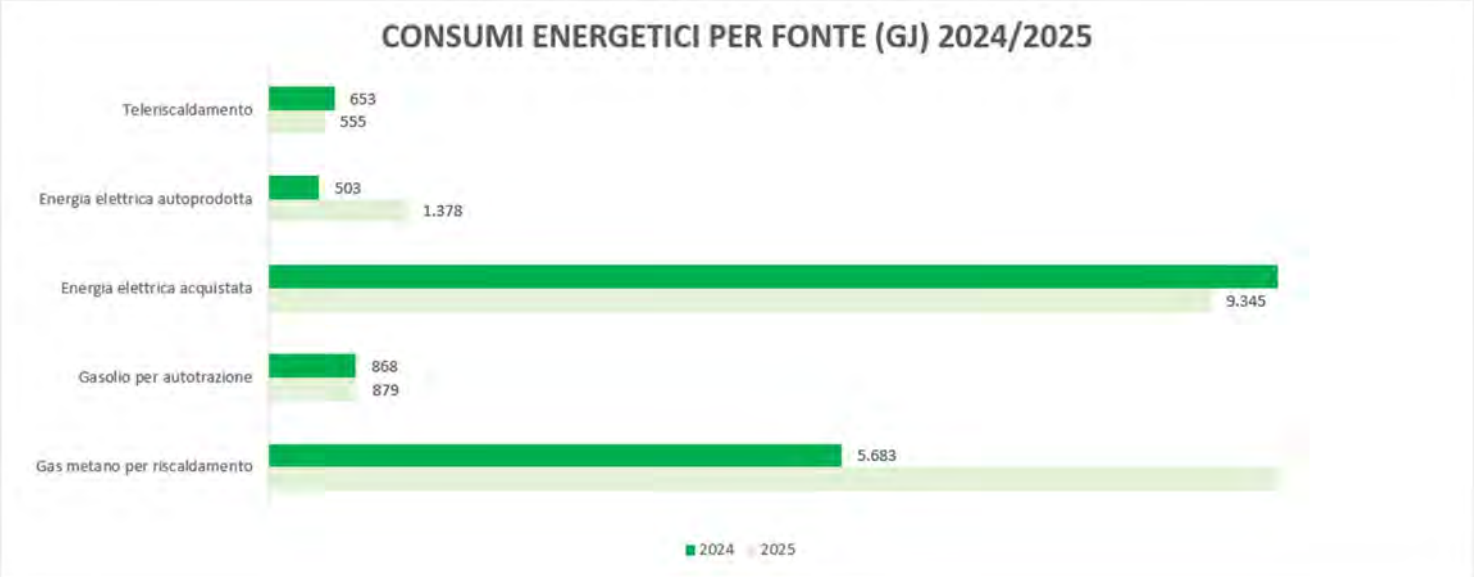
DISCLOSURE 302-1 Energy consumed within the organization

Total consolidated energy consumption within the organization			
Energy	**Unit of measurement**	**2025**	**2024**
Total energy consumption	**GJ**	**22,915**	**18,072**

Total consolidated consumption within the organization			
Renewable energy	GJ	1,378	503
Non-renewable energy	GJ	21,538	17,569
% of renewable energy out of total	**%**	**6.01%**	**2.8%**

DISCLOSURE 302-1 Energy consumed within the organization





Energy intensity

Energy intensity expresses the energy required to generate the Group's revenue.

In 2025, energy intensity is **0.07 GJ** per **thousand euros**.

In terms of intensity indices, energy performance stands at 0.07 GJ/thousand euros, a 69% reduction compared to the previous year. The Group's commitment for the coming years will aim to improve this index with a view to decoupling economic growth from environmental impact.

Energy intensity for total revenue		
Unit of measurement	**2025**	**2024**
GJ/thousand euros	**0.07**	**0.23**

DISCLOSURE 302-3 Energy Intensity

The energy intensity indicator required by GRI 302-3 is only partially meaningful for the Group, as revenues do not primarily derive from the sale of products on the market, but from licensing and rights concession agreements. Therefore, this ratio may not fully reflect the actual energy efficiency of the business.

CO_2 emissions

Greenhouse gas (GHG) emissions are gaseous substances in the atmosphere that contribute to global warming through the greenhouse effect. These emissions are typically classified into three main categories:

- **Scope 1:** Direct emissions controlled by the organization resulting from fuel consumption;
- **Scope 2:** indirect emissions related to the production of electricity, steam, or heat;
- **Scope 3:** indirect emissions from the organization's value chain.

Greenhouse gas emissions, therefore, can be directly or indirectly associated with an organization's activities, and reporting them is important for monitoring and assessing the environmental impact of those activities and for developing effective strategies to mitigate climate change.

Scope 1 Emissions

The Group's direct emissions in 2025, resulting from the consumption of natural gas and diesel fuel (Scope 1), amount to 665 metric tons of CO_{2e}, an increase of 47% compared to 2024. The category with the greatest impact is GHG emissions from natural gas, accounting for 91%, while the remaining 9% is linked to the use of diesel for transportation.

Scope 2 Emissions

Emissions resulting from the consumption of purchased electricity (Scope 2[12)], calculated using the market-based approach, amount to 1,068 metric tons of CO_{2e} and are down 20% compared to 2024. The category with the greatest impact is attributable to emissions generated by electricity purchased from non-renewable sources (market-based), accounting for 97% of total market-based Scope 2 emissions (1,040 metric tons of CO_{2e}), while emissions generated by district heating account for 3% (33 metric tons of CO_{2e}). Emissions from the consumption of purchased electricity (Scope 2[16]), calculated using the location-based approach, decreased by 72% compared to 2024 and amount to 701 metric tons of CO_{2e}.

Total Scope 1 and 2 emissions

Total emissions (Scope 1 and Scope 2 *market-based*) amounted to 1,732 metric tons of CO_{2e}, an increase of 4% compared to the previous year, when 1,660 metric tons of CO_{2e} were emitted. However, when using the *location-based* calculation method for Scope 2, total emissions amount to 1,365 metric tons of CO_{2e}, a 16% decrease compared to 2024.

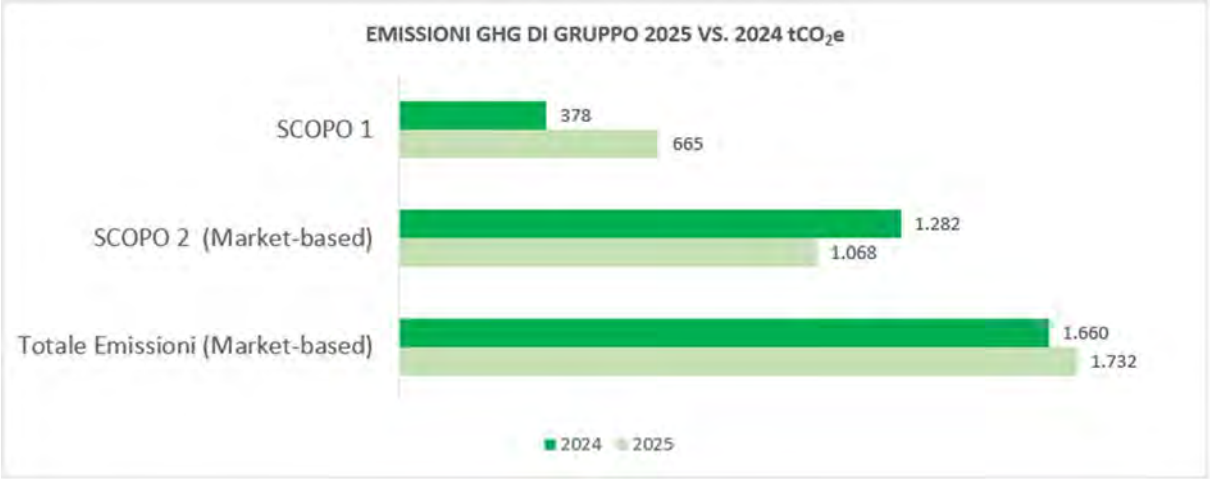
[12] Scope 2 emissions are calculated using the two methodologies required by the reporting standard used (GRI Sustainability Reporting Standards):

- Location-based approach: reflects the emissions intensity generated by electricity consumption in relation to the power grid within which the company operates;
- Market-based approach: reflects the emissions intensity generated by the consumption of electricity purchased through any specific supply contracts.

Scope 2 emissions are expressed in tons of CO2; however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO2 equivalents), as indicated in the relevant technical literature. It should also be noted that the Group did not use certificates of origin for the purchase of electricity from renewable sources.

CO_2 Emissions			
	Unit of measurement	**2025**	**2024**
Scope 1 [13]	tCO2e	665	378
Scope 2 (electricity, market-based)[14]	tCO2	1,068	1,282
Scope 2 (electricity, location-based)[15]	tCO2	701	1,202
Total (Scope 1 + Scope 2 market-based)	**tCO2e**	**1,732**	**1,660**
Total (Scope 1 + Scope 2 location-based)	**tCO2e**	**1,365**	**1,580**

DISCLOSURE 305-1 Direct GHG emissions (Scope 1) and 305-2 Indirect GHG emissions from energy consumption (Scope 2)



Emissions intensity

Emissions intensity expresses the greenhouse gas emissions generated to produce the Group's revenue. Specifically, it should be noted that the emissions intensity figure was calculated based on the Group's total revenue of 319,867 thousand euros in 2025 and 77,677 thousand euros in 2024.

[13] Source of emission factors: DEFRA 2025 and DEFRA 2024
[14] Source of emission factors: AIB 2024 - European Residual Mixes 2024 and AIB 2023 - European Residual Mixes 2023 (Ver. 1.0, 2022-05-31).
[15] Source of emission factors: AIB 2024 - European Supplier Mixes 2023 and Terna – International Comparisons 2019.

In 2025, the emissions intensity is 0.004 tCO2e per thousand euros, according to the *location-based* method, and has decreased by 79% compared to the previous year.

Greenhouse gas (GHG) emission intensity[16]			
	Unit of measurement	2025	2024
Emissions intensity (Scope 1 + Scope 2 market-based) per total revenue	tCO2e / thousand euros	0.004	0.02
Emissions intensity (Scope 1 + Scope 2 location-based) per total revenue	tCO2e / thousand euros	0.01	0.02

DISCLOSURE 305-4 Greenhouse gas (GHG) emissions intensity

4.2 Water resources

The production of injectable solutions requires the use of equipment to treat water drawn from the municipal water supply to make it suitable for medical use. During the commissioning phase of the Rosia plant, the Group installed only state-of-the-art treatment systems, which ensure significantly lower energy consumption compared to older systems. In addition to this specific process-related use, water is utilized at the sites for sanitary purposes.

On a consolidated basis, a total of 14.81 megaliters of freshwater was withdrawn in 2025, none of which came from water-stressed areas. Compared to 2024, there was a 32.9% increase in water withdrawals from the water supply network. Specifically, withdrawals from Italian facilities accounted for 94
% of water withdrawals; the remaining withdrawals (6%) are made by the Zurich site.

To assess its impact in sensitive areas, with regard to water withdrawal and discharge in areas subject to water stress, Philogen uses the *Aqueduct Tool* developed by *the World Resources Institute* to identify areas potentially at risk. According to this analysis, water withdrawals and discharges from the Group's two Italian sites occurred in areas experiencing water stress, while the Swiss site is located in a low-risk area.

[16] It should be noted that the emission intensity figure was calculated based on the Group's total revenue of 319,867 thousand euros in 2025 and 77,677 thousand euros in 2024.

MONTARIOSO PLANT

For the Montarioso plant, the Group recorded a 356% increase in water consumption due to an increase in production volumes.

Water withdrawal by source (Montarioso Plant)					
		2025		2024	
Source	Unit of measurement	All areas	Areas with water stress	All areas	Areas with water stress
Third-party water (freshwater: ≤1,000 mg/L total dissolved solids)	ML	3.81	-	0.84	-

DISCLOSURE 303-3 Water Withdrawal

ROSIA PLANT

At the Rosia plant, there was a 26.15% increase in freshwater withdrawal during 2025 due to an increase in production activities for laboratory testing as well as activities required for AIFA authorization.

Water withdrawal by source (Rosia Plant)					
		2025		2024	
Source	Unit of measurement	All areas	Areas with water stress	All areas	Areas with water stress
Third-party water (freshwater: ≤1,000 mg/L total dissolved solids)	ML	10.03	-	7.95	-

DISCLOSURE 303-3 Water Withdrawal

ZURICH PLANT

Water withdrawal by source (Zurich Plant)					
		2025		2024	
Source	Unit of measurement	All areas	Areas with water stress	All areas	Areas with water stress
Third-party water (freshwater: ≤1,000 mg/L total dissolved solids)	ML	0.96	-	1.15	-

DISCLOSURE 303-3 Water Withdrawal

At the Zurich facility, water consumption from the municipal water supply decreased compared to the previous fiscal year

Please note that the water consumption figure for the Swiss facility, located in a multi-tenant building, was estimated based on the building's total water bill, scaled to the square footage of the laboratory areas.

4.3 Waste

For an organization like the Philogen Group, which operates in the biopharmaceutical research and experimental drug production sectors, careful attention to and proper management of the waste generated are of fundamental importance.

Philogen produces both ordinary municipal waste, which is disposed of through separate collection, and special waste, which is collected by specialized companies. For the former, the separate collection system at the Montarioso site, operated by a specialized company, ensures the proper disposal of all municipal waste.

The separate collection system for ordinary waste has also been completed at the Rosia plant. Special waste generated by the laboratories is stored in a dedicated warehouse, collected in containers approved for medical waste, and disposed of by a specialized company in accordance with legal requirements. Philogen relies on a company certified under ISO 14001 for the activities of "Collection and transport of special waste, Brokerage, Disposal and Asbestos Remediation, Environmental Consulting" and listed among the organizations registered under EC Regulation No. 1221/2009. Liquid waste generated by the production process, on the other hand, is channeled through a wastewater collection system and then collected in *a* dedicated collection *tank*. Subsequently, it is also disposed of by a specialized company in accordance with current regulations.

With regard to waste that may have been contaminated with viruses, Philogen has implemented an additional autoclave treatment procedure at its Rosia facility. This ensures that even contaminated waste is rendered completely harmless by the time it leaves the production site. The Group also takes care to send such waste for incineration as a further guarantee that all potentially hazardous traces are eliminated from the materials being disposed of. Philogen maintains a site-specific register, issued by the Siena Business Registry Office of the local Chamber of Commerce, in which the type of waste, the quantities produced, and its disposal destination are recorded.

As required by law, every type of waste must be accompanied by documentation certifying the traceability of the various stages—from the waste producer through transport to the disposal facility and the methods of disposal—in order to be disposed of. The Waste Identification Form consists of four copies: the first copy remains with the waste producer, the second copy goes to the transporter, the third copy remains with the disposer, and the fourth copy is returned to the producer after being completed with the disposal information.

Philogen's ability to reduce waste generation within its raw material procurement processes is limited primarily by the specific nature of the raw materials themselves, and secondarily by the limited number of suppliers operating in the market, who are also subject to stringent industry regulations.

Waste Type [tons]	2025			2024		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Packaging made of mixed materials		20.17	**20.17**		43.64	**43.64**
Solid infectious medical waste Solid infectious waste	15.81		**15.81**	21.88		**21.88**
Hazardous medical waste Infectious liquid waste	1.50		**1.50**	5.23		**5.23**
Aqueous solutions of and mother liquors	40.68		**40.68**	16.12		**16.12**
Other organic solvents, washing solutions and mother liquors	0.30		**0.30**	0.58		**0.58**
Other sludge and residues from reaction	0.35		**0.35**	0.12		**0.12**
Solid waste containing hazardous substances	0.01		**0.01**			**-**
Solid waste		0.15	**0.15**			
Used printer toner cartridges		0.02	**0.02**	0.06		**0.06**
Plastic packaging		0.07	**0.07**			**-**
Absorbents, filter materials, rags and protective clothing		1.40	**1.40**			**-**
End-of-life equipment containing chlorofluorocarbons, HCFCs, HFC	0.14		**0.14**	0.33		**0.33**
End-of-life equipment		0.05	**0.05**			
Laboratory chemicals containing or consisting of hazardous substances hazardous	0.34		**0.34**	0.20		**0.20**
Lead-acid batteries	0.02		**0.02**		0.12	**0.12**
Alkaline batteries					0.02	**0.02**
Fluorescent tubes and other mercury-containing waste					0.05	**0.05**
Wooden packaging		0.30	**0.30**		6.54	**6.54**
Total waste generated	**59.14**	**22.17**	**81.31**	**44.52**	**50.37**	**94.89**

DISCLOSURE 306-3 Waste Generated

In 2025, a total of 81.31 tons of waste was generated, of which 73% was hazardous waste and 27% was non-hazardous waste. Regarding the end-of-life treatment of waste, 48% of the waste is sent for incineration or treatment, while 52% is sent for recycling. Waste generated in offices and, in general, similar municipal waste is handled by the public waste disposal service.

When comparing waste categories with the year 2024, an increase in the number of categories is evident, resulting from a more detailed classification adopted for 2025.

Furthermore, it should be noted that the total waste generated by the Group does not include waste produced at the research and development facility in Zurich, since, as these are primarily research laboratories, the volume of waste produced is not significant for the purposes of the overall calculation. The reported figure therefore includes only the waste generated by the two Italian facilities in Rosia and Montarioso.

It should be noted that waste figures have decreased compared to 2024.

Disposal method [tons]	**2025**				**2024**			
	On-site	**At an off-site facility or**	**Total**	**%**	**On-site**	**At an external site o**	**Total**	**%**
Hazardous Waste								
Recycling	-	16.63	16.63	43%	-	-	-	-
Non-Hazardous Waste								
Recycling	-	22.17	22.17	57%	-	43.64	43.64	100%
Total	**-**	**38.80**	**38.80**	**100%**	**-**	**43.64**	**43.64**	**100%**

DISCLOSURE 306-4 Waste not intended for disposal

Disposal method [tons]	**2025**				**2024**			
	On-site	**At an off-site location or**	**Total**	**%**	**On-site**	**At an external site o**	**Total**	**%**
Hazardous Waste								
Incineration (without energy recovery)	-	1.83	1.83	4%	-	27.11	27.11	100%
Water treatment	-	40.68	40.68	96%	-	-	-	-
Non-Hazardous Waste								
Landfill	-	-	-	-	-	-	-	-
Total	**-**	**-**	**42.51**	100%	**-**	**27.11**	**27.11**	100%

DISCLOSURE 306-5 Waste sent for disposal

4.4 Modernization projects implemented by the group to reduce consumption - 2025

As part of its efforts to improve the energy efficiency of its processes, Philogen has invested in advanced technologies and innovative practices to optimize energy consumption across its three facilities.

The following are the main modernization projects and initiatives implemented by the Philogen Group:

Compressed air production plant: In 2025, the installation of a new compressor for the plant's compressed air supply was completed, resulting in significant savings in electricity consumption;

Installation of photovoltaic panels: in 2025, the photovoltaic panels installed in 2024 on the canopies of the outdoor parking lot and on the roof of the new building became operational. A project is also underway to install an additional photovoltaic canopy;

Revamping of the Montarioso plant: during 2025, the revamping project for the Clean Room at the Montarioso plant was completed. The project involved replacing and upgrading obsolete machinery with more modern and efficient equipment, thereby contributing to a reduction in overall energy consumption.