

2022 CORPORATE SOCIAL RESPONSIBILITY REPORT

Shaping the Future Sustainably



SEVERT
ARZNEIMITTEL

Contents

| | | | |
|--------------------------------------------------------------------------|----|-------------------------------------------------------------------|----|
| 1 Company Portrait | 6 | 2.7 Training and education | 42 |
| 1.1 Strategy and corporate social responsibility | 7 | 2.7.1 The Hevert Employee Academy | 42 |
| 1.2 Organization and responsibilities of corporate social responsibility | 8 | 2.7.2 High Potential Program and High Performer Program | 42 |
| 1.2.1 CSR materiality analysis | 10 | 2.8 Ideas management | 44 |
| 1.2.2 Hevert Foundation | 10 | 3 Quality Is Our Formula | 46 |
| 1.3 Hevert in numbers – the 2022 balance sheet | 16 | 3.1 Customer health and safety | 48 |
| 1.4 Organizational profile | 17 | 3.2 Product improvements and launches for our customers | 49 |
| 1.4.1 Governance | 23 | 3.3 Dedicated to naturopathy | 50 |
| 2 Our Employees Are the Key to Our Success | 26 | 3.3.1 Research at Hevert-Arzneimittel | 50 |
| 2.1 Living and creating diversity | 27 | 3.3.2 External cooperation and funding partners | 52 |
| 2.2 Training and internships | 30 | 3.3.3 Active participation in complementary medicine associations | 53 |
| 2.2.1 Training fairs and networks | 31 | 4 We Love Nature | 54 |
| 2.2.2 Internships at Hevert | 31 | 4.1 Materials | 56 |
| 2.3 Change management – Shaping change successfully | 32 | 4.2 Energy | 57 |
| 2.4 Work-life balance and health promotion | 34 | 4.3 Water | 58 |
| 2.4.1 Flextime | 34 | 4.4 Biodiversity | 59 |
| 2.4.2 Working hours arrangements in the coronavirus pandemic | 34 | 4.5 Emissions | 60 |
| 2.4.3 The Hevert Daycare Center | 34 | 4.6 Effluents and waste | 62 |
| 2.5 Safety is our top priority – safety and health at work | 36 | 4.7 Sustainable procurement | 63 |
| 2.5.1 Safety | 36 | 5 We Live Partnership | 64 |
| 2.5.2 Occupational health and safety | 37 | 5.1 Compliance & integrity | 65 |
| 2.5.3 Workplace integration management | 38 | 5.2 Service providers / suppliers | 67 |
| 2.5.4 Workplace health promotion | 38 | 5.2.1 Supply chain | 67 |
| 2.5.5 Activities in 2022 | 39 | 5.2.2 Our vendor management system | 67 |
| 2.6 Employee satisfaction | 41 | 5.2.3 Number of rated vendors | 67 |
| 2.6.1 Employee representative body | 41 | | |
| 2.6.2 Employee satisfaction survey | 41 | | |

| | |
|-----------------------------------------------------------------------|-----------|
| 5.3 Customer satisfaction and reputation | 68 |
| 5.3.1 Dialog with professionals | 69 |
| 5.3.2 Dialog with end users | 71 |
| 5.3.3 Company tours | 72 |
| 5.4 Local communities and social commitment | 73 |
| 5.4.1 National commitment | 73 |
| 5.4.2 Regional commitment | 74 |
| 6 General Information on the Report and Outlook for 2023 | 76 |
| 6.1 Naturopathy and social commitment | 77 |
| 6.2 Environmental management | 77 |
| 7 Annex | 78 |
| Glossary (alphabetical) | 78 |
| Tables and graphics | 79 |
| GRI index | 85 |

Preface

Dear Readers¹,

Every day, we enjoy running a company whose naturopathic preparations help people to become or stay healthy for good.

We want customers to be able to prescribe, sell or use our products in good conscience. Not just because of our products' quality and effectiveness, but also because our customers are safe in the knowledge that the products are made by a family business that is in close touch with nature and that takes its responsibility to society and the environment seriously. The Hevert Mission Statement defines the underlying principles, which also serve as the foundation of our values and goals.

Hevert's headquarters are situated in the beautiful surroundings of the Nahe Valley. That is one reason why we embrace our responsibility to the environment. We all know that the clock is ticking when it comes to mitigating the impact of climate change. We take this issue seriously and endeavor not to consume any unnecessary resources in the course of our business activity. Thanks to our many years of considerate action, we were certified as a climate-neutral company in 2022 as a result of our carbon offsetting – an achievement we are proud of.

Together with the natureOffice climate protection agency, in 2022 we prepared another carbon footprint report that shows us where we can reduce our carbon emissions even further going forward. Unavoidable carbon emissions are offset by our support for international conservation projects. Mathias Hevert personally visited the climate protection project in Togo in West Africa last year. Watch the video and be inspired.

→ Climate protection in Togo

Hevert was awarded the "Climate-neutral Company" label in January 2022

In addition to protecting the environment, the project in Togo helps to improve the social situation locally. Hevert-Arzneimittel and the Hevert Foundation also support disadvantaged people in Germany through events such as the Hevert Cup, which was instituted by the company. In 2022, the proceeds from the charity soccer tournament again benefited a seriously ill child from the region where the company is headquartered.

With our annual Corporate Social Responsibility (CSR) Report, we aim to transparently disclose how our company practices sustainability and social engagement to you and to all interested parties, especially our customers and business partners. We want to motivate our partners and other companies to also step up their sustainability efforts. The aim of our family business is to act as a beacon when it comes to environmental protection, sustainable business practices and responsibility towards employees and society. This report is an important step in achieving this goal.

We already have big plans for the future. And we know that we can only achieve our goals by engaging with our stakeholders. That is why you are welcome to approach us with questions and suggestions at any time (info@hevert.de). (102-14)

Sincerely,



Marcus Hevert
Managing Director
Hevert-Arzneimittel



Mathias Hevert
Managing Director
Hevert-Arzneimittel

“Socially ecologically sustainable practices are not just a priority at Hevert-Arzneimittel, they are an obligation. As a family business with a tradition dating back more than 65 years, sustainability has always been at the heart of our company’s philosophy.”

Mathias Hevert (right) and his brother Marcus Hevert (left) have jointly managed the company since 2014.



1 Gender-neutral language is used throughout this document.

1 COMPANY PORTRAIT



1.1 STRATEGY AND CORPORATE SOCIAL RESPONSIBILITY

As part of an extensive strategy workshop that takes place every five years, the company's vision was last subjected to an in-depth review by Hevert's Executive Committee (see 1.2) in 2020. The most recent annual revision of the Hevert strategy took place in 2022. External market conditions and changes were given as much consideration as developments within the family business.

The family-run company's vision is: "Hevert is an agile and innovative natural medicine company." Behind it is our mission: "Hevert Means Health." That is why we have dedicated ourselves to the development and production of naturopathic preparations. The satisfaction of our customers is central to all we do. We win them over with high-quality preparations, advice and services, as well as further training. We achieve this through healthy growth, taking reasonable risks and getting solid returns on our investment.

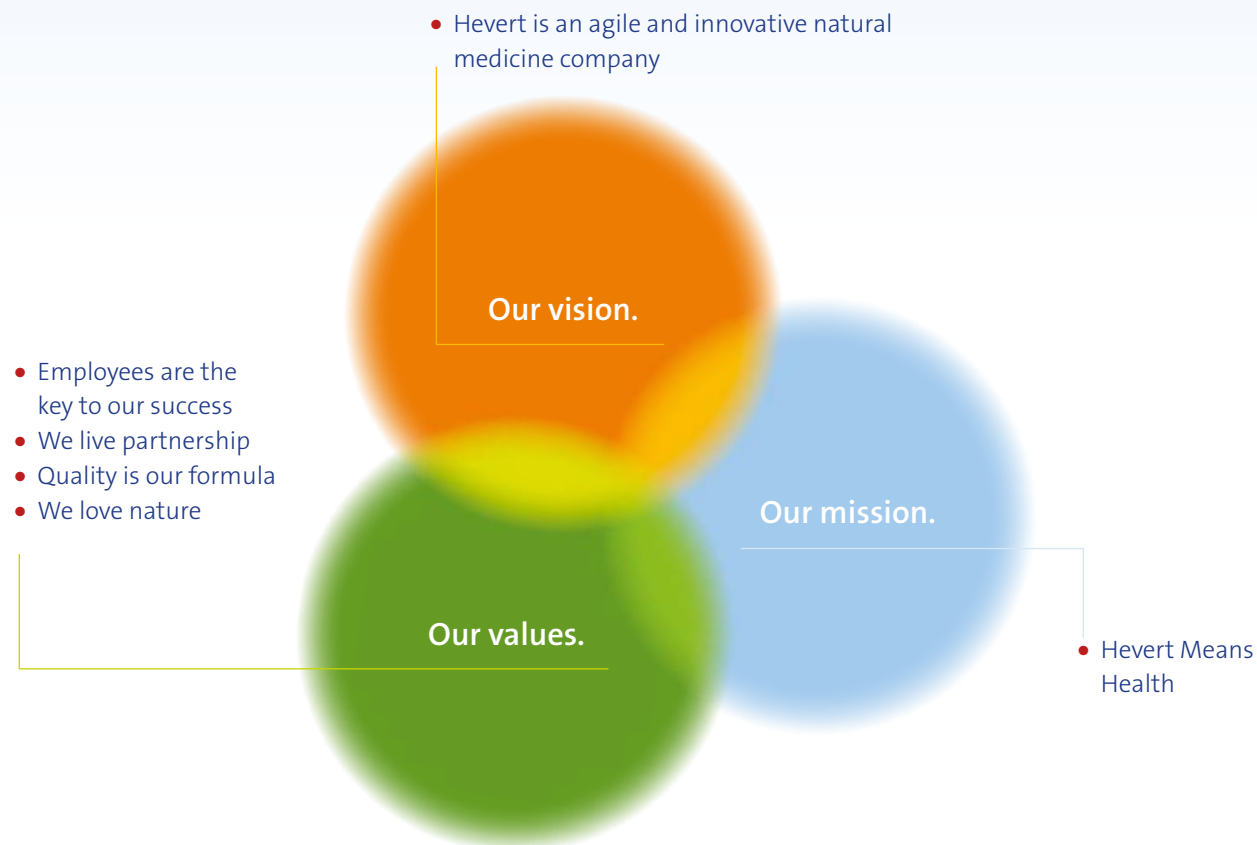
As a family business in close touch with nature, we are actively committed to naturopathy, environmental protection, sustainable business practices and responsibility towards our employees, partners and society.

Corporate social responsibility (CSR) plays an important role for Hevert. Assuming social responsibility and a commitment to environmental protection and charitable causes have always been and still are a matter of principle for the family business Hevert-Arzneimittel. This commitment is also enshrined in the company's values:

- Employees are the key to our success
- We live partnership
- Quality is our formula
- We love nature

(102-16)

Vision, mission and values are combined in the Hevert Mission Statement



1.2 ORGANIZATION AND RESPONSIBILITIES OF CORPORATE SOCIAL RESPONSIBILITY

Hevert has established structures and responsibilities within its organization that ensure continuous support for CSR issues.

As larger organizational units, the divisions and staff departments are assigned to management at Hevert-Arzneimittel.

A division is a grouping of several departments overseen by a division director. A department handles a dedicated, clearly delimited set of duties with corresponding responsibility and is also aimed at easing the managerial burden of the division director and devolving responsibility.

Staff departments report directly to management. They perform activities that relate to the company as a whole, such as controlling or process and project management.

The area of corporate social responsibility is looked after by a cross-divisional committee, the CSR team. The team makes sure that there is a balanced relationship between activities in the areas set out in the company's values: naturopathy, environmental protection, sustainable business practices, employees, and social and regional commitment. The CSR team's work mainly focuses on monitoring the activities implemented and coordinating the various CSR work groups.

Commissioned directly by the Managing Directors, the team assesses and monitors whether corporate and interpersonal dealings conform to the defined mission statement at all levels. This is ensured by holding regular interdivisional meetings throughout the company. The team's tasks also include the further development of the strategy on corporate social responsibility as well as coordinating the different CSR work groups. Managing Director Mathias Hevert is a permanent member of the team. Co-Managing Director Marcus Hevert is a member of the CSR work group Nahe Region Concept and Social Commitment. (102-20)

The CSR team meeting is held every four weeks. Team members are also available as contacts for resolving issues within the company.

In addition to the core team, work groups were formed toward the end of 2011 to address the implementation and further development of objectives and measures in accordance with the values of the company. As a result, the topic of sustainability was shared across additional persons within the company who assist the CSR team on operational issues. The doors of the work groups are open to all employees depending on their individual interest and the time they have available. Existing work groups with CSR-related subjects have been integrated into reporting.



Overview of the seven existing work groups

Today, seven standing work groups are occupied with the implementation, assessment and monitoring of specific measures and their further development. Content is frequently implemented in cooperation with the responsible divisions / staff departments / departments and falls under the responsibility of the respective division / staff department / department head.



Hevert's Executive Committee with Linda Hoffmann, Organizational and HR Development Manager

Overview of the seven existing work groups

- Executive Committee
- Employees
- Nahe Region Concept and Social Commitment
- Quality Officers
- Environmental Management
- Commitment to Naturopathy
- Ideas Management

Each work group should ideally contribute a member to the CSR team and ensure close coordination with the team. Owing to high capacity utilization and bottlenecks in individual departments, this principle of cooperation was only fulfilled to a limited extent in 2022. The task at hand for 2023 is to work on a solution for this.

Along with these specific work groups and their members, all employees are committed to taking corporate social responsibility, from management all the way through to apprentices.

Accordingly, the Management Board of Hevert-Arzneimittel is responsible for compliance and further developing the voluntary commitment to sustainability described in the Hevert Mission Statement. It has delegated responsibility for implementing the procedures that make this possible to the CSR team.

The Hevert Executive Committee is responsible for the implementation of the CSR measures in the respective divisions: Company Services, Supply Chain Management, Quality Unit, Marketing, National/International Sales and Scientific and Regulatory Affairs. The managing directors and the six division directors have personally undertaken to act in accordance with the Principles of Management and Cooperation. The principles are written from the perspective of the executives and form the basis for understanding what management is and how it acts. Above all, they serve to establish a company-wide culture of success at Hevert. (102-17)

The department and staff department heads at Hevert provide a bridge between the steering work of the division directors and the operational activities of the employees.

Last but not least, however, implementing the values of the Hevert Mission Statement is the personal responsibility of every individual employee. The corporate mission statement sets out a clear direction for our day-to-day activities. However, it can only become enshrined in our business routine if it is supported by everyone. (102-16)

1.2.1 CSR materiality analysis

A materiality analysis is used to review and reconsider the sustainability strategy. It often leads to changes or the realignment of the strategy. Its focus is on subject areas that are at the heart of the company's operations. Hevert focuses on social, environmental and economic values, and bases its core business and CSR activities on these values to the greatest possible extent.

As a specialist for natural medicines, Hevert attaches the utmost importance to nature – the source of life and activity for people, plants and animals. This is why Hevert has chosen the shape of a tree to depict the main sustainability themes. (102-47, 103-1)

1.2.2 Hevert Foundation

The Hevert Foundation is an independent institution that helps to make the charitable work done by Hevert-Arzneimittel and the Hevert shareholders even more sustainable. (102-20)

The underlying principle is this: Anyone who wants to truly help and make a difference over the long run needs to take responsibility and make an ongoing commitment. The Hevert Foundation and Hevert-Arzneimittel work hand in hand in this respect. As a company, economic interests must take precedence at Hevert-Arzneimittel. As an independent foundation, however, the Hevert Foundation can commit itself exclusively to charitable causes.

The purpose of the Hevert Foundation covers a wide spectrum. It promotes naturopathy, conservation and health, access to education, youth welfare, elder care and civic engagement for charitable, non-profit causes. As the main sponsor, Hevert-Arzneimittel GmbH & Co. KG makes an annual donation of some of its profits to the Hevert Foundation and provides the necessary infrastructure to the Foundation. This enables donations from external supporters to be used for charitable purposes in their entirety. (413-1)

Via a dedicated website and social media activities on Facebook, the Foundation provides information on its long-term initiatives and one-off commitments and endeavors to interest others in fundraising projects. A new feature on the homepage is the "Expert Tips" section, which offers readers useful information on the Hevert environmental team every month. Selected posts aim to raise awareness of honest, responsible and sustainable practices and environmental issues in general, enabling a diversity of opinions and encouraging a dialog. Posts by the Hevert Foundation are also regularly shared by Hevert-Arzneimittel in order to increase their reach. (102-43)

→ www.hevert-foundation.org

The Hevert tree of sustainability illustrates the key sustainability themes: The trunk stands for Hevert's brand essence, "sustainable health." The branches show the values and sustainability themes.





All data protection regulations are a top priority in digital communications. There were no substantiated complaints regarding breaches of data privacy or losses of data in the reporting period. (418-1)

In 2022, the Hevert Foundation donated a total of approximately EUR 62,000 to various fundraising campaigns and promoted some of its own initiatives. The Foundation also focuses on the Sustainable Development Goals (SDGs) of the United Nations. These 17 political objectives with 169 subgoals serve to ensure sustainable development on an economic, social and environmental level. They are part of the 2030 Agenda and officially came into force on January 1, 2016.



The Hevert Foundation actively pursues the following objectives:



GOAL 1 End poverty in all its forms everywhere

The basic principle behind sustainable aid is to help people all around the world to escape poverty in all its forms.

Hevert is especially passionate about the commitment by the architect Diébédó Francis Kéré, whom Hevert has supported since 2006. In 1998, Kéré founded the non-profit association “Schulbausteine für Gando e.V.” to finance the construction of an elementary school in Gando, his home village in the West African country of Burkina Faso. The association was renamed the “Kéré Foundation e.V.” in 2016. Funded solely by donations, today it is dedicated to supporting education and health, ensuring adequate and healthy nutrition for the people of the village of Gando in the West African nation of Burkina Faso. Its primary goal is to break the cycle of poverty and inequality. Architect Kéré believes in the philosophy of “helping others to help themselves,” the use of natural building materials and the participation of the local people.

Regular donations by the Hevert family business and the Hevert Foundation provide the association with planning security. With the additional support of its customers, Hevert has already been able to donate more than EUR 450,000 to the Kéré Foundation.

GOAL 2 End hunger, achieve food security and improved nutrition and promote sustainable agriculture

This goal relates to a basic human need – access to nutritious, healthy foods – and how we can cover this need for everyone sustainably.

A friendly and charitable partnership between Hevert and the SOS Children's Villages, which provide a safe home for orphans and abandoned children, has been in place for over 15 years. The SOS Children's Villages help children and youths in the most impoverished nations – locally and in the long term. Financed by sponsorship and donations, the children and their guardians receive advice, medical care, food and clothing. Hevert is currently sponsoring a child from Monrovia in Liberia and one from Dakar in Senegal.

GOAL 3 Ensure healthy lives and promote well-being for all at all ages

Goal 3 aims to improve people's health and unrestricted physical well-being, put an end to communicable diseases, and limit non-communicable diseases and other health risks. Everyone should have access to health care and safe, effective, high-quality and affordable medication and vaccines, and people in need should receive assistance.

Hevert has long supported the German medical aid organization action medeor e.V., which works to improve human health around the world and campaigns to ensure that the needy receive access to medication and medical care. Its vision has been one of hope for more than 50 years: No person in this world should die from a treatable disease. The Hevert Foundation provides financial support for the organization.



Residents of Gando village

GOAL 4 Ensure inclusive and quality education for all and promote lifelong learning



Stiftung Lesen works to ensure that reading is a part of every young person's life

Goal 4 aims to ensure that everyone has access to high-quality education and the opportunity for lifelong learning. This is not just about imparting knowledge but also about improving quality of life by providing access to inclusive education, the availability of trained teachers and adequate school facilities.

Stiftung Lesen (German Reading Foundation) works to ensure that reading is part of every young person's life. After all, the joy of reading and literacy skills are essential for personal development. As a member of the Foundation's circle of friends, Hevert Foundation helps to maintain and expand the "read aloud" network programs for the long term.

Children's educational paths in Germany remain closely linked to the homes in which they are raised. For this reason, the ArbeiterKind.de initiative encourages schoolchildren from non-academic backgrounds to consider a university education, and helps them to complete their degrees and begin their careers. Getting people to talk about their own education and encourage others is ArbeiterKind.de's recipe for success. Thanks to the help of the Hevert Foundation, ArbeiterKind.de has continued to grow in Berlin and Rhineland-Palatinate.

GOAL 6 Ensure access to water and sanitation for all

Goal 6 aims to meet the challenges relating to drinking water, sanitary systems and hygiene and water-related ecosystems. Without high-quality, sustainable water resources and sanitary systems, advancements relating to many other sustainability goals, including health, education and the elimination of poverty, are not possible.

Burkina Faso is one of the world's poorest countries. Much of the population, especially in rural areas, have no access to sanitary facilities or do not know about the relationship between better hygiene and health. Inadequate hygiene practices are often directly linked to poor health, high rates of child mortality and malnutrition in toddlers due to frequent diarrhea. To counteract these conditions, the Hevert Foundation supported the Kéré Foundation with the construction of sanitary facilities in the village of Gando.



The sanitary facilities in Gando are now complete



GOAL 13 **Take urgent action to combat climate change and its impacts**

Protecting the environment and resources is especially important at Hevert. A number of environmental protection activities have been introduced over the years and are continuously intensified. Further information can be found in section 4 (We love nature).

In 2021, Hevert worked with the natureOffice climate protection agency to create a carbon footprint report that analyzes its consumption for the first time. An operational climate protection plan was then devised and rolled out in 2022.

No matter how green it wants to be, every business generates carbon. Hevert intends to reduce its carbon emissions and compensate for any unavoidable carbon emissions. It achieves this by supporting various international conservation projects. Information on Hevert's carbon offsetting activities and the relevant projects can be found on its website. Background information on climate neutrality is also provided.

→ **Carbon offsetting at Hevert**

The international PROJECT TOGO in West Africa is reforesting land that will not be used for lumber later on. Photo: Mathias Hevert at the local tree nursery



Burn Cookstoves project, Kenya, East Africa: Efficient and clean cooking with special ovens contributes to climate protection, health and more free time, including for education

Hevert is striving to make its necessary business travel as climate-friendly as possible. As more and more carbon is being released, however, it also supports compensation projects in areas such as reforestation.

Generally, where business travel by rail is not possible, all flights by employees are compensated by atmosfair. Inbound and outbound travel by all Hevert Academy event participants is compensated via the Plant for the Planet foundation and natureOffice, which support a wide range of climate protection projects around the world. This is a cause that the Hevert Foundation is happy to help: In 2022, around EUR 2,000 was paid for offsetting in this context.

→ **Plant for the Planet foundation**

→ **natureOffice**

GOAL 14 Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Oceans make the Earth a place where people can live. Rainwater, drinking water, weather, climate, coastlines, most of our food and even most of the oxygen in the air are provided and regulated by the ocean. A careful approach to this vital global resource is a key factor for a sustainable future. Coastal waters especially are frequently blighted by massive pollution. Accordingly, the Hevert Foundation supports clean-up missions by everwave, an association and start-up that aims to clean up ocean inlets and recycle plastic waste. A team of scientists, architects, engineers and sea lovers works passionately to protect our oceans. Part of its mission is education in schools. With Hevert's help, everwave provides schools with an environmental education kit for interactive lessons that teach children about marine conservation and recycling at an early age.

Mathias Hevert, Managing Director of Hevert-Arzneimittel GmbH & Co. KG and Board Member of the Hevert Foundation, held a virtual discussion with Marcella Hansch, founder and Managing Director of everwave, about everwave's mission and vision.

→ www.everwave-foundation.de

everwave's trash boat CollectiX on the Ružin reservoir in Slovakia

GOAL 15 Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

The constant growth of the world's population poses a risk to stable ecosystems, which are enormously important to the common good. Thanks to their biodiversity, protected and restored ecosystems can play a role in slowing climate change and increasing resistance to natural disasters. The efficient use of resources will aid humanity's long-term survival.

Hevert donates to NABU (Nature And Biodiversity Conservation Union), which has been committed to maintaining the diversity of our domestic animals and plants for more than 100 years. Just like NABU, Hevert wants future generations to enjoy a planet that is livable and has a large number of habitats and species, as well as clean air, clean water, healthy soil and the largest amount of finite resources possible. Hevert aims to help NABU to advocate more successfully for people and nature. (102-16)



1.3 HEVERT IN NUMBERS – THE 2022 BALANCE SHEET

Among Hevert’s strengths are its independence as an SME with a sustainable corporate strategy and a special role in terms of regional responsibility. Being an independent family-run company allows Hevert not only to pursue yield-based company goals but also to finance measures that do not immediately serve to optimize business indicators. A key example is the Hevert Foundation, which was founded in 2015 and through which a number of charitable projects and initiatives are supported (see section 1.2.2). (102-15)

Due to the company’s legal structure and size, capital market-oriented financing instruments are largely inaccessible to the company. Traditional vehicles such as bank loans are typically available to finance growth measures. (102-15)

| Assets | 2021 | 2022* | Equity and liabilities | 2021 | 2022* |
|---------------------|---------------|---------------|-------------------------------------|---------------|---------------|
| Fixed assets | 9,959 | 9,367 | Equity | 10,329 | 11,420 |
| Short-term assets | 10,536 | 9,598 | Provisions | 1,120 | 1,126 |
| Liquid assets | 1,642 | 3,162 | Liabilities | 10,849 | 9,887 |
| Prepaid expenses | 165 | 302 | Deferred income | 4 | - 4 |
| Total assets | 22,301 | 22,429 | Total equity and liabilities | 22,301 | 22,429 |

| Sales revenues and sales volume | 2021 | 2022* |
|----------------------------------------|-----------------|-----------------|
| Sales revenues | 35,335 | 33,523 |
| Sales volume (finished goods) | 4,356,697 units | 4,515,015 units |

Expressed in thousands of euros
 *2022 based on preliminary figures (102-7)

1.4 ORGANIZATIONAL PROFILE

Founded in 1956 by Dorothea and Emil Hevert, Hevert-Arzneimittel GmbH & Co. KG (102-1) is an independent family-run company. After their son Dr. Wolfgang Hevert subsequently took over the running of the company, the company has been owned equally by the current shareholders and grandchildren of the founders, Sarah Hevert-Ernst and Marcus and Mathias Hevert, since 2003. Operational management is performed by the brothers Marcus and Mathias Hevert. (102-5)

Hevert-Arzneimittel's headquarters are located not far from the Rhine-Main region and Mainz in the small town of Nussbaum, near Bad Sobernheim, nestled in an idyllic side valley of the Nahe River. In 2021, Hevert made the decision to concentrate on its Nussbaum headquarters for its new work concept and to close the Eckweiler Strasse site in nearby Bad Sobernheim in early 2022. Employees from the latter site were transferred to Nussbaum. This did not affect the high-bay warehouse logistics site in Bad Sobernheim, which is still operating.

The company added another location in 2017 with its office in Berlin. Hevert's Berlin office serves as a space for discussion with policy makers, customers, business partners and opinion leaders, and is also an attractive location for employees.

With more than 100 preparations, Hevert's extensive product range has something for nearly every treatment area relevant to natural medicine. (102-7)

The existing product portfolio is broken down into the specialty areas of psyche, sleep, colds, micronutrients, digestion and detoxification. In terms of their current relevance for sales revenues and sales volumes, the most important products are Calmvalera, Sinusitis Hevert SL, Vitamin D3 Hevert and Vitamin B Komplex forte Hevert. On the market, these products are actively positioned and advertised to health care practitioners, pharmacies and end users.

The core value of the umbrella brand Hevert is "sustainable health." The brand enjoys the trust of many German health care professionals, including physicians, pharmacists, and natural practitioners. This enables the authentic and distinctive positioning of the company and its preparations with new customers both domestically and abroad. The satisfaction of our customers is central to all we do: Hevert wins them over with high-quality products and services, such as therapeutic concepts, further training and health tips.



Hevert's Berlin site



1956

Founded by Dorothea
and Emil Hevert: "Hesopharm"



1957

Emil Hevert dies;
Dorothea Hevert
runs the company alone

1963

Name change from "Heso-
pharm" to "Hevert-Arzneimittel"



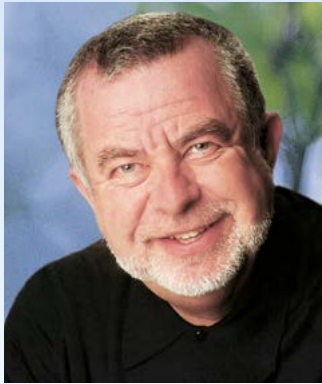
1972

Dr. Wolfgang Hevert joins
the company

1975

Opening of company
building in
Bad Sobernheim





1986

High-bay warehouse on Haystrasse, Bad Sobernheim



1990

Dr. Wolfgang Hevert becomes sole managing director

1996

Opening of state-of-the-art pharmaceutical production building in Nussbaum

2003

Dr. Wolfgang Hevert dies, and Mathias Hevert takes over company management



2008

First export by Hevert to Belarus: Hevert Pulmo, Hevert Sinusitis SL and Hevert Pankreaticum





2011

2012

Addition to Nussbaum

Company foundation in the USA: Hevert Pharmaceuticals Ltd.



2014

Marcus Hevert joins company management

Opening of the Hevert Daycare Center

Modernization and expansion of production facilities



2015

Launch of the Hevert Foundation (HEF)

2016

60th anniversary of Hevert

Release of the Hevert Brand Song – By My Side

You can download the album for free using the QR code.



The Hevert shareholders together with musician Charlie Grant



2017

Opening of the development laboratory

Opening of the office in Berlin

2018

Rhineland-Palatinate Attractive Employer award

Fair Family certificate of quality



2019

Winner of the "Grosser Preis des Mittelstandes"

2021

TOP JOB award for excellent employer qualities

Recognition as an innovative company

2022

Hevert becomes climate-neutral



* Climate-neutral company thanks to carbon offsetting
www.natureoffice.com/DE-077-490020



Hevert office in Berlin



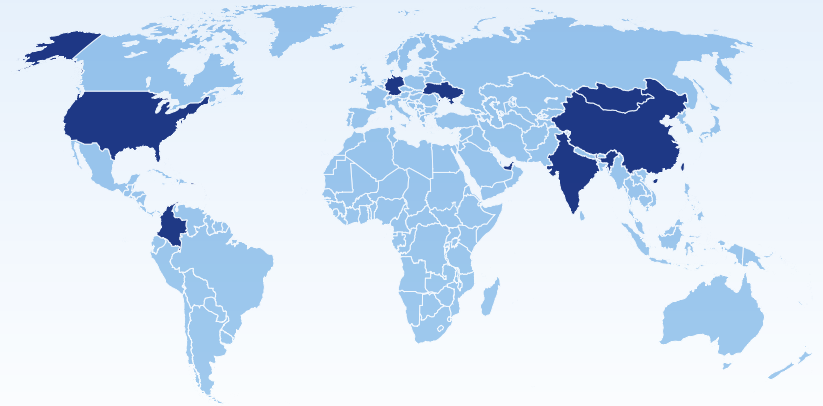
Pastor Emanuel Felke

The success of many of our homeopathic remedies such as Calmvalera and Sinusitis Hevert SL is based on the Hevertoplex range developed by physicians and natural practitioners. Unlike homeopathic single remedies, complex remedies contain several homeopathically prepared active ingredients and are easy to use because they have a broad spectrum of action and are clearly tailored to individual indications. A large number of the formulas upon which Hevert medicines are based were created in collaboration with students of the famous Pastor Emanuel Felke, one of the pioneers of naturopathy and the co-founder of complex homeopathy. Felke practiced for many years in Bad Sobernheim, not far from Hevert's current headquarters.

The founders' son, physician and pharmacist Dr. Wolfgang Hevert, expanded the company's repertoire with several newly developed products and holistic treatment concepts based on his practical experience as a physician specializing in naturopathic treatments. To this day, his naturopathic knowledge is imparted to physicians, natural practitioners and pharmacy employees in publications and specialist lectures at the Hevert Academy for Naturopathy.

In addition to oral dosage forms, Hevert offers physicians and natural practitioners a wide range of solutions for injection, including high-dose B vitamins (e.g. Vitamin B12 Hevert plus Folsäure Hevert (folic acid)) and homeopathic complex and single remedies (e.g. Lymphaden Hevert injekt).

Approximately 10% of Hevert preparations are exported, primarily to Mongolia, the United Arab Emirates, China and India as well as to Luxembourg. The world map below provides an overview of all the countries in which Hevert is active (dark blue = active market presence).



Hevert export world map (102-6)

Hevert exports its products to various countries in Europe, North and South America and Asia. The company ships to sales partners whose customers include physicians, wholesalers and pharmacies. (102-6)

Hevert Group



1.4.1 Governance

Team spirit, reliability and trust are the building blocks of a successful partnership at Hevert. A dependable leadership style is a vital prerequisite for motivation and successful teamwork.

The company is managed equally by the shareholders of HG Holding GmbH & Co. KG, Sarah Hevert-Ernst, Marcus and Mathias Hevert.

Two shareholders, Marcus and Mathias Hevert, act as managing directors. The shareholders are independent in their decision making. The only limitations relate to all of the economic decisions that were agreed upon with participation certificate or silent partnership holders and external investors. (102-18, 102-22)



Hevert-Arzneimittel GmbH & Co. KG

- Nahe River Ventures Inc.*
- Hevert Pharmaceutical LLC*

*100% interest



Hevert Foundation, charitable foundation



Marcus Hevert, Sarah Hevert-Ernst and Mathias Hevert (from left to right)

The general meeting is the highest governance body and defines the company's values and strategy. It is responsible for the achievement of economic, ecological and social goals. The general meeting also commissions the preparation of the sustainability report. (102-26, 102-32)

Any consultation typically takes place directly between the highest governance body and the corresponding stakeholders. In some cases, the specialist internal Corporate Communications unit takes over this task. Stakeholder communications are released by a managing partner in some cases (e.g. press releases). Other consultation procedures, such as obtaining information on the company's financial situation, are handled by suitable individuals. (102-33)

The performance of the general meeting is not measured or assessed. (102-28) The profit share of HG Holding GmbH & Co. KG, which is equally shared among the three shareholders, is distinct from the compensation for management duties received by the two managing directors, Marcus and Mathias Hevert. They receive a fixed monthly salary in line with the industry average as well as an annual, profit-related bonus. (102-35)

Since 2003, the general meeting has been supported by a strong Advisory Board: Chairman of the Advisory Board and founding member Dr. Axel Sander, Frank D. Kube and Franz-Josef Hans. Together, they support the family-run company in the areas of law, marketing/sales and finance in particular. (102-23)

Hevert added another location in 2017 with its state-of-the-art office building in Berlin. This is located close to a neighborhood park in Kreuzberg.



2 EMPLOYEES ARE THE KEY TO OUR SUCCESS



2.1 LIVING AND CREATING DIVERSITY

Hevert would not be the successful company it is today without its dedicated employees. Expertise, motivation and friendliness come first for the Hevert team. Committed and cooperative collaboration is at the heart of Hevert's corporate culture and is highly appreciated by visitors and business partners.

As of December 2022, Hevert-Arzneimittel employed a total of 84 men and 101 women at its three company locations. (102-7)



The 185 employees (including apprentices and persons in marginal employment) comprised 137 full-time workers and 48 part-time workers, of whom 72 were industrial employees and 113 were administrative employees. In total, 75% of employees came from the region (of which 51% were male and 49% were female). There were 163 permanent employees and 22 employees on fixed-term contracts, including eight apprentices and one intern.

Male employees: Of the 72 male employees on indefinite contracts, 68 were full-time and four were part-time. Eleven full-time male employees and one part-time male employee were on fixed-term contracts.

Female employees: Of the 90 female employees on indefinite contracts, 58 were full-time and 32 part-time. 13 of these employees had fixed-term contracts, with eight working full-time and two part-time.

The company largely uses its own in-house employees, with officially recognized freelance employees being the exception.

The above HR figures were calculated on the basis of the wage and salary program and the time management program for determining working hours. (102-8)

Reconciliation of work and family is a priority at Hevert. It has long gone without saying that Hevert values work performed by women equally to work performed by men. In 2022, twelve women held leadership positions as heads of division, heads of department or team managers. Individualized working time arrangements permit great flexibility for all employees, e.g. when it comes to planning care times and parental leave. In general, everyone returns to their jobs after parental leave or even continues to work reduced hours for the family-run company Hevert during their parental leave. Women typically request two years of parental leave, while men request between one and two months. Five female employees and one male employee went on parental leave in 2022. Three female employees returned from parental leave, with one of them starting work while parental leave was still in effect. In 2022, the rate of return to the job was 60%. This is supported by free childcare (from one year to school age) at the Hevert Daycare Center at the Nussbaum location. (401-3)



Scientific & Regulatory Affairs arranged a small celebration to mark the retirement of Dr. Rainer Mersinger (front left), who left the company after more than 30 years.

Hevert focuses on diversity in the company and leverages the strengths of individuals for the company's success. Inclusion and equality are highly prized and actively practiced. In 2022, two female employees and one male employee with disabilities were registered with Hevert.

Hevert also awarded a fixed-term position to an apprentice who passed her final exam in 2022. This employee also comes from the region.

One employee retired but will continue to work for Hevert in an advisory capacity. (401-1)

In keeping with the company's belief that "employees are the key to our success," Hevert makes no distinction between permanent or temporary and full-time or part-time employees when assigning responsibility. However, participation in the employee benefits program is only possible after the probation period and is not open to apprentices. In this way, the company aims to create an incentive for ongoing employment after completing an apprenticeship or trial period.

The following overview shows in detail the benefits that Hevert offers employees, regardless of whether they work full-time or part-time:

- Capital-forming benefits
- Christmas and vacation bonus
- Company bonus
- Company pension (direct insurance)
- Group accident insurance
- Hevert employee benefits program for optimized pay
- Company training and professional development
- In-house English courses
- Hevert program for high-potentials to promote young talent at the company
- Hevert program for high-performer retention
- Free beverages and organic fruit and vegetables
- Workplace health management
- Delivery and subsidization of lunches once a week
- Contribution to fitness studio membership
- Work clothes
- Company-owned parking at the Nussbaum and Bad Sobernheim sites
- Travel allowance for public transportation at the Berlin site
- Mentoring concept (new employee induction)
- Remote working
- Flexible working hours (e.g. four-day working week)
- Free childcare (from one year to school age) at the Hevert Daycare Center at the Nussbaum location
- Vacation program for children of employees (aged 6–12) during the summer and fall vacations at the Nussbaum location
- Company bike (also for private use)
- Electric company car for all employees under a gross deferred compensation scheme (also for private use)
- Free charging stations for electric cars on the company premises
- Allowance for work screen eyewear
- Ideas management with bonus system



Group yoga provides a relaxing break from work

In July 2021, a kick-off event was held in Nussbaum to mark the launch of electric company cars for all interested employees, who can finance a company car at low cost under a gross deferred compensation scheme. Hevert also provided an allowance for the cost of electricity. Interested parties had the opportunity to test drive an electric car and find out more at Autohaus Nahetal and Scherer Automobil Holding. Almost 20 orders for electric cars had been placed by the end of 2022.

Additional benefits for apprentices:

- Allowance for travel to the vocational school
- Reimbursement of school book costs
- Covering cooperation costs for apprentices becoming laboratory chemists, pharmaceutical production technicians and machine and plant operators
- Coverage of the cost of external exam preparation
- Coverage of additional expenses for school and apprenticeship projects
- Annual apprentice event (e.g. group canoe trip)
- Internal apprentice workshops

(401-2)

Hevert's head office is located in a region that is considered structurally weak. With its wide range of secure jobs, the family-run company plays an important role as an employer in this region. However, the decision to maintain its regional location often means that vacant positions for highly qualified applicants are difficult to fill. (102-15)

When competing for highly qualified employees, it is not always easy for Hevert to convince applicants to move to the idyllic Nahe Valley or the surrounding area or to commute. With the additional office building in Berlin, the Rhineland-Palatinate-based family business has also provided employees with jobs in one of Germany's most popular major cities since 2017. Five employees worked in Berlin as of the end of 2022. Hevert also gives office-based workers flexible options for remote working. (102-15)

2.2 TRAINING AND INTERNSHIPS

Hevert has been considered a role model for training sites in the region for a number of years. This makes the family-run company very proud, and we aim to maintain and improve this level.

In 2022, a trainee at Hevert-Arzneimittel was recognized as one of the best trainees in 2022 for the successful completion of her Chamber of Industry and Commerce training as an industrial management assistant. She achieved this impressive accolade alongside her dual-study course.

The following six vocational programs and a dual-study course with training at Hevert are available:

- Pharmaceutical production technician
- Laboratory chemist
- Office management assistant
- Industrial management assistant
- IT specialist – systems integration
- Warehouse logistics specialist
- Dual-study business administration course / Mainz University of Applied Sciences

To ensure Hevert can offer high-quality training despite the considerable workload of its divisions, the pharmaceutical company does not offer all of these vocational programs every year. For the pharmaceutical production technician and laboratory chemist positions, the company also works with partners who can offer the necessary content that Hevert cannot. There are a total of five to nine apprentices at the company. One to four new apprenticeships are advertised each year.

After the apprenticeship ends, all apprentices automatically receive an offer for a temporary employment contract of six months or a permanent position. This is intended to give apprentices the opportunity to prepare for their exams without having to apply for a position until afterward. Of course, our apprentices are also assisted with their final exams and the costs of external exam preparation courses are covered. Apprentices are offered employment providing their performance is good.

Hevert is particularly keen that not only is the content of its training programs taught but apprentices also gain practical experience. For this reason, they work directly in day-to-day business from the very beginning and are guided throughout their apprenticeship not only by their instructor but also by a contact person in the corresponding department. This is because communication among all employees is a key priority at Hevert.



The company's instructors meet four times a year to discuss the teaching content. Naturally, these meetings were again attended by the elected representative for apprentices in 2022 in order to communicate their concerns.



Apprentices on the handcar tour

The annual apprentice event took place in August 2022 in the Bad Kreuznach district of Rhineland-Palatinate. All of the apprentices participated in a handcar tour from Staudernheim to Lauterecken. Besides teambuilding, one of the main objectives was to get to know one another. Participant feedback was consistently positive and the event became the first highlight for Hevert's new trainees.

2.2.1 Training fairs and networks

The family-run company participates in a number of training fairs in order to present Hevert as a training site both regionally and nationally. Some in-person events were held once again in 2022: We were represented with our exhibition booth at the training fair in Bad Kreuznach, the careers information evening in Hargesheim and the training fair in Idar-Oberstein.

To stay in touch with other training sites and students, the company is active in the regional school/industry working group for the state of Rhineland-Palatinate (Landesarbeitsgemeinschaft "SCHULEWIRTSCHAFT Rheinland-Pfalz") and attends its regular meetings. Hevert is also involved in the MINT-Plus (STEM Plus) project, where apprentices lend a hand to get kids passionate about science, technology, engineering and mathematics (STEM).

We also engage in a regular dialog on specialist topics with our training partners, Boehringer Ingelheim Pharma GmbH & Co. KG and Johannes Gutenberg University in Mainz.

2.2.2 Internships at Hevert

• Internships for students

Hevert offers internships in a number of areas at regular intervals. Students can choose from a one-week or two-week internship or a one-day trial. As this is a highly popular option, not all requests can be accepted for capacity reasons. In 2022, we offered an impressive eight internships in the areas of quality control and production.

• Vocational internships

Alongside internships for students, Hevert is offering a growing number of vocational internships. For example, this takes the form of a partnership with the Kaiserslautern University of Applied Sciences, whose students are offered internships in applied pharmacy. Although this did not come to fruition in 2022, internships were provided to a retrainee (IT) and a pharmacy student (quality control/quality management).



Internships provide insights into working life

2.3 CHANGE MANAGEMENT – SHAPING CHANGE SUCCESSFULLY

From 2018 to 2020, Hevert initiated various activities as part of a change management project. The aim was to provide management and employees with the core skills they will need to cope with constant change moving ahead. One activity that resulted from the project and that continued successfully in 2022 was the management development program.

The management program taken by all Hevert managers continued successfully in 2022. Ten courses were offered in the areas of “Leadership & Communication,” “Leading with Objectives” and “Change Management and Resilience.” In total, 34 heads of department and managers from all divisions received training. The courses and the interdisciplinary approach between employees garnered positive feedback from participants and will continue next year as well.

A new work project was set up in 2020 to reflect the changes resulting from the coronavirus pandemic. Initial concepts in conjunction with this project, such as remote working, were already developed and introduced in 2020 already. This continued in 2021 with concepts for desk sharing and for enhancing social interaction in extraordinary times.

Desk sharing was implemented the following year with the introduction of a booking zone concept at the Nussbaum location. Since July 2022, administrative employees in Nussbaum have reserved spaces in defined work zones.



Hevert employees at the workshop

The switch to desk sharing was a big change for many people. Voluntary monthly information calls were introduced in order to ensure appropriate and transparent communication between the project team and employees. This enabled a smooth flow of information between managers and the “scout group” (the company’s network of change ambassadors).



An open work environment is the best way to master change together

Since May 2021, Hevert's strategic orientation has included the introduction of agile working practices. By 2026, all of the company's objectives, priorities and decisions will be geared toward agile principles. But what does agility mean in this context? A two-day management workshop on individual responsibility and agility was held in 2022 in order to explain the principles in greater detail.

The results of the workshop were compiled in a pocket guide to agility. This is an evolving document. After all, transitioning to agile working practices is not a one-size-fits-all solution but needs to be planned and realized cooperatively across the different levels. The Executive Committee is aware of how diverse Hevert's divisions and levels are.

The following topics were discussed:

- Why individual responsibility and agility?
- Definition of individual responsibility and agility
- What does individual responsibility mean?
- Agile values and initial examples

Look to the customer instead of inwardly

Understand or identify customer and market requirements and satisfy them quickly and with a high degree of quality.



Set targets instead of prescribing actions

Achieve (short-term) targets flexibly and across divisional boundaries.



Acknowledge instead of taking for granted

Give feedback across all levels and learn from mistakes collectively.



Autonomy instead of control

Respond quickly and autonomously to targets.



Expertise over hierarchy

Flexible (project) roles based on expertise and availability.



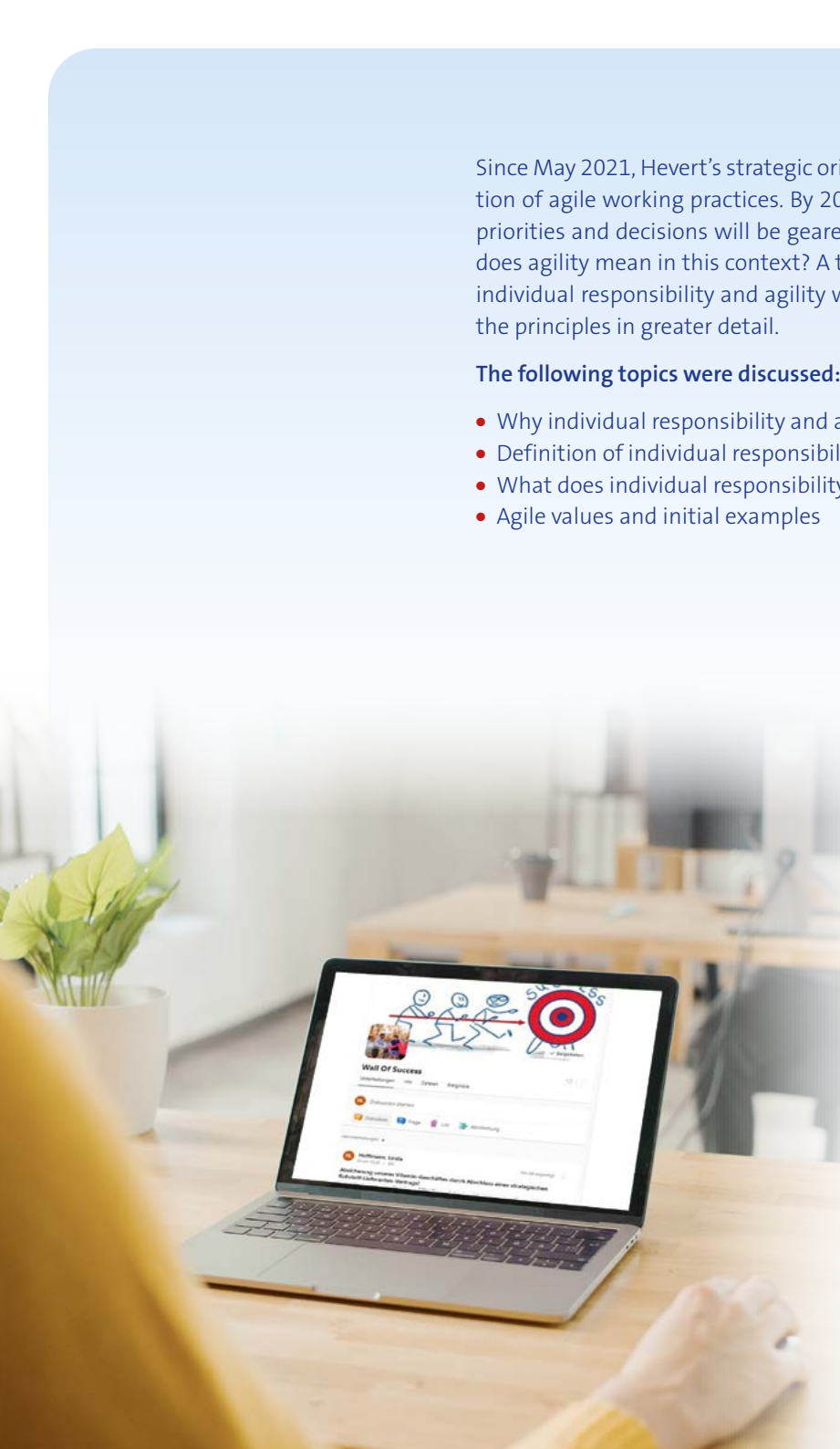
Try new things instead of old routines

Leave your comfort zone, try new things and take risks.



Networks over silos

Networks of cross-functional teams are more important than fixed hierarchical structures.



2.4 WORK-LIFE BALANCE AND HEALTH PROMOTION

2.4.1 Flextime

A good work-life balance is the basis for a healthy way of life. With its flexible working hour models, the company supports staff in arranging their work around their private needs to the greatest possible extent. For example, this is very important for working parents with small children. Hevert aims to offer its employees the opportunity to optimally combine their private and professional lives. One notable option is the Hevert flex-time model, under which employees can generate one work-free flex day per week by increasing their daily work hours to up to ten hours. The resulting four-day working week has proven to be a popular choice for many employees.

2.4.2 Working hours arrangements in the coronavirus pandemic

The option of remote working and the “new work” concept that is currently being implemented at Hevert serve to improve our employees’ work-life balance because they allow for greater flexibility in terms of working hours and the place of work. Among other things, the coronavirus pandemic led to the closure of schools and daycare facilities, meaning that some parents had to look after their children at home. Accordingly, standard working hours were suspended in 2020 and 2021 for working parents who had to look after their children. The new flexible working hours arrangement is intended to help with home schooling and the supervision of small children at this time.

2.4.3 The Hevert Daycare Center

The family business takes particular pride in the Hevert Daycare Center, which was opened in the fall of 2014. With its own nursery school teacher and child minder, the company is able to offer regular daycare and children’s programs throughout the year.

The Hevert Daycare Center has been licensed as a group daycare facility since March 2022. This means that up to ten children can be looked after by at least two child minders. Children aged between one and six can be supervised by educators and nannies at the daycare center all day. The number of children may also be exceeded for special days and events. Most employees use the daycare center as a safety net for when all other options have been exhausted.

The daycare center’s “nature” concept was revisited in the summer of 2021. The concept includes the key points for the facility and its teaching methods, and is important for both parents and educators. “Nature” has two meanings in this context:

1. The daycare center itself and its surroundings are designed to be environmentally friendly and sustainable, and are located in immediate proximity to the surrounding natural environment with its meadows, fields and woods.
2. The children work with nature every day with a focus on natural education: Intensive nature experiences and spending time outdoors optimally stimulate the children’s development.

The average number of children cared for per day increased from 2.2 in 2017 to 4.3 in 2022.

2022 highlights at the Hevert Daycare Center



With the SAP STAR PROJECT requiring a large number of working days, the Hevert Daycare Center offered childcare during the school vacations from February 21 to March 1, 2022. The Daycare Center also offered childcare for school children during the last two weeks of the 2022 summer vacations.

The son of an employee visited us as part of this year's Girls' and Boys' Day, gaining first-hand experience of how our educators and child minders work with the children in their care.



All kinds of fun events were held in and around the Daycare Center:

- Outdoor snow days and building snowmen
- Fun and excitement decorating and hunting Easter eggs
- Easter breakfast
- Trip to the barefoot park in Bad Sobernheim
- Day trip to Bell Animal Park
- Decorating fences: Painting the wooden boards, hanging up painted plant pots and planting plants
- Plant day at the daycare center: Planting, tending and harvesting vegetable patches
- Visiting the playground in Nussbaum
- Visiting the Hevert animals on the company's extensive grounds
- Summer sun day with water games
- Building a leaf sofa
- Fall party with children, parents and friends
- Designing a winter/Christmas table
- Designing a fall table
- Decorating the Christmas tree and making Christmas decorations for the Daycare Center and for this year's Hevert Organic Christmas Market
- Baking Christmas cookies



The Hevert Daycare Center team provides children with a kind and stimulating atmosphere

2.5 SAFETY IS OUR TOP PRIORITY – OCCUPATIONAL HEALTH AND SAFETY

2.5.1 Safety

Safety is a valuable commodity and a basic human requirement. A safe place to work and employee health therefore play a key role at Hevert. Employee well-being, motivation and performance are also essential to our business success. (103-1)

Hevert runs a workplace health management scheme to protect its employees against work-related hazards and prevent health problems and long-term employee absences. This comprises occupational health and safety, workplace integration management and workplace health promotion activities. The holistic approach is the foundation for a responsible management policy and a good working atmosphere within the company.



Workplace health management consists of three pillars: occupational health and safety, workplace integration management, and workplace health promotion.

Workplace health management procedures are based on risk assessments. Hevert respects the statutory occupational health and safety standards and regulations when implementing these procedures. Occupational safety aspects are integrated into corporate structures and processes to the greatest possible extent. Managers are responsible for the safety of the employees who report to them. A valuable contribution to the development and enhancement of the work and health culture within the company is made by employees who voluntarily perform occupational health and safety duties, e.g. safety officers. (103-2)

The effectiveness of workplace health management is regularly assessed. This is achieved through different communication channels and assessment tools. External oversight falls to government health and safety agencies and the Employers' Liability Insurance Association of the Raw Materials and Chemical Industry (BG RCI).

Management receives current information via the Industrial Safety Committee and the employee representative body. The results of employee surveys and health and safety inspections are key sources of information. Employees can share their criticisms, wishes and suggestions with their supervisors directly or pass them on to the Industrial Safety Committee and the employee representative body. For example, suggestions for improvements can be submitted through the ideas management system.

The HR department keeps records on work accidents, occupational diseases and lost days. These are examined and analyzed by management with the assistance of the Industrial Safety Committee. Safety measures are revised as necessary. Health and safety matters are regularly discussed by the Executive Committee and in the departments and suggestions for improvements are devised. Employees can read about general health and safety matters on the internal website or ask their supervisors any specific questions. (103-3, 403-2, 403-4)

HR recorded 21 work accidents in 2022, four of which were reported to the BG RCI. Work accidents must be reported if an accident at work or on the way to/from work renders an employee unable to work for more than three calendar days. The time off after a work accident was around three days on average. (403-9)

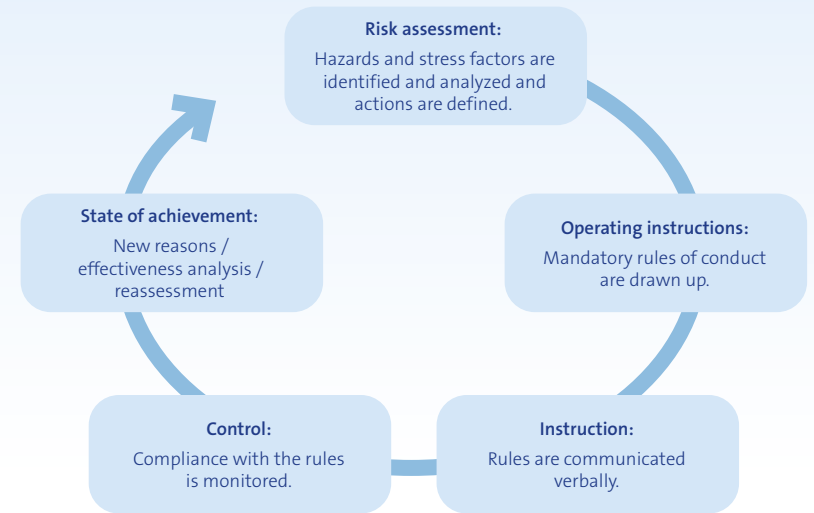
2.5.2 Occupational health and safety

Occupational health and safety works on procedures to protect employees from work-related hazards and pressures. The goal is to ensure safe workplaces, prevent work-related accidents and illnesses, and reduce time off.

Hevert does not yet have a full occupational health and safety management system. It is currently working to add the outstanding elements. The company's occupational health and safety management system is currently based on the requirements of the German Occupational Health and Safety Act and the Guidelines of the Employers' Liability Insurance Association of the Raw Materials and Chemical Industry, and it is coordinated by the Industrial Safety Committee. It applies to all Hevert employees at all of the company's locations. (403-1, 403-8)

The company's management and employees receive assistance on occupational health and safety matters from an external company physician (AMD TÜV) and an external work safety expert (DEKRA). The occupational health and safety organization also comprises fire protection officers, safety offices, fire safety assistants and first-aiders. (403-1)

In 2021, Hevert introduced a uniform approach to hazard assessments that is gradually being rolled out at all organizational units. This approach is based on an occupational safety control loop. Clear regulations and unified standards are intended to simplify the production of risk assessments. Management and safety officers are trained by the work safety expert. (403-2)



Occupational health and safety control loop

Training improves the understanding of occupational health and safety requirements and contributes to proper conduct in an emergency. Management is responsible for issuing initial and recurring workplace instructions. Basic information on general occupational health and safety matters can be communicated by the work safety expert, the company physician or other knowledgeable persons in the form of seminars, workshops and presentations.



Hevert employees participating in fire safety training

Six basic sessions on general occupational health and safety matters were held in 2022, with a total of 97% of the workforce taking part. In May, eight fire safety assistants received theoretical and practical training in accordance with the workplace guideline ASR A2.2. (403-5)

Hevert employees are required to halt work in hazardous situations and to immediately report identified hazards to supervisors in order to prevent health, property and financial damage. This information serves as one of the grounds for the regular revision of risk assessments and safety precautions. (403-2)

On the basis of the hazard assessments and GxP provisions, Hevert determines the necessary workplace medical examinations for the individual activities with the company doctor. These activities include aptitude testing and compulsory, recommended and elective preventive care. In addition to the standard

options, the company physician provided 25 flu vaccinations as part of recommended care. Four employees requested and received a consultation on work screen ergonomics. (403-3)

To prevent the hazards that can be caused by third parties, all outside visitors must confirm at reception that they are aware of general rules of conduct. Outside visitors are accompanied by an employee responsible for their visit and informed of specific safety rules as necessary. Information on visitors and service providers is recorded. (403-7)

2.5.3 Workplace integration management

“The greatest wealth is health.” That’s our motto. With this in mind, Hevert offers assistance to all employees who have been unable to work for more than six weeks within the past twelve months. This takes the form of workplace integration management.

The aim of workplace integration management is to investigate why employees are unable to work and look for ways to avoid or at least minimize the causes. Any need for rehabilitation to ensure the employee’s ability to work should be identified at an early stage and the necessary services initiated promptly. This is intended to preserve the employee’s job in the long term.

In 2022, workplace integration management processes were carried out by members of the HR department. 24 employees were invited to an initial interview during this period. 13 of them consented and took part in the further process. The workplace integration management process was successfully completed by five employees in 2022, whereas two did not successfully complete the process. The process, which will continue in 2023, was still ongoing for eight employees. (403-6)

2.5.4 Workplace health promotion

We use workplace health promotion to help maintain and promote employees’ health. Workplace health promotion activities should also have a positive effect on employee motivation and satisfaction. In conjunction with the coronavirus pandemic and the rising popularity of remote working, Hevert decided in 2021 to digitalize workplace health promotion in order to better reach those employees working remotely, as well as sales employees and those at the Berlin site. Together with the external partner CoMotion, we have established a health app for the company that employees can use to access content on nutrition, relaxation and exercise wherever they are.



The Bad Kreuznach Company Run again attracted a number of Hevert participants

2.5.5 Activities in 2022

The workplace health promotion activities are broken down into the categories of nutrition, relaxation and exercise.

For all areas, there is the option of accessing existing app content, including interesting recipes, relaxation exercises and exercise units, and taking part in live courses. These courses are announced in the newsletter. Using their individual access, employees can log in to the health app to schedule any courses of interest around their professional and personal obligations. If employees have specific questions about the content, they can speak to experts from the various departments in order to put together a personal nutrition plan, for example.

As COVID restrictions remained in place in some cases, most of the courses were held online. The following courses, activities and workshops were available.

- **Functional fitness**

An intensive full-body workout for stability.

- **Yoga class**

Selected exercises to strengthen and stretch the back, core and shoulder musculature. The meditation and relaxation units help to regenerate the nervous system.

- **Stress management lecture**

Subject: Escaping the stress trap.

- **Individual activities**

Using the health app, individual activities ranging from nutrition to training plans can be discussed with a health expert. A customized plan is then drawn up for the individual employee.

- **Fitness studio**

For all employees who work out at their local gym, Hevert has offered a gym subsidy of up to EUR 20 per month for several years. This also provides an opportunity to integrate field service staff and the Berlin employees into the workplace health management concept.

- **Kreuznach Company Run 2022**

Hevert employees again took part in the Kreuznach Company Run in 2022. A total of eleven employees signed up to the physical event, while a further three employees participated in the virtual run.



A Hevert employee on his company bike

- **Company bike**

In the context of workplace health management, the family-run company Hevert has been giving employees the opportunity to lease bicycles since September 2019 in conjunction with its partner Bikeleasing. Needless to say, these bicycles can also be used for non-work purposes. The use of tax and social security benefits also make this environmentally friendly and healthy form of mobility particularly attractive for employees.

- **Hevert Health Day**

On September 15, 2022, Hevert organized a Health Day at its Nussbaum location that gave employees the opportunity to try out different courses and activities, including yoga, fascia training, and active breaks with brain training. In addition to services from the IKK Südwest health insurance provider (stress measurement), Vitamin D3 testing was offered by the Hevert Medical Scientific Affairs team for the first time. The event also featured information booths for our partner CoMotion and Hevert's occupational health and safety team.



Vitamin D3 testing at the Hevert Health Day



Hevert employees learning everyday exercises for general well-being at the Hevert Health Day

2.6 EMPLOYEE SATISFACTION

2.6.1 Employee representative body

The employees of Hevert-Arzneimittel have had their own elected representative body since 2009. The employee representatives advocate for employees' interests in dialog with management and the division directors.

The current employee representative body with seven members was elected in 2022. In the spirit of Hevert's motto, "Naturally successful together," employee representatives and management cooperate on the basis of mutual trust.

As the most important link between employees, company management and the Human Resources department, the employee representative body has brought up and discussed a number of personnel and organizational matters and contributed to finding solutions, including for the preparation of guidelines on the remote working project and the works agreement on company anniversaries and retirement.

The representative body is complemented by a youth and apprentices spokesperson, who is elected for two years and is specifically tasked with representing the interests of apprentices and younger employees. For example, the spokesperson can assist in the event of problems at the vocational school. The goal is to create a solid foundation for communication between employees managers up to executive level at all three Hevert locations. (403-1, 102-18)

2.6.2 Employee satisfaction survey

Hevert-Arzneimittel was awarded the "TOP JOB 2021" employer's certificate in 2021.

As part of the collaborative project "Future-oriented Work Design in the Soonahe Region," a survey on employer attractiveness and employee satisfaction was conducted by one of the project partners, Institute for Technology and Work (ITA), in spring 2022.

The survey achieved a participation rate of 60%, or 113 of 189 employees. In the category of "work organization," a high level of employee satisfaction was recorded in the areas of autonomous work (83%) and sufficient opportunities for structuring work (75%). Employees greatly appreciate the fact that they understand what is expected of them in the workplace (95%) and consider their work to be varied (84%).

The company scored well in terms of respect and appreciation in cooperation between employees (93%). Cooperation between young and old was also considered to be largely or entirely unproblematic (83%). Other positive results include the high level of satisfaction with team colleagues (92%) and with the physical working conditions (91%). Potential for improvement was identified in the areas of employee management, training and further education, and remuneration.

Building on the results across all of the collaborative partners, the combined efforts of the project participants will initially focus on optimizations in the area of "work organization." (102-44)

2.7 TRAINING AND EDUCATION

2.7.1 The Hevert Employee Academy

All Hevert employees are given the opportunity to take part in a number of internal and external training courses, including courses for professional and personal development. Employees should be given the chance – and at the same time be motivated – to acquire higher qualifications.

The Hevert Employee Academy presents a number of internal training courses by subject area in the form of mandatory or optional training as well as online (self-study) and classroom-based courses (with trainers). Due to the pandemic and the growing number of employees working remotely, the majority of classroom-based training courses took place in digital form in 2022.

539 training sessions were offered in 2022. All training on GxP and quality management was mandatory for employees.

Participants included first-timers and those looking for a refresher. Some courses are required to be repeated at certain intervals.

The Employee Academy was also rolled out in November 2022. It is based on new software that makes employee qualification even easier and more interactive thanks to system-generated reports and notifications. Furthermore, the introduction of digital signatures for self-study is expected to lead to considerable savings in terms of paper.

2.7.2 High Potential Program and High Performer Program

High Potential Program

The Hevert High Potential Program was launched in 2019. The aim of the program is to improve employee retention and loyalty.

The purpose of the Hevert High Potential Program is to more effectively recognize and actively foster high-potential employees. High potentials usually have the following characteristics:

- good motivation
- good flexibility
- good ability to work under pressure
- good mental agility
- good capacity for holistic, networked thinking
- potential for management or project leadership responsibilities
- good self-competence and social competence

The core component of the program is challenging and exciting work and/or projects. The participants are guided using development interviews and training. The supporting program includes networking meetings, training events and practical days.

The annual Hevert High Potential Program networking event was held at the Nussbaum site. Key items on the agenda included the dialog between program participants and the Executive Committee.

The High Potential Program had an additional two participants in 2022. One participant left the company during the current program.

High Performer Program

Hevert launched a pilot project for a new development program for high performers in 2021. This development program continued successfully in 2022, with two participants.

One participant was trained in SAP process management and obtained OKR business coach certification (Foundation level). She also applied to the mentoring program of the Healthcare Frauen e.V. association for female managers in the health care industry. The other participant completed the “Communication & Leadership,” “Leading with Objectives” and “Strengthening Resilience” modules of the management development program.

Like the High Potential Program, the Hevert High Performer Program is geared towards retaining key employees and was designed for employees who consistently exceed expectations and demonstrate continuous and significant commitment.

The program had two participants in 2022. The core component of the program is challenging and exciting work. The participants are guided using development and coaching interviews, training and a supporting program.

The development program helped one employee to take on a higher-ranked position in the departmental management team.



Participants of the High Potential Program regularly meet to train and talk – including at the Berlin office

2.8 IDEAS MANAGEMENT

At Hevert, independent thinking is not only allowed but explicitly encouraged. Hevert's ideas management system enables employees to make a contribution to the company's ongoing development by submitting ideas and suggestions for improvements.

Ideas and suggestions for improvement were submitted using a ticket system in 2022. Employees were asked to describe the current status of a project with potential for improvement, define the desired outcome, and explain how to achieve it. An ideas manager then passed the proposal on to those in charge so that they could assess it and potentially implemented it. Successfully implemented ideas were funded through the Ideas Management work group.

15 ideas were submitted in 2022. Some of these proposals were successfully implemented, thereby improving procedures and contributing to the company's ongoing development. They focused on issues such as

safety, cleanliness, savings, environmental protection and energy savings. Nine of the ideas submitted are still being examined by the respective departments.





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3 QUALITY IS OUR FORMULA



Quality is the reason for Hevert's success. Hevert preparations work naturally, are of high quality and have very few side effects.

The regulatory framework requires all pharmaceutical companies in Germany to meet high quality standards to ensure efficacy and safety for patients. Hevert also applies these high standards to dietary supplements.

Product quality at Hevert is not least thanks to ongoing research and development. Research and development, whether conducted in-house or with external partners, should contribute to the safety and optimal effectiveness of preparations in order to benefit patients worldwide.



From the plant in the field to the finished preparation in the hands of the user, our goal is always to meet the strictest quality standards

3.1 CUSTOMER HEALTH AND SAFETY

The safety of Hevert medicinal products is initially examined by the Federal Institute for Drugs and Medical Devices (BfArM) as part of the marketing authorization procedure. After marketing authorization is granted, the company's Pharmacovigilance² system ensures continued drug safety. All incoming side effect reports are entered in a database and assessed by experts. In addition, the scientific literature is regularly reviewed for risks associated with the active ingredients used by Hevert. This information is then used to generate the current risk-benefit assessment for each individual medicinal product. This can also lead to changes in the product information, such as directions for use or the inclusion of potential side effects. The number of side effect reports is low in light of the number of packs sold (fewer than 100 reports per year), and very few of them involve serious side effects, such as allergic reactions.

The labeling of medicinal products is governed by the German Medicines Act (AMG). This is specifically regulated by section 10 AMG, and includes rules for the naming, composition, expiry date and sales classification (e.g. "pharmacy only" for medicinal products that are only permitted to be sold in pharmacies). The statement that medicinal products are to be kept out of the reach of children is also mandatory. Any special precautions for disposing of unused medicinal products or other special precautions to prevent risks to the environment must be listed in accordance with the AMG. However, such notes are not required for homeopathic medicinal products due to the low concentrations of the substances involved. (417-1)

Hevert also increasingly sells dietary supplements that must be labeled in accordance with the applicable regulations in order to protect consumers. The legal basis for this labeling is EU Regulation No. 1169/2011, known in Germany as the Food Information Regulation (LMIV). It contains an obligation for manufacturers to provide information such as details of ingredients, coverage of daily nutritional requirements, ingredients with an allergy risk, and the best before date. Uniform stipulations for the labeling of dietary supplements have therefore been in place throughout the EU since 2014. (417-1)

With just a few exceptions, the Hevert range enjoyed good market availability in 2022. Vitamin A+E Hevert was not available for some time as the vitamin A active ingredient could not be obtained on the market in the requisite pharmaceutical quality. Vitamin B12 Depot Hevert ampules were temporarily unavailable as increased demand led to a shortage of the raw material hydroxocobalamin. Increased demand for the raw material Emcompress also led to supply difficulties for Vitamin B6 Hevert.

Hevert's Quality Management department acts as a service provider for all departments and offers assistance with the structuring of workflows and their monitoring. Preparing and supporting regulatory and customer audits and eliminating any defects identified therein are very important annual activities. For instance, an inspection by the local supervisory authority every two years determines whether processes, requirements and guidelines satisfy the relevant standards. In addition to the German authorities, inspections by the US Food and Drug Administration (FDA) have played a key role since 2017. Along with the internal audits regularly performed by the quality management team (self-inspections) and audits by customers, this constitutes a tight-knit network that guarantees product safety and process compliance with statutory requirements. (416-2)

² An umbrella term for all activities associated with monitoring the safety of medicinal products.

3.2 PRODUCT IMPROVEMENTS AND LAUNCHES FOR OUR CUSTOMERS

Continuous product improvement in the form of alternative, innovative dosage forms or new active ingredient compositions is intended to promote long-term customer retention and attract new customers to the quality of Hevert preparations. These developments are carried out by the in-house Research and Development department in cooperation with external service providers.

The “Optimizing formulations” project that began in 2019 was concluded in April 2022. **Ginkgo biloba Hevert tablets**, **Calmvalera tablets** and **Sinusitis Hevert SL tablets** were successfully switched to a quicker and gentler production process and launched on the market. Other proposed optimizations resulting from the project are currently being implemented.

Vitamin D3 K2 plus Calcium and Magnesium 4000 IE was newly launched in 2022. The combination product with the “four-fold osteo formula for healthy bones and muscles” replaces the food supplements Vitamin D3 K2 plus Calcium and Magnesium 1000 IE and Vitamin D3 K2 plus Calcium and Magnesium 2000 IE, which were launched in 2020 and 2021 respectively. This means Hevert-Arzneimittel is continuously expanding its product range in the area of micronutrients and vitamins and its market position as a vitamin specialist.



3.3 DEDICATED TO NATUROPATHY

Hevert campaigns for the preservation of the greatest possible therapeutic diversity and quality of products and active ingredients not only within its own company, but across the whole naturopathic medicine market. As part of this, the company works for naturopathy-friendly regulatory conditions as well as the recognition and acceptance of naturopathic medicines.

3.3.1 Research at Hevert-Arzneimittel

In the area of basic research, Hevert plays an essential role in obtaining new findings while providing a solid scientific foundation for homeopathy and naturopathy by funding research institutes.

Basic research

The company's commitment to basic research continued in 2022 despite limited staff resources.

- **Homeopathic combination remedy project**

This basic research project aims to determine how each ingredient works in homeopathic complex remedies. Specifically, the project is investigating the medicinal ingredients of the medicinal product Sinusitis Hevert SL. In 2022, this project achieved further promising experimental results on the interactions between homeopathic substances. The results have been submitted and are expected to be published in early 2023.

- **Research funding**

Innovation starts in the mind and requires the commitment, will and courage to implement it. However, new approaches and ideas often lack recognition. Since 2006, the Dr. Wolfgang Hevert Prize – now funded by the Hevert Foundation – has therefore been awarded every two years as a way of recognizing new scientific paths in naturopathy. It is endowed with a grant of EUR 10,000.



Award winner Professor Jörg Reichrath (second from left) with jury member Dr. Rainer Matejka, Mathias Hevert and Sarah Hevert-Ernst

On November 12, 2022, the Dr. Wolfgang Hevert Prize was awarded for the eighth time. With “Research for Health” as the theme, the ceremony took place at the Hevert naturopathy conference in Mainz. Professor Jörg Reichrath, senior physician and deputy clinic director of the Department of Dermatology, Venerology and Allergology at Saarland University Hospital, was delighted to receive the award, which is endowed with 10,000 euros.



With his planned paper “Bedeutung des Vitamin-D-Status und Einfluss der oralen Vitamin-D-Supplementierung auf den klinischen Verlauf des metastasierten malignen Melanoms” (Importance of Vitamin D Status and Influence of Oral Vitamin D Supplementation on the Clinical Course of Metastatic Malignant Melanoma), Professor Jörg Reichrath and his team aim to improve the prognosis of patients with malignant melanoma. In doing so, they are pursuing a holistic approach with vitamin D supplementation and combining elements of naturopathy and conventional medicine to create an overall concept, which was recognized by the independent expert jury as an outstanding example of integrative medicine.

- **Long COVID study**

In 2021, a high-profile medical facility asked Hevert to be a partner in a university-led clinical study into long COVID on account of its expertise. Given the considerable relevance of the topic, Hevert has supported this research project ever since. The two-phase clinical efficacy study is being conducted to the highest standards and will last for multiple years. It will also enable insights into planning and implementing a large-scale randomized and controlled study in an outpatient setting.

Long COVID, or post-COVID syndrome, describes the long-term health effects resulting from an acute case of Sars-CoV-2 over a period of at least three months. The most common symptoms include tiredness, fatigue and limited resilience, shortness of breath, concentration and memory problems, sleep disruption, and muscle weakness and pain (see “Post-COVID: Langzeitfolgen von COVID-19” (German only) at [infektionsschutz.de](https://www.infektionsschutz.de)). The treatment being investigated is expected to lessen the severity of these symptoms.

- **Support for basic research initiatives (102-12)**

Hevert-Arzneimittel and the Hevert Foundation support various initiatives and institutions engaging in homeopathic basic research. The goal is to firmly establish homeopathy as a scientific treatment approach and to further expand the company’s homeopathy expertise. For example, Hevert is actively involved with the Homeopathy Research Institute (HRI) in London and Witten/Herdecke University (see 3.3.1).

The HRI is an innovative, international foundation. Its goal is to promote high-quality scientific research in the field of homeopathy. The founder is the physicist Dr. Alexander Tournier, who previously worked as an independent researcher for Cancer Research UK. Together with the HRI and using the methods available, scientists, physicians and homeopaths searched for answers to questions such as: How does homeopathy work? Which illnesses can be treated with homeopathy?

3.3.2 External cooperation and funding partners

Financial assistance, funding, and active participation in the following institutions characterize the commitment of Hevert-Arzneimittel:

Scientific Society for Homeopathy (WissHom)

The Hevert Foundation has been an institutional member of WissHom (Wissenschaftliche Gesellschaft für Homöopathie e. V) since 2016. It also engages in the regular exchange of information. A series of online seminars on the subject of potentiation research began in 2022, with four successful events taking place during the year. These seminars will remain a fixed element of WissHom's program in 2023. (102-12, 102-13)

→ www.wisshom.de

Australian Homeopathic Association Inc.

The Hevert Foundation is a sponsor of the AHA.

→ www.homeopathyoz.org

Karl and Veronica Carstens Foundation

Hevert-Arzneimittel has supported the Karl and Veronica Carstens Foundation (Karl und Veronica Carstens-Stiftung) and the associated Association for the Promotion of Nature and Medicine (Fördergemeinschaft Natur und Medizin e.V.) for many years. The Foundation's aims are primarily implemented by funding naturopathy and homeopathy research and its publication as well as the training and continued education of physicians and other health care practitioners. (102-12)

→ www.carstens-stiftung.de

Academy of Human Medicine

Hevert-Arzneimittel has cooperated with the Academy of Human Medicine (Akademie für menschliche Medizin GmbH) founded by Professor Jörg Spitz for a number of years now. Professor Spitz's work mainly focuses on disease prevention. He is known for his work on vitamin D, where he works in close cooperation with Hevert. (102-12)

→ www.spitzen-praevention.com

Association for Complex Homeopathy (FAKOM e.V.,)

The goals of FAKOM e.V. (Fachgesellschaft für Komplexhomöopathie e.V.) include the preservation of treatment diversity and duality through complex homeopathy in the state-of-the-art health care system, the interdisciplinary and complementary sharing of information between various therapeutic users from medicine and naturopathy, and support for scientific and clinical projects. Hevert takes part in member meetings and supports the natürlich wirken initiative, which seeks to communicate the benefits of complex homeopathy through storytelling in articles and videos on social media.

→ www.fakom.de

→ www.natuerlichwirken.de

3.3.3 Active participation in complementary medicine associations (102-13)

Academy of Science in Homeopathy

The Hevert Foundation supports the Academy (Akademie Wissenschaftliche Homöopathie e.V.) by promoting the exchange of information between scientists in the areas of basic and clinical research. The Hevert Foundation is also supporting the development of a "Digital Academy for Scientific Homeopathy" concept and its implementation at events such as "Science meets homeopathy."



Scientists, physicians and health care practitioners from various countries work together at the Academy, which promotes integrative homeopathy research and public information, e.g. in the form of a podcast series. It is a non-profit organization committed to the advancement of knowledge and fair scientific cooperation in health care. It also aims to provide holders of political offices with easy access to scientific homeopathy findings.

Hufeland Society

Hevert-Arzneimittel is represented in the medicinal product commission, the company forum and the general meeting of the Hufeland Society (Hufelandgesellschaft e.V.). The Hufeland Society is the umbrella organization of the medical associations for naturopathy and complementary medicine in Germany and represents the interests of more than 60,000 physicians. Its objective is to achieve the comprehensive integration of complementary medicine in the health care system.

→ www.hufelandgesellschaft.de



ECHAMP Membership Assembly in Sofia

ECHAMP

Managing Director Mathias Hevert is a member of the Board of Management of the European Coalition on Homeopathic & Anthroposophic Medicinal Products (ECHAMP), which advocates for the marketability of homeopathic and anthroposophic medicinal products at EU level. A key activity in 2022 was monitoring the consultations by the European Commission on the revision of the general legislation on medicines. ECHAMP reiterated its message that the movement towards greater standardization in health care must not result in the loss of tried-and-tested products.

ECHAMP also commented on the draft of the Homeopathic Medicinal Products Working Group's (HMPWG) guidance on non-clinical documentation for homeopathic medicines. Proposals by industry associations and scientists for a more appropriate calculation of acceptable quantities of toxicologically relevant compounds in line with the state of the art were only partially taken into account. ECHAMP feels that there are no grounds on which to treat homeopathic medicines more strictly than other medicinal products.

→ www.echamp.eu

Homeopathic Pharmacopoeia Convention of the United States (HPCUS)

A scientific employee of Hevert-Arzneimittel is a member of the HPCUS. This non-governmental organization is responsible for publishing and regularly updating the Homeopathic Pharmacopoeia of the US (HPUS). The "Council on Pharmacy" and "Standards & Controls" working groups, in which Hevert collaborates, intensively focus on issues relating to the analysis of homeopathic active ingredients, the review of pharmacopoeia monographs and pharmaceutical and scientific questions about the manufacture and sales of homeopathic medicinal products in the US. The working groups are international. Their members include scientists from Europe who contribute their years of experience with homeopathic medicinal products and work toward the harmonization of quality standards. Activities in 2022 focused on the preparation of white papers describing the requirements for the production and trial of homeopathic medicines that are also recognized by the US Food and Drug Administration (FDA).

→ www.hpus.com

4 WE LOVE NATURE



A love of nature is one of the four corporate values enshrined in the Hevert Mission Statement. Hevert-Arzneimittel sees conservation and environmentally sustainable business practices not just as a theoretical concern but also as a central aspect of its corporate culture. (103-1)

Manufacturing products always involves consequences for the environment. A responsible approach to this impact is at the heart of Hevert's environmental policy. The aim is not merely to reduce Hevert's environmental impact but also to make a positive contribution to the environment and society. Hevert-Arzneimittel continuously enhances its environmental management with a view to improving environmentally relevant operational processes. (103-2)

The internal and external communication of environmental issues plays a key role in the implementation and assessment of environmental management procedures, which is why it is especially important to Hevert. (103-3)

To raise awareness of environmentally friendly behavior, environmental tips are published on the company intranet every month. These announcements are also incorporated into the company's social media storytelling. Posts on issues such as "Asbestos in the home" and "Animal welfare labeling" were published in 2022. In the wake of the energy crisis, several editions of environmental tips were dedicated to the topic of saving energy. A keynote presentation on Hevert's carbon footprint report was delivered to employees in May. Although attendance was voluntary, the event was well received.

All employees can participate in decision-making processes concerning the environment through the CSR and Ideas Management work groups.

Hevert employees have been surfing sustainably using the Ecosia search engine since 2019. Ecosia invests 80% of its profits in worldwide reforestation programs. Ecosia is pre-installed as the standard search engine on all Hevert computers, making it another small part of the family-run company's sustainability concept. Around 52,000 Hevert searches meant that 3,578 trees were planted in 2022. Employees can view their personal contribution on an individual counter. (304-2)

As in previous years, there were no environmental fines or criminal proceedings against the company in 2022. (307-1)



We are committed to taking good care of the environment

4.1 MATERIALS

Hevert-Arzneimittel uses a large number of raw materials, supplies and packaging materials for its preparations. Approximately 25 grams of raw materials are used in each piece of packaging produced. Hevert is continuously optimizing its business and manufacturing processes in order to lower its resource consumption. It is currently focusing on the use of organic raw materials. (301-1)

In 2017, Hevert initiated an organic certification process for its own medicinal plant field and for vineyard cultivation at its headquarters in Nussbaum. In 2021, the cultivation of medicinal plants and the production of grapes and their processing into wine were organically certified in accordance with Regulation (EC) No. 834/2007. Compliance with the requirements of the regulation are regularly inspected by the resource protection control body Gesellschaft für Ressourcenschutz. The current certificate can be viewed on the bioC website.

Hevert-Arzneimittel is looking for solutions to avoid palm oil in the manufacture of its preparations.

Since 2020, Hevert-Arzneimittel has only used sunflower oil-based magnesium stearate in its own production at its Nussbaum site. Hevert preparations that are produced by contract manufacturers will also be gradually switched to palm oil-free magnesium stearate. (301-1)

Hevert takes responsibility for its retail and transport packaging in accordance with the German Packaging Act. (301-1)

All of the paper used for the outer boxes and packaging inserts of medicinal products is FSC®-certified. FSC stands for “Forest Stewardship Council®” and is an international certification system for sustainable forestry. (304-2)

Returned products are not recycled. (301-3) In line with statutory regulations, all products returned by customers are disposed of by pharmacies. Products returned by wholesale customers are appraised according to quality criteria. If the goods are deemed to be saleable, they are returned to sales. Returns with quality defects are destroyed. Where possible, usable dietary supplements are made available to employees in order to reduce the volume of products being destroyed to the greatest possible extent.

Working with nature and in nature – Hevert employees harvesting grapes at the company's own vineyard



4.2 ENERGY

Hevert endeavors to demonstrate its clear commitment to environmental protection through specific energy efficiency measures and the use of renewable energies.

In addition to using 100% green power, Hevert has generated solar energy in-house since 2006. A photovoltaic installation on the roof of the company headquarters in Nussbaum was supplemented by a second system on the roof of the Hevert Daycare Center in 2019. Together, they feed over 150 gigajoules (GJ) of green power into the public power grid every year. (302-1).

Around 9012 GJ of power and heat were consumed in 2022. This is 20% less than in the previous year.

Power consumption in 2022 (5854 GJ) was essentially unchanged as against 2021 (5846 GJ). The electricity consumption rates are shown in figures 11 and 12 in section 7.2.

Hevert uses gas to heat its business premises and prepare warm water, 30% of which is biogas.

Gas consumption fell by 41% in 2022 compared with 2021. This is because the 2021/2022 winter was much warmer than the previous year. In the fall, the room temperature at Hevert's buildings was lowered as part of an energy-saving program. Additionally, one of Hevert's sites was sold in August 2022. The gas consumption rates are shown in figures 13, 14 and 15 in section 7.2. (302-1)

To reduce energy consumption and save resources, Hevert has successively switched all lighting systems to LED since 2014. This change currently saves around 144 GJ of power per year. (302-4)



The photovoltaic installation on the roof of the company headquarters in Nussbaum

4.3 WATER

Water is needed to produce medicinal products. The responsible use of water resources is a matter of clear concern at Hevert. After it goes through the production cycle, water is therefore subjected to a special processing treatment. The proper disposal of residual medicinal products and chemicals also plays a key role. Drug substances and chemicals are separated into designated containers and properly destroyed by a specialist disposal service.

Water consumption at Hevert-Arzneimittel does not adversely affect water sources (running water, groundwater, lakes or similar). In addition to saving water in bathrooms (by using sinks with flow reducers, water-saving toilet flushes, etc.), Hevert aims to reduce the water footprint of everyday goods by implementing the following measures:

- All employees have been supplied with work clothing in organic quality since 2016 and Veja brand shoes made of organic materials since 2021, the production of which requires less material, chemicals and water.
- Seasonal, regionally sourced organic fruit is available to employees every day.
- Organic vegetables grown in a dedicated field have been made available within the company since 2019.
- Hevert offers employees at all sites the option of properly disposing of defective cell phones, smartphones or tablets. This reduces the consumption of energy, water and chemicals and minimizes carbon emissions and waste.

In 2022, the water withdrawn from the municipal power supply increased by 43% compared with 2021. (303-1) The data included the production facilities as well as the administrative areas at all three company locations in Rhineland-Palatinate. The significant increase in water consumption is due to the extremely warm and dry summer season in 2022. The summer weather conditions increased the amount of water required to irrigate the medicinal plant fields in Nussbaum.



Small vegetable plants for organic cultivation are grown in the greenhouse alongside medicinal plants

4.4 BIODIVERSITY

Biodiversity is actively promoted. With its extensive park, vineyard and a blooming field of medicinal plants, Hevert's grounds are a perfect habitat for all sorts of insects.

In 2016, insect hotels were set up at the company's three locations in Rhineland-Palatinate and in the medicinal herb gardens of the Bad Sobernheim Outdoor Museum and Museum of Local History, which are jointly run by Hevert-Arzneimittel. The insect hotels offer native insects the protection that they have lost due to impositions on their natural habitats through road construction, agriculture, etc.

In the immediate vicinity of the well-visited insect hotel, two beehives were placed on the extensive Hevert park premises in Nussbaum. Hevert was able to harvest its own honey for the first time in 2017.

Insect hotels and beehives are actively presented to visitors in order to raise their awareness of insects dying out. Information on the issue is also communicated in brochures and via online channels.

Beekeeping and insect hotels are great additions to the environmental plan to stabilize the ecosystem in the immediate vicinity of the company headquarters. In addition, bees moved into their new home at the Berlin location in summer 2018. On average, the worker bees move within a radius of two kilometers, meaning they will gather pollen and nectar in Kreuzberg, Neukölln, Tempelhof and Schöneberg. As there is hardly any agriculture in cities, the honey of "urban bees" is not affected by pesticides.



Harvesting the organic grapes

The Nahe Valley is a habitat for a large number of plants and animals. The importance of regional conservation areas therefore must be noted in this context. All company locations in the area are located within the Soonwald-Nahe Nature Park. Some Hevert plots belong to protected habitats. A fauna and flora habitat area, "6212-303 Nahe Valley between Simmertal and Bad Kreuznach," is situated near Hevert's headquarters in Nussbaum. This is another good reason for Hevert to pursue environmentally friendly business practices. (304-1)



Bee brood combs at Hevert

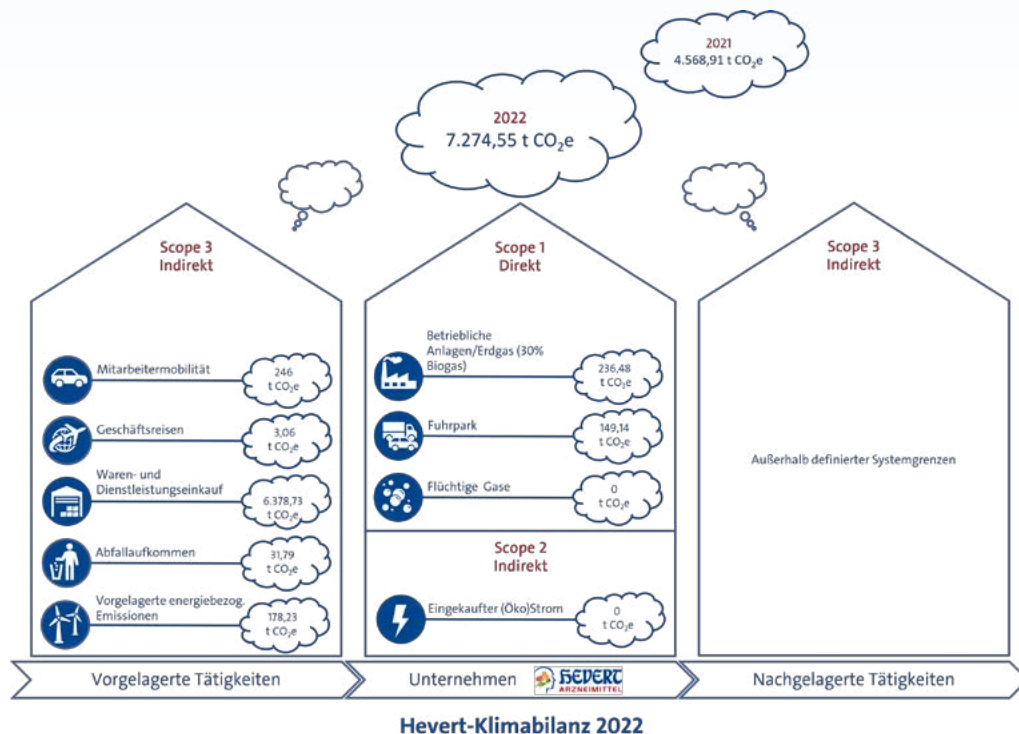
4.5 EMISSIONS

At Hevert, only indirect energy-related greenhouse gas emissions are produced. Other emission sources are currently irrelevant at Hevert. According to the electricity provider, no carbon dioxide is generated in the production of 100% green power (Germany-wide average: 435 g/kWh). (305-2)

Hevert uses a gas mixture containing 30% biogas for heating purposes. Biogas also releases carbon dioxide during combustion but only exactly the same quantity that its starting materials extracted from the atmosphere beforehand. This means the carbon cycle is closed and the carbon footprint remains neutral. Only 70% of the consumed resources (2210 GJ or 614,546 kWh) are included in the emissions calculation. According to the online portal "Klimaneutral handeln," 0.22 kg of CO₂ is emitted per kilowatt hour consumed. Hevert's CO₂ emissions thus totaled approximately 135.2 t in 2022. (305-2)

In addition to reducing emissions of the greenhouse gas CO₂ by using a high percentage of renewable energies, Hevert lowered its emissions by switching lighting to LEDs and by offering e-bikes and two electric cars to be used by employees for traveling between the company sites in the Nahe Valley. Hevert also used electric mobility for outdoor work in its extensive park. An E-Gator has been used for this purpose since December 2019. The company cars in Hevert's fleet will gradually be replaced with electric cars. Since 2021, Hevert employees have been able to lease an electric company car that they can also use privately under a gross deferred compensation scheme. Hevert hopes this will help its employees to make the switch to electromobility. (305-5)

As a rule, Hevert employees try to travel to business meetings by train or other public transport or to avoid unnecessary travel altogether by holding video or telephone conferences with partners. Hevert saves around 20 t of CO₂ through train travel alone. If it is not possible to use trains or similar means of transport, employees rely on the Hevert company car fleet, which consists of extremely fuel-efficient car models as well as electric cars. In order to minimize emissions while driving, the company organizes and finances eco-driving courses for its field service team and for other employees as required. This driving technique can reduce long-term fuel consumption by 15–20% and cut accidents in half through anticipatory driving. If flights must be booked, an emission calculator is used to determine the climate gases caused by the trip causes and a corresponding financial contribution is made to a recognized climate protection project. (305-5)



Hevert understands the significance of every individual company doing its part to achieve the goals of the Paris Agreement. Hevert aims to do its part for climate protection by ensuring that its operations are climate-neutral.

In 2021, Hevert worked with the natureOffice climate protection agency for the first time to produce a carbon footprint report in accordance with the Greenhouse Gas Protocol. Hevert's carbon footprint was reviewed in 2022.

Emissions increased in 2022 as social and operating processes returned to normal following the lifting of COVID restrictions.

Greenhouse gases that Hevert is unable to avoid are offset by participation in three climate protection projects: "Natural reforestation for more biodiversity in Togo," "Clean drinking water for schools in Africa" and "Clean energy from hydroelectric power in Uganda."

Hevert became a certified climate-neutral company in January 2022.

A Hevert employee in front of the liquid natural gas truck



4.6 EFFLUENTS AND WASTE

Wastewater is fed into the communal sewerage system. The increased water consumption in 2022 meant that the wastewater volume and the rates in relation to packaging units produced and the number of employees also increased. (306-1)

Waste is properly disposed of by a regional service provider. Since 2020, Hevert's waste quantity accounting has become much more precise as the waste components are now weighed on-site before every collection. Previously, some waste was calculated in cubic meters and converted into kilograms for reporting purposes, which caused inaccuracies in data.

Company waste can largely be sent for reuse or recycling. Biodegradable waste is generally used to generate biogas. Only medicinal product waste, solvent waste and waste with hazardous components are required to be destroyed. (306-2)

The total waste volume declined by around 26% year-on-year due to the closure of the Eckweiler Strasse site in August 2022.

It is important to separate waste so that it can be recycled



4.7 SUSTAINABLE PROCUREMENT

The selective purchasing of sustainably produced goods protects nature and the environment. After all, conservation begins with the producer. However, the purchase costs of these sustainably manufactured products are higher than those of conventional goods and therefore increase the manufacturing costs for Hevert's products. The family business consciously accepts this competitive disadvantage. (102-15)

Since the beginning, Hevert has worked with a broad network of selected partners with whom we have maintained long-term relationships for the most part. Hevert relies on regional partners wherever possible. Hevert seeks out partners based not only on their professional expertise but also on their environmental and social standards. It also encourages existing partners to gear their activities toward sustainability. Examples include promoting certification such as that of the Forest Stewardship Council® (FSC®) and supporting the "Wind Energy Maharashtra India" climate protection project.

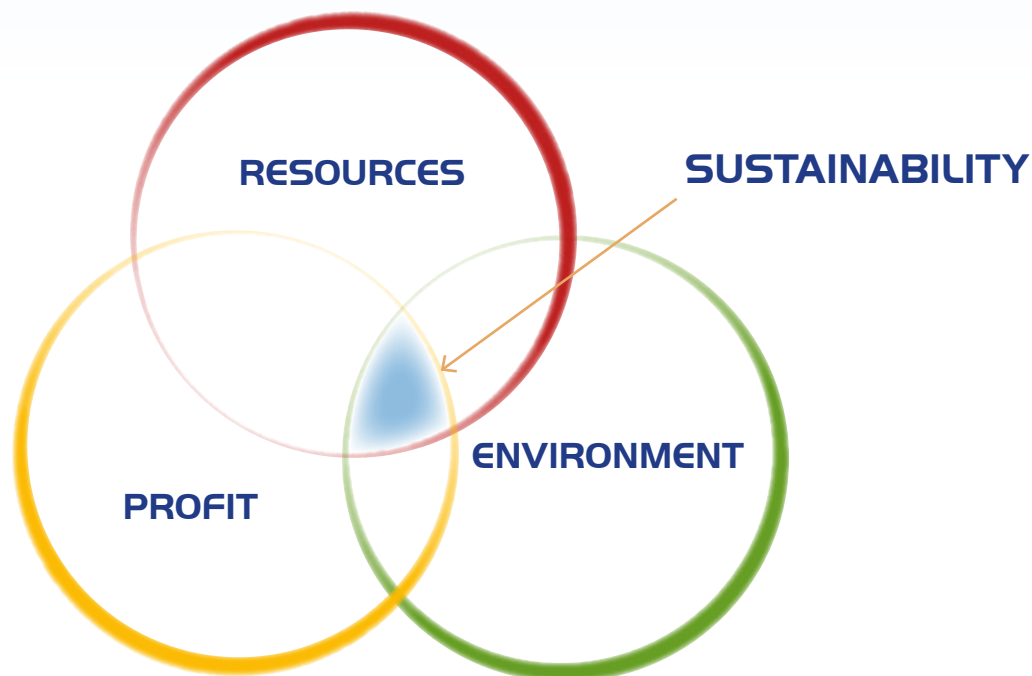
Another aspect is the requirement to supply controlled, organically farmed products (see also 4.1 Materials). The partner's ethical standards, such as the avoidance of biopiracy or child labor, even in precursor products, are monitored by Hevert by means of audits and questionnaires sent in advance. In this way, the company positively influences the purchasing behavior of its partners, supports them in their efforts to practice sustainability and paves the way for other environmentally conscious companies.

Effects of a pandemic on procurement

The COVID-19 pandemic radically altered the procurement channels and situations.

Before the pandemic, for example, face masks were a readily available C item. However, it quickly became clear that there was not an unlimited supply, which caused prices to rocket. Our reliance on countries with cheap manufacturing costs became highly apparent. Hevert systematically ensured that the procurement of masks met the requisite standards and that the products came from Europe where possible.

The changes in living conditions, such as lockdowns and travel restrictions, also had far-reaching consequences for employment. For example, the sharp reduction in aviation limited the options for transporting goods and required other methods to be used. This resulted in eye-watering price increases that made Europe far more attractive as a production location.



5 WE LIVE PARTNERSHIP

Our dealings with our customers and partners are characterized by honesty, loyalty, friendliness and responsible behavior. Together with its partners, Hevert aims to live up to its promise of sustainability.



5.1 COMPLIANCE & INTEGRITY

Actions speak louder than words. The impression made by a company is more intense and sustained than the impact of communicative measures.

At Hevert, “corporate compliance” describes the entirety of all measures that form the basis for compliance by a company, its organizational members and its employees in regard to all legal requirements and prohibitions. Furthermore, entrepreneurial behavior should meet all social guidelines and values, morals and ethics.

Hevert-Arzneimittel strives to successfully compete on the basis of expertise, quality and reliability. This requires it to comply with company-specific and legal regulations. However, Hevert already practices the principles that other companies have to explicitly set out:

- awareness of and compliance with applicable laws and regulations
- respectful and inclusive interactions with colleagues, customers and partners
- active commitment to environmental preservation and the sustainable use of resources

Hevert-Arzneimittel invites all employees to use the necessary sources of information and offers consultation to prevent violations of laws and regulations.

There were no cases of non-compliance with laws or regulations in the social and economic area in the reporting period. (419-1)

Transparency is the top priority in the pharmaceutical industry

Hevert stands for transparency, trustworthiness and reliability in its collaboration with health care practitioners, pharmacists, patients and other health care partners. The pharmaceutical industry is often publicly criticized for unduly influencing physicians and others in the health care industry. These practices do not stand a chance at Hevert, because integrity and a focus on a purely professional dialog with various cooperating partners characterize the company’s cooperation with external stakeholders and are a key factor in its success. (102-40, 102-42)

In this context, Hevert initiates and supports numerous events to promote the continuing education of physicians and other cooperating partners and facilitate the exchange of scientific information, among other things. The company focuses on professional discussion. Leisure activities are never the main focus, and at most serve to appropriately complement the respective events.

The principles of collaboration with our business partners are set out in the Mission Statement and can be viewed on the Hevert website by anyone.

“Small gifts keep a friendship alive” – everyone likes to get presents, and people often deserve them because they have gone above and beyond the call of duty. Such gifts are permitted at Hevert – provided they are reasonable. If employees want to give a gift, e.g. to an employee of a vendor whose personal efforts made it possible to move up an important delivery, this must be coordinated with the respective division director. This procedure is governed by an internal policy. When receiving gifts, too, employees are required to inform their supervisor and division director and must decline the gift if the situation requires.

“Celebrate the parties as they come” – the rules for gifts also apply to social engagements. An invitation to lunch or dinner is generally no problem. However, invitations to luxury restaurants and hotels should always be examined to determine whether they are appropriate. If the employee feels obliged to return the favor by providing the inviting party with services or information that they would not have otherwise received, the invitation should be declined. Here, too, a manager should be consulted in case of doubt. Hevert hosts its guests in an appropriate setting. Luxury is avoided altogether. (102-17)



Key stakeholder groups of Hevert-Arzneimittel

5.2 SERVICE PROVIDERS / SUPPLIERS

5.2.1 Supply chain

The availability of raw materials and goods in line with specifications and the performance of defined services are significant to the quality of Hevert's own performance and therefore critically important to customer safety. For this reason, Hevert places great emphasis on a comprehensive supplier management system with a focus on quality aspects. In so doing, Hevert must comply with the legal framework under section 11 of the German Regulation on the Manufacture of Medicinal Products and Active Pharmaceutical Ingredients (AMWHV).

5.2.2 Our vendor management system

Hevert aims to only purchase products or services for the manufacture, inspection or storage and distribution of its products from qualified vendors. Accordingly, it has established a holistic, company-wide system for vendor qualification. As a basis for decisions on future cooperation with a potential GxP vendor, we evaluate regulatory (GxP) compliance as well as criteria relating to environmental management and corporate responsibility.

In the case of established GxP vendors, the evaluation must also take account of the quality of the goods supplied, the products manufactured or the services provided.

The GxP vendor assessment is intended to serve as the basis for talks with the vendor with the aim of achieving improvements in performance and ensuring a long-term working relationship with the best vendors.

5.2.3 Number of rated vendors

Cooperation with vendors is approved for a fixed period. Further orders after the end of this period are not permitted. Vendors therefore undergo requalification with the Quality Management department before this period ends. The aforementioned criteria are requested again, and the new assessment takes account of any changes since the previous qualification period and the fulfillment of the requirements per se.

Hevert-Arzneimittel currently works with 139 approved and qualified GxP vendors.

Activities for vendor requalification also continued in the 2022 financial year with the assistance of external providers. (102-9, 308-1, 414-1)

5.3 CUSTOMER SATISFACTION AND REPUTATION

In its customer communications, Hevert-Arzneimittel broadly differentiates between three different target groups. The largest group are end users, followed by pharmacies (pharmacists and pharmaceutical-technical assistants) and health care practitioners (physicians and natural practitioners).

Within the company, support for these target groups is provided by different departments, which plan and conduct measures tailored individually to each target group. In this way, Hevert aims to achieve a long-term increase in customer satisfaction. As part of customer care, services, regional and national events, and financial commitment at various levels, the company creates regular touch points for exchange, communication, and relationship management. (102-42, 102-43)

Reporting on customer satisfaction and activities to determine customer satisfaction also form part of the CSR process.

Instead of issuing Christmas greetings, Hevert decided in 2008 to use Thanksgiving as an opportunity to thank customers and business partners for being such a pleasure to work with over the years. Ever since, this has taken the form of a fall greeting. Naturally, the current situation is also taken into account when selecting and designing the theme for the fall greeting. In 2022, Hevert addressed the fact that it had achieved climate neutrality. (102-42, 102-43)



Some of the members of Hevert's Scientific & Regulatory Affairs Team

5.3.1 Dialog with professionals

The dialog with physicians, natural practitioners, pharmacists and pharmaceutical-technical assistants is particularly important to Hevert. Hevert maintains this dialog with a free hotline and a field service team that, in turn, remains in close contact with office sales staff and can quickly request additional information or clear up any questions. All contacts and topics of conversation, whether personal or on the phone, are documented in a customer relationship management (CRM) system. A CRM system is a software suite specifically tailored to customer relations management. Continuous entries allow issues of interest to the respective customer that could be expanded upon or unfulfilled wishes to be tracked. All data protection regulations enjoy top priority. There were no substantiated complaints regarding breaches of data privacy or losses of customer data in the reporting period. (418-1)

With its comprehensive service, information and professional development programs, Hevert helps physicians, natural practitioners and pharmacies to meet the growing demand of patients for naturopathic preparations. Hevert's website is a source of extensive information for customers, and helps professional clients to enhance their treatment and consultation knowledge. (102-43)

Hevert Academy for Naturopathy

Since 2016, the Hevert Academy for Naturopathy has provided health care practitioners, pharmacists and pharmaceutical-technical assistants with scientific training on key topics and the latest developments in the field of naturopathy. An experienced team of trainers report on day-to-day practice in pharmacy and health care settings and impart useful tips for customers and patients.

The Hevert Academy offers various live event formats, including symposia and regional meetings for the entire pharmacy team. Customers who prefer to study at a place of their choice can select from a wide range of live online seminars and digital self-study content such as web-based training and specialist publications. Many of these courses are accredited. The Academy newsletter provides information on the latest available courses.

An overview of all courses can be found at the online platform www.hevert-akademie.de. Events can be booked with just a few clicks, from online seminars to classroom-based events. Additionally, handouts are available to download, and recordings of webinars can be accessed via the media library to listen to again or, in some cases, as a means of testing participants' learning progress.

→ www.hevert-akademie.de



User base development

The aforementioned central learning portal serves as the starting point for utilizing and managing the high-quality learning options offered by the Hevert Academy (www.hevert-akademie.de). In 2022, the user base again increased by more than 13% to around 3,400 users. Within this figure, the number of pharmacy employees saw above-average growth of 29% to over 900 customers. The number of physicians also increased significantly.

Overview of the continued education events held in 2022:

| | Number of |
|--------------------------------------------------|-----------|
| Hevert naturopathy conferences | 1 |
| Hevert symposia for pharmacists | 1 |
| Symposia for pharmaceutical-technical assistants | 1 |
| Scientific presentations | 20 |
| Live online seminars | 32 |

In-person events

All of the in-person events scheduled for 2022 were held as planned. They were all rated extremely highly by the participants, with a recommendation rate of 100% across the board. Specifically, these include:

- **Hevert naturopathy conference**

The Hevert naturopathy conferences are a well-established format and are always tailored to an audience of health care providers. The presentations at the 2022 conference were themed around the topic of “Chronic stress and sleep disorders.” The event also saw the awarding of the Dr. Wolfgang Hevert Prize for 2022. The conference was designed as a hybrid event for the first time – an innovation that was rewarded with a large number of online participants.

- **Symposia for pharmacists and pharmaceutical-technical assistants**

One symposium for pharmacists and one symposium for pharmaceutical-technical assistants took place with attractive supporting programs on the first day and interactive elements on the second day. Hevert-Arzneimittel welcomed a total of 46 participants to the two-day events. The goal is not only to provide customers with further knowledge about naturopathy, but also to strengthen the company’s reputation, increase customer loyalty to Hevert, and ultimately increase sales. Invitations to the event were handed out by the field service team as a means of providing opportunities for contact and topics for discussion, including during subsequent visits following the event. This year’s symposia were again certified by the Rhineland-Palatinate Regional Chamber of Pharmacists.

This year also saw a regional training session for the entire pharmacy team in the form of an evening event with almost 100 participants.

The schedule for 2023 includes another symposium for pharmacists, another symposium for pharmaceutical-technical assistants, another naturopathy conference, and a training partnership with another provider. This will be supplemented by two special training events for account management that are aimed at selected pharmacies.

Practical seminar for pharmacists



- **Online seminars**

The Hevert Academy offers a wide range of online content. This includes live online seminars on various areas of naturopathy and recordings of online seminars in the media library. These are supplemented by web-based training on different preparations and topics as well as self-study materials.

In 2022, Hevert delivered a curriculum-based training format for pharmacy employees for the second time, with successful participants receiving “immune system specialist (pharmacy)” certification. The training has been accredited by the Federal Union of German Associations of Pharmacists as a voluntary training certificate.

Towards the end of the year, the Hevert Academy website was updated and relaunched with a new design and new features making it easier for users to search for courses.

5.3.2 Exchange with end users

Digital media

Hevert’s online magazine about health and naturopathy as well as various product guide pages for end users combine information from a wide range of areas, such as holistic well-being, natural healing methods, research news, herbal pharmacy, living environments, and natural indulgences. Hevert aims to use these channels and social media platforms to spread the word about naturopathy, enable a variety of treatments and inspire a dialog. All visitors are invited to enrich the conversation with their ideas, suggestions, and criticisms. In 2022, Hevert also updated its employer branding content on LinkedIn, XING and kununu. The drug manufacturer intends for this to attract potential applicants to job advertisements while also shining a spotlight on its corporate culture. (102-43)

All regulations concerning data protection also enjoy top priority in digital exchanges with end consumers. There were no substantiated complaints regarding breaches of data privacy or losses of customer data in the reporting period (418-1).

→ www.hevert.com/de/de/magazin



Regional events for end users

- **Hevert Organic & Regional Christmas Market**

Over the years, the annual Christmas Market that was first held in 2015 has become a successful event and a fixture of the Nahe Valley calendar. One of its main objectives is to contribute to the attractiveness of the Nahe region as a place to live and do business. The event was billed as the Organic & Regional Christmas Market for the first time in 2019. The company thus emphasized greater sustainability while also focusing on organic products and impressively demonstrating its ties to the region.

The Hevert Christmas Market was canceled in 2020 and 2021 because of the coronavirus pandemic. In 2022, Hevert's Organic & Regional Christmas Market returned to the calendar in the second week of Advent. Visitors to the Hevert location in Nussbaum enjoyed culinary delights and a program of festive events (See also 5.4) (102-43)

5.3.3 Company tours

Hevert company tours

Only two company tours took place in 2022 because of the coronavirus pandemic.

The aim of the company tours is to enable participants to get to know Hevert-Arzneimittel as a company and its Nussbaum production site a little better. Depending on the visitor group, specialist presentations on health care and naturopathy are also integrated into the events. The company tours are intended for professionals (pharmacists, pharmaceutical-technical assistants, natural practitioners, physicians and associations) and consumers alike. Hevert hopes it will be able to offer tours without restriction again soon. (102-43)

→ www.hevert-veranstaltungen.de/firmenfuehrungen



5.4 LOCAL COMMUNITIES AND SOCIAL COMMITMENT

Hevert takes social responsibility as a way of helping those who are less fortunate to share in the company's success.

As the family-run company has always considered itself a strong partner in the Nahe region, Hevert has opted to distinguish between requests for donations and sponsorship from the immediate vicinity of the Hevert headquarters in Nussbaum (radius of less than 50 km) and those from elsewhere. The decision to support a request is not arbitrary but based on established criteria, both for regional requests and those from further afield.

5.4.1. National commitment

In 2022, the family-run company received 25 requests for donations and sponsorship from associations and organizations from all over Germany and abroad. The following criteria are used to assess such requests at a national level:

- The socially disadvantaged should be helped.
- Will the request increase Hevert's national recognition?
- Does it relate to the industry, and is it in line with the Hevert Mission Statement?

The number of requests relating to the assessment criterion "help for the socially disadvantaged" is relatively low. Only around half of all requests deal with the support of socially disadvantaged groups of people in a wider sense. The share of requests concerning the pharmaceutical sector is lower still.

Helping social institutions and associations is at the heart of the charitable activities of the Hevert Foundation, which was established in 2015. In this short time, the Foundation has found firm partners that it works with closely and that receive long-term support. The defined assessment criteria are also taken into account when selecting partners and are regularly met in full.

In addition, the family-run company provided key support for the following initiatives in 2022:

- **Solidarity with Ukraine: Hevert delivers medical products**

Since the outbreak of the war, Hevert-Arzneimittel has been deeply moved by the fate of the Ukrainian people and its local business partner. It donated medical supplies worth several thousand euros in spring 2022.

- **Commitment to children with cancer**

For five years now, Hevert-Arzneimittel, together with the Hevert Foundation, has been assisting the Sophia Kallinowsky Foundation (Sophia Kallinowsky Stiftung) with the annual Hevert Christmas market as a way of combining its regional and national commitments. Little Sophia, nicknamed "Mulle," died of a brain tumor in May 2016 at just three years of age. The following year, on her birthday, her father Karsten Kallinowsky established the Sophia Kallinowsky Foundation. The Foundation aims to help children with a cancer diagnosis to live better lives. This also includes gifting moments of happiness. Research projects at the children's cancer ward at Johannes Gutenberg University in Mainz are also supported. The Foundation is currently funding a chair in the Pediatric Oncology Center of Mainz University Hospital.

→ www.ophia.foundation



Sophia Kallinowsky † with her father, who established the Foundation

5.4.2 Regional commitment

Regionally, Hevert aims to increase the attractiveness of the Nahe region as a place to live and work, as well as enhancing regional awareness of Hevert-Arzneimittel and preserving the legacy of Emanuel Felke.

In 2022, the company received 18 requests for donations and sponsorship from the region, around half of which it supported financially or with promotional items. A project has to satisfy certain criteria in order to be considered eligible:

- close proximity to the company headquarters (less than 50 km from the Nussbaum headquarters)
- increase in regional awareness
- preservation of the Felke legacy
- cost assessment (amount of internal staff and financial resources required to implement)
- consistency with the mission statement

The majority of all requests come from institutions, associations or other applicants in the immediate vicinity of the company headquarters. Unfortunately, the proportion of requests relating to the assessment criterion “preservation of the Felke legacy” is extremely low. To date, a large number of the formulas upon which Hevert medicines are based were created in collaboration with students of the famous pastor Emanuel Felke, one of the pioneers of naturopathy and the co-founder of complex homeopathy. Felke practiced for many years in Bad Sobernheim, not far from Hevert’s current headquarters. The preservation of this personal legacy is therefore important to Hevert and plays a role in the assessment of requests.



The Hevert company team with Mathias Hevert at the 2022 Hevert Cup



The family-run company also provided support for the following initiatives in 2022:

- **Hevert Cup: Charity soccer tournament for little Tommy**
“Have fun while doing good” was the theme of the 2022 Hevert Cup. On the Corpus Christi public holiday, well over 1,000 spectators gathered at the sports field of VfL Nussbaum to cheer on 23 recreational and company teams from the region at the charity soccer tournament. The total proceeds from the day will be donated via the Lützelsohn booster club to four-year-old Tommy and his family.
- **Cooperation with Monzingen elementary school – adventure day for fourth graders**
The fourth graders took a break from their classes on two days in June to celebrate Medicinal Plant Day by taking part in a workshop at Hevert-Arzneimittel. The pupils visited Hevert’s headquarters in Nussbaum in order to experience the family business and naturopathy up close.
- **Sophia Kallinowsky Foundation receives donations from the Hevert Christmas Market**
Every year, some of the proceeds from the Hevert Christmas Market are donated to the Sophia Kallinowsky Foundation. The result: Hevert donated EUR 2,330 to the Sophia Kallinowsky Foundation.
- **Information board on medicinal plants at the Museum of Local History**
In summer 2022, an information board on the medicinal plants of Hildegard von Bingen was installed at the Bad Sobernheim Museum of Local History. Hevert-Arzneimittel provided funding for the creation of the information board.



Children from Monzingen elementary school on Medicinal Plant Day

6 GENERAL INFORMATION ON THE REPORT AND OUTLOOK FOR 2023



The sustainability report is prepared annually. The current report covers fiscal 2022 (January 1 – December 31, 2022). Hevert's goal was to adhere as closely as possible to the GRI reporting principles and to optimize and eliminate deficiencies from 2021. (102-50, 102-52, 102-54)

In addition, the following activities relating to naturopathy, sustainability and social engagement are planned for 2023:

Naturopathy and social commitment

- **CSR activities by Hevert employees**

Hevert employees have demonstrated personal social commitment for a number of years, and not just at charitable events. Often, ideas are also submitted directly to the CSR team by the workforce. For 2023, for instance, the CSR Employees work group is looking at various suggestions for how employees can get actively involved in the Nahe region.

A Hevert employee has been closely involved in the Ahr Valley since the disastrous flooding that hit the region, including actively encouraging donations of furniture, (small) electrical devices and more. Following the closure of Hevert's Eckweiler Strasse site in Bad Sobernheim, the majority of the office furniture was donated to recipients in the Ahr Valley. Hevert plans to provide additional financial support to the affected region in 2023.

- **Donations for Gando**

The company plans to continue to support the village of Gando in Burkina Faso, West Africa, in 2023.

→ www.kerefoundation.com

Environmental management

- **Climate protection conferences for children**

The climate protection conference format for children aims to raise awareness of climate protection and energy efficiency among children and young people. The responsible use of energy and natural resources and a sustainable learning effect are the key priorities for the Environmental Campus Birkenfeld, which is organizing this project. Hevert supports this project at Monzingen elementary school.

- **Energy audit 2022**

An energy audit was conducted in late 2022. Some of the resulting recommendations will already be implemented in 2023. This includes switching to new, more energy-efficient lighting at both locations in Rhineland-Palatinate.

- **Involvement with everwave**

The involvement with everwave that began in 2022 (see section 1.2.2) will continue and be expanded in 2023.

The sustainability report has not been subject to an external audit. (102-56)

6.1 Contact

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(102-53)



7 ANNEX

7.1 GLOSSARY (alphabetical)

GxP: GxP is a summary term for all “good practice” guidelines which have particular significance in medicine, pharmacy and pharmaceutical chemistry. The “G” stands for “Good” and the “P” for “Practice.” The “x” in the middle is replaced by the respective abbreviation for the specific application area, e.g. Good Manufacturing Practice (GMP).

Complementary medicine: Complementary medicine involves diagnostic or treatment procedures that are outside the mainstream of conventional medicine and that aim to complement conventional medicine. Complementary medicine differs from alternative medicine in that it does not aim to replace conventional medical procedures. Unlike alternative medicine, complementary medicine strives to achieve synergistic effects through combination with conventional medicine.

Micronutrients: Micronutrients include around 45 vitamins, minerals and trace elements as well as several thousand substances of plant origin (secondary phytochemicals).

Neural therapeutics: Neural therapeutics (nerve block agents) are substances used for local anesthesia, such as procaine. They are injected into or close to nerves to block the transmission of pain signals. This can sometimes result in long-term pain relief.

Peer review: A peer review is a method used in science to assess scientific works, including scientific publications in particular. Independent experts (peers or referees) from the same specialist field as the authors are used to assess the quality of the work.

Pharmacovigilance: An umbrella term for all activities associated with monitoring the safety of medicinal products or detecting and reducing drug risks in the clinical trials phase and after marketing authorization is granted.

Renewable energies: Unlike fossil fuels such as oil, coal, and gas, renewable energies are forms of energy that do not use exhaustible resources. The increased use of renewable energies is an essential part of enhancing sustainability. Using solar, wind energy, water energy, bioenergy or geothermal energy can reduce carbon emissions as well as dependence on fossil fuels. In Germany, laws are regularly adopted to promote the use of renewable energies and increase energy efficiency (including the Renewable Energies Act (EEG), the Renewable Energies Heating Act (EE-WäremeG) and the Energy Conservation Regulation (EnEV)).

Sustainable Development Goals: The Sustainable Development Goals (SDGs), or Objectifs de développement durable in French, are political objectives issued by the United Nations that are intended to ensure sustainable development on an economic, social and environmental level. The goals were defined on the basis of the development process for the millennium development goals (MDGs) and became effective on January 1, 2016, for a term of 15 years (until 2030).

7.2 TABLES AND CHARTS

Fig. 1 (section 2): Headcount development

| | 2020 | 2021 | 2022 |
|---------------------------------------|------|------|------|
| Employees | 226 | 204 | 204 |
| Of which apprentices | 6 | 7 | 8 |
| Of which interns/ student trainees | 4 | 1 | 1 |

(102-7)

Fig. 2 (section 2.): New hires in 2022 by age

| | Male ♂ | Female ♀ |
|-----------------------|--------|----------|
| Under 20 years of age | 1 | 1 |
| 20–29 years of age | 2 | 6 |
| 30–39 years of age | 2 | 3 |
| 40–49 years of age | 2 | 2 |
| 50–64 years of age | 2 | 1 |
| Total | 9 | 13 |

Fig. 3 (section 2): Employees leaving the company in 2022 by age

| | Male ♂ | Female ♀ |
|-----------------------|--------|----------|
| Under 20 years of age | 1 | 0 |
| 20–29 years of age | 1 | 3 |
| 30–39 years of age | 3 | 7 |
| 40–49 years of age | 0 | 9 |
| 50–64 years of age | 2 | 7 |
| Over 65 years of age | 1 | 0 |
| Total | 8 | 26 |

Fig. 4 (section 2): Number of training sessions and participants in 2022

| Subject area | Training sessions | Participants |
|----------------------------------------------|-------------------|--------------|
| GxP and Quality Management | 110 | 996 |
| Specification Documents | 78 | 1510 |
| IT | 195 | 1401 |
| Mission Statement, Strategy, Organization | 21 | 143 |
| Marketing and Sales | 36 | 119 |
| Market Environment | 4 | 12 |
| Personnel | 17 | 352 |
| Products and Therapy | 14 | 40 |
| Scientific and Regulatory Affairs | 49 | 117 |
| Safety | 15 | 217 |
| Total | 539 | 4907 |

Fig. 5 (section 2): The following divisions submitted ideas to Hevert's ideas management scheme

| Division | 2020 | 2021 | 2022 |
|-----------------------------------|------|------|------|
| Company Services | 5 | 7 | 5 |
| National and International Sales | 2 | 4 | 0 |
| Marketing | 0 | 1 | 0 |
| Scientific and Regulatory Affairs | 0 | 0 | 1 |
| Supply Chain Management | 8 | 1 | 3 |
| Quality Unit | 3 | 6 | 5 |
| Managing Directors | 3 | 2 | 0 |
| Controlling | 0 | 0 | 0 |
| Process and Project Management | 0 | 0 | 1 |

Fig. 6 (section 2): Ideas by subject area:

| Division | 2020 | 2021 | 2022 |
|-----------------------------------------------------------------------|------|------|------|
| Safety, cleanliness, health | 2 | 3 | 0 |
| Work simplification, working conditions | 2 | 4 | 1 |
| Product/process quality, product ideas | 2 | 3 | 2 |
| Environmental protection | 2 | 1 | 0 |
| Energy, electricity, gas, compressed air, steam, fuels, process water | 1 | 0 | 2 |
| Employee satisfaction, motivation, social benefits, work atmosphere | 5 | 3 | 2 |
| Information, communication, customer satisfaction | 1 | 1 | 2 |
| Savings on raw materials, consumables and supplies | 0 | 1 | 0 |
| Savings in production processes | 0 | 0 | 0 |
| Savings in machines, plants, tools, systems | 0 | 0 | 1 |
| Logistics | 1 | 0 | 0 |
| Organization, administration | 3 | 2 | 1 |
| Other | 2 | 2 | 4 |

Fig. 7 (section 4): Use of retail packaging per pack

| | 2020 | 2021 | 2022 |
|------------------------------------|------------|------------|------------|
| Glass [kg] | 66,980.21 | 62,397.77 | 49,341.89 |
| Paper and cardboard packaging [kg] | 60,431.21 | 72,913.79 | 64,809.01 |
| Plastic [kg] | 8,918.71 | 11,243.33 | 8,644.07 |
| Other compounds [kg] | 31,343.89 | 31,813.02 | 25,799.62 |
| Total [kg] | 167,674.02 | 178,367.91 | 148,594.59 |
| Packages sold [units]* | 46,422.19 | 38,534.23 | 29,375.38 |
| Rate [kg/unit] | 0.036 | 0.046 | 0.050 |

*This figure is the quantity sold in Germany as all weights of packing fractions are calculated in the table for packs sold

(301-1)

Fig. 8 (section 4): Total energy consumption

| | 2020 | 2021 | 2022 |
|---------------------------------|-------|-------|------|
| Electric power consumption [GJ] | 6006 | 5846 | 5854 |
| Gas consumption [GJ] | 4775 | 5359 | 3158 |
| Total consumption [GJ] | 10781 | 11205 | 9012 |

*Conversion factor: 1 GJ ≈ 278 kWh

(302-1)

Fig. 9 (section 4): Annual power consumption per package produced

| | 2020 | 2021 | 2022 |
|---------------------------------|---------|---------|---------|
| Electric power consumption [GJ] | 6006 | 5846 | 5854 |
| Packages produced [units] | 3077379 | 2714263 | 2622887 |
| Rate [GJ/unit] | 0.0019 | 0.0021 | 0.0022 |

(302-3)

Fig. 10 (section 4): Annual power consumption per employee

| | 2020 | 2021 | 2022 |
|---------------------------------|-------|-------|-------|
| Electric power consumption [GJ] | 6006 | 5846 | 5854 |
| Employees | 226 | 204 | 185 |
| Rate [GJ/employee] | 26.57 | 28.65 | 31.64 |

(302-3)

Fig. 11 (section 4): Annual gas consumption per produced package

| | 2020 | 2021 | 2022 |
|---------------------------|---------|---------|---------|
| Gas consumption [GJ] | 4775 | 5359 | 3158 |
| Packages produced [units] | 3077379 | 2714263 | 2622887 |
| Rate [GJ/unit] | 0.0015 | 0.002 | 0.0012 |

(302-3)

Fig. 12 (section 4): Annual gas consumption per employee

| | 2020 | 2021 | 2022 |
|----------------------|-------|-------|-------|
| Gas consumption [GJ] | 4775 | 5359 | 3158 |
| Employees | 226 | 204 | 185 |
| Rate [GJ/employee] | 21.13 | 26.27 | 17.07 |

(302-3)

Fig. 13 (section 4): Annual gas consumption per square meter

| | 2020 | 2021 | 2022 |
|---------------------------|-------|-------|-------|
| Gas consumption [GJ] | 4775 | 5359 | 3158 |
| Area [m ²] | 6900 | 6900 | 6900 |
| Rate [GJ/m ²] | 0.692 | 0.777 | 0.458 |

(302-3)

Fig. 14 (section 4): Total water consumption in megaliters

| | 2020 | 2021 | 2022 |
|------------------------------------|-------|-------|-------|
| Nussbaum [MI] | 6.307 | 3.789 | 5.250 |
| Bad Sobernheim Eckweiler Str. [MI] | 0.32 | 0.145 | 0.041 |
| Bad Sobernheim Haystr. [MI] | 0.554 | 0.68 | 1.318 |
| Total volume [MI] | 7.181 | 4.614 | 6.609 |

(303-1)

Fig. 15 (section 4): Wastewater in megaliters

| | 2020 | 2021 | 2022 |
|------------------------------------|-------|-------|-------|
| Nussbaum [MI] | 4.15 | 3.291 | 3.703 |
| Bad Sobernheim Eckweiler Str. [MI] | 0.288 | 0.13 | 0.037 |
| Bad Sobernheim Haystr. [MI] | 0.499 | 0.612 | 1.186 |
| Total volume [MI] | 4.937 | 4.033 | 4.926 |

(306-1)

Fig. 16 (section 4): Annual wastewater volume per package produced

| | 2020 | 2021 | 2022 |
|---------------------------|---------|---------|---------|
| Wastewater [MI] | 4.937 | 4.033 | 4.926 |
| Packages produced [units] | 3077379 | 2714263 | 2622887 |
| Rate [l/unit] | 1.6 | 1.5 | 1.9 |

(306-1)

Fig. 17 (section 4): Annual wastewater per employee

| | 2020 | 2021 | 2022 |
|--------------------|-------|-------|-------|
| Wastewater [MI] | 4.937 | 4.033 | 4.926 |
| Employees | 226 | 204 | 185 |
| Rate [MI/employee] | 0.022 | 0.02 | 0.026 |

(306-1)

Fig. 18 (section 4): Key to waste types

| Key to waste types | Waste classification according to the European List of Wastes | 2020 [t] | 2021 [t] | 2022 [t] |
|--------------------|------------------------------------------------------------------------------|----------|----------|----------|
| 150106 | Mixed packaging | 18.75 | 25.93 | 18.41 |
| 180109 | Medicinal products, except those falling under 180108* | 7.62 | 5.84 | 13.66 |
| 200101 | Paper and cardboard | 3.1 | 9.22 | 6.37 |
| 200201 | Compostable waste | 22.77 | 62.8 | 51.53 |
| 170202 | Mixed glass | 1 | 1.64 | 1.18 |
| 150102 | Plastic packaging | 2.17 | 1.13 | 0.63 |
| 150101 | Paper and cardboard packaging | 12.8 | 10.78 | 9.86 |
| 140603* | Other solvents and solvent mixtures | 0.25 | 1.824 | 3.23 |
| 60106 | Other acids | 0 | 0 | 0 |
| 160506 | Laboratory chemicals consisting of or containing hazardous substances | 0 | 0 | 0 |
| 160507* | Used inorganic chemicals consisting of or containing hazardous materials | 0 | 0.004 | 0 |
| 160508* | Used organic chemicals consisting of or containing hazardous materials | 0 | 0.326 | 0 |
| 170107 | Mixtures of concrete, bricks, tiles, etc. | 1 | 0 | 0 |
| 170201 | Wood | 1.6 | 2.17 | 0 |
| 170204* | Glass, plastic and wood containing or contaminated with hazardous substances | 11.65 | 5.79 | 2.49 |
| 170202 | Construction and demolition waste: Glass | 2 | 0 | 1.18 |
| 130205* | Waste oil | 0.08 | 0 | 0 |
| 160601* | Lead-acid batteries | 0.07 | 0 | 0 |
| 160604 | Alkaline batteries | 0.08 | 0 | 0 |
| Total | All waste types | 84.94 | 127.45 | 107.37 |

*Wastes from human or veterinary medical care or research

(306-2)

Fig. 19 (section 4): Annual quantity of waste per produced package

| | 2020 | 2021 | 2022 |
|---------------------------|---------|---------|---------|
| Waste quantity [t] | 84.94 | 127.45 | 107.37 |
| Packages produced [units] | 3077379 | 2714263 | 2622887 |
| Rate [g/unit] | 27.6 | 46.9 | 40.93 |

Fig. 20 (section 4): Annual quantity of waste per employee

| | 2020 | 2021 | 2022 |
|--------------------|--------|--------|--------|
| Waste quantity [t] | 84.94 | 127.45 | 107.37 |
| Employees | 226 | 204 | 185 |
| Rate [kg/employee] | 375.84 | 624.75 | 580.38 |

(306-2)

Fig. 21 (section 5): Overview of events and professional development for professionals in 2022

| Topic | Number of |
|--------------------------------------------------|-----------|
| Hevert naturopathy conferences | 1 |
| Hevert symposia for pharmacists | 1 |
| Symposia for pharmaceutical-technical assistants | 1 |
| Scientific presentations | 22 |
| Online seminars | 37 |

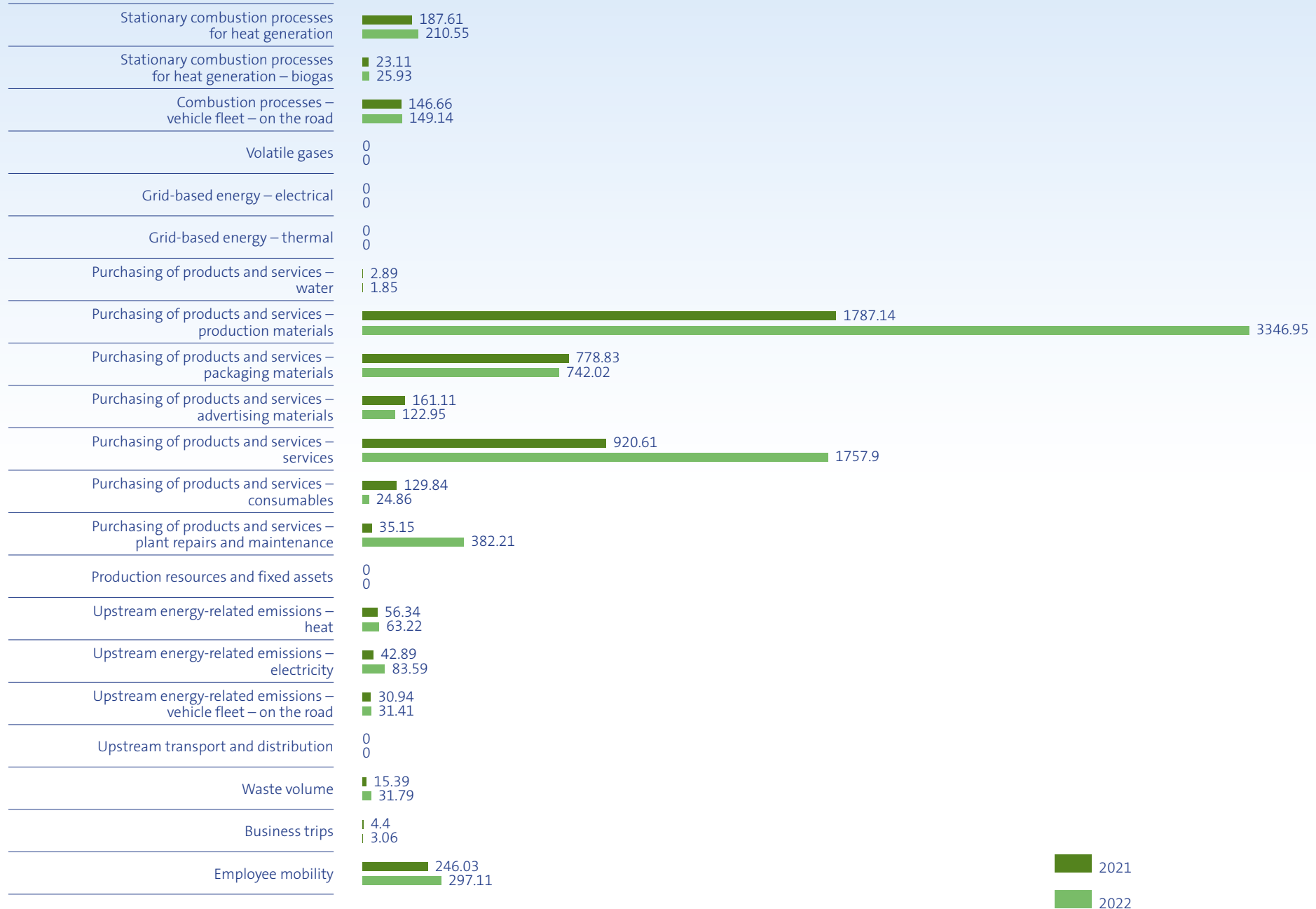
Fig. 22 (section 5): Overview of requests regarding national social commitment in 2022

| | Total number of requests | Pledge | Denial |
|-------------------|--------------------------|--------|--------|
| Financial support | 18 | 1 | 17 |
| Donations in kind | 7 | 0 | 7 |

Fig. 23 (section 5): Overview of requests regarding regional social commitment in 2022

| | Total number of requests | Pledge | Denial |
|-------------------|--------------------------|--------|--------|
| Financial support | 10 | 5 | 5 |
| Donations in kind | 8 | 3 | 5 |

Fig. 24: CO₂ emissions in metric tons



7.3 GRI INDEX (102-55)

| | GRI standards | Indicator | Reference | | | | | |
|------------------------|---------------|-----------------------------------------------------|--------------------------------------|--------------|------------------------|------------------------------------------------------------------------------|----------------------------------------|------------------------|
| GRI 102 | | | | Governance | 102-18 | Governance structure | 23 41 | |
| Organizational profile | 102-1 | Name of the organization | 17 | | 102-20 | Executive-level responsibility for economic, environmental and social topics | 8 10 | |
| | 102-2 | Activities, brand, products and services | --- | | 102-22 | Composition of the highest governance body and its committees | 23 | |
| | 102-3 | Location of headquarters | ---- | | 102-23 | Chair of the highest governance body | 24 | |
| | 102-4 | Location of operations | ---- | | 102-26 | Role of the highest governance body in setting purpose, values and strategy | 24 | |
| | 102-5 | Ownership and legal form | 17 | | 102-28 | Evaluating the highest governance body's performance | 24 | |
| | 102-6 | Markets served | 22 | | 102-32 | Highest governance body's role in sustainability reporting | 24 | |
| | 102-7 | Scale of the organization | 16 17 27 79 | | 102-33 | Communicating critical concerns | 24 | |
| | 102-8 | Information on employees and other workers | 27 | | 102-35 | Remuneration policies | 24 | |
| | 102-9 | Supply chain | 67 | | Stakeholder engagement | 102-40 | List of stakeholder groups | 65 |
| | 102-12 | External initiatives | 51 52 | | | 102-42 | Identifying and selecting stakeholders | 65 68 |
| | 102-13 | Membership of associations | 52 | | | 102-43 | Approach to stakeholder engagement | 10 68 69 71 72 |
| | Strategy | 102-14 | Statement from senior decision-maker | 4 | | 102-44 | Key topics and concerns raised | 41 |
| | | 102-15 | Key impacts, risks and opportunities | 16 29 63 | | | | |
| Ethics and integrity | 102-16 | Values, principles, standards and norms of behavior | 7 9 15 | | | | | |
| | 102-17 | Mechanisms for advice and concerns about ethics | 9 66 | | | | | |

| | | | |
|--------------------|--------|----------------------------------------------------------|----|
| Reporting practice | 102-47 | List of material topics | 10 |
| | 102-50 | Reporting period | 77 |
| | 102-52 | Reporting cycle | 77 |
| | 102-53 | Contact point for questions regarding the report | 77 |
| | 102-54 | Claims of reporting in accordance with the GRI Standards | 77 |
| | 102-56 | External assurance | 77 |

GRI 103

| | | | |
|---------------------|-------|----------------------------------------------------|--------------|
| Management Approach | 103-1 | Explanation of the material topic and its boundary | 10 36 55 |
| | 103-2 | The management approach and its components | 36 55 |
| | 103-3 | Evaluation of the management approach | 37 55 |

GRI 301

| | | | |
|-----------|-------|--------------------------------------------------|---------|
| Materials | 301-1 | Materials used by weight or volume | 56 80 |
| | 301-3 | Reclaimed products and their packaging materials | 56 |

GRI 302

| | | | |
|--------|-------|--------------------------------------------|---------|
| Energy | 302-1 | Energy consumption within the organization | 57 80 |
| | 302-3 | Energy intensity | 80 81 |
| | 302-4 | Reduction of energy consumption | 57 |

GRI 303

| | | | |
|---------------------|-------|----------------------------------------------|---------|
| Water and Effluents | 303-1 | Interactions with water as a shared resource | 58 81 |
|---------------------|-------|----------------------------------------------|---------|

GRI 304

| | | | |
|--------------|-------|-------------------------------------------------------------------------------------------------------------------------------------------|---------|
| Biodiversity | 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 59 |
| | 304-2 | Significant impacts of activities, products and services on biodiversity | 55 56 |

GRI 305

| | | | |
|-----------|-------|-----------------------------------------|----|
| Emissions | 305-2 | Energy indirect (Scope 2) GHG emissions | 60 |
| | 305-5 | Reduction of GHG emissions | 60 |

GRI 306

| | | | |
|---------------------|-------|--------------------------------------------|--------------|
| Effluents and Waste | 306-1 | Water discharge by quality and destination | 62 81 |
| | 306-2 | Waste by type and disposal method | 62 82 83 |

GRI 307

| | | | |
|--------------------------|-------|--------------------------------------------------------|----|
| Environmental Compliance | 307-1 | Non-compliance with environmental laws and regulations | 55 |
|--------------------------|-------|--------------------------------------------------------|----|

GRI 308

| | | | |
|-----------------------------------|-------|---------------------------------------------------------------|----|
| Supplier Environmental Assessment | 308-1 | New suppliers that were screened using environmental criteria | 67 |
|-----------------------------------|-------|---------------------------------------------------------------|----|

| GRI 401 | | | |
|--------------------------------|----------------|----------------------------------------------------------------------------------------------------|---------|
| Employment | 401-1 | New employee hires and employee turnover | 28 |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 29 |
| | 401-3 | Parental leave | 28 |
| GRI 403 | | | |
| Occupational Health and Safety | 403-1 | Occupational health and safety management system | 37 41 |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 37 38 |
| | 403-3 | Occupational health services | 38 |
| | 403-4 | Worker participation, consultation and communication on occupational health and safety | 37 |
| | 403-5 | Worker training on occupational health and safety | 38 |
| | 403-6 | Promotion of worker health | 38 |
| | 403-8 | Workers covered by an occupational health and safety management system | 37 |
| | 403-9 | Work-related injuries | 37 |
| | GRI 404 | | |
| Training and Education | 404-1 | Average hours of training per year per employee | 87 |

| GRI 413 | | | |
|----------------------------|-------|-----------------------------------------------------------------------------------------------|--------------|
| Local Communities | 413-1 | Operations with local community engagement, impact assessments and development programs | 10 |
| GRI 414 | | | |
| Supplier Social Assessment | 414-1 | New suppliers that were screened using social criteria | 67 |
| GRI 416 | | | |
| Customer Health and Safety | 416-1 | Assessment of the health and safety impacts of product and service categories | 87 |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | 48 |
| GRI 417 | | | |
| Marketing and Labeling | 417-1 | Requirements for product and service information and labeling | 48 |
| GRI 418 | | | |
| Customer Privacy | 418-1 | Substantiated complaints regarding breaches of customer privacy and losses of customer data | 11 69 71 |
| GRI 419 | | | |
| Socioeconomic Compliance | 419-1 | Non-compliance with laws and regulations in the social and economic area | 65 |



Hevert-Arzneimittel donates annually to the charitable Hevert-Foundation, which promotes health for people and nature.
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