

Corporate Responsibility Report 2022.

Company reg. no. 20045078

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Corporate Social Responsibility Report 2022

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About this Report

This statutory report on corporate social and environmental responsibility is for the financial year 2022, cf. section 99a and 99b of the Danish Financial Statements Act. This report is a supplement to the management's review in the Annual Report 2022 covering the period January 1 to December 31, 2022.



Our responsibility.

Zealand Pharma's Board, Management, and employees recognize that we, as a company within the wider community, have a responsibility to society and the environment. As a small, but growing, company, we believe in sharing this responsibility.

We are aligned with investors and other stakeholders, who are increasingly focused on social and environmental issues beyond just legal obligations. And our employees are highly engaged in this aspect of the company's performance, providing a continuous source of inspiration and ideas for improvement.

Our responsibility encompasses:

- Supporting the health, engagement and development of our employees who are the key to our continued success
- Aiming to improve the lives of patients with unmet needs by engaging with a broad range of stakeholders (patient advocacy groups, thought leaders and external experts, governments, hospitals, prescribers, and payors)
- Ensuring that we conduct business to the highest standards
- Acting to reduce our impact on the environment

As a biotech company we are focused on developing new medicines to address serious medical needs and improve human health, but we also focused on ensuring that our work should contribute to health and well-being more

broadly. Therefore in 2022, we introduced an environmental target as part of our corporate goals that would impact our Management's bonus awards. We will continue taking steps in realizing our environmental responsibilities with further goals for 2023 and beyond.

Within this report we have also outlined our other commitments and described where we have made progress along several metrics and where we aim to further our responsibilities.

In closing, next year we aim to incorporate this report on Corporate Social Responsibility and our report on Corporate Governance into the Annual Report, as Environmental, Social and Governance (ESG) behaviors and practices are an integrated part of our business model and corporate culture.

Yours sincerely,

Adam Steensberg

President & Chief Executive Officer



Find out more about Zealand at
zealandpharma.com

Changing lives.

We work every day with patient communities and thought leaders to change the lives of people with severe medical conditions.



Find out more about Zealand at
zealandpharma.com/csr

At Zealand, we are committed to changing lives with next-generation peptide therapeutics. Peptides have already proven to be effective drugs in several diseases, with significant untapped potential across many therapeutic areas¹. Zealand has a track-record in designing and developing peptide-based medicines. Our expertise has brought two novel products from discovery to patients. As of 2022, we have four focus areas in which we aim to provide best in-class treatment options that can be used to meet patients' medical needs and ease the burden of treatment:

1 Rare diseases

There are over 300 million people living with one or more of over 6,000 identified rare diseases around the world². Many of these diseases are life-threatening, with no available therapies to help these patients.

2 Obesity

Obesity is one of the greatest healthcare challenges of our time. This complex disease may be treated by targeting a number of unique metabolic pathways. Single-peptide therapies have shown profound weight loss, but it is expected that targeting two or more peptide receptors could potentially achieve weight loss levels comparable to those seen with bariatric surgery.

3 Type 1 diabetes

While advances have been made in insulin chemistry and delivery systems to help patients manage their disease, achieving tight control over blood-glucose levels remains a daily challenge for those living with type 1 diabetes. We believe that insulin-only treatment approaches do not mimic physiology and that therapies should be aimed at restoring physiology through bi-hormonal supplementation.

4 Inflammatory diseases

The prevalence of diseases associated with chronic inflammation is anticipated to increase persistently for the next 30 years in the US and other advanced economies. The targeted use of peptides to either prevent or modify the inflammatory process and its damage to specific tissues hold great promise in several chronic inflammatory diseases.

¹ J. Lau and M. Dunn, Therapeutic peptides: Historical perspectives, current development trends, and future directions. *Bioorganic & Medicinal Chemistry*, version 26, issue 10, 1 June 2018, p. 2700-2707

² SN Wakap et al, *European Journal of Human Genetics* (2020) 28:165-173

Transforming peptides.

We leverage our deep knowledge in the design and development of peptide drugs to bring next-generation therapeutics to the market.

Discovering and optimizing peptides to create new medicines

Peptides represent a growing therapeutic modality, with over 80 peptide drugs that have reached the market¹ and marketed, and many more in clinical development. For twenty-five years, Zealand has been successfully optimizing peptide hormones to render them useful as safe and effective drugs. Zealand's unique in-depth understanding of peptide chemistry and biology focuses on substituting key amino acids to improve solubility, stability, or activity of the peptide, leading to the development of innovative drug candidates.

We have two late-stage programs in our R&D pipeline that we are advancing towards regulatory filings. The first is dasiglucagon, an aqueous, stable glucagon analogue as a potential treatment for congenital hyperinsulinism (CHI), a

rare condition affecting babies and children. The second is with glepaglutide, a long-acting GLP-2 analogue for treatment of people living with short bowel syndrome with intestinal failure. Both programs are targeting rare and severe diseases with high unmet needs.

We are advancing a portfolio of novel peptides targeting obesity aiming to achieving meaningful weight loss and address long term complications. Three of these peptides are wholly-owned and a fourth clinical program is being developed by our partner Boehringer Ingelheim. Our pre-clinical programs include three peptides that target inflammatory diseases, including one in partnership with Alexion Pharmaceuticals.

Zealand Pharma in brief



25 years in biotech

Founded 1998 in Copenhagen



Leading peptide platform

A world leading peptide platform that has brought two novel products from discovery to launch²



Experienced team

207 full and part time employees globally at the end of 2022, of which 45% are in R&D



Find out more about Zealand at zealandpharma.com/about-us

¹ Muttenthaler M, King GF, Adams DJ, Alewood PF. Trends in peptide drug discovery. Nat Rev Drug Discov. 2021 Apr;20(4):309-325. doi: 10.1038/s41573-020-00135-8. Epub 2021 Feb 3. PMID: 33536635

² marketed by Sanofi and Novo Nordisk

Our business model.

We utilize a flexible business model to deliver best-in-class treatment options that meet patient needs and ease burdens on health care systems.

Our core strength as a company is in therapeutic peptide design and development, which has led to our R&D pipeline of promising candidates targeting rare diseases, obesity and inflammation. We have demonstrated our ability to independently bring a product from discovery to market through our launch of Zegalogue® in the U.S. However, through that process we have recognized to reach more patients in more regions around the world will require partnering with a global leader.

Our strategy is now to pursue global co-development and commercialization partnerships that complement and extend our capabilities to deliver new therapies to patients with unmet medical needs. We aim to engage with partners across the value chain. We also have partnerships with academic and scientific institutions, leading contract research organizations (CROs), contract manufacturing organizations (CMOs), and distribution partners.



Focus on corporate social responsibility.

As we work toward a biotech that improves care for patients and maximizes value for our shareholders, we also recognize the importance of protecting the world around us and understanding our role with a broader audience. We believe in operating as a responsible company that serves broader economic, societal, and environmental interests.



We aim to do this by:



Enabling health, well-being, and further competency development of our highly skilled employees, while ensuring a safe, inclusive and secure work environment



Focusing collaboration with advocacy groups in order to better understand patient needs



Creating strong partnerships with other companies to reach more patients in more regions around the world



Conducting business according to the highest ethical standards



Increasing our focus on our impact on the environment and climate



Communicating our CSR policy openly and honestly to external collaboration partners, including our suppliers and starting to engage them on their CSR policies to ensure they strive to meet Zealand CSR policy standard

These are our guiding principles for corporate social responsibility, upon which we have formulated the policies specified throughout this report.

Reporting framework

We adhere to requirements of the Danish Financial Statements Act, and comply with relevant laws, standards and guidelines for reporting on corporate social responsibility activities. We respectfully adhere to the UN Guiding Principles on Business and Human Rights. We have adopted and incorporated selected UN Sustainable Development Goals that are aligned with our business impact and connect Zealand's efforts with those of other companies to address global challenges. We want to keep these and focus on them.

Scope of our reporting

Zealand's headquarters are in Søborg, Denmark, with a site in Boston, Massachusetts. At the end of 2022, approximately 95% of Zealand's 207 full and part time employees were based at our Danish headquarters and the remaining 5% were based in the U.S. Where possible we have included all of these in our reporting, except for reporting on age and non-Danish nationality of the overall workforce, where only the Denmark-based employees are included.

Our people.

At Zealand, we believe that engaged and motivated employees with a passion for making a difference bring a positive and inspiring energy to work.

SDG 3: Ensure healthy lives and promote wellbeing for all at all ages



SDG 5: Achieve gender equality and empower all women and girls



SDG 10: Reduce inequality within and among countries



Our highly skilled employees are at the center of the solutions that we design for patients. We pride ourselves on our ability to work together as one team and foster a strong and engaging company culture founded on collaboration, courage, empowerment, and trust.

To support our employees' well-being, we work systematically to maintain a safe, inclusive, secure and healthy work environment. We have designed our policies and governance systems to promote physical and psychosocial health, including a Works Council and an Occupational Safety and Health Committee (OSHA Committee), on which both management and employees are represented and where matters related to our work environment are regularly discussed. Employees are also represented on the company's Board of Directors, as per Danish law (a total of four members are employees). Following COVID we have introduced a flexible, hybrid working environment that allows our employees to work from home when it suits the individual employee and their specific work tasks. We have responded to feedback from our employees and Future of Work insights with the aim of optimizing the work-life balance for all our employees as one way to ensure their wellbeing.

One labor union, HK it, Medie & Industri Hovedstaden, is currently representing around 12% of our employees. Zealand negotiates a collective agreement in good faith every three years, with the next negotiation scheduled for 2023.

Zealand Pharma employees in brief

47.3

The average age of our employees at the end of 2022 (2021: 46.9)

14%

Portion of our employees with a nationality other than Danish who are based at our headquarters in Denmark at the end of 2022

1/3

In corporate management the proportion of non-Danish nationalities was 33% at the end of 2022 (2021: 50%)

83%

Employees working in R&D at the end of 2022 (2021: 44%)

Risk and mitigation

Laboratory operations contain inherent risks; therefore, we work systematically to maintain a safe and healthy work environment for all employees. Several procedures are in place, including a manual describing our policies on occupational safety and health (OSHA). All our employees are trained in the standard safety protocol, and they are given the tools to manage their own occupational safety.

Workplace evaluations (Arbejdspladsvurderinger, APV) are conducted regularly. Risk assessments are reviewed quarterly, and Zealand’s OSHA Committee conducts surveys on a regular basis. A near-accident reporting system is maintained to build on our strong safety track record and safeguard against potential future accidents.

Diversity

We strive to achieve balanced representation of both genders at all management levels, from the Board of Directors to the heads of departments. Zealand has an even distribution of managers of both genders and slightly more women than men across the organization in general. Overall Zealand was made up of 59% females in 2022 (2021: 58%).

Zealand’s Corporate Management included two women and four men, giving a female representation of 33% (2021: 17%). Corporate Management is responsible for the day-to-day management of Zealand in compliance with the guidelines and directions set by the Board. Corporate

Management is composed of Executive Management (CEO and CFO) and other members of Corporate Management

As of December 31, 2022, the Board of Directors consisted of four women and seven men, of whom two women and five men were elected at the Annual General Meeting in 2022, and two women and two men were elected as employee-elected members at the Annual General Meeting in 2020, giving a female representation of 36% (2021: 36%).

Diversity – Commitment

We value diversity not only because we believe that this is the socially responsible thing to do, but because we believe that diverse teams arrive at better solutions that benefit patients, our company and society as a whole.

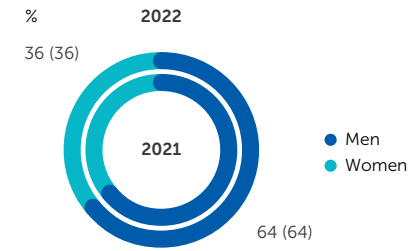
We are committed to providing equal employment opportunities for all employees, and consideration for employment to qualified applicants, by recruiting, hiring, training, promoting, and making other personnel decisions, without regard to race, color, gender identity/expression, religion, age, sexual orientation, national origin, disability, military or veteran status, part time or full time employees or any other basis.

Privacy and data protection

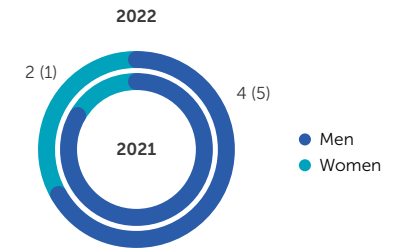
We have developed a Data Protection Impact Assessment covering all Clinical Trials conducted from 2018 forward. All employees have received training in general procedures and data retention guidelines as well as information security procedures that are continually reviewed.

Split in diversity

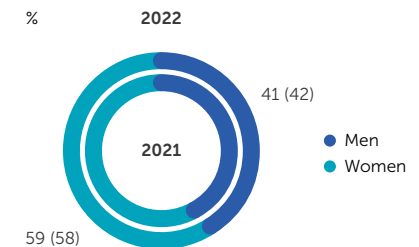
Board of Directors



Corporate Management



Company



Achievements in 2022

Focus areas in 2023

Diversity

- We continue our commitment on equal opportunities for women and men at all management levels. In 2022, the gender balance of the Corporate Management team was enhanced with the hiring of Henriette Wennicke as Chief Financial Officer, making the distribution one-third women and two-thirds men.

- We will continue to focus on diversity of employees at all levels of the organization and provide equal opportunities for women and men, at all management levels, as well as ensuring equal pay
- We will continue to encourage and support female candidates and candidates from diverse back- grounds to take on managerial tasks

Engagement

- We conducted an engagement survey to help leaders and employees continuously improve the working environment. Our response rate was 91.4% in 2022 (170 respondents) and 87.6% were favorable. In 2021, the response rate was 88% (294 respondents) with 87.5% of responses were favorable

- Maintain high employee engagement while continuing to nourish our strong company culture and DNA
- Maintain high scores on the main engagement question and continuously focus on engagement, communication and work-life balance for all employees to ensure healthy and engaged employees

Personal and Organizational Competency Development

- As 2022 has been a pivotal year for Zealand with the implementation of the updated strategy and organizational changes, focus has been on change management and employee engagement and wellbeing

- Leadership training will continue with an increased focus on empowering our leaders to drive and accelerate our strategy and further innovation
- Workshops based on the trends from the competency development plans will be conducted with the objectives to strengthen skills and competencies needed to fulfil our business objectives

Employee health and well-being

- Employee turnover was 38.7% in 2022 for Denmark-based employees (2021: 9.1%)
- Absence rate was 3.1% in 2022 for Denmark-based employees. (2021: 2.5% for Denmark-based employees)

- We will focus on lowering the employee turnover rate we saw in 2022 following the organizational restructure and updated strategy announcement, while prioritizing to hire the talent needed to further strengthen our organization
- We aim for an absence rate at the same level as, or lower than in previous years
- We will continue to work on maintaining a healthy, motivating and engaging working environment, including supporting hybrid working

Safety

- Four near accidents were reported under our near accident reporting initiative in 2022 (2021: 4)
- Zero "obligated to notify" accidents were reported in 2022 (2021: 1)
- Zealand had no significant injuries in 2022 (2021: 0), as measured by days off due to work-related injury.

- We are continuing our efforts on safety and work environmental education and information for new employees
- We are conducting quarterly preventive self-inspections and systematic safety risk assessments

Quality.

To remain compliant and in control we continue to integrate quality and data integrity in our daily processes. Our focus is patient safety, product quality and data integrity.

Our Development and Operations areas outsource good practice (GxP) activities to qualified and approved suppliers, where the sponsor and product ownership responsibilities remain with us. Oversight of the activities is carried out to ensure compliance with the applicable requirements including Good Laboratory Practice (GLP), Good Manufacturing Practice (GMP), Good Clinical Practice (GCP), Good Pharmacovigilance Practice (GVP), appropriate standards for medical devices and others. We work in close partnerships with our suppliers to achieve quality products and processes. Our partners are selected and maintained through a rigorous process where we focus on business ethics and business continuity as well as capability and capacity of the service. This includes, but is limited to, use of specific computer systems, process understanding, regulatory understanding and suitability of the suppliers own quality system. Elements in the assessment include quality audits, frequent follow-up and oversight, supplier management assessment, and evaluation of financial stability.

Our Pharmaceutical Quality System is described in our Quality Manual, which also defines our Quality Policy. Ongoing evaluation of our quality system is performed continuously through both internal audits and external inspections from relevant health authorities (including the Danish Medicines Agency and US Food and Drug Administration).

Risk and mitigation

Our reliance on external partners to perform GxP activities poses an inherent risk that partners may not follow requirements of pharmaceutical quality standards. Such non-compliance could in turn jeopardize patient safety, quality, availability and efficacy of our medicines. Our supplier oversight program including Clinical Trial sites is intended to mitigate this risk through thorough and ongoing assessment of the GxP supplier performance.

Achievements in 2022

Quality assurance and vendor management

- Zealand adopted the revised Clinical Trial Regulation into our Quality Management System
- We re-established the relations and oversight measures of our suppliers after the Covid-19 period with very limited physical contact.
- We completed 25 audits of both internal functions and external suppliers, including also audits of clinical trial sites.
- We strengthened our Quality Management Review processes.
- We maintained our computer systems fit for purpose in a validated state.



Focus areas in 2023

- Zealand will upgrade our electronic document management systems for usability, security, and continued compliance.
- Strengthen training procedures in key quality relevant processes.
- Prepare for submissions and be inspection ready to progress our development pipeline.
- Upgrade computer system to increase transparency and visibility of commercial products.
- Continue our close dialogue and relationship with our suppliers and perform audits on a risk-based approach.

Patients.

Patients are the heart of our business. We work with patient communities, thought leaders and external experts as we aim to improve the lives of people with unmet medical needs.

SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development



Passionate about changing lives

We work to improve lives for patients through collaborations with advocacy groups and patient organizations.

	Advocacy groups and patient organizations	Type of collaboration
Rare Diseases	NORD – National Organization of Rare Diseases, U.S.	Corporate Council Membership, rare disease advocacy
	CHI – Congenital Hyperinsulism International	Patient insights, collaboration on global patient registry and global development program, generally supporting the CHI community
	KHI - Ketotic Hypoglycaemia International	Patient centricity event partner, and general support to the KHI community
	The Oley Foundation, U.S.	Patient insights, partnering in clinical development, and educational initiatives in short bowel syndrome. Part of the Oley Corporate Partnership Program
	Association for Crohn’s and Colitis, Denmark	Membership
	Association for Users of Home Parenteral Nutrition, Denmark	Educational grant to support initiatives for home parenteral nutrition consumers
Diabetes	Juvenile Diabetes Research Foundation	Patient insights and general diabetes collaboration
	DiaTribe, U.S.	Collaboration and patient journey insight
	T1D Exchange, U.S.	Patient insights on diabetes management, educational and scientific publications
	American Diabetes Association, U.S.	Collaboration and support of furthering the cause to drive awareness of diabetes and its complications
	Beyond Type 1D, U.S.	Sponsorship of social media campaign raising awareness of severe hypoglycemia, and glucagon rescue therapy. Content is made available in both English & Spanish
	Children with Diabetes, U.S.	Sponsorship to raise awareness of glucagon rescue therapy options, including highlighting the use of modern glucagon products



Risk and mitigation

The safety and efficacy of our therapeutics is our foremost concern regarding patients. Such risk is addressed throughout the development process and within the rules and guidance provided by regulatory entities.

Achievements in 2022

Patients focus

- Defined common areas of interest in collaboration with all Patient Organizations
- Incorporated Patient Reported Outcomes (PRO) and Clinical Outcomes Assessment (COA) into Phase 2 and Phase 3 studies across the portfolio



Focus areas in 2023

- Continue to collaborate with Patient Organizations in identifying activities and data generation for outcomes relevant to patients
- Continue to drive patient-centric development, including patient advocacy as a partner in the clinical development, in dialogue with regulatory bodies and payor organizations
- Continue to expand and review patient-centric education initiatives where appropriate

Environment.

We are continually evaluating and implementing initiatives that can reduce any negative impact on the environment from our operations.

SDG 12: Ensure sustainable consumption and production patterns



We have policies and procedures to encourage recycling, efficient use of electricity and heating, and responsible travel. We are seeking to source our power needs from sustainable sources.

2022 Highlights

We have continued our programs for flexible working arrangements for most employees; minimizing unnecessary commuting, which has carried over as the pandemic restrictions have been lifted. Online and video meetings are being used to reduce commuting and travel at the discretion of our employees as best fits their work responsibilities and lifestyle.

We have taken several initiatives to minimize energy consumption at our facility in Copenhagen, including

upgrading of air conditioning units, reducing number of scheduled waste pickups, installation of sun screens, and applying environmental criteria when assessing and deciding whether to renew facility contracts. We have also reduced the amount of heating used in our headquarters.

Risk and mitigation

Our drug discovery work at Zealand involves certain toxic chemicals which carry inherent risks. The focus in 2022 has been on upgrading working instructions to minimize risk of inhalation or physical contact with toxic components. The Occupational Safety and Health Committee meets at least four times per year to review any incidents as well as plans and actions to maintain a safe and healthy working environment across administrative and laboratory functions.

Achievements in 2022

Focus areas in 2023

Environmental sustainability and climate

- Introduced our first Environmental, Social, and Governance (ESG) company goals in 2022, which ensures that ESG is a bonus-determining objective for all employees including Corporate Management
- Introduced policies to include climate actions as a selection criterion for relevant vendors
- Prepared Copenhagen facility for shift to certified natural gas in beginning of 2023
- Added electric car charge capacity at the Copenhagen facility
- Certified electricity to ensure that it is sourced from sustainable energy such as wind or hydro power
- Updated travel policy to ensure environmental impact is a decision factor and encouraged staff to reduce their carbon footprint by using virtual communication wherever possible

- Including new Environmental, Social, and Governance (ESG) company goals for 2023 and are increasing the weighting for all employees and Corporate Management
- Establishing a Supplier Code of Conduct including environmental criteria for selection and evaluation of contract manufacturing organizations
- Developing taxonomy for ESG reporting

Ethics.

We strive to operate according to the highest ethical standards and safeguard our business against corruption and noncompliance.

SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



Business Ethics

Our reputation as a trusted business and scientific partner is crucial to establishing us as a dependable partner. Therefore, we ensure that our employees are continuously trained and kept updated with policies on good business practice and compliance, insider trading, and appropriate legal management of third-party intellectual property.

We strive to operate according to the highest ethical standards and safeguard our business against corruption and noncompliance where employees are most at risk. We will proactively engage in a positive dialogue with all regulatory and advisory authorities and with stakeholders from relevant industries in order to be inspired to make further improvements.

As part of our program of maintaining a robust ethical working environment, Zealand maintains a whistle-blower program that is monitored by an external law firm to ensure that issues that need to be examined by senior management and members of the Board of Directors are brought to their attention when appropriate. All employees are introduced to the whistle-blower service when they join the company to ensure that they are able to use it if the occasion arises.

We actively promote and maintain a policy of transparency and honesty with our employees. Zealand's Employee Handbook stipulates a set of policies that specify the company's standards regarding its employees' general and legal conduct.

We have taken every precaution to keep all employees, board members and certain stakeholders up to date and compliant with our internal rules. We distinguish carefully between those who are listed on its permanent insiders' list and those who are exposed to what is deemed insider information. In the latter case, we take every precaution to keep an up-to-date list of employees' knowledge of insider information. All new employees are introduced to our internal rules and are digitally required to sign off stipulating that they have read and understood these rules.

We have strict policies regarding the proper use and transfer of intellectual property. We have always continuously refined our confidentiality and material transfer agreements to reflect critical changes in the industry, building on the extensive industry experience of many of our senior members.

During our vendor selection process, we review our potential partners capabilities as part of the process to engage with them in supply agreements. At present our major vendors are located in the United States, Taiwan, and Europe (with additional facilities for some elements of their work in China) all territories that we believe operate to an appropriate standard of human rights protections in so far as our products are concerned.

Risk and mitigation

The main risks related to our activities include employees' and business partners' violation of our anti-corruption commitment and potential legal and financial consequences thereof. Our whistle-blower program and insider information list are two methods for mitigating such risk. We are developing programs to support ongoing maintenance of code of business conduct understanding among employees, as well as a more robust program to ensure data privacy and protection.

Animal Welfare

To allow for the discovery of new therapies and to ensure the efficacy and safety of new pharmaceuticals as required by regulatory authorities, it is necessary to conduct in vivo experiments using laboratory animal species.

Our policy on animal ethics and welfare is to use animal studies only where no available and acceptable in vitro alternative exists. All laboratory animals used under our responsibility must be treated humanely and with respect, and only purpose-bred animals are used. We adhere to the principles of the 3Rs (reduce, refine, replace) and work to integrate these principles in all studies.

All in-house animal studies are carried out in accordance with specific licenses issued by the Ministry of Environment and Food of Denmark and international guidelines, as appropriate. Danish law stipulates regular inspections of the animal facilities as well as comprehensive reporting

	Achievements in 2022	Focus areas in 2023
Business ethics	<ul style="list-style-type: none"> We have continued to have focus on Privacy regulation and the GDPR and have acquired and installed an IT solution to monitor our GDPR obligations. Our code of business conduct is part of the introduction program for all new employees. All employees were periodically reminded of its scope, and we documented that they are aware of it All employees are digitally required to confirm that they have read and understood our Code of Business Conduct every two years. 	<ul style="list-style-type: none"> We will continue to have focus on Privacy regulation and the GDPR. We will continue to operate according to the highest ethical standards.
Animal welfare	<ul style="list-style-type: none"> No incidents of negligence were reported. 	<ul style="list-style-type: none"> We will continue to focus on animal welfare and comply with the principles of the 3Rs.

protocols overseeing experiments conducted during the year, processed through The Animal Experiments Inspectorate. The continuous dialogue between lab technicians, veterinarians, academic staff and heads of department, ultimately ensures the highest animal welfare standards in all studies conducted.

All employees working with laboratory animals have appropriate and documented education and training and proactively follow developments in the field. Veterinary checks of our animals are performed regularly.

In addition, our internal ethical committee scrutinizes all proposed in-house in vivo pharmacology, toxicology and PK experiments for compliance with regulatory permissions and highest ethical standards. The necessity of animal experiments to our research and development activities cannot be overstated, which is why we constantly strive for the greatest vigilance and care in our treatment of animals.

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