



CSR Report




2020

Astro Pharma Overview

(as of 2019)

Our Progress

(2004-2019)

		YEAR 1	YEAR 10	YEAR 15
Products		4	32	34
Employees		4	17	36
Sales		€ 240 012	€ 15 914 088	€ 42 856 000

Workforce

(as of 2019)



Ø 49,3

age

69%

total females

60%

females in management positions

Ø 3,7

sick days

9

nations

Transparency



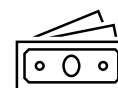
≈ € 300 000

to physicians and other members of the healthcare professionals (HCPs)



≈ € 330 000

to institutions of the healthcare organizations (HCOs)



≈ € 490 000

in donations of medicines (since business formation)

Product stewardship



94%

delivery capacity



95

package complaints

or

0,0144 %

of packages sold

Message from the management



Dear Reader,

Thank you for taking the time to learn how Astro Pharma is concerned about its corporate social responsibility (CSR). With the world around us changing and becoming ever more complex, we continuously check our CSR engagement, advance our perspectives, and build our employees' and society's trust in our commitment. We have been on this journey since founding Astro Pharma in 2004.

As we founded the company, it was ever since our goal to provide state of the art and affordable medicine. This ambition is increasingly important as our health budgets are under tremendous pressure with surging health care costs. Therefore, we are always looking for partners and partner companies striving for the same. The highest ethical standards and responsible pricing are guiding our everyday decisions.

2020 has been a very demanding year as COVID-19 has changed our work habits and ways of interaction. As trade routes and working conditions became unstable at our partner companies, we were afraid of medication shortages. Due to our policy of having relatively high inventory levels, we could secure supply in almost all cases, which leaves us with pride. This strategy is also an important asset that many of our customers appreciate.

The digital transformation is also taking place in Astro Pharma as communication routes move to the internet. Congresses and intercompany meetings take place without much personal interaction. Conveying meaningful messages and receiving all crucial signs and data is a challenge that we must continuously evaluate and master. We are confident that we will.

The success of Astro Pharma highly rests on the energy and diligence of its highly qualified and motivated employees and partners. The culture of Astro Pharma can be described as "Together, we can almost achieve anything, with creativity, hard work, and team spirit." 73% of our 34 employees have been working with us between 4 and 14 years – for a young company like Astro Pharma, this is the greatest gift one can get.

There is much more to share, and our 2020 CSR report provides many of the actions taken to demonstrate our commitments at work. Our contributions to society are meant to improve peoples' lives at work, as patients, and to keep health care affordable.

As a pharmaceutical company, we see ourselves as an essential player to keep our excellent healthcare system sustainable. Healthy competition and alertness for arising state of the art medication are; therefore, key for our daily work.

We hope that the following pages will be an inspiration to join us in our daily strive for a healthier and more sustainable future. You will find details on the steps we take as a responsible and forward-looking enterprise.

Sincerely,

Sabine Möritz-Kaisergruber & Helmut Kaisergruber

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Who we are

Astro Pharma is a family-run pharmaceutical company founded in 2004 with the aim of providing the Austrian market with high-end pharmaceutical products more efficiently and competitively. Currently, we employ about 40 experts in our office in Vienna. Our core business is the distribution of our own medicines as well as pharmaceutical products from our international partner companies. Our product portfolio can be divided into the following four categories: antibiotics, in vitro fertilization (IVF), vaccines, and biosimilars.



Our purpose

“ Flexibility is our hobby-horse – we find rapid solutions and are a dependable sales partner. Challenges drive us. ”

Dr. Sabine Möriz-Kaisergruber,
company founder & managing partner

Our corporate goals

Our goal is to be able to respond to the needs of our customers quickly and make our offers flexible to the situation. In addition, we want to supply the market with low-priced medicines and niche products that are essential for the healthcare system of the future and provide sustainable relief for it. Our corporate objectives also include the provision of certain drugs, in particular those that are not available or are economically unattractive for others. The wishes of our customers have the highest priority.

Our corporate values

To achieve our corporate goals, we have set forth the following values, which we believe to live rather than simply write:



We react quickly and flexibly to the needs of our customers.



Teamwork is an important part of our corporate success.



Successful cooperation is not conceivable without trust.



Our actions are characterized by transparency, integrity, and honesty.



We work with great dedication, commitment, and motivation to achieve our goals.

Our sustainability initiative

Corporate sustainable behavior undoubtedly increasingly becomes an essential factor in our daily lives. Individuals, governments, and corporations now can foster awareness and, therefore, should do their own part in delivering impact-driven improvements in the years to come. Hence, we have decided to create awareness for our employees, partners, suppliers, and clients by writing the first Astro Pharma Sustainability Report.

The information gathered in this report reflects all our employees' opinions due to our effort of conducting informational interviews on the best practices of Astro Pharma's corporate governance. Besides, this report is not intended to inform on any law requirements and standard procedures but rather reflects the commitments that set us apart.

Our sustainability strategy

As an Austrian based company, we see it in our nature to follow the rules and regulations set out by the Austrian labor law. Additionally, we have adopted to include specific guidelines in our strategy to improve on sustainability, which we use as guidance:

- the Ten Principles of the United Nations Global Compact
- the ISO 26000 standards, guidelines for corporate social responsibility
- the SDGs, Sustainable Development Goals, set out by the United Nations

SUSTAINABLE DEVELOPMENT GOALS



Our labor practices

At Astro Pharma, we take our responsibilities as a good employer seriously. It is of the highest importance that our employees feel this effort every day, and we make sure to stay true to our words. Our employees are the main driver behind our success; therefore, we are proud to treat them like our 'most valuable asset'.

Family-like & respectful relationships

As Astro Pharma, we believe that work should be considered joyful and a place to interact with one another where respect between employees is natural. Our work climate fosters communication where employees look after one another and try to step in when help is needed. Often employees have the urgent need to take care of personal matters such as children related abnormalities, where it is paramount that employees know there are no further questions to ask when they have to leave work.

Shared goal to advance

As a relatively young company, we are always in need of ideas coming from within our ranks. Therefore, we are prone to include our employee's thoughts and ideas on improving certain aspects of our daily business whenever we can. We want to think that the entrepreneurial mind has a place in our day-to-day operations. That is why all ideas are always welcome.

Together we are one

We have developed certain practices where each one of us gets the feeling that we are one. Spending time together is one of the most

effective ways of staying up to date with each other or merely fostering well-being. That is why we celebrate birthdays and organize events throughout the year, bringing together our employees, partners, and friends. Our kitchen in the office is our busiest room and is used daily by our employees for lunch and joint cooking. Besides our Christmas-, summer- and Oktoberfest- events, which are mainly internal festivities, we host our Astro-Event each year. At this event, we invite all our employees, family members, partners, and friends, providing them with the opportunity to meet and enjoy an evening outside of work with people usually seen rarely.

Flexibility at work

Flexibility is in our nature. In our daily business practices, we try to appeal to our business partners by offering ad-hoc solutions to their needs - this flexibility we also want to provide to our employees. We offer flexible working hours to our employees to foster an excellent work-life balance where employees can design their work schedule according to their needs outside of work. While we have preferred working hours, it is up to the employees to tweak them in cases where family and work need to be compatible.

Equal opportunity and anti-discrimination - wisdom from our code of conduct

We believe that innovative and high-performance collaboration is only possible if equal opportunities are guaranteed. At Astro Pharma, we do not tolerate any discrimination, favoritism, harassment, or exclusion regarding religion, gender, ethnicity, belief, age, sexual orientation, or disability.

Our cooperation is characterized by collegial respect, integrity, and fairness. We comply with the provisions of the Equal Treatment Act and other applicable regulations.

Our measures:

- Diversity training courses
- Training and development opportunities
- Our employment contracts contain an anti-discrimination policy

Customer at the center

Our customers are the reason we exist as a pharmaceutical company. It is they who make sure that our products are delivered to the patients safely. That is why we keep close relationships with them as we try to find solutions to their needs whenever we can. Our approach towards our customers is to deliver medicine when others will not. This tactic sometimes means to sell products that yield low margins. The relationship we have with our customers is based on their satisfaction. Honest communication and transparency are our way to guarantee that our customers know at any moment that they can put their trust in us.

Data protection and privacy - wisdom from our code of conduct

The protection of confidential information is an essential part of our corporate strategy. Business and trade secrets are understood to be facts and knowledge of a commercial or technical nature known only to a specific and limited number of people. This confidential information is not intended to penetrate beyond this circle of people and in whose secrecy there is an economic interest.

It is our own business and trade secrets that must be protected, but also those of our

business partners from whom we obtain knowledge in the course of our business activities. This information is treated with absolute confidentiality and per the provisions of Austrian and European competition law. We do not tolerate industrial espionage.

Our measures:

- Declaration of commitment to maintain business and trade secrets signed by each employee
- Guidelines for handling data signed by each employee
- Contracts with our business partners in addition to legal obligations to maintain business and trade secrets
- SOPs: To ensure smooth and correct processes, we provide appropriate guidelines in SOPs

Health at the forefront

Astro Pharma's mission is to provide state of the art medicine to a wide range of patients. This means that it is our joy to take care of people. Our employees are our most valuable asset; therefore, it seems logical to us that we provide them with the best health settings possible:

Free Vaccination: Every employee has the opportunity to receive a pneumococcal safety- and seasonal influenza vaccination free of charge

Edenred coupons: All our employees receive each day they worked in the preceding month an eight euro coupon that they are encouraged to use in the wide range of restaurants and organic supermarkets near our office. With this initiative, we try to convince our employees to consider healthy food options, which are usually more costly than their counterparts. Also, we receive a weekly delivery of fresh fruits for our kitchen as snacks for our employees.

MY21: Our mental and physical health determines our overall well-being. Since we are aware of negative consequences when mind and body get neglected, we occasionally organize seminars to invite experts to share their tips and tricks. In early 2020 we signed up for Dr. Wolfgang Lalouschek's MY21 program, where the health expert guided us through 21 different modules on 21 days. Topics included: mindfulness, movement & sport, relationships, emotions, nutrition, mental strength, sleep, and stress regulation.

Healthy office space

We are firm believers that the place where our employees spend the majority of their time should be furnished to their liking and, in the best case, promote overall health. Hence, it is in our significant interest to promote well-being at the workstations. Every employee has the freedom to organize his or her office space to their liking with pictures, plants, or personal belongings. Our office spaces are also designed by an expert focusing on a well-designed ergonomic office space's physical and mental health benefits. We purposely do not have any open-plan offices as we want our employees to enjoy freedom and privacy at work.

We promote physical activities

As a company that works in the healthcare industry, we aim to improve life beyond selling medicines. Hence, we frequently organize sports events with our employees, such as hiking-, biking-, or trail-tours.

2019 was the start year of a new form of physical activity for all our employees where any employee, who wanted to participate, had the chance to collect as many KM as possible, in the form of walking/running/hiking. Since then, we decided to include the Astro-KM-Challenge in our yearly internal book for healthy efforts at work. 2020 we had our long-missed makeover from mid-September until mid-October, where, again, 21 employees collected kilometers instead of taking their car

to work, use public transport or simply enjoy an extra hour of exercise each day.

In 2019, our eager employees were able to collect 2400km, which equals the distance from Vienna to Kairo by plane. For the year 2020, we increased this total by almost 40% to 3300km. This is an achievement that many of us do not want to miss out on. That is why we decided to repeat such challenges more frequently in the future.

Additionally, in 2020, we have purchased an e-bike to provide a reason for our employees to take a break from work and exercise whenever they feel the need to do so.

Ø 3,7

sick days

Our measures to ease COVID-19 related difficulties

COVID-19 has struck us as a company deeply. Habits that were part of everyday business suddenly needed to be revised or completely changed. Our employees suffered difficulties to commute to work and customers, fear for their health and future and fear for their interests and sense of belonging in a family-like company. We decided early on to include certain measures that had the purpose of easing life for anyone directly or indirectly related to us.

The health of our employees is indeed of our highest interest. It is not ambiguous that our first response to the challenges described was implementing measures with immediate effect. For example, this is the provision of experts that laid out a plan for our employees to follow in these challenging and uncertain times. Home office and the new challenges associated with it while maintaining a healthy lifestyle are not eminent when faced with something that changes one's life in its entirety. Therefore, we considered it necessary for our employees to receive any help to promote physical and mental health. We organized several coaching seminars for our employees to guide them through all the changes that come with such a crisis:

- Support in difficult times, have a realistic view of COVID-19, deal better with crisis
- Home office tips and tricks
- Loneliness
- Active listening

Furthermore, our effort to create personalized measures for our employees stood at the forefront of our agenda. We wanted to make sure that employees receive the support they need in their respective life situations. If these measures would be an even more relaxed working hour schedule that allows for children's care-taking or the provision of holiday days, we wanted to make sure that

employees feel the support they needed in such situations. Additionally, we were very early with the distribution of COVID-19 tests that employees received for their home and family members. If there was one thing we needed to do, it was to ensure that no employee endangered any other co-worker or put his own family at risk when we, as Astro Pharma, have access to COVID-19 self-testing kits.

As a company, we grew by facing such difficult situations, and together, we managed to steer around the challenges as best as possible. We are looking forward to applying the learnings from 2020 to any future difficult times that we will face. Learning for us is a continuous process, and we do not want to come short of any aspects related to managing a crisis well.

Our environmental efforts

After 16 years of operating with the main interest at our heart being our partners, customers, and patients that we serve, we have decided this year to go a step further in implementing strategies on how we can do better in reducing our carbon footprint and giving back to the environment by minimizing waste. While we are at the beginning of our journey, we did realize that we have always subconsciously been environmentally responsible.

Sustainable marketing material

For any product over which we have direct control, we try to act sustainably. When purchasing marketing material, we make the effort of comparing a wide variety of vendors to find products that fulfill our standards in choosing sustainable products.

Our criteria for the "right" product are:

- Austrian production
- Avoidance of plastic
- Avoidance of single-use products

Astro Pharma's belief is to support local businesses whenever possible. This benefits the domestic economy and minimizes the CO2 emissions associated with transportation.

We also prefer to choose biodegradable alternatives to plastic when presented with more sustainable options.

Working together with our partners

We believe that sharing our environmental efforts to reduce our footprint with our partners and suppliers allows us to collaborate with them. While we screen candidates when

selecting our suppliers and require compliance with local and international legal requirements for any collaboration, we actively work with our partners to reduce their footprint. For example, in the IVF field, we support our customers with the delivery of injection sets for free and very patient-friendly. Also, we decided to use only recycling paper and avoid plastic.

What else?

Green commuting: Astro Pharma actively promotes a more environmentally friendly way to work than the car. We provide all our employees the opportunity to take public transport instead of their car by offering them the Wiener Linien Jobticket. With this card, employees can take any public transport (train, bus, underground and tram) in Vienna all year round while we cover the costs.

Recycling: Our office has implemented a strict recycling mechanism where all employees are encouraged to throw away waste appropriately to save material and help lower greenhouse gas emissions.

Astro-KM-challenge: In our last two editions of our Astro-KM-challenge, where we motivate employees to go to work on foot, we collected 3300km and 2400km. This challenge has encouraged our employees to commute to work on foot more often and therefore reduce their personal carbon footprint.

Fair business practices

Astro Pharma is built on the premise of providing state of the art medicine to all parties. Since our company's founding years, it is in our nature to supply the market and act as a corporation fair and sustainable. Our interests at heart are our employees but also patients, partners, and partner companies. That is why we emphasize this area of responsible work immensely and do our best to be at the forefront when comparing ourselves to other companies in our sector.

Biosimilars Association

Astro Pharma is a founding member of the Biosimilars Association. The association was founded to educate the general public and all stakeholders in the health care system about biosimilars and their importance for the existing health care system.

Biosimilars have demonstrated through their approval by the European Commission that they are equivalent to their reference product in terms of efficacy, safety, and quality. Therefore, early use of biosimilars can bring significant savings to the healthcare system. The price reductions required by Austrian law mean that an active ingredient's price must be reduced by slightly more than 50% if there is appropriate competition in terms of numbers. These savings can be used to enable more patients to be treated with an expensive biological therapy or to finance other innovative, usually expensive, treatments, and continue to make them available to patients.

Astro Pharma, together with other biosimilars producing or distributing companies, was keen to get this message across to the appropriate bodies, as support from health insurance companies and politicians was initially, and still is, very limited. In challenging times such as these when the health care system is under heavy strain from the existing COVID-19

pandemic and health insurance revenues will drop drastically due to rising unemployment or short-time work, it is necessary to take every opportunity to save money where it is currently possible without any loss of quality or safety risks.

A further significant concern of the Biosimilars Association is to convince politicians that biosimilars must be supported over the long term to keep them in the healthcare system. Because if biosimilars do not receive appropriate support from the individual stakeholders, suppliers will withdraw from the Austrian market due to a lack of sufficient market share. Consequently, a lack of competition would do great harm to the financial viability of the Austrian health care system in the medium and long term. Also, the security of supply in this sensitive area, where biologics are used, could be jeopardized.

Niche products

Niche products are products for which there is no extensive market and hence not many competitors. For companies that do not have their own organization in Austria, the Austrian market for such products is of low interest because the effort for any local support would be unprofitable in relation to sales.

With its ambitious and scientifically well-trained employees, Astro Pharma can serve exactly these markets and provide patients with the drugs they need. The profit-taking from the sale of such medicine is minimal as the cost of sale and its revenue is marginal. However, the benefits of providing necessary treatment to patients when others back out, and its associated cost saving for the Austrian health system, is for us enough reason to supply this small niche market.

A recent example is Odomzo®, a drug used to treat advanced and inoperable basal cell carcinoma. For years there has been only one very cost-intensive drug treatment option for this patient group. Through Astro Pharma, alternative therapy for these patients is now available on the market, which offers both therapeutic and economic advantages.

Product bottlenecks and assortment adjustments in Austria

It frequently happens that due to delivery problems, delivery failures, or assortment adjustments at our competitors, hospitals and medical practices suddenly must receive certain medicines fast. Over the years, Astro Pharma has made a name for making the impossible possible and, in many cases, can procure the necessary goods when others are out of stock.

Also, certain antibiotics with very low dosages, which are only used for children, are still in Astro Pharma's product portfolio, although they are unprofitable and even carry a negative gross margin. Here we are aware of our responsibility to care for this small group of patients.

When Astro Pharma was founded in 2004, one strategy was to take over products from large companies that had successor products and, as a consequence, were no longer interesting enough to continue promoting and keeping them on the market due to lower prices. We still pursue this strategy as we have seen that these "old" products are still important and valuable in daily practice, but often at a much lower price than their successors.

The fact that these drugs have not been taken off the market but continue to be distributed by companies such as Astro Pharma benefits the hospital operators and health insurance companies, as they can continue to treat their patients adequately and simultaneously save a lot of money.

Fair competition - wisdom from our code of conduct

Astro Pharma is convinced of free, fair, and efficient competition. To this end, compliance with legal regulations, especially competition law, is of crucial importance. The basis of all business relationships managed by Astro Pharma are contractual agreements with the respective business partners; however, Astro

Pharma does not enter into any agreements that interfere with market activities in a legally impermissible manner or promote conflicts of interest.

Our measures:

- **Staff training:** We offer our employees training courses as well as professional education and further training activities to ensure fair competition
- **Contracts:** To avoid any form of misconduct, we conclude contracts in writing wherever possible and encourage our business partners and third parties to observe all legal requirements and to keep their agreements in writing
- **Standard Operating Procedures (SOPs):** To ensure consistent and correct procedures, SOPs exist concerning our quality management, which provides binding guidelines for various procedures

No corruption nor bribery - wisdom from our code of conduct

Protecting the integrity of our company is of great importance to us. We are aware that the practice of corruption and bribery could not only affect the reputation of our company but could also have negative consequences for the reputation of our valued customers and partners.

We firmly believe that there is no room for any form of corrupt business conduct or bribery in our company. Such behavior is against the ethical and moral concepts of Astro Pharma. We conduct all business with the utmost integrity and encourage our business partners to act according to the same principles.

Our measures:

- Staff training: The employees of Astro Pharma receive regular training on the topics of corruption and bribery. In particular, there are regular training sessions on advertising materials and to support scientific training
- Further education and development opportunities for employees
- Contracts: We conclude contracts and require our business partners to comply with these contracts and other legal requirements
- Disclosure obligation of all benefits and contributions of monetary value to doctors and other healthcare professionals, medical institutions, and patient organizations
- Bookkeeping and documentation

Lobbying and public affairs - wisdom from our code of conduct

Any participation of our company in the discourse on economic policy issues and matters related to the pursuit of our corporate goals is always in compliance with all applicable regulations, to which we adhere without exception. These include, in particular, the German Drug Law (AMG) and the General Social Security Act (ASVG).

In addition to complying with applicable law, we always remain politically neutral and do not support political parties and officeholders either materially or financially.

As a member of the BiVÖ, Astro Pharma is committed to fair, competitive conditions in the pharmaceutical biosimilars industry. The BiVÖ is a voluntary lobby of Austrian biosimilars suppliers and plays an active role in shaping and exchanging opinions with political and other initiatives that directly or indirectly affect the biosimilars market.

Our measures:

- Staff training: We offer training and educational activities to make our employees aware that they are doing their job correctly and within the law
- Transparency: We document all activities, communications, and discussions. We disclose where legally required
- Whistleblowing system: Astro Pharma is currently developing a whistleblowing system and will implement it in the near future

Our efforts to secure supply

One of our biggest fears is the failure to supply products vital for patients who indirectly rely on us. However, despite detailed analysis and planning of market demand, it can happen that drugs are not available. This was especially true during times of COVID-19, where due to our measures to prevent such shortages, we were able to deliver necessary medicine in almost all cases. We have the following preventive measures to secure supply:

- **Approval of two manufacturers for each drug:** We try to receive approval of two drug manufacturers for each product we sell. This allows us to consider an alternative in case our primary choice fails to deliver the product.
- **European manufacturers:** We do not only consider the cheapest manufacturers but instead focus on purchasing within Europe. These additional costs are carried solely by us.
- **Location of our warehouse:** Since we supply mainly the Austrian market, we want to make sure that we have our purchased products as close as possible; therefore, we have our warehouse in Austria. This allows us to obtain our products faster, and they are available on demand.

These measures proved to be a successful strategy, especially in times of COVID-19. With our system to secure supply, we could still deliver our products as efficiently and fast as we are used to even when borders were closed, and export bans were temporarily imposed.

Quality assurance

Any complaint received in our quality assurance department we take seriously. While we work hard on finding any faulty products before any complaint can occur, quality defects can never be ruled out. All our employees receive training to recognize quality complaints, so procedures set out by law can be implemented as fast as possible.

While we do follow requirements by law, we also set preventive actions to learn from our mistakes and be better prepared for future quality complaints of the same kind. For example, we start an extensive root cause analysis in cooperation with our contract manufacturer.



94%

delivery capacity



95

complaints

or

0,0144%

of packages sold

Product safety - wisdom from our code of conduct

The supply and sale of both safe and effective medicines is our top priority. Our goal is to offer our customers a high-quality product.

We comply with all Austrian and EU law regulations, particularly the AMG and the EU Community Codex for Medicinal Products for Human Use, and all other legal requirements. We work according to the principles of Good Distribution Practice (GDP) and Good Pharmacovigilance Practice (GVP). We expect our business partners to also observe the legal requirements applicable to them.

Astro Pharma has an experienced and competent regulatory, quality assurance and pharmacovigilance team dedicated to all changes or medical inquiries arising in connection with drugs, complaints, or adverse reactions. In addition to our regulatory and quality assurance team, our employees and also our business partners are responsible within the scope of their function to ensure that existing quality standards are maintained, and that necessary measures are taken to enable the provision of medicinal products that are always safe and of high quality.

Our measures:

- Contracts with business partners
- Maintenance of a quality management system to identify and manage product risks and to comply with legal and regulatory requirements
- Pharmacovigilance department
- Employee training on quality assurance and pharmacovigilance
- SOPs
- Careful selection of reliable and trustworthy partners
- Qualification and auditing of our business partners

Community & social efforts

Our efforts in providing good health to patients are not the only reason we are committed to our business practices. It is also the urge to give back and do good to society. It is our paramount that our stakeholders know the value of togetherness and care for others. That is why we try to set a good example.

Diversity and inclusion

Diversity, equity, and inclusion are vital parts of how we conduct business. We see them going hand in hand with fairness, and all our principles laid out as a company. Hence, we want to offer job opportunities to all ages, races, ethnicities, and gender.

Senior: Our strategy to employ according to knowledge and not according to age has proven successful. Therefore, we are excited to say that we have employees in our ranks well above the age of 65 years old. Their expertise in our eyes is our value proposition, and we can guarantee that we will always refrain from age discrimination.

Interns: While we focus on gaining knowledge through more experienced professionals, we further try to provide younger generations with opportunities. It is they who have a long professional life ahead and should make informed decisions when choosing their career path. We believe that by offering internships, we can help the young in finding their true profession.

Gender: Gender equality lies in our nature. We chose all our employees because of their interesting backgrounds, unique talents, and personalities. A gender pay gap or any gender preferences when hiring do not exist at our company. At Astro Pharma, gender equality is, in fact, more in favor of women than men. 69%

of women work at Astro Pharma while 60% of women work in managerial positions.

69%

total
females



Ø 49,3

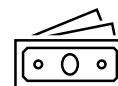
age

60%

females in management
positions

Donations

Astro Pharma donates any excess medications to registered institutes and associations since 2011. We do so with our best intentions that others unfortunate might be in need of our products. We calculate the value of our drug donations according to the wholesale price. Since 2011, we have donated a total value of € 489 863,51.



≈ € 490 000

in donations of medicines
(since business formation)

Social commitment

With this first sustainability report, we were able to analyze our current commitments and areas where we will do more in the future. At our discussions with all our employees, we have gathered many ideas that would foster social commitment and engage employees in giving back to society. These we want to include in our business practices in the future.

