

mithra
Women's Health



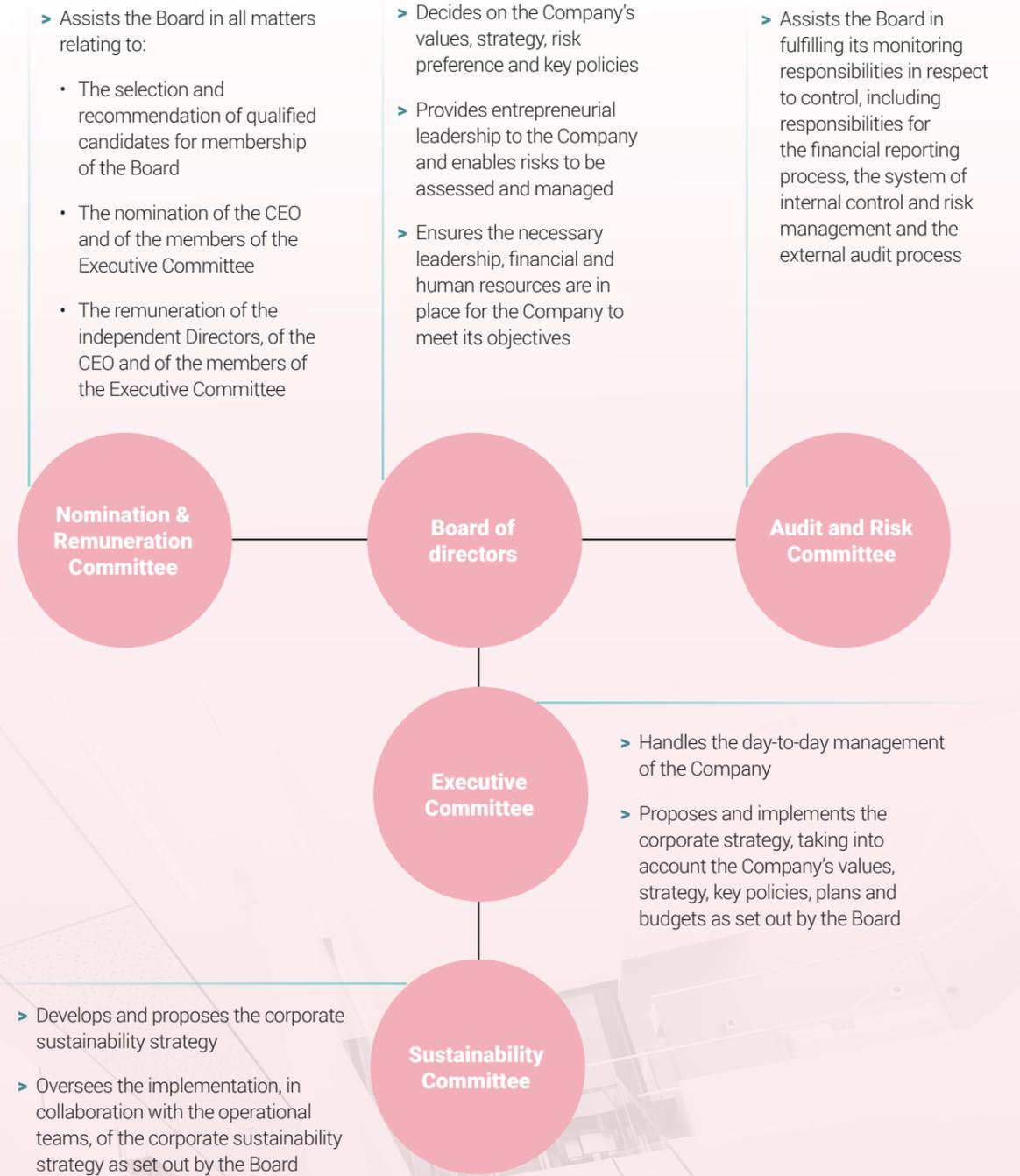
2021 ESG REPORT
Environment, social
and governance
initiatives at Mithra

Mithra unveils its sustainability strategy

In the past years, we implemented in our strategy of value creation several initiatives in order to reduce the environmental footprint of our operations, to improve the life balance of our employees and to strengthen our relations with our stakeholders. As we faced numerous events resulting from climate change, 2021 has again showed us that it is more crucial than ever to make human activities more sustainable.

Considering this environment in which we are evolving, Environmental, Social and Governance (ESG) topics represent opportunities and challenges our company has to deal with every single day as we aim to create value for our stakeholders and shareholders in a sustainable way.

To ensure that sustainability is embedded in our corporate strategy and that our sustainability ambitions translate into reality, we launched a strategic exercise in 2021 and set up a Sustainability Committee composed of our company key representatives. With the role to develop a sustainability strategy based on the 17 Sustainable Development Goals (SDGs) defined by the United Nations, the Committee met on a regular basis to define the key material topics for Mithra to work on in terms of sustainability. Within the company structure, this Committee reports directly to the Executive Committee.



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Our contribution to the Sustainable Development Goals

To build our sustainability strategy, we first carried out what is called an SDG mapping and assessment with the support of an experienced external consultant. This exercise enabled us to identify and assess the links between Mithra's operations and products and the 17 United Nations Sustainable Development Goals.

The objective of this analysis was to build our sustainability strategy on a referenced framework, in order to allow our shareholders and stakeholders to compare Mithra's impact to that of other companies, based on international recognized standards. Our aim was also to ensure that our strategy focused on the goals to which we can most contribute.

We can contribute to 9 SDGs

Our detailed SDG mapping showed that, out of the 17 SDGs, there are 9 SDGs we have a link with.



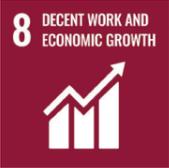
Most significant SDGs

Out of these nine SDGs, the most significant SDGs Mithra relates to and can contribute to are:

Good health and well-being (SDG 3), Decent work and economic growth (SDG 8) and Responsible consumption and production (SDG 12).



We contribute to SDG 3, i.e. "Ensure healthy lives and promote well-being for all at all ages", and among other targets, to target 3.7, i.e. "By 2030, ensure universal access to sexual and reproductive health care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes".



We contribute to SDG 8, i.e. "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all", and for example to target 8.5, i.e. "By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value".



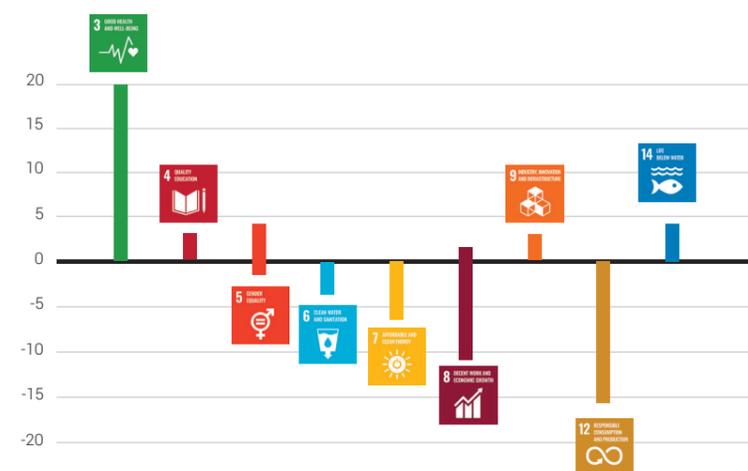
We also contribute to SDG 12, i.e. "Ensure sustainable consumption and production patterns", and for example to target 12.2, i.e. "By 2030, achieve the sustainable management and efficient use of natural resources".

Our contribution to these 9 SDGs

Our SDG assessment showed that we contribute positively to Good health and well-being (SDG 3), to Quality education (SDG 4), to Gender equality (SDG 5) and to Industry, innovation and infrastructure (SDG 9).

We contribute positively to Good health and well-being (SDG 3) and to Gender equality (SDG 5) because, as a biotech company specialized in women's health, improving the health, quality of life and well-being of women is at the heart of our priorities. As we strive to develop innovative solutions, we enhance scientific research and encourage innovation, thereby contributing to Industry, innovation and infrastructure (SDG9). As for Quality education (SDG4), we contribute to achieving it as allowing our collaborators to develop their knowledge and skills is of utmost importance for us.

Our assessment also revealed that our impact on Clean water and sanitation (SDG 6), on Affordable and clean energy (SDG 7), on Decent work and economic growth (SDG 8) and on Responsible consumption and production (SDG 12) is less positive. This is mainly due to the environmental footprint of our operations. As for our impact on Life below water (SDG 14), it is positive if we only consider our products, and not our operations.



Genesis of our sustainability strategy

The results of our SDG mapping and assessment led us to develop a sustainability strategy that broadens our primary mission of improving women's life. We want to improve people's life, not only the life of our patients but also the life of our collaborators, while reducing our environmental footprint. Our goal is also to achieve clear and transparent communication on our sustainability objectives, initiatives and key performance indicators.

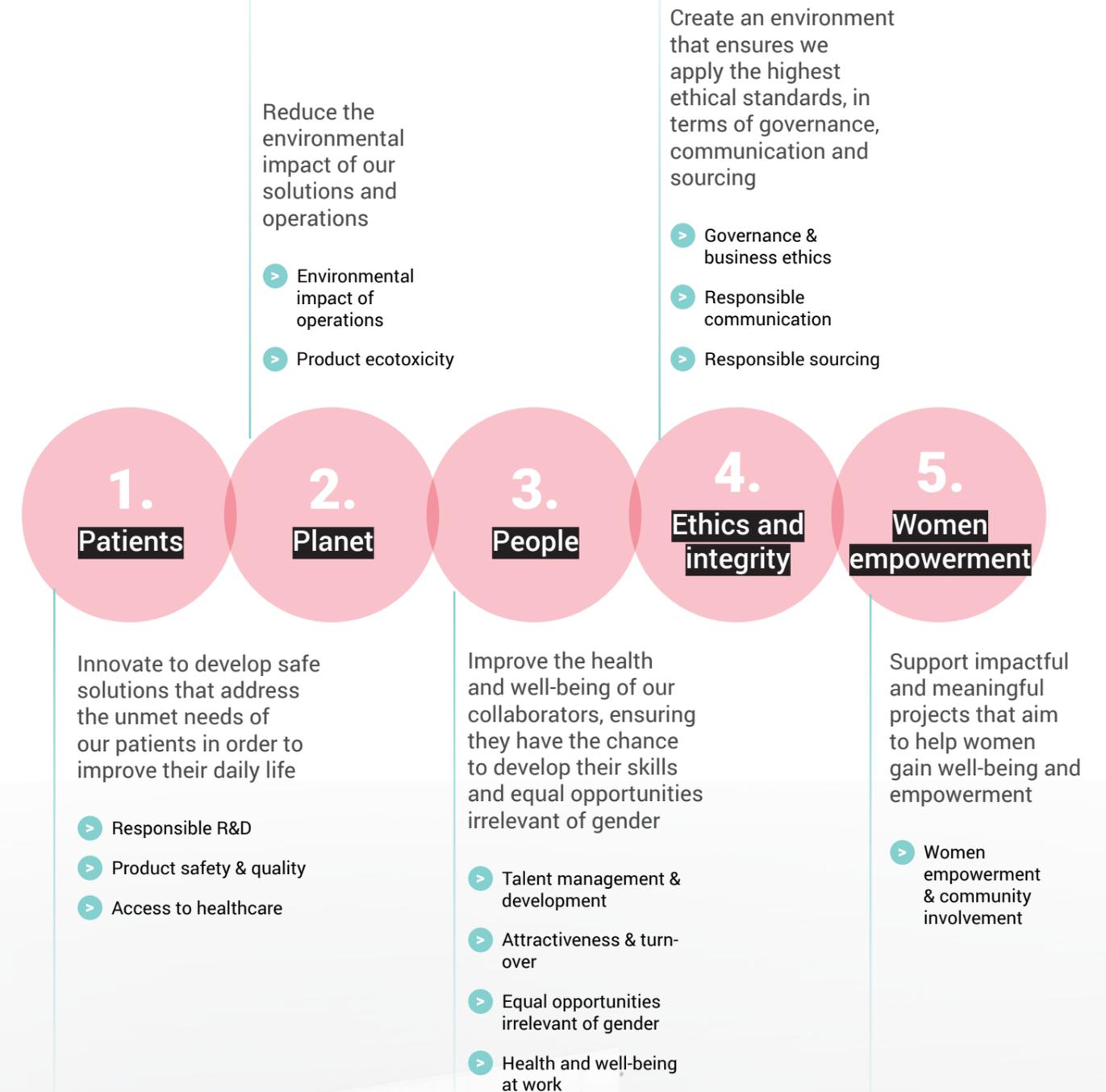
Key material topics

Our sustainability strategy is based on five key material topics and thirteen subtopics.

These topics and subtopics were identified by conducting a materiality assessment, which is the process of identifying and assessing the potential environmental, social and governance issues that could affect your business to then define the topics that matter most to your internal and external stakeholders. These topics then inform company strategy, targets and reporting.

On the basis of our SDG mapping and assessment and guided by our external consultant, our Sustainability Committee brainstormed to identify and assess the environmental, social and governance topics that were most relevant for Mithra. Together we listed the potential topics and selected the most relevant ones, which each member of the Committee then prioritized. This exercise led to a prioritization matrix and to a list of priority topics.

The members of our Executive Committee have been involved in our materiality assessment and it is our ambition to collect the feedback from our external stakeholders at a later stage.



1. Patients

As a company dedicated to women’s health, our mission has always been to offer women innovative solutions that address their needs and offer them better efficacy, safety and quality of life.

> Responsible Research & Development

At Mithra, we value innovation and expertise to pursue our mission of a better health for women. Our ambition is to develop innovative solutions that address their current and future unmet needs and that offer an improved benefit-risk profile, for them as well as for the environment.

To this end, we invested 76.6 million euros into research and development in 2021, submitted 21 abstracts and published 4 manuscripts in scientific journals. To ensure that our Research & Development teams stay at the cutting edge in science, we also attended no less than 9 international scientific congresses.

> Product safety and quality

The safety of our patients is of utmost importance to us. Our goal is to ensure that our products are safe and efficient for all patients, both during clinical trials and once they are commercialized.

To prevent all risks associated with product safety and quality, we already comply with all the guidelines issued by the regulatory authorities. Besides these strict regulations, we have decided to add three new ambitious targets:

1. Succeed all GxP¹ inspections and customer audits (no critical observations)
2. Digitalize Mithra’s quality system by end 2022
3. Increase our suppliers and partners global quality oversight to 30% by end 2022 and to 100% by end 2025

¹ Common term for all good practices used in the pharmaceutical sector

Safety and quality reporting

	2021 (reference year)
Rate of successful audits (no critical observations)	100%
Number of recalls issued	1 minor recall
SOP in place for suppliers and partners monitoring	No
Compliance monitoring adverse event reports – 15 days	100%
Compliance monitoring adverse event reports – 90 days	100%
Compliance monitoring periodic safety update reports	100%

Achievements and initiatives

To ensure that we keep offering efficient and safe drugs to our patients, a series of initiatives were launched. A quality plan for 2022 has been defined and is currently being implemented. This plan includes the implementation of a digital quality management system (eQMS) that will help improve information trackability (e.g. by reducing document loss and human errors), leading ultimately to the improved quality of our products. This digitalization project will be fully operational by the end of 2022. Our quality team will also be reinforced and one of our collaborators will be fully dedicated to the global quality oversight of our suppliers and partners (i.e. drug products suppliers, finished products suppliers, packaging suppliers and commercial partners) and will be in charge, a.o. of suppliers and partners quality audits, periodical quality reviews, potential deviation follow-ups, changes management and quality KPI follow-ups.

We are also proud to say that all adverse events reports were submitted on time. Compliance to these timelines is very important as it provides assurance that marketing authorization holders have adequate systems in place for the safety monitoring of medicines on the market. All periodic safety update reports (PSURs) were also submitted on time. These reports are pharmacovigilance documents intended to provide an evaluation of the benefit-risk balance of a medicinal product

at defined time points during the post-authorization phase. Each marketing authorization holder is responsible for submitting PSURs for its own products and should submit PSURs to the EMA according to defined timelines. An appropriate quality system should be in place in order to avoid failure to comply with these timelines.

> Access to healthcare

Beyond the efficacy, safety and quality of products, biotechnological and pharmaceutical companies also have the social responsibility to make their products available to the greatest number of people. Even if access to healthcare is a core responsibility of public authorities, this challenge is managed in partnership with the biotech and pharma companies who must pay attention to their pricing, distribution and affordability policies.

At Mithra, we strive towards universal access to our medicines in sexual and reproductive health. To achieve this ambitious goal, we have set a series of targets:

1. Increase the geographical availability of our products to 70 new countries by 2030, of which 30% of developing countries
2. Contribute to healthcare cost containment and stay within the 15% price range of other similar products of the same category, for reproductive health products



Our access to medicines reporting

	2021 (reference year)
Number of countries in which our products are available	24
Number of developing countries in which our products are available	3
Number of products available that target WHO priority therapeutic areas	2
Board level representation for Access to Healthcare issues	No
CSR or other committee oversees Access to Healthcare issues	Yes
Number of orphan drugs available on the market	0
Number of orphan drugs in the pipeline	1
Price difference as compared to market for reproductive health products	Maximum 15%

Our two main commercialized health solutions target reproductive health, an area defined as a priority by the World Health Organization (WHO). Our monthly contraceptive vaginal ring, Myring®, is already available in 13 countries. As for our innovative contraceptive pill Estelle®, which was launched in 2021, it is already available in 11 countries. Together with our partners, we are planning to launch Estelle® in 19 additional countries in 2022.

2. Planet

Heatwaves, droughts, floods, earthquakes... The signs of human-induced climate change become more and more visible each day. As our planet and nature face disruption and as human well-being is threatened, urgent actions are required to reduce the risks associated with climate change. As a company, we must play our part and reduce the environmental impacts that result from our operations and products.

> Environmental impact of operations

To reduce the environmental footprint of our operations and protect the planet, we have set four ambitious targets:

1. Reduce our Greenhouse Gas Emissions by 55% by 2030
2. Increase our share of renewable energy to 70% by 2030
3. Reduce our water consumption by 20% by 2030
4. Reduce our waste production by 20% by 2030

Environmental reporting

	2021 (reference year)
GHG emissions (tons of CO ₂ equivalents)	3.887
Energy consumption (MWh)	11.509
Share of energy from renewable sources (%)	4
Water consumption (m ³)	25.468
Waste production (tons)	79

Climate protection activities

To ensure we meet our ambitious targets of environmental footprint reduction, we have launched a series of initiatives. A few of them are listed below.

Our R&D and manufacturing platform, Mithra CDMO, was already equipped with 1850 solar panels that covered 9% of our electricity consumption. To increase our share of energy from renewable sources, a brand-new field of 2748 solar panels was installed. These panels will be operational in May 2022 and will cover around 28% of our electricity consumption, tripling our share of energy from renewable sources.



Mithra currently employs more than 300 collaborators, based on two sites. Even though the implementation of structural homeworking has already helped reduce the environmental impact of our fleet, we are committed to further reducing it but also to offer mobility solutions that answer to the new ways of working and meet our collaborators' needs. To this end, our human resources team is currently developing a mobility project which should be launched end 2022 (more details on this project in the 'People' section of this report).

> Product ecotoxicity

Either naturally or synthetically produced, estrogens are commonly found in the aquatic environment. Every year, more than 700 kg of the synthetic estrogen ethinylestradiol (EE2), which is present in almost all combined contraceptive pills, are discharged into wastewater. These endocrine disruptors can influence the sexual differentiation of fishes and disrupt aquatic ecosystems.

Mithra is mindful of the environmental footprint of its solutions. We are committed to monitor and reduce the environmental impact of our solutions and will therefore conduct an environmental risk assessment for all new Mithra product candidates, so as to determine their PEC/PNEC ratio².

In the case of Estelle®, the studies conducted on a representative fish species showed that estetrol, at environmental predicted concentrations, presented none of the adverse effects induced by the natural estrogens estrone and estradiol and by the synthetic estrogen ethinylestradiol, i.e. reduced egg production, decreased testicular growth, delayed maturation, development of male and female genital glands in males, and even feminization.

The results also indicated that estetrol did not accumulate in living organisms and was likely to disappear rapidly from both water and sediment. The PEC/PNEC ratio of estetrol is therefore below 1 and we are proud to say that the positive environmental

profile of estetrol is highlighted in Estelle®'s leaflet in Europe and Canada: "Environmental risk assessment studies with estetrol including the Japanese medaka fish extended one generation reproduction test indicated that the predicted environmental exposure to estetrol will not affect the aquatic ecosystem". As we wanted to characterize the environmental profile of the E4/DRSP combination of our contraceptive pill Estelle® and not only the environmental profile of estetrol alone, a complementary ecotoxicity study is currently being conducted at the University of Namur.



² The PEC/PNEC ratio is the ratio between the Predicted Environmental Concentration and the Predicted No Effect Concentration. If the PEC/PNEC ratio of a product is below 1, it means that the use of this product will have no effect on the environment.

3. People

Our collaborators work each day with the ambition to bring patients efficient and safe solutions that will improve their quality of life.

As we embarked on our sustainability journey, human resources management remained one of our top priorities. Our ambition is to support our collaborators and ensure their work-life balance. On top of this, it is critical that we offer them both the chance to develop their talents and equal opportunities no matter their gender.

To achieve this goal, we defined, during our materiality assessment, four specific subtopics to work on:

1. Talent management and development
2. Attractiveness and turnover
3. Equal opportunities irrelevant of gender
4. Health and well-being at work

> Talent management & continuous development

To deliver on our ambition of bringing patients efficient and safe solutions, we largely depend on the skills of our collaborators to innovate. It is therefore key that our talents have the opportunity to develop their knowledge and skills.

At Mithra, our goal is to ensure the continuous talent development of all our collaborators. Our strategy regarding talent management and development aims at increasing the number of training hours per employee.

With our HR team, we are currently working on the development of an internal mobility plan that will be fully implemented by the end of 2022 and on the development of a talent development

plan for all employees that will be fully implemented by end 2023. Our talent development plan will for example include the systematization of our mentorship program.

We have defined several Key Performance Indicators that we will monitor as of this year, namely the total number of training hours, the total amount of training expenditure, the percentage of employees who had a performance appraisal, the number of internal position changes and the number of internal promotions. We have also defined three KPIs that are more related to our R&D collaborators, i.e. the number of scientific publications, presentations and abstracts, the number of research projects involving the academic world and the number of academic investigators involved in our clinical trials.

> Attractiveness & turnover

To achieve our mission and ensure the excellence and specificity of our expertise, we must be in a position to attract the talents we need and to retain our employees.

As Mithra operates in a highly specialized sector and therefore in a highly competitive industry in terms of talents, it is vital that we offer a fulfilling and caring work environment with a sense of purpose, a shared vision and common values.

We are determined to keep making Mithra a safe and caring company that supports its collaborators and strive for their well-being. Our target is to align our staff turnover on the chemistry & life science sector staff turnover, by reducing it to 20% by 2025 and to between 10% and 15% by 2030.

Our attractiveness and turnover performance

While we remain a biotech company, our staff is expanding. It grew by 95% in the last three years and by 215% in the last five years. We hired 87 new collaborators in 2021 and 18 new hires are planned in 2022.



I WAS LUCKY ENOUGH TO JOIN MITHRA AHEAD OF THE COMMERCIAL LAUNCH OF MYRING® AND TO EXPERIENCE THE TRANSITION FROM AN R&D PROJECT TO A COMMERCIAL PRODUCT: IT WAS REALLY AN EXCITING CHALLENGE! AT MITHRA, I LOVE THE IMPACT WE CAN HAVE AND HOW MUCH OUR INPUT IS VALUED IN DECISION-MAKING. I FEEL VERY USEFUL AND I REALLY APPRECIATE BEING ABLE TO CONTRIBUTE TO SHAPING PROJECTS. IN OUR COMPANY, THERE IS ALWAYS AN OPPORTUNITY FOR DEVELOPMENT AND EVOLUTION AND IT IS REWARDING.



Maud De Fays
Operational Excellence Manager

	2021 (reference year)
Number of employees	252
Number of new hires	87
Staff turnover rate (%)	26,7
Staff voluntary turnover rate (%)	86
Staff involuntary turnover rate (%)	14
Average length of service (years)	2,7

To measure our attractiveness and turnover performance, we also defined other KPIs besides the ones listed above, e.g. the number of applications received. These KPIs are monitored as of this year.

Our initiatives

To attract and retain talents, we upgraded our employee benefits program. Early 2021, our program included life and hospitalization insurance as well as parental leave. A series of new benefits were recently added, such as dental and ambulatory healthcare insurance for all employees as well as a seniority leave.

Our HR team is now working on several initiatives that will be launched in 2022 and 2023. These initiatives include a benchmark project, a cafeteria plan and a mobility project.

The benchmark project was kicked off in July 2021. As our organization grows quickly and as we evolve in a highly competitive sector in terms of talents, we felt it was time to deep dive into our remuneration and extra-legal packages, both internally and externally. The main objective of this project is to align our salaries on those of the market, which will allow us to both attract the right candidates and retain our employees.

Building further on the benchmark project, our human resources team also plans to develop, at the end of 2022, a cafeteria plan to optimize even more our salaries and compensation packages. Our goal with this project is to meet the various generational and personal needs of our employees and to offer them more flexibility and individuality when it comes to their wage. This project will also help us attract, retain and motivate current and future employees and will improve our employer branding.

Finally, our human resources and procurement teams kicked off in the first quarter of 2022 a mobility project around the Belgian government's mobility plan, with the ambition to reshape our current company car fleet with more sustainable and environmentally friendly alternatives.

3.

➤ **Equal opportunities irrelevant of gender**

At Mithra, we work every day with the ambition to improve women's life. It is only normal that we guarantee gender equality to our collaborators.

Our goal is to achieve gender parity at all levels of the company and to offer equal salary for equal function.

To achieve this goal, we have defined two ambitious targets:

1. **Raise the number of women in management to 50% by 2030**
2. **Reduce the gender pay gap to 0% by 2030**

Our performance in terms of gender equality

	2021 (reference year)
Women in whole company (%)	56
Women in management ³ (%)	23,9
Women in Executive Committee ⁴ (%)	14
Gender pay gap (%)	5,92

In 2021, our Board of directors was renewed for a two-year mandate, achieving for the very first time a perfect gender parity, with five female directors and five male directors. We are now developing monitoring tools which will allow us to develop an action plan ensuring that gender parity is also achieved for all function levels within our company.

➤ **Safety, health and well-being at work**

In 2021, the Covid-19 pandemic still very much ruled our lives. As they too struggled through these challenging and uncertain times, our collaborators showed great resilience and kept giving the best of themselves.

To support our employees in their mission, we are committed to offer them a safe and caring environment that ensures their safety and both their physical and mental well-being. At Mithra, the safety, health and well-being of our collaborators are of paramount importance and are considered as priority objectives.

As a responsible company, our ambition is to achieve the highest level of safety and health, by limiting the risk of occupational accidents and diseases, and to create a pleasant working environment for our employees.

Our target is to reach for zero accident and to reduce absenteeism.

To ensure we achieve our target, we already launched a series of initiatives to strengthen the health and well-being programme we already had in place. With our Prevention Advisor, we were of course already committed to respect the regional, national and European legislations related to safety and health and to integrate them at all levels of the company. As such, as part of their onboarding program, all new employees were already required to take a safety self-training. They also received a safety welcome brochure that they could check at any time.

Besides this, in October 2021, we conducted, via an online questionnaire and with the help of our partner Mensura⁵, a survey on well-being at work. The objective was to get feedback from our collaborators so as to determine how Mithra scored in terms of well-being indicators, namely with regards to motivation, stress, absenteeism and work-life balance, to try and reduce the psychological risks associated with work. The first results of this quantitative survey showed that Mithra is within the benchmark of the

other Belgian companies Mensura conducted a survey for. The survey also indicated that our employees are highly motivated, and they are not planning to leave Mithra anytime soon. A point of attention that our collaborators raised through this survey is however their work-life balance, a well-being indicator that is of paramount importance and that we are currently trying to improve (see below). This quantitative survey is now being followed by qualitative interviews with specific groups. Once these interviews are completed, an action plan will be defined along with an implementation planning.

To improve the work-life balance of our collaborators and their overall well-being, we also implemented a hybrid working model. When Covid-19 forced us into lockdown back in March 2020, we adapted and implemented homeworking to ensure the continuity of our activities. With the lifting of most health restrictions, we have recently moved to a structural homeworking regime that enables our employees whose function allows it to better juggle between their work and life needs.

Born from a common desire of the communication and human resources departments to develop a positive approach to work, we also have a Happy Team that is currently made of eight employees from different departments with the following purpose: coordinating internal activities and various initiatives in order to promote cohesion and well-being at work. From the organization of breakfasts to an outdoor staff day, the collection of waste around the workplace to a series of fundraisers to raise awareness of causes that are close to our hearts, the Happy Team has the joy of Mithra collaborators as its creed.

The initiatives that we launched and implemented so far are evaluated by our Committee for Prevention and Protection at Work. Created in January 2021 following Mithra's first social elections in 2020 and with representatives from the unions, the management and our Prevention Advisor, this Committee is dedicated to contributing to our collaborators' safety, health and well-being.



³ Management is defined as CEO N-2
⁴ Our Executive Management Team is composed of our Chief Executive Officer, our Chief Executive Officer/Chief Business Development Officer under leave of absence, our Chair of the Scientific Advisory Board, our Chief Financial Officer, our Chief Legal Officer, our Chief Scientific Officer, our Chief Supply Chain Officer, our Chief Manufacturing Officer, our Chief Business Development Officer, our Chief Human Resources Officer, our Group Investor Relations Manager, our Group Communication Manager, our Group Quality Manager and our Group IT Manager
⁵ Belgian external service for Prevention and Protection at Work



4. Ethics and integrity

At Mithra, we strive to create an environment that ensures we apply the highest ethical standards, whether in terms of governance, communication or sourcing.

> Governance & business ethics

We attach great value to good corporate governance and to business ethics and we are aware that these topics are of utmost importance for all our stakeholders. With our corporate governance charter, our dealing code and our business code of conduct as amended from time to time to reflect the most recent legal updates, we are confident to be well equipped to ensure the proper governance of our company.

Our objective at Mithra is to guarantee that we are compliant with all governance and business regulations in place to create an environment where everyone is committed to the application of the highest ethical standards.

To achieve this objective, we have defined two targets:

1. Increase transparency on oversight of management (ownership and control), on conflicts of interests, on equal treatment between major and minor shareholders and on business ethics compliance
2. Systematize training on compliance and ethical standards as part of the overall training programme

	Independency	Gender parity
Board of directors	5/10 (50%)	5 Men : 50% 5 Woman : 50%
Executive committee	-	8 Men : 89% 1 Women : 11%
Audit committee	2/3 (67%)	3 Men : 100% 0 Women : 0%
Nomination and remuneration committee	2/3 (67%)	2 Men : 67% 1 Women : 33%

To achieve these targets, we already launched a series of initiatives. Since 2021, for example, in addition to the governance documents sent to our staff members when they join our company and in addition to the training of our Directors and Executive Committee members, our compliance officer has systematised the compliance and ethical standards training for everyone. As such, as part of their onboarding process, new collaborators will receive a compliance training that will include a test. We have defined the percentage of collaborators who pass (score of minimum 80%) the test on ethical standards as a KPI that we will monitor as of 2022.

Our governance and business ethics performance

	2021 (reference year)
Corporate Governance Charter	In place and available on our website
Dealing Code	In place and available on our website
GDPR policy	In place and available on our website + GDPR Committee in place
Business Code of Conduct (Bribery and anti-corruption policy)	In place and available on our website
Independent Chairman of the Board of Directors	Yes
Split of the roles of CEO and Chairman of the Board	Yes

> Responsible communication

As a stock listed company, our duty is to ensure a fair and transparent communication towards all our shareholders and stakeholders. To achieve this, we have set five targets:

1. Improve our financial disclosures
2. Improve our non-financial disclosures
3. Increase access to Management for our shareholders
4. Increase our number of roadshows
5. Increase our number of events with retail shareholders

To measure our progress in terms of communication, we have defined several KPIs:

	2021 (reference year)
Number of roadshows attended	5
Number of institutional investors conferences attended	8
Number of retail investors conferences attended	2
Access to Executive Committee members (CEO, CFO, CBO & CSO) (number of days/year)	13
MSCI rating	BBB

While Mithra does not fall under the scope of the Non-Financial Reporting Directive (NFRD), we have decided to develop and implement a corporate social responsibility strategy in 2021 so as to improve our non-financial disclosures for all our stakeholders and prepare our teams to the upcoming requirements of the Corporate Sustainability Reporting Directive (CSRD).

> Responsible sourcing

In addition to the classic quality and price criteria, we are committed to apply a due diligence with all partners and suppliers to avoid violations of human rights and workers' rights, negative environmental impacts and unfair practices.

Our ambition is to embed a responsible sourcing policy in our daily purchase practices.

To achieve this objective, we have defined two ambitious targets:

1. Ensure 50% of Mithra's direct and indirect purchases are ethically sourced by 2025
2. Ensure 75% of Mithra's direct and indirect purchases are ethically sourced by 2030

We have defined several KPIs and, as of 2022, we will report on the percentage of direct purchases that are ethically sourced, on the percentage of indirect purchases that are ethically sourced and on the percentage of suppliers and partners that were ethically screened.

Our supply chain team is currently working on developing a questionnaire that will be integrated in our quality questionnaire and that will be sent to our current and future partners and suppliers so as to ensure they have sustainability and compliance policies in place. We will first focus on our partners and suppliers involved in the E4 project and we will tackle the partners and suppliers involved in our other projects at a later stage.

5. Women empowerment

In 2020 women represented 49 % of the world population. Yet, women are also too often victims of abuses, violence or discrimination. So much so that gender equality has been defined as one of 17 Sustainable Development Goals by the United Nations.

At Mithra, women are at the heart of everything we do. We work each day with the ambition to develop solutions that meet their needs for efficient and safe solutions. Beyond our day to day activities, we want to extend our commitment to women and support impactful and meaningful projects that empower them.

Our objective is to improve access to information about women's health and to develop a sponsorship strategy that is coherent with our core business.

Launched in 2016 by Mithra with the goal to provide reliable information about women's health, Gyn&Co is a reference website focusing exclusively on female health. With articles, videos and advice from gynecologists and women's health specialists, the website attracts nearly 4 million regular readers each year. Thanks to its 360° approach to the questions that women may ask themselves whatever their age or the hormonal stage they are going through, Gyn&Co is a real wealth of information that is keen to expose female taboos.

At the occasion of the International Women's Rights Day 2022, we decided to give more visibility on Gyn&Co to projects launched by women for women, such as the Belgian non-profit organization "Toi mon endo". This association works daily to raise awareness among women and their entourage about endometriosis, a disease that affects nearly one in ten menstruating women.

Because women's health is at heart of our mission and because 1 in 8 women in Belgium is affected by breast cancer, it also seemed more than obvious for us to participate in the Think Pink campaign in October 2021. After one month of activities to raise as much money as possible to support the association, we were proud to say we raised a significant amount to help fight breast cancer.



For several years now, Mithra has been supporting the Belgian basketball club "Les Castors de Braine" whose female team plays in the first Belgian national division and has held the Belgian championship title since 2014. As unequal pay is still a fact in all professional fields, including in sports, where top female athletes are generally paid less than their male counterparts, it is our ambition to help change the situation with this partnership.

In 2022, we are also supporting the Belgian Ladies Open golf tournament, which will take place from May 27 to 29 at Naxhelet golf course. More than just another international female golf tournament, this round of the Ladies European Tour wants to show that golf is accessible to all (with free admission and free golf initiations) and especially to women. It fits perfectly into the Golf Power campaign, launched in 2021 by the Belgian French-speaking Golf Association, which was then the first Belgian sports federation to commit to more women in sports.