

ESG Report

2024

neurimmune
Neurimmune Holding AG

neurimmune

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ESG at Neurimmune



1.1. CEO Letter

Dear fellow shareholders, employees and business partners,

As we reflect on the past year at Neurimmune, I am proud of the strides we have made in our sustainability efforts. 2024 marks the third year in our sustainability journey and our second ESG report. We have dedicated ourselves to developing a sustainability strategy that aligns with our innovative spirit and growth mindset.

This year, we took significant steps to refine our approach, setting long-term ambitions and establishing our ESG targets. We recognize that our work has an impact on both people and the environment, and we are committed to making mindful contributions through innovations without losing sight of the resources needed to do so.

In 2023, we focused on identifying the ESG topics relevant to our business through a first materiality assessment based on the double materiality perspective. This approach considers both the potential impact of ESG factors on Neurimmune and Neurimmune's impact on the environment, society, and human health through its product developments. Subsequently we created the first ESG report for Neurimmune, with a deep dive into Ethical Business to test and verify that the appropriate approach is in place. This year, we expanded the focus to encompass additional material topics, understanding that a comprehensive, but focused, ESG strategy is vital for driving meaningful execution.

Looking ahead, we are concerned about the potential impact of the current cultural climate change on biomedical innovation while looking with an open mind for opportunities that can further deepen our impact. Even in challenging times, Neurimmune's commitment to pioneering innovation will guide us as we invent and develop transformative immune therapeutics while being mindful of the related responsibilities.

This report reflects our progress and outlines our plans going forward. Thank you for your continued support as we work together to create groundbreaking therapeutics for a sustainable future.

Sincerely,

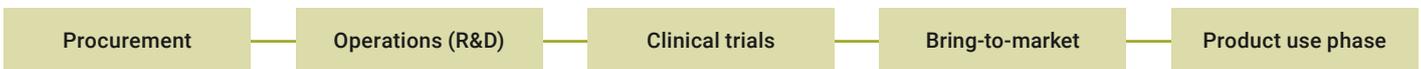
Roger M Nitsch
CEO & President of the Board, On Behalf of the Board and Management

1.2. Neurimmune overview and ESG context

As we present our 2024 ESG report, the second iteration of the report overall, it is important to reflect on the significant developments of the past year that have shaped our approach to Environmental, Social, and Governance (ESG) considerations. In recent years, ESG issues gained heightened attention globally, driven by increasing environmental and societal pressures and evolving stakeholder expectations.

For Neurimmune, the importance of ESG is multifaceted. Our commitment to integrating ESG principles aligns with our mission to deliver industry-leading therapeutic antibodies while emphasizing ethical and sustainable practices. In 2023, we focused primarily on ethical business conduct, establishing a strong foundation in this area. As we moved into 2024, we expanded our ESG focus to further address environmental sustainability, employment practices, supply chain management, and health and safety.

1.2.1. Our Value Chain

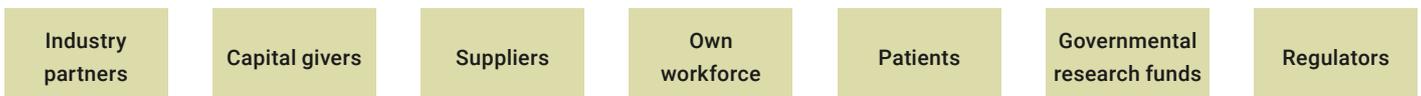


Already in 2023 we have taken a look into our value chain that allowed us to clearly map our ESG context and relevance across all these topics. Our upstream value chain consists of procurement of several materials for our R&D processes as well as services from our contract manufacturers and providers of various services in connection with clinical trials. Moving towards our direct impacts, it encompasses our research work and corporate office work including facility management. While our direct environmental impact is limited, we recognize the importance of responsible sourcing and operational practices. We are committed to minimizing our environmental footprint and ensuring ethical sourcing practices.

Looking downstream we have the first impact context with clinical trials. Neurimmune focuses on Phase 1 and Phase 2 trials, while our business partners usually finish Phases 3 – 4 to bring our innovations to market including regulatory approval, manufacturing, marketing, sales and distribution. And finally, our products end up with patients. The social impact of our research is significant, contributing positively to human health. This report highlights our direct social impacts, insights into our culture, and our engagement with employees. We also maintain close relationships with suppliers worldwide and have proactively assessed human rights issues, particularly in regions with lower standards.

1.2.2. Our stakeholders

Main stakeholder groups



Across the value chain we work with and affect different stakeholders. Our industry partners, including big pharma companies to whom we license our research, and our capital givers such as company investors and project co-investors, significantly influence our governance structure. Our suppliers, including contract manufacturers, clinical service providers like e.g. CROs and hospitals, and providers of materials and services for R&D, are integral to our environmental and social responsibilities. They help us ensure sustainable and ethical practices throughout our supply chain. Our own workforce is at the heart of our social responsibility, and we are committed to providing a safe, inclusive, and rewarding work environment. Patients are our primary social stakeholders. We are dedicated to improving their quality of life through our innovative solutions. Governmental research funds and regulators help us maintain the highest standards of compliance and ethical conduct.

Looking at 2024 and beyond, we are excited to continue to delve deeper into the material topics identified through our assessment in 2023. By addressing these critical issues, we aim to enhance our ESG performance and strengthen our commitment to creating a sustainable future together with our stakeholders.



1.3. Materiality Analysis

In 2023, we conducted a comprehensive materiality assessment to identify the most critical ESG topics for Neurimmune. For 2024, as there were no substantial changes to our business model, the management decided to consider our 2023 assessment as still valid, with no changes to the identified material topics.

Going forward, we will establish a formal review process to evaluate the relevance of our material topics annually, ensuring alignment with our strategic objectives and the evolving ESG landscape. This review cycle will enable us to remain responsive to evolving stakeholder expectations and regulatory developments.

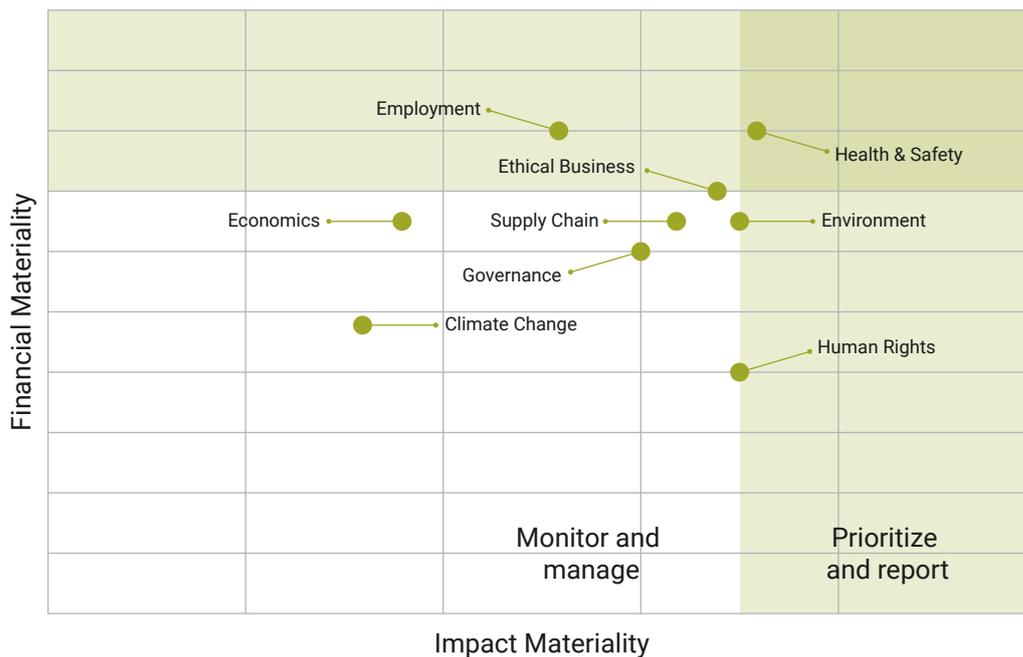
In addition, we also plan to enhance our stakeholder engagement efforts. Starting with our own workforce, we are preparing for an insightful employee survey to be rolled-out in 2026, which will provide valuable input on our internal culture and social impact initiatives.

This survey will also include the topics identified in the materiality assessment to further validate the selection with all our employees. This is planned to be repeated on a regular basis going forward. We are also planning on further engaging with our business partners on ESG topics, through an enhanced supplier management framework to be implemented in FY26.

The material topics identified in our 2023 assessment – Ethical Business, Employment, Health & Safety, and Environment – will continue to guide our strategic sustainability approach. These topics, along with the cross-cutting theme of Supply Chain Management, reflect our commitment to extending our responsibility beyond our own operations.

As we move forward, we remain focused on continuous improvement in our ESG performance and practices.

Neurimmune Materiality Matrix





1.4. Strategy

Building on the insights gained from our 2023 materiality analysis and the identification of Neurimmune's key ESG topics, we have made significant strides in 2024 with the development of our ESG strategy. This journey began with an open dialogue with our stakeholders, including business partners. We sought to understand their expectations and concerns regarding our ESG ambitions, which provided valuable insights into the areas we need to focus on.

Through these discussions, we were able to define our vision and level of ambition in a way that aligns with our core business strategy and values. This foundational work has guided us in identifying strategic ESG objectives that resonate with our mission and reflect our commitment to responsible practices. We have established preliminary goals to be addressed in 2024 and beyond, along with initial targets and Key Performance Indicators (KPIs) that will help us track our progress over time. We are dedicated to assessing the resources and processes required to effectively manage key ESG topics. This includes understanding the data and efforts needed to implement our initiatives successfully.

Our ESG strategy outlines clear ambitions, goals and targets for our material topics, ensuring we prioritize the most critical areas for sustainable growth. By prioritizing these critical areas and through the continuous engagement with our stakeholders, we are committed to advancing our sustainability initiatives while creating lasting value for our business and the people we serve.



Our Mission Statement: Learning from the memory of life to develop transformative immune therapeutics

Our material ESG topics	Ethical Business	Employment	Health and Safety	Environment	Supply Chain Management
Our Ambitions	Conducting our business activities in a responsible way, with the highest level of integrity and ethical standards	Attracting and nurturing the brightest minds to lead innovation	Ensuring the safety and well-being of our employees and the patients we care for	Developing transformative therapeutic solutions while minimizing our environmental footprint	Safeguarding the integrity and sustainability of our supply chain
Our Goals	<p>Fostering a culture of ethical behaviour and accountability at every level of our organization</p> <p>Focusing on innovation to meet unmet medical needs, while striving to uphold the highest standards of privacy and quality</p>	<p>Fostering a diverse and inclusive workforce, ensuring equal opportunities and fair compensation, while engaging in open dialogue with our employees</p> <p>Providing our employees with an exciting and stimulating work environment where every individual feels supported to fulfill their passion and grow professionally, while contributing to our collective success</p>	<p>Creating a safe and healthy work environment considering the well-being of our employees at every stage</p> <p>Enhancing collaboration with business partners, aiming to protect health and safety related to patients and clinical trials</p>	<p>Committing to continuously improving our energy efficiency and reduce our overall emissions</p> <p>Enhancing our procurement, waste and recycling programs to ensure the responsible resource use in our operations</p>	<p>Committing to ethical sourcing and responsible supply chain management to minimize environmental impact and ensure social responsibility</p> <p>Collaborating with business partners in our supply chain to encourage their dedication to supporting sustainable business practices</p>
Our Targets	See details in chapter 2	See details in chapter 3	See details in chapter 4	See details in chapter 5	See details in chapter 6

1.5. Governance

Good governance is essential for protecting Neurimmune's sustainable interests. It ensures efficient decision-making, transparency and a balanced approach to management and oversight.

By integrating ESG matters into our corporate governance, we aim to foster a culture of integrity and stakeholder engagement, ultimately driving long-term value creation while addressing the environmental and social challenges we face.

Neurimmune's governance system complies with Swiss law and, in substantial part, with the Swiss Code of Best Practice for Corporate Governance.

The Board of Directors is responsible for guiding Neurimmune's ESG strategy by setting the overall vision and direction, developing and approving relevant policies and ensuring alignment with the organization's mission. The Board also oversees risk management related to environmental, social and governance topics, monitors performance and engages with stakeholders to address their concerns.

In its mission, the Board of Directors tasked the Executive Committee, together with their teams, with integrating the ESG strategy into Neurimmune's operations and rolling-out related initiatives. They collaborate closely with the Board to ensure that corporate objectives are aligned with ESG goals.



1.6. Risk Management

1.6.1. Risk Assessment

In 2024, Neurimmune continued to prioritize effective risk management as a critical component of our operations. We have maintained our commitment to regularly assessing and updating our risk landscape, ensuring that we remain vigilant against potential threats to our organization.

We will continue to assess our risk landscape on an ongoing basis, engaging with stakeholders across the organization to identify new and emerging risks. This proactive approach allows us to adapt our strategies and mitigation plans as necessary, ensuring that we remain resilient in a dynamic business environment.

As we move forward, Neurimmune is dedicated to refining our risk management processes, with a focus on continuous improvement and the integration of ESG factors into our overall risk assessment strategy.

1.6.2. Emergency preparedness and response

In 2024, Neurimmune continued to prioritize a robust Emergency Preparedness and Response System, ensuring that we are well-equipped to handle any incidents that may arise. Our system features clearly defined emergency contact numbers and a comprehensive plan for managing laboratory incidents, which are readily accessible in each laboratory and next to telephones.

We maintain a thorough documentation process for all laboratory incidents, allowing us to learn from each occurrence and implement preventive measures. Detailed records are kept in our database for a minimum of five years, enabling safety officers to analyze incidents and understand their causes. In the event of serious incidents, we ensure that emergency services are promptly notified.

Collaboration with local emergency services and authorities remains a key component of our emergency readiness. By providing essential information about our facilities, including risk plans, area maps, project lists, and vital protection measures, we ensure that emergency responders are familiar with our operations and prepared to act effectively in crisis situations.

Neurimmune's biosafety concept is regularly reviewed and approved by the relevant regulatory authorities. Access to high-risk areas, such as Level 2 laboratories, is controlled to promote a safe and organized work environment. Clear signage and markings are in place to facilitate prompt evacuation if necessary.

Our Standard Operating Procedures (SOPs) encompass a wide range of protective measures across our operations. These SOPs include safe usage practices for equipment, such as safety workbenches for handling infectious materials, measures to prevent blood-transmitted infections, and stringent hygiene protocols to maintain a secure work environment. All staff members receive regular training on these SOPs to ensure consistent adherence and knowledge.

Additionally, our Power Outage Contingency Plan & Manual provides clear guidance for the safe shutdown of facilities and management of unexpected power disruptions. This plan effectively mitigates potential damage and facilitates the quick restoration of core operational areas, such as storage and communication.

By integrating these measures, Neurimmune fosters an environment that prioritizes safety and readiness for any emergencies, ensuring that we can respond effectively and maintain the integrity of our operations.



Ethical Business



Our Ambition

Neurimmune is committed to conducting our business activities in a responsible manner, upholding the highest levels of integrity and ethical standards. Since last year we have evolved our approach with clear guardrails for our future efforts. Our ambition is to ensure that every aspect of our operations reflects our dedication to ethical conduct, fostering a culture of ethical behavior and accountability at every level of our organization.

Our Goals

To achieve this ambition, we have established clear goals. We aim to cultivate a workplace environment that prioritizes ethical behavior, encouraging open discussions about ethical dilemmas and empowering employees to voice their concerns without fear of repercussions. Additionally, we focus on innovation to meet unmet medical needs while striving to uphold the highest standards of privacy and quality. Our commitment to ethical practices ensures that our innovations benefit patients and society as a whole.

2.1. Responsible business conduct

2.1.1. Legal compliance

We conduct our business in accordance with all applicable laws, rules and regulations throughout our business operations. The discovery and development of human therapeutic antibodies and other treatment modalities as well as pre-clinical and clinical drug development are highly regulated by an array of national, European, and international laws, regulatory requirements, and ethical guidelines. Neurimmune's Quality Management System (QMS) provides the foundation to enable the Company to consistently meet these requirements to ensure:

- the quality of the drug substances (DSs), drug products (DPs) and Investigational Medicinal Products (IMPs),
- the integrity and reliability of data from non-clinical studies and clinical trials,
- the safety, rights, and well-being of trial participants, and
- the compliance with regulations (including protection of privacy and personnel data).

We expect all our employees and stakeholders to act in accordance with the law and report any suspected violations or concerns immediately. In 2024 we have registered no instances of non-compliance with laws and regulations.

2.1.2. Ethical and responsible business conduct

Neurimmune's Code of Conduct establishes that we conduct our business adhering to the highest level of integrity and ethical standards. We avoid, where possible, situations in which personal interests conflict, or have the appearance of conflicting, with those of Neurimmune.

To reach our goals in Ethical Business, we will firstly develop and implement an impact-oriented and practical upskilling and training program on ESG topics for all employees, with the aim of achieving full participation and completion by the end of FY26. This program will ensure that every team member understands and adheres to our ethical and accountability standards. Second, we plan to deploy our code of conduct to all business partners in the supply chain by the end of FY26, reinforcing our expectations for ethical behavior throughout our partnerships and enhancing accountability across our operations. This initiative will facilitate transparency and collaboration, ensuring that all parties are aligned with our ethical standards. In 2024, we have registered no instances of non-compliance with the Code of Conduct.

If potential or actual conflicts do arise, they are disclosed to management and reviewed. We address them honestly, ethically, and in accordance with our policies and values. In the year under review, no instances of conflict of interests were identified.



2.1.3. Anti-corruption and anti-bribery

Neurimmune does not offer or accept bribes, kickbacks, or gifts, directly or indirectly, to any person in order to obtain an improper advantage or to improperly influence decisions from business partners or government officials. In the year under review, no instances of corruption or bribery were identified. In 2024 no fines were paid/received related to corruption or bribery, nor any instances of conflict of interests identified.

2.1.4. Identification of concerns & grievance mechanism

Neurimmune is committed to integrity and accountability in the workplace. We support an open, honest and safe working environment where employees feel comfortable to ask questions and raise potential problems or concerns, without fear of reprisals.

Any employee who becomes aware of an existing or potential violation of the Code of Conduct, or of any law, rule, regulation or Neurimmune's policy has an obligation to report the concern to a member of the Executive Committee or other dedicated instances. Neurimmune does not permit retaliation of any kind against employees for reports of concerns or violations made in good faith.

Additionally, to reinforce this commitment, we have put a whistleblowing system in place. Anyone external to the company, who has concerns regarding any perceived violations of our Code of Conduct can express these through an email to info@neurimmune.com. Each concern is treated confidentially. The issue will then be elevated to our Executive Committee for thorough evaluation and appropriate action. In 2024, there were no incidents or concerns reported through the whistleblowing process or brought to the attention of management.

2.1.5. Animal welfare

Animal welfare is a crucial consideration at Neurimmune in cases where animal testing is needed for research. The regulations for animal testing are strictly followed, and the professionals who carry out these complex experiments are methodically trained in the appropriate ethical conduct. We also require service providers to uphold the same standards. This guarantees our methods stay up to date with the latest ethical considerations and best practices.

Aligned with the provisions of the Swiss Animal Protection Ordinance of 23 April 2008 (AniPO), our stance is clear: animal experiments are only undertaken as a last resort when there is no other alternative. Our working principle reflects the '3R' ethos - Replace, Reduce, Refine, as we aim to minimize our dependence on animals, and the potential distress to the animals is reduced as much as possible. The degree of distress versus the potential gain in knowledge is evaluated in a mandatory severity and harm-benefit analysis for each experiment.

Our adherence to these stipulations is tested in regular audits by the cantonal department for animal welfare. In 2024, all inspections were successfully passed, reflecting our persistent commitment to these protocols.

2.2. Human rights and child labour

Neurimmune is committed to supporting and respecting human rights standards and guidelines as set out by the Universal Declaration of Human Rights and different ILO conventions. We believe in promoting fair and ethical employment practices and preventing human rights abuses within our value chain. Neurimmune condemns any form of child labor, forced labor or exploitation within our own operations and expect our suppliers and business partners to uphold the same standards.

This commitment is outlined in our Code of Conduct, which applies to all Neurimmune's affiliates, directors, officers and employees. We also expect our suppliers and business partners to uphold the same standards.

As per the requirements set out in the Swiss Ordinance on Due Diligence and Transparency in relation to child labor, Neurimmune performed an assessment of its operations and supply chain, which is described in detail in chapter 6 of the ESG Report 2023. In 2024 the assessment was reviewed. There were no deviations of the supplier risk and no incident nor significant risk of child labour in own operations was identified. In its approach towards responsible business conduct, Neurimmune takes the OECD Due Diligence Guidance for Responsible Business and the UN Guiding Principles on Business and Human Rights as a reference.



2.3. Product quality and data protection

2.3.1. Product quality

Research integrity is fundamental to the scientific process and to Neurimmune's ability to advance novel products to market. We protect the integrity of the R&D process by ensuring that all research, including but not limited to non-clinical and clinical development, is conducted according to all applicable laws and regulations, to the generally accepted standards of the scientific community, and to our policies.

Neurimmune implements and maintains a comprehensive and effective quality management system with processes to guarantee that the activities undertaken comply with the applicable regulatory environment and meet the industry standards. Overseeing the QMS is a core responsibility of Neurimmune's management.

The responsibilities of the Quality Management function cover the following areas:

- Developing QMS with established standards (such as International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use, World Health Organization, International Standard Organisation)
- Managing regular internal and external quality audits.
- Providing QMS relevant training to employees.
- Maintaining compliance-illustrating records and documentation.
- Assessing supplier quality standards.
- Detecting and mitigating quality and risk deviations.

The QM function is independent of clinical operations and reports to the Chief Operating Officer (COO), with a direct line of communication for any quality-related information. Quality Management meetings are held monthly by the Quality Management responsible together with the COO and the relevant Division Heads. This ensures that the Neurimmune's leadership is kept informed about key quality issues and that any feedback or concerns raised by management is discussed in a timely manner.

2.3.2. Data privacy and security

The protection of privacy and integrity of personal data in all business activities form an important part of our business and accordingly incorporated into our Code of Conduct. Neurimmune is bound to the rules of the Swiss Federal Act on Data Protection, the related Swiss Ordinance, and the General Data Protection Regulation (GDPR) that applies to personal data originating from data subjects residing in the European Union (EU). A data privacy and security policy has been implemented to ensure compliance with applicable requirements. It provides an overview of how Neurimmune safeguards the security of personal data when it is collected, processed, stored, and transferred.

In case of a breach of security leading to the accidental or unlawful destruction, loss, unauthorized disclosure or access to personal data, Neurimmune's Data Protection Officer (DPO) must be informed without undue delay. In the year under review, 2 data breaches were identified or brought to the attention of management and resolved according to the GDPR regulation.



Employment



Our Ambition

Our ambition at Neurimmune is straightforward: "Attracting and nurturing the brightest minds to lead innovation." We are committed to creating an environment that fosters growth and innovation. By providing the necessary resources and support, we aim to transform innovative ideas into solutions that improve patient lives and contribute to a healthier future.

Our Goals

Our goals at Neurimmune are deeply rooted in fostering a diverse and inclusive workforce, ensuring equal opportunities and fair compensation, while engaging in open dialogue with our employees. We are committed to providing our employees with an exciting and stimulating work environment where every individual feels supported to fulfill their passion and grow professionally, while contributing to our collective success. These goals form a key part of our ESG strategy, recognizing that our employees are not just part of the company, but the driving force behind our success.

3.1. Company culture

Our work culture fosters professionalism, fairness, health, safety, and respect for all employees. We oppose any form of discrimination, harassment, or retaliation, and emphasize the importance of diverse backgrounds, perspectives, and open communication. Our commitment to these values encourages inclusivity, promotes transparency, and instills a sense of trust in our team.

Our company culture is based on four pillars and consists of guidance principles for all employees to achieve a good workplace culture:

1. Acting purpose driven

At Neurimmune, innovation is at the core of our purpose and our mission is to keep learning from the memory of life to develop transformative immune therapeutics, and we put these values at the center of our culture as well. Innovation propels us at Neurimmune as we strive to find the treatment and prevention of these diseases.

Our staff identify personally with our mission, commit to this pursuit, and leverage their entrepreneurial spirit in the process. We value simplicity, diverse thinking, and personal and organizational growth, all driven by passion, emotion, self-motivation, and self-discipline.

2. Working with quality focus

Quality is at the heart of what we do at Neurimmune. Our team adopts a results-oriented approach, striving for excellence and precision in every action. The ability to use scientific evidence and factual arguments steers us, paired with urgency and a hands-on approach. Collectively, this shapes our quality-focused work environment.

3. Showing open attitude

Openness is not just a value but a driving force at Neurimmune. The cornerstone traits of hard work, persistency, and diligence blend with a willingness to adapt and explore the unknown. Creativity, innovation, and courage are celebrated, fostering learning and competency.

4. Living true collaboration

At Neurimmune, collaboration is not just a principle; it is a lived reality. Effective communication, empathy, and a culture of shared knowledge define our teams. We maintain harmony via mutual respect and thoughtful discourse. Our work environment fosters a sense of belonging and empowerment, where everyone is heard, appreciated, and feels valued.

3.2. Our employees

Open dialogue with our employees is one of our goals for the future. Starting in 2026, we will strengthen this dialogue with employees through a regular survey with focus on employee feedback to ensure their voices are heard and to continuously improve our employee satisfaction, inclusivity and wellbeing. We have set ourselves a target of a 90% response rate.

Further we are proud to have an environment where individuals can choose their path and evolve to their highest potential. Neurimmune strives to continue providing our employees with an exciting and stimulating work environment where every individual feels supported to fulfill their passion and grow professionally, while contributing to our collective success. To ensure this culture remains part of our work as we evolve across the years, we will implement by the end of FY26 a professional development framework that supports employee growth, enhances skills and contributes to the overall success of the company.

Neurimmune has 72 employees all dedicated to creating a supportive and productive work environment and bringing innovative solutions to our business partners. Throughout the years the staff is growing slowly but steadily as we focus on efficient innovation and value delivery. Women represent around 60% of our staff mix. When looking at age groups, we see an inclination toward younger generations. Employee fluctuation in 2024 was low, coming down only to 8 employees parting their way with Neurimmune, while 3 new hires joined the company. 2 of these positions are interns bringing fresh perspective from university.

Employee statistics	2024
Total number of employees Headcount)	72
Full-time equivalents (FTE)	65.9
Number of women	43
Number of men	29
Trainees, interns, apprentices	2
Employees by age	
< 30 years	11
30-50 years	46
> 50 years	15
New hires and turnover	
New hires	3
Turnover	8
Employee retention rate (%)	90
Internal promotion rate (%)	22



3.3. Social Engagement

At Neurimmune, we embrace an ethos of giving back and cultivate this through various social engagements at both the local and global level.

In continuation with our innovative start-up spirit, we stay close to our academic roots and on top of the latest scientific innovations. We support internships for students at ETH and USZ and encourage further research efforts by backing Master and PhD projects from ETH and UZH students.

Enriching the future generation is another facet of our outreach, as demonstrated by our participation in the Canton of Zurich Future Day, where we invite students to explore our company.

Our initiatives extend to funding and delivering essential medication to local communities in need, such as the case in Ukraine, addressing vital healthcare needs.

We are proud sponsors of the Schlieren City festival and actively participate in the monthly Tuesday Biotechnopark Schlieren Aperó, contributing to thriving local communities.

To continuously attract new talents, we are aiming to further expand our recruitment outreach. In this context, we plan to organize at least one talent event per year and maintain collaborations with at least 2 universities on innovative research to attract diverse talent and foster a culture of inclusivity and passion.

3.4. Non-discrimination, inclusion & diversity

Neurimmune is committed to fostering a corporate culture that promotes diversity, inclusion, and equality, by creating an inclusive working environment where differences are respected and valued and where our employees feel encouraged to bring their unique perspectives. We stand against discrimination, intimidation, and harassment in all forms.

Again, Neurimmune recognizes the importance of diverse representation of workforce at all levels. In this context, we will consult our employees on the topics of diversity and inclusion as part of the planned survey and use their input to inform any future initiatives.

As part of our commitment to inclusion, we are participating in a federal initiative designed to support the reintegration of unemployed professionals. We also strive to advance the topic of inclusion and diversity in academia, through the fellowship program we established in 2023. This program is aimed to support women from crisis areas, refugees in Switzerland and with limited access to education or professional training. With a maximum yearly budget of CHF 100'000 spanning over three years, it is available for all levels of seniority and can be shared among several fellows.

These programs demonstrate our dedication to reaching out to underrepresented communities and developing a diverse and inclusive workforce. We are continuously looking at how to improve in the areas of diversity and inclusion and will further track progress in the years to come.

Employee statistics	2024
% of management positions held by women	25
% of women promoted compared to men	69*

* 16 promotions, thereof 11 women





3.5. Employer attractiveness

3.5.1. Training and competency

At Neurimmune, we place significant value on the training and education of our personnel. All employees are required to undergo training on key controlled documents (such as the Code of Conduct, Biosafety Policy, Quality Management System). Training requirements specific to each role are recorded in a training matrix that outlines the necessary controlled documents and regulatory documents for each job function. This training matrix is in the overseeing responsibility of the Quality Management (QM) Responsible as well as training documentation, training materials/presentations, and the regulatory guidance documents that Neurimmune adheres to.

Those with GXP responsibilities are asked to keep documented proof of their qualifications, experience, and evidence of their training, including certificates, participant logs, and records of attendance at external events like conferences.

New employees receive a copy of our Code of Conduct, which is also publicly available on our website (Code of Conduct – Neurimmune). Each employee signs an acknowledgment of receipt and understanding of the Code, creating a record that underscores our shared commitment to our company's ethical standards.

Additionally, we have committed ourselves to start creating and implementing a holistic ESG training to ensure our employees are equipped with the knowledge to not only support our strategy but are also enabled to contribute to it (details can be found in chapter 2.1.2). This training will be a collection of several material topics to us that will be closer explored in their respective chapters. Overall, we aim for all employees to receive the ESG training regularly following the introduction with yearly evaluation of content for relevance.

3.5.2. Wages & benefits

Neurimmune acknowledges the value and dedication our employees bring to the company. We guarantee wages above local minimum as stipulated by applicable local laws. In addition, and to express our appreciation to our people, we have competitive working conditions supplemented by a very beneficial pension scheme as well as an employee stock ownership plan (ESOP). This plan is available to all employees that have been in the firm for longer than 2 years. The stock options are granted for free and can be exercised after 3 years at a very beneficial price. We also offer the possibility to acquire or sale participation certificates through the Neurimmune participation certificate exchange introduced in 2022.

3.5.3. Working hours and ways of working

Neurimmune leverages electronic time recording to streamline project costing, resource planning, and reporting to partners. Aligned with Swiss laws and company guidelines, our employment model accommodates flexible working hours, striking a balance between meeting business needs and maintaining quality standards.

This flexibility extends to occasional remote working and considers business trips as working time. Time management remains a personal responsibility, particularly for our Executive Committee members and employees at Director level who are exempted from formal time recording.

We use meticulous timekeeping to ensure transparency and fairness in remuneration - reconciling overtime and safeguarding employee rights. All employees benefit from vacation days, with those working full-time entitled to 25 days annually. For part-time employees, the vacation entitlement is calculated proportionally.



Health and Safety



Our Ambition

At Neurimmune, we believe that a robust health and safety framework is essential not only for operational success but also for building trust and resilience within our community and the broader healthcare landscape. The intersection of innovative research and public health creates unique challenges and responsibilities that we embrace with unwavering dedication.

In this context, our ambition is to ensure the safety and well-being of our employees and the patients we care for, reflecting our dedication to ethical practices, regulatory compliance and social responsibility.

Our Goals

To fulfill our health and safety ambition, we have established a set of clear goals that guide our initiatives in this critical area.

First and foremost, we are committed to creating a safe and healthy work environment for our employees, considering their well-being at every stage of our collaboration. We believe that a supportive workplace not only enhances productivity but also fosters a culture of care and respect.

In addition, with the patients at the forefront of our mission, we aim to strengthen our collaborations with business partners to ensure the highest standards of health and safety in relation to patient care and clinical trials. By working together, we can enhance the integrity of our research and safeguard the well-being of those we serve.

Through these goals, we strive to uphold our responsibility to both our employees and the communities impacted by our work.

4.1. Occupational health and safety

At Neurimmune, we place the utmost importance on the health and safety of our employees. We understand that our team is our most valuable asset, and we are committed to providing a safe and healthy work environment for all.

A key target in our Occupational Health and Safety strategy is to ensure all employees receive annual safety training relevant to their roles, including hazardous materials and emergency response procedures. This training is designed to equip our employees with the knowledge and skills they need to prevent incidents and respond effectively in emergency situations.

By providing this training, we aim to reduce the risk of workplace accidents and ensure the well-being of our employees. This commitment to occupational health and safety is a crucial part of our overall mission to create a supportive, safe, and productive work environment for our team.

	2024
Number of incidents during the year under review	None
Number of emergency drills conducted	1
Number of injuries reported	None
Number of new employees trained on safety and emergency response per year	5

4.1.1. Biosafety

Neurimmune operates in the biotech domain, where biosafety constitutes a critical aspect of daily operations. To navigate the potential risks in our working environment, we adopt various practices designed to create a safer workspace, taking into consideration the well-being of our employees at every stage. As works with pathogens and genetically modified organisms is conducted in our laboratories, Neurimmune has put a biosafety policy in place to protect people, animals, and the environment from negative consequences. The biosafety concept forms the binding framework for the implementation of the legal provisions that are to be observed for activities with pathogens or genetically modified organisms in closed systems. The safety concept includes the Neurimmune measures for occupational safety as well as for the safety of people, animals, and the environment.

The Neurimmune management bears the operative responsibility and ensures the implementation and observance of the company safety concept and has determined the necessary organizational structure for this. The management has tasked at least one person with the monitoring of biological safety and has detailed their status, tasks, and competencies in a functional specifications document. The necessary financial and personnel means have been provided.

In 2024, one laboratory incident occurred without any injuries nor impact on the environment and was resolved according to the biosafety protocols.



4.1.2. Health Acts

Considering Neurimmune's work involves handling blood samples and human tissue, regular health checks for our employees are crucial. For data protection reasons, Neurimmune does not keep health records on its employees, only on test completion. For laboratory employees, the following medical tests are obligatory upon hiring and to be repeated every three years: Epstein-Barr virus, Hepatitis B and Hepatitis C. The costs for testing are borne by the company. Additionally, Neurimmune recommends all laboratory employees to be vaccinated for Hepatitis B and bears the corresponding costs.

4.2. Health and safety related to patients and clinical trials

Ensuring patient health and safety goes to the heart of Neurimmune's operations. We follow all applicable international health & safety regulations for our own operations and clinical trials. As highlighted in our Code of Conduct, we maintain two key principles:

First, respect for patients underpins our work. As we strive to create transformative therapeutic options, we prioritize clear and truthful communication about our products. We advocate for patient rights, ensuring privacy and complete, accurate safety information about our offerings. Our engagement with patient organizations and advocacy groups is not aimed at product promotion but is driven by science.

Secondly, we adhere to the highest standards of clinical and scientific integrity. Patient safety is a critical aspect of our mission, and ensuring an acceptable risk-to-benefit profile of our products is one of our priorities. Rigorous non-clinical and clinical testing helps us to understand the safety and tolerability profiles of our products. Employees are required to uphold the integrity of information related to the quality and safety of our products and report any information that could affect the safety profile of a drug to the Clinical Department promptly.

In 2024, we continued to uphold the highest standards of quality and compliance across all aspects of our operations. Our commitment to Good Practices (GXP) and Quality Management (QM) ensures that our research, manufacturing and clinical trials consistently meet regulatory requirements and industry standards. As a company operating in regulated industries, Neurimmune adheres rigorously to GXP principles, including Good Manufacturing Practice (GMP), Good Laboratory Practice (GLP), and Good Clinical Practice (GCP). By maintaining strict adherence to these standards, we ensure the integrity of our manufacturing processes, laboratory operations, and clinical trials.



Environment



Our Ambition

In the context of the environment, our ambition at Neurimmune is encapsulated in the principle of "Developing transformative therapeutic solutions while minimizing our environmental footprint." We are committed to creating groundbreaking therapies that transform lives, but we are equally committed to doing so in a way that respects and protects the environment. We strive to reduce our environmental impact and incorporate sustainable practices in all aspects of our work.

Our Goals

At Neurimmune, our environmental goals are clear and focused. We are committed to continuously improving our energy efficiency and reducing our overall GHG emissions. We understand the impact of our operations on the environment and are dedicated to making consistent improvements in our energy use.

Additionally, we aim to enhance our procurement, waste, and recycling programs to ensure the responsible use of resources in our operations. We believe in the importance of responsible resource management and are committed to enhancing our practices in procurement, waste management, and recycling.

5.1. Energy

A key aspect of our environmental strategy at Neurimmune is our focus on energy efficiency. Our goal is to improve Neurimmune's energy efficiency, on the basis of Full-Time Employees (FTEs) by 15% compared to the 2023 consumption through the implementation of further energy-efficiency measures by the end of FY26. This ambitious target reflects our commitment to continuously considering energy improvements and reducing our environmental footprint.

As we work towards our goal of reducing energy consumption and related GHG emission impacts, we have identified two key areas that will help us measure our progress.

Firstly, we will focus on leveraging our already optimized energy use within our operations and offices. This in particular through investigating ways to establish energy efficiency as a key component within everything we do (e.g. maintenance, replacement of equipment/devices, influencing our staff behaviour). This process will provide us with tangible metrics to track our progress towards our overall energy reduction target.

Secondly, we aim to increase our use of accessible renewable energy, aligning with our greenhouse gas emissions targets for Scope 1 & 2 (see Chapter 5.4). With Switzerland's expanding access to renewable energy, we are well-positioned to leverage this resource to reduce our carbon footprint.

	2024 (in kgCO ₂ e)
Scope 1 GHG emissions	1'550
Scope 2 GHG emissions – Market-based	34'109
Scope 2 GHG emissions – Location-based	37'793
Total GHG emissions Scope 1 and 2 (market-based)	35'659

5.2. Water

At Neurimmune, we recognize the critical importance of water as a vital resource in our processes. We strive to optimize our water usage and are committed to establishing responsible water management practices going forward. To achieve this, we plan to conduct an as-is assessment to evaluate our current water usage patterns, identify areas of inefficiency, and understand the specific needs of our operations. This assessment will provide a comprehensive baseline from which we can develop a targeted water management plan.



5.3. Pollution and waste

At Neurimmune, we prioritize reducing our environmental impact, particularly in the areas of pollution and waste.

Our foremost target is to identify improvement opportunities in relation to resource efficiency in our labs and offices by the end of FY25. We are committed to conducting a comprehensive review of our current practices, identifying areas for improvement, and implementing measures to enhance resource efficiency. This proactive approach will help us reduce waste and minimize our environmental footprint.

Subsequently, we aim to enhance our procurement assessments with environmental sustainability criteria based on our material topics by the end of FY26. This target reflects our commitment to ensuring that our procurement processes align with our environmental values, further contributing to our pollution reduction efforts.

In relation to waste management, although we only have limited data available, in 2024 we have started to track information related to plastics recycling (450kg), as well as to medical waste (34kg) and liquid laboratory waste (763kg). We are actively working to enhance our data set to gain a clearer understanding of our waste generation and disposal processes going forward.

5.4. Climate change

At Neurimmune, we recognize the urgent need to address climate change and its impacts on our business and the communities we serve. As part of our commitment to sustainability, we have set a clear target to reduce our overall emissions by 21% by the end of FY30 reflecting our dedication to making meaningful progress in our environmental impact.

Scope 1 emissions refer to direct greenhouse gas emissions that occur from sources owned or controlled by our company. This includes emissions from our facilities, company vehicles, the use of refrigerants and any other direct operations. Scope 2 emissions, on the other hand, are indirect emissions associated with the purchase of electricity, steam, heating, and cooling consumed by our operations.

2024 marks a significant milestone in our commitment to sustainability and environmental responsibility, with our first greenhouse gas accounting calculations which will serve as our baseline going forward. Focusing on Scope 1 and 2 emissions for this first exercise, we have meticulously assessed the direct and indirect emissions associated with our activities and buildings located in Wagistrasse 18 and 13 in Schlieren. Going forward, we will expand the scope of these calculations to include all our locations.

Looking ahead, we also recognize the importance of evaluating our Scope 3 emissions, which encompass all other indirect emissions that occur in our value chain, including those from suppliers and product use. We aim to expand our GHG accounting calculations to include our Scope 3 emissions in the next years.

In addition, we will also start developing a plan outlining our pathway towards achieving long-term Net Zero emissions by 2050. This plan should be finalized by the end of FY27 and should include specific actions and milestones to guide our efforts in reducing our carbon footprint.



Supply Chain Management



Our Ambition

In the area of Supply Chain Management, our ambition at Neurimmune is safeguarding the integrity and sustainability of our supply chain. We recognize the significant role our supply chain plays in our operations, including its relevance to our Scope 3 emissions and its broader societal and environmental impacts.

Our Goals

In the realm of Supply Chain Management, we at Neurimmune have set two primary goals. Our first goal is a commitment to ethical sourcing and responsible supply chain management. We aim to minimize our environmental impact and ensure social responsibility through our operations. This commitment is not just about adhering to regulations but about going beyond to ensure our practices are sustainable and ethical.

Our second goal is to collaborate with our business partners in our supply chain. We want to encourage their dedication to supporting sustainable business practices. We believe that sustainability is a collective effort, and by fostering a culture of collaboration, we can amplify our impact.

6.1. Social and Environmental responsibility

Our suppliers and vendors are an indispensable part of Neurimmune's operations. Over the years, we have diligently honed our vendor management practices to ensure the highest standards of quality and legal compliance in the products and services supplied to us. Recognizing the evolving nature of sustainable business practices, we are now progressively integrating ESG aspects into our vendor and supplier management frameworks.

In this context, we have set three key targets. Firstly, we aim to develop a Neurimmune Sustainability Supplier Standard by the end of FY26. This standard will serve as a comprehensive guide for our suppliers, ensuring they align with our commitment to environmental and social responsibility.

Secondly, we are working to develop and integrate guidelines on ethical employment practices and human rights principles into the Neurimmune Sustainability Supplier Standard. We are committed to fostering relationships with suppliers who share our commitment to integrity, ethical standards, and human rights, including zero tolerance towards child labor, forced labor, and any form of exploitation.

Lastly, we consider implementing a supplier self-assessment reporting system on adherence to the Neurimmune Sustainability Supplier Standard. This would ensure transparency and accountability, enabling us to monitor adherence to our standards and track our progress towards a more sustainable supply chain.

In addition, we mandate that all our suppliers and business partners adhere to all relevant laws and regulations in their respective regions and globally. This includes abiding by the principles of fairness, transparency, and legality in all their activities. Our Code of Conduct has been updated to include supplier expectations, asking all vendors to adhere to the same principles as we do (for details see chapter 2.1.2).

As we look to the future, we remain steadfast in our commitment to strengthening and maintaining these ethical standards. We are determined to ensure that our supply chain continues to reflect Neurimmune's commitment to integrity, ethical operation, and high-quality deliverables. Through these targets, we are taking significant steps towards ensuring social and environmental responsibility in our supply chain.



6.1.1. Vendor Quality Questionnaire

At Neurimmune, we use comprehensive vendor questionnaires as a crucial part of assessing selected partners in Clinical Trial Sample Analysis and Medical Device Manufacturing regarding their adherence to the highest standards of quality, safety, and compliance. These questionnaires are providing insightful data that guides our vendor selection and management.

The questionnaire covers key areas like quality management, personnel training, contracts and agreements, and trial conduct. It asks vendors to detail their Quality Management Systems, Standard Operating Procedures, audit programs, and certified quality standards.

In the personnel training section, the vendors are asked to outline their employee position descriptions, CV management, and training records procedures. The particulars of their internal and technical training programs and their process for identifying the training needs of employees are also covered.

The questionnaire further investigates trial conduct procedures, seeking information about protocol adherence, handling of deviations from standard procedures, and measures taken when additional work requests arise. Contracts and agreements questions involve their procedures for handling contracts or agreements between the laboratory and the sponsor. Detailed questions on availability and review protocols, assessment of their relevance and ensuring their compliance with local legal, regulatory, and ethical requirements are included.

In the area of trial conduct, the focus is on the procedures for reporting unexpected results, individual safety reporting, and the procedures established to assess the impact of any deviations from the SOPs.

We delve into sub-contracting laboratory analysis, focusing on whether the vendor subcontracts any part of their work, and if so, how they qualify these sub-contractors and manage the subcontracting to uphold standards. Other areas covered include informed consent procedures, sample identification, storage, and chain of custody, and method validation procedures.

All this information not only helps Neurimmune to ensure the quality of products and services from vendors but also helps to evaluate important ESG aspects like child labor and conflict minerals through separate questionnaires. The detailed vendor evaluation forms a central part of our value chain, ensuring every part of our operation aligns with our commitment to quality, ethics, and legal compliance.

6.1.2. Child labor

We follow the definitions established by the International Labour Organization (ILO) Conventions Nos 138 and 182 concerning child labor. This essentially deems work as child labor when it involves individuals under 18 engaging in dangerous or harmful work, or any work by children who are under the age of 15 or still in compulsory schooling.

Neurimmune has established a thorough risk assessment process in 2023, focused on identifying the potential for child labour practices among our suppliers. This assessment is now conducted on a yearly basis.

This process commences with the comprehensive review of supplier information procured from Neurimmune's databases. Applying a risk-based approach and thereby remaining focused, we consider suppliers of strategic importance and accounting for a significant portion of our procurement activities. From this pool, we focus on suppliers operating in countries that the UNICEF Children's rights in the workplace index has classified as "Enhanced" or "Heightened" risk countries. For each of the identified suppliers, we perform a multi-layered assessment.

This includes:

- Evaluating industry risk according to the guidelines of the ILO Child Labor Guidance tool for businesses.
- Scrutinizing any publicly available responsible conduct documentation to assess references to human rights and child labor.
- Conducting a negative news assessment on research platforms, specifically focusing on human rights and child labor aspects.
- Review of our Vendor Quality Questionnaire for selected suppliers.

The consolidated and weighted consideration of these different risk factors contribute to our overall risk assessment. In case of suppliers assessed as medium or high risk we directly follow up with them for additional inquiry. We apply questionnaires with the following focus:

Part A investigates the partner's commitment to human rights and child labor, delving into whether they have clearly stated their commitment to respecting human rights, including children's right to avoid child labor, and if these expectations apply to their business partners. Additionally, we enquire how they communicate this commitment, both internally and externally.

Part B focuses on risk assessment. We ask the partner if they have assessed the risk of child labor and human rights violations in the past 12 months within their own operations and those of their business partners. We further investigate any awareness of child labor or human rights violations cases in the operations associated with their products or services.

In case of non-compliance, we may request a supplier to take necessary corrective actions, and, if the issue persists, we retain the right to terminate the business relationship.

In 2024 no reasonable suspicion for child labour in our supply chain was detected.



6.1.3. Conflict minerals

In line with the Swiss Ordinance on Due Diligence and Transparency concerning Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO), we established in 2023 a process to assess whether we procure any product related to conflict-minerals and metals as covered in Annex I DDTrO. We ask our suppliers to provide information through questionnaires and confirm whether they provide any covered products to Neurimmune, and if yes, provide additional information on the quantities. Through the questionnaires, we aim to ensure transparency of our supply chains and avoid any exposure to minerals and metals stemming from conflict-affected areas.

The results for 2024 showed that Neurimmune does not import or process any minerals or metals as defined in the Ordinance and is therefore exempt from the reporting obligations regarding conflict minerals and metals.

Glossary

AniPO	Swiss Animal Protection Ordinance	ILO	International Labor Organisation
BoD	Board of Directors	IMP	Investigational Medicine Products
CEO	Chief Executive Officer	NI-NET	Neurimmune Intranet
CMC	Chemistry, Manufacturing, and Controls	OECD	Organisation for Economic Co-operation and Development
COO	Chief Operating Officer	PE	Polyethylene – most commonly produced plastic
CSRD	Corporate Sustainability Reporting Directive	PET	Polyethylene Terephthalate – most common thermoplastic polymer resin
DDTrO	Swiss Ordinance on Due Diligence and Transparency concerning Minerals and Metals from Conflict-Affected Areas and Child Labor	PhD	Doctoral research degree
DP	Drug Products	QMS	Quality Management System
DPO	Data Protection Officer	R&D	Research and Development
DS	Drug Substances	Scope 1,2 & 3 emissions	The Greenhouse Gas Protocol categorises GHG emissions into three scopes:
ESG	Environment, Social, Governance		<ul style="list-style-type: none"> • Scope 1 are direct emissions from owned or controlled sources • Scope 2 are indirect emissions from the purchase and use of electricity, steam, heating and cooling. • Scope 3 includes all other indirect emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions
ESOP	Employee Stock Ownership Plan		Source: www.ghgprotocol.org
ESRS	European Sustainability Reporting Standards	SOP	Standard Operating Procedures
ETH	Federal Institute of Technology Zurich	UN	United Nations
EU	European Union	USZ	University Hospital of Zurich
FCOS	Federal Coordination Commissions for Occupational Safety	UZH	University of Zurich
FTE	Full Time Equivalent	VeVa	Ordinance on Waste Processing
GDPR	General Data Protection Regulation		
GXP	Good Clinical / Distribution / Laboratory / Manufacturing / ... Practice		
GHG	Greenhouse Gas (measured usually in CO ₂ equivalents which is a normalization measure of the global warming potential of different atmospheric gasses causing anthropological climate change)		

Impressum

**Content:**

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Photography:

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