



SUSTAINABILITY
THAT CONNECTS //
**BUILDING BLOCK BY
BUILDING BLOCK**





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Foreword by the Managing Director

// CREATING THE FUTURE

//

DURING THE REPORTING PERIOD, AMINO ENCOUNTERED A SERIES OF CHALLENGES THAT THE COMPANY HAD NEVER EXPERIENCED BEFORE, AND WHICH HAD A DISRUPTIVE EFFECT IN THIS ACCUMULATION.

The ongoing COVID 19 pandemic led to further lockdowns along the supply chains, significantly impacting supply chain security within the target market. Russia's invasion of the Ukraine had substantial consequences for the German economy. The German economy's heavy reliance on Russian energy imports, coupled with the imposition of sanctions on Russia, resulted in a dramatic

increase in energy prices, thereby fuelling inflation. Consequently, prices for raw materials, packaging, and auxiliary materials skyrocketed. Concurrently, the interbank interest rate was increased as a countermeasure, resulting in a substantial negative impact on net interest rates. The active pharmaceutical ingredients industry also underwent a transformation, moving from long-term strategies to short-term responses, which further challenged AMINO. Additionally, the pressing issues of climate change and resource scarcity intensified.

Taking responsibility is a central component of AMINO's corporate strategy. We are not only convinced of the importance and our ability to fulfil our responsibility to provide pharmaceutical ingredients and nutrients for clinical nutrition products targeted at acutely and chronically ill people in every situation. We also actively contribute to shaping a sustainable future. AMINO has faced every new challenge with optimism, because we believe that market disruptions and new requirements will create opportunities for change and improvement.

AMINO associates economic success inseparably with social justice and ecological responsibility. For this reason, we are pleased to present our goals and measures in this report. For example, we have made significant progress in resource conservation with a new, energy-efficient plant, developed transformation concepts to realise the phase-out of fossil fuels and prioritised the promotion of di-

versity within the company by signing the diversity charter. To ensure sustainable development of the company, the company management succession was organised and is implemented step by step ever since. Responsibilities have been redefined so that further development can be driven forward together with the new generation. Another important step was the implementation and staffing of a separate department for sustainability issues, which directly reports to the top management. Even without a statutory reporting obligation, we are once again publishing our sustainability report for the last three years to ensure transparency.

Sustainability is not just a buzzword for AMINO; it is a central component of our corporate values. The challenges of recent years have reinforced the importance of a sustainable strategy in all areas, and the development of new, efficient ways of thinking and working. We are leveraging the experiences and challenges of the present to create the future.

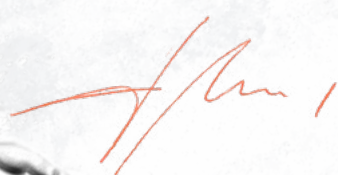
We thank you for your interest in our sustainability activities and look forward to an active dialogue with you.

Best regards,

Dr. Lutz Thomas
Managing Director



*CREATING THE FUTURE
– THE STRATEGY
MAKES THE DIFFERENCE.*



// IN LINE WITH OUR GUIDING PRINCIPLES

At AMINO, transparent, environmentally conscious, and socially responsible actions are an important part of our corporate sustainability policy. To ensure that we act ethically correct, both internally and externally, in 2013 management and employees jointly developed our internal guidelines as part of our SHEE management (SHEE stands for Safety, Health, Environment and Ethics).

Integrity, performance, communication, sustainability, responsibility, and respect are the values of AMINO. Each value is specified by guiding principles and explained by short statements, which are available to each employee and handed over personally to each new employee. This way, we intend to achieve identification with the corporate culture and the goals of AMINO in order to represent them with conviction.

// Integrity

Integrity makes our actions transparent along the entire production and supply process.

// Communication

We trust each other and seek exchange to continue improving. We listen to every employee – that is practiced communication.

// Responsibility

Responsibility means standing up for our own actions and those of others.

// Performance

For us, performance means creating something we can be proud of.

// Sustainability

By sustainability we mean the compatibility of economic efficiency with the compliance of social, ecological, and ethical standards.

// Respect

We achieve good cooperation through mutual respect and appreciation of each individual.



ALL THRUSTS OF THE CORPORATE EVOLUTION ARE IMPLEMENTED IN ACCORDANCE WITH THE CORPORATE VALUES OF INTEGRITY, PERFORMANCE, COMMUNICATION, SUSTAINABILITY, RESPONSIBILITY, AND RESPECT.

The objectives are accompanied by numerous projects and underpinned by investment and organisational measures. It is particularly important to us to inform our stakeholders about our progress in the area of sustainability with our sustainability report.

// Dr. Lutz Thomas
Managing Director

// amino.de
[en/amino/responsibility/our-values](https://amino.de/en/amino/responsibility/our-values)

// FOLLOWING GLOBAL GUIDELINES

As a globally acting company, we view it as our responsibility to make our business activities as transparent as possible. In doing so, we follow the standards of the Global Reporting Initiative (GRI), which has defined global sustainability guidelines for the areas of economy, ecology, and social affairs. We have assigned two of our corporate values to each of these three areas so that we can provide comprehensive reporting on all aspects of sustainability in line with our values.

// Economics

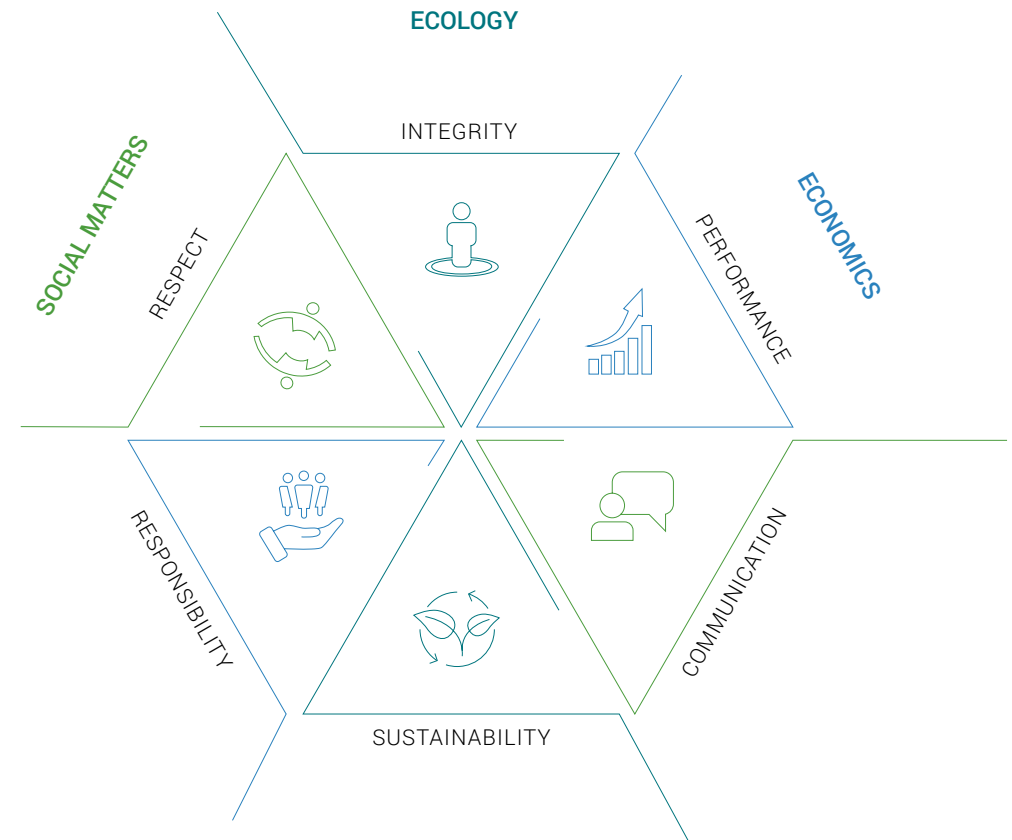
Our focus is on the direct economic value generated and distributed by AMINO. We consider our economic success to be intrinsically linked with social justice and environmental compatibility. Being a reliable employer and acquiring a considerable proportion of our employees and managers from the immediate region is also an important priority at AMINO.

// Ecology

In the field of ecological sustainability, the central topics are closely interconnected. A key issue here is climate change, which poses a global challenge. In addition to greenhouse gas emissions, energy and resource efficiency are essential components that must be addressed. Compliance with all relevant laws and regulations is also of essential importance for the field of ecology to demonstrate integrity.

// Social

The most important resource of our company is our employees. Ensuring their safety, health and continuing development is integral to our commitment to a sustainable future. We consider the topics of equal opportunities, diversity, and labour practices along the entire supply chain. A central component to ensure safety and satisfaction is respectful communication with all parties involved.



Target market

// WE FOCUS ON **THE PEOPLE**

Starting with infant nutrition, clinical nutrition and dietetics to active pharmaceutical ingredients – due to the broad spectrum of applications for our amino acids we reach millions of people worldwide with our products. For producing high-quality products for our customers, responsible and sustainable acting in all areas is therefore indispensable.

As an amino acid manufacturer, we supply our customers in the pharmaceutical and nutrition industry with first-class amino acids and premixes to make an active contribution to human well-being. This is why we place people at the center of our activities, continuously develop our working methods and processes and position ourselves sustainably for the future.



Materiality analysis





// THESE TOPICS ARE **IMPORTANT TO US**

Sustainability was defined as a core corporate value at AMINO back in 2013, and a materiality analysis was carried out on this basis. This analysis will be supplemented and reprioritised over time and was based on the principles formulated by the Global Reporting Initiative (GRI).

The material topics were identified by analysing the impact of our business activities from an economic, environmental and social perspective, and considering the opinions of relevant stakeholders. The prioritisation of impacts was based on the significance of the impact and the likelihood of occurrence.

Once the impacts had been compiled and assessed, they were presented to the management, discussed and the material topics were defined. Through regular dialogue with various stakeholder groups, we have been able to better assess and monitor our corporate impacts over time, which has sharpened our strategic focus on sustainability.





Material Topic	Subtopic	Category
 Environment	Climate Change	Climate-relevant emissions
	Utilisation of resources	Energy
		Water
		Waste
 Corporate Governance	Ethics and integrity	Combating corruption & bribery
		Compliance
	Risk management	
 Supply Chain	Supplier management	
	Sustainable procurement	
 Social responsibility	Employees	Health and Safety
		Equal treatment and equal opportunities
		Skills development
	Customers and patients	Health and Safety

Sustainability targets

// COMBINING **SUCCESS AND SUSTAINABILITY**

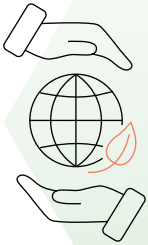
Based on these material topics and our sustainability strategy, we defined sustainability targets for AMINO. They serve as a guideline to define suitable projects to improve our sustainability performance, prioritise measures and make progress measurable.




Topic	Subtopic	Status	Goals
 Corporate Governance	Ethics and integrity	<p>A whistleblower protection system was introduced in 2023, which offers internal and external stakeholders the opportunity to report violations of the internal or supplier Code of Conduct.</p> <p>In 2024, important aspects were added to the Code of Conduct, and all employees were informed about them.</p>	<p>No violations of the internal or supplier Code of Conduct. Reaction to reported violations should be made within 5 days.</p>
	 Environment	Utilisation of resources	<p>Our energy management system has been DIN ISO 50001:2018 certified since 2014. Both the 2023 recertification audit and the 2024 surveillance audit were successfully completed. Since 2022, AMINO has been utilising 100% green electricity. Projects for alternatives in thermal energy are currently under review.</p>
	Environmental management	<p>We currently have an effective energy management system in place, which is to be supplemented by an environmental management system.</p>	<p>2027: Certification environmental management system DIN ISO 14001</p>
	Climate Change Climate-relevant emissions	<p>For the years 2022-2024, greenhouse gas accounting was conducted for the first time in accordance with the GHG protocol standard and all significant scope 3 categories were considered. Switching the electricity procurement has led to a substantial reduction in scope 2 emissions.</p>	<p>2025: Science Based Target initiative commitment</p> <p>2025: Determine Product Carbon Footprint</p> <p>2030: 50 % reduction of GHG emissions in scope 1 & 2 compared to 2022</p> <p>2050: Net-zero emissions</p>



// COMBINING **SUCCESS AND SUSTAINABILITY**




Topic	Subtopic	Status	Goals
 <p>Social responsibility</p>	Employees Health and safety	The utilisation of a program to manage appointments for preventative medical check-ups resulted in a 100% increase in such appointments in 2023 compared to 2022.	2026: Certification occupational health and safety management system DIN ISO 45001
	Employees Equal treatment and equal opportunities	In 2024, the signing of the diversity charter brought the topic of diversity to the fore.	An annual campaign in the field of diversity on the German diversity day.
	Employees mobility	In 2023, AMINO introduced company bike leasing, with AMINO covering the insurance and subsidising the leasing by 8%. Charging points for electric cars have also been installed in the company car park, which employees can use to charge electricity for their commute free of charge. In addition, electricity over and above the commute can be used at cost.	Continuously create new incentives for the use of sustainable means of transport.
	Employees Career management	As a first step, the HR department collated statistics on employee interviews. In 2024, the proportion of interviews conducted increased to 39%. All employees can take part in customised training courses.	2026: Every two years, all employees have a formal discussion with their manager.
	Customers and patients Health and safety	To guarantee the best quality of our products, the application of strict, permanent quality assurance is essential. In addition to the GMP certification required by the industry, we have also been FSSC 22000 certified since 2023.	Continuous guarantee of the highest quality of our products through permanent internal quality control and external audits.



// COMBINING **SUCCESS AND SUSTAINABILITY**



Topic	Subtopic	Status	Goals
 Supply chain	Supplier management	As part of the supplier qualification process, all suppliers are required to sign the Code of Conduct, thereby confirming their compliance with the law and respect for human rights. 100 % of our raw material suppliers have confirmed the CoC. We verify our suppliers' compliance with the CoC by checking their ISO certifications.	The proportion of suppliers with environmental and/or SGA management is increasing on an annual basis.
	Sustainable procurement	<p>A purchasing guideline was established for the first time in 2024.</p> <p>Using a questionnaire, our suppliers of product-related goods were asked to state their corporate carbon footprint and, if possible, to provide the product carbon footprint.</p>	<p>Inclusion of social and ecological aspects in the purchasing guideline.</p> <p>In the future, ecological aspects will be given increasing consideration as decisions are made on suppliers or product changes.</p>



SUSTAINABLE DEVELOPMENT IS THE CENTRAL OBJECTIVE OF AMINO.

The most important points of the fundamental growth strategy are determined by the cornerstones: sustainable growth in the core business of pharmaceutical-grade amino acids, improvement of internal and external processes, resource conservation and establishment of an innovation platform for research & development of new products and services for our customers.

// Kai-Philipp Thomas
Marketing & Sales

// WE TAKE RESPONSIBILITY

Governance structure and composition

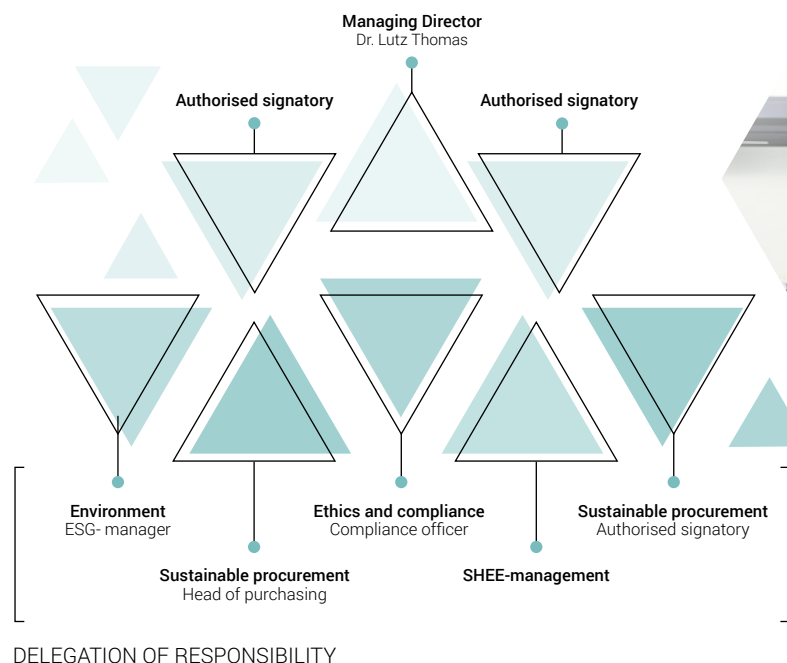
Strategy, alignment and control at AMINO are the responsibility of the Managing Director Dr. Thomas, who is supported by two authorised signatories and a management team. The shareholders' assembly fulfils a supervisory role over the management.

In addition to management in the interests of the company, aspects of sustainability play a major role in decision-making to ensure sustainable value creation. The flat organisational structure ensures clear and efficient decision-making channels, enabling every employee to assume a high degree of personal responsibility and space for action.

The management style is cooperative, collegial and unbureaucratic. The combination of clear goal-orientation and transfer of responsibility promotes flexibility and decision-making at AMINO.

Delegation of responsibility for managing impacts

Management has appointed specific individuals to oversee various components of the sustainability initiative. The ESG-manager is tasked with overseeing the environmental component, while sustainable procurement is handled by the head of purchasing. Since 2013, we have had a SHEE management. The compliance officer is responsible for ethics and compliance, and an authorised signatory is the occupational safety officer. All responsible persons are also executives.



Role of the highest governance body in overseeing the management of impacts

The Managing Director and the members of the management team are aware of their responsibility to prevent negative impacts from company activities in the areas of the economy, ecology and social affairs.

To ensure this, all topics from these areas are discussed within the management team with the respective managers at regular meetings, measures are decided upon, and their effectiveness is ensured. Cooperation with affected stakeholders is carried out either by members of the management level or by the respective department heads.

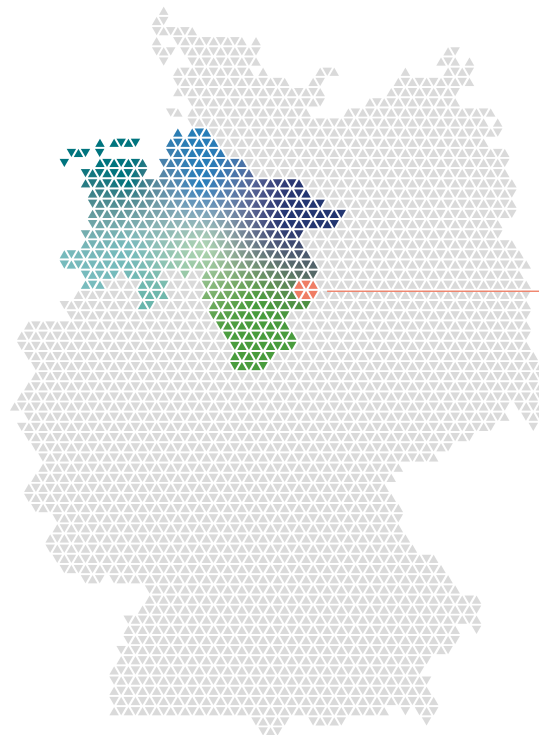


About AMINO

// THAT'S WHAT **DEFINES US**

As a global supplier of high-purity pharmaceutical amino acids, comparable active pharmaceutical ingredients and nutrients, AMINO offers a diverse product range. These are used in pharmaceutical applications as active ingredients, inert excipients, intermediates, or in biopharmaceutical processes as nutrients for producing drugs and medicines. AMINO's products are also used in clinical dietary nutrition products and dietetics.

Our company's purpose is clear: to make a contribution to the preservation and restoration of human health. To ensure that this commitment is maintained, all products are manufactured, controlled, stored and transported in accordance with the stringent Good Manufacturing Practice (GMP) or Food Safety System Certification 22000 (FSSC22000) quality assurance standards. The range of services is expanded by manufacturing of amino acid mixtures (premixes) and the work of the AMINOVATION business unit, which is responsible for developing new products, formulations and processes for our target market. AMINO GmbH is based in Frellstedt in the Helmstedt district of Germany. The AMINO Manufacturing (South Africa) Pty. Ltd. site has been in operation since 2014. Further subsidiaries are AMINO Korea Co. Ltd. (since 2018) and AMINO India (Sales & Distribution) Pvt. Ltd. (since 2021).

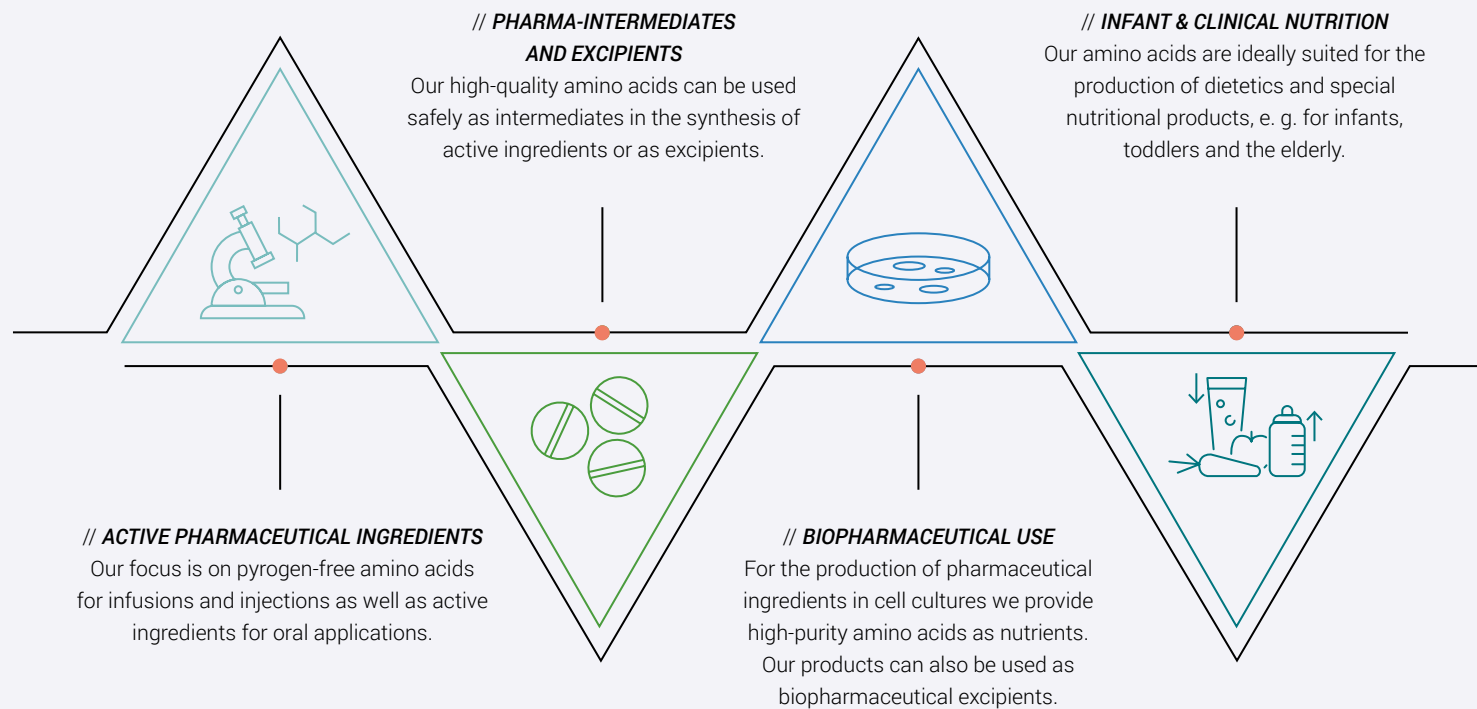


All our 25 products are currently manufactured, inspected and approved at our **FRELLSTEDT LOCATION**. Some products are also produced at our site in South Africa. Our subsidiaries in South Korea and India primarily function as sales and distribution centres, with a focus on expanding our presence in the Asian market and establishing robust, resilient supply chains. None of our products are subject to restrictions in certain markets, and there are no outstanding concerns from stakeholders or public debate.



// THE BUILDING BLOCKS OF LIFE

AMINO focuses on amino acids for quality-sensitive applications under Good Manufacturing Practice and in accordance with the FSSC22000 standard with a focus on active pharmaceutical ingredients and nutrients for clinical-medical nutrition applications. Completion of the amino acid range is progressing; numerous regulatory approvals have been obtained and registration dossiers have been submitted. Customers in the pharmaceutical and nutrition industries are supplied worldwide.



Countries of delivery

// WE SUPPLY CUSTOMERS WORLDWIDE

As a global supplier, we deliver our products beyond the borders of Germany and Europe. We currently supply our pharmaceutical and nutritional customers in over 50 countries. Our distribution network is supplemented by authorised distributors with a regional focus. During the reporting period, we successfully expanded our sales geography through the registration of products in India and Bangladesh. We identified new strategic sales partners to support our internationalization strategy.

NORTH AMERICA

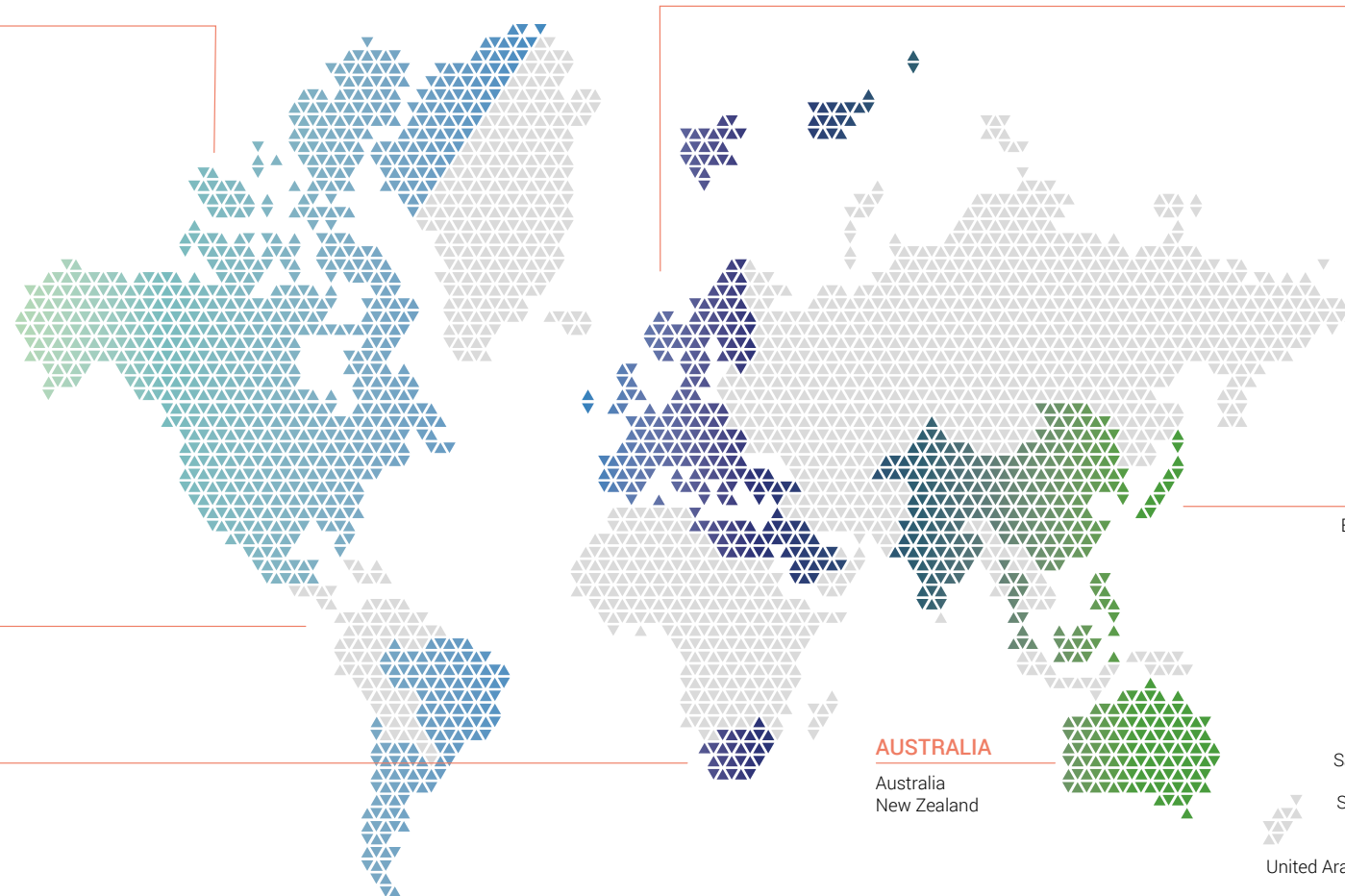
Canada
Mexico
USA

SOUTH AMERICA

Argentina
Brazil
Uruguay
Chile

AFRICA

Egypt
South Africa
Tunisia



EUROPE

Austria
Belgium
Croatia
Czech Republic
Denmark
Estonia
Finland
France
Germany
Greece
Hungary
Ireland
Italy
The Netherlands
Norway
Poland
Portugal
Romania
Slovakia
Slovenia
Spain
Sweden
Switzerland
Turkey
United Kingdom

ASIA

Bangladesh
China
India
Indonesia
Israel
Japan
Jordan
Malaysia
Mongolia
Pakistan
Philippines
Saudi-Arabia
Singapore
South Korea
Taiwan
Thailand
United Arab Emirates
Vietnam

AUSTRALIA

Australia
New Zealand

GROWTH THROUGH INNOVATION // THE TECHNOLOGICAL BUILDING BLOCKS OF OUR FUTURE

WITH RESPONSIBILITY AND PERFORMANCE



01 Economic building blocks

Our focus is on the economic value directly generated and distributed by AMINO. We consider our economic success to be intrinsically linked with social justice and environmental compatibility. Being a reliable employer and acquiring a considerable proportion of our employees and managers from the immediate region is an important priority at AMINO.

// **Creating the Future**





Management of material topics

// CORPORATE GOVERNANCE



For AMINO, economic success is inextricably linked to social justice and ecological compatibility. The top priority for our business activities is to act with integrity, as we see this as the basis for trust and respect. The importance of this aspect is also reflected in our corporate values.

By complying with the law and internally imposed guidelines, we ensure that AMINO is perceived as trustworthy by employees and business partners and thus create the foundation for sustainable economic success. In our view, AMINO's entrepreneurial integrity also proactively promotes value-based action in everyday life and thus minimises potential economic, environmental and social risks.

All employees have confirmed in writing that they have taken note of the Code of Conduct. To ensure compliance with social, ecological and economic standards in our upstream value chain, all suppliers are obliged to sign our Code of Conduct and to act in accordance with the basic principles of the International Labor Organization (ILO).

For our sustainable path, it is important to us to attract and retain a significant proportion of employees and managers from the immediate region.

Since 2023, AMINO has introduced a system for reporting violations of the internal Code of Conduct, the supplier Code of Conduct or other regulatory or legal violations in accordance with the Whistleblower Protection Act. It can be used via the company website and is intended for both employees and third parties. Reports received are treated confidentially by the Compliance Officer, the facts of the case are investigated, and further steps are initiated in cooperation with the management in order to implement appropriate remedial measures.

Our risk management ensures the early identification of potential negative effects of our business activities and the development of appropriate measures to avoid these effects.

To implement the AMINO values and to achieve ethically correct and integrity-based behaviour, additional guidelines have been implemented alongside the statutory regulations. Of course, AMINO complies with all legal regulations that apply to us. Compliance with these and internally imposed guidelines is ensured by our Compliance Officer.

To achieve positive effects through innovation, our company idea management system offers all employees the opportunity to actively contribute to shaping the company. For this purpose, we have set out intra company agreement how ideas can be submitted, how they are reviewed, evaluated and rewarded.

In 2024, we revised our Code of Conduct dated 2016 and introduced additional important points to it. In addition to internal behaviour, this central document also regulates our interactions with business partners. This Code of Conduct was presented to all employees and is also integrated into the onboarding process. This Code of Conduct was made available to external stakeholders by publishing it on the company website.



// CONSTANT DEVELOPMENT

Further development is a key factor that constantly drives our company forward. In the recent years, the expansion of our production and sites, new buildings on our premises, the refurbishment of our production facilities and the permanent expansion of our product range have enabled us to grow our amino acids business and to respond even better to market demands and expectations.

In this context, two business units have been established to facilitate and support our strategic intent to grow our market presence as an innovative amino acids manufacturer. The **AMixCo** business unit is engaged in the production of individual premixes of nutrients and active ingredients.

Another pillar is the team of our business unit **AMINOVATION**, which develops novel solutions for customer-specific problems by expanding our line of products and services, by supporting the process development and by managing our innovative ideas. The team is working on numerous projects in our innovation center, a newly center built in 2019 for research and development equipped with modern technology and modern office space.

// FURTHER INNOVATIONS

For the quality management, a new **quality center** with spacious rooms and modern laboratories for quality control was commissioned in 2021.

At the same time, a **new production facility** was built in 2021, providing a massive increase in production capacity. The new production plant was rounded off by a decentralised energy and utilities plant to increase energy efficiency.

FACTS ABOUT THE COMPANY



AMINO is an owner-managed GmbH within the meaning of § 267 (2) HGB. 75 % of the shares belong to the Thomas family holding FaThom GmbH, in which Kai-Philipp Thomas, authorised signatory and head of marketing & sales, holds 55 %. Balard Gesellschaft für industrielle Beteiligungen mbH holds 25 % of the shares.

SIZE OF THE COMPANY AT FRELLSTEDT

	2022	2023	2024
Total numbers of employees	146	127	121
Sales revenues	55,690	59,291	40,435
EBITDA	10,720	7,989	4,436
Balance sheet total	91,923	79,802	71,740
<i>(in TEuro)</i>			
Equity ratio <i>(in %)</i>	27.3	32.9	33.2
Production <i>(in t)</i>	2,235	2,106	1,644



Compliance

// ETHICAL BEHAVIOUR, ETHICAL BUSINESS

// Policy commitments

At AMINO, our values and corporate guidelines serve as the foundation for responsible entrepreneurial action with integrity. These guidelines, developed in 2013 through a collaborative effort between management and employees guide our internal operations. The central internal document for this approach is the Code of Conduct, which is available to all employees. When collaborating with external entities, a supplier code of conduct is instrumental in fostering responsible conduct within the AMINO supply chain.

// amino.de
[/en/amino/responsibility/ethics](https://www.amino.de/en/amino/responsibility/ethics)

The AMINO Code of Conduct has been approved by the management and applies to all AMINO employees. It is available on the company website. This central document is based on our six corporate values: performance, integrity, respect, responsibility, communication, and sustainability. Each value is supported by guiding principles, ensuring clarity and comprehensibility for all employees. This document also underscores that the foundation of all AMINO's business activities is rooted in the values of the free democratic order, human rights, and other fundamental rights, along with the associated obligations to act. The Ethical Trading Initiative Base Code is also part of our Code of Conduct. The AMINO Code of Conduct details general workplace conduct, specific guidelines for action (e.g., how to deal with external companies to avoid corruption) and contact persons for reporting

violations of the code. It includes essential guidelines on handling company property and information, occupational safety, and equal opportunities. The overarching objective is to foster a strong sense of alignment with AMINO's Code of Conduct among all employees, enabling them to embody the company's core values and objectives with unwavering commitment.

To ensure that human rights and other fundamental rights are respected not only within AMINO but also throughout its supply chain, suppliers are required to sign the AMINO code of conduct. Signing this code is a mandatory step to be taken during the supplier qualification process and prior to commencing a business relationship. This code aligns with the principles of the Ethical Base Code, a globally recognised framework, and includes regulations pertaining to critical issues such as the protection of human rights, particularly those of children and forced labour, health and safety in the workplace, remuneration, environmental protection, integrity, bribery and anti-corruption, and data protection. By signing this document, suppliers commit to being fair employers, ensuring a safe working environment for their employees, and guaranteeing compliance with legal and ethical requirements. In addition to regional, national, and international laws, the International Labor Organization's (ILO) fundamental principles also serve as the foundation.

// Embedding policy commitments

At AMINO, the compliance officer is responsible for implementing and monitoring the code of conduct. This includes evaluating its efficiency and reporting to the management. In coordination with the management measures, investigation results and any necessary consequences for reported rule violations are decided.

All AMINO employees, in particular executives and management in their role model function, are responsible for compliance with legal requirements and internal guidelines. Every employee is expected to observe the Code of Conduct in their daily work.

Compliance with the Code of Conduct is an integral part of the cooperation with suppliers and is checked during regular audits. In the event of serious or repeated violations of the Code of Conduct, AMINO will terminate the cooperation with the respective business partner.

// ETHICAL BEHAVIOUR, ETHICAL BUSINESS

// Processes to remediate negative impacts and mechanism for seeking advice and raising concerns

AMINO is committed to taking possible negative effects caused or contributed to by its own actions seriously, examining them and initiating appropriate countermeasures to actively contribute to their elimination.

Any grievances, misconduct or violations of the internal or supplier Code of Conduct can be reported to the Compliance Officer at any time in person, in writing, by telephone or by e-mail. The Compliance Officer is responsible for investigating the matter and initiating further steps in cooperation with the management.

It is also possible to file an anonymous report in accordance with the Whistleblower Protection Act on the AMINO website. Again, the Compliance Officer examines the facts of the case and determines the next steps in cooperation with the management.

// Compliance with laws and regulations

There were no violations of laws and regulations in the reporting period and no fines had to be paid.

// Anti-corruption

No risks related to corruption were identified for AMINO locations. Due to the low risk of corruption, no training courses are performed on anti-corruption policies and procedures. There were no confirmed incidents of corruption during the reporting period.

// Anti-competitive Behaviour

Legal actions due to anti-competitive behaviour, anti-trust and monopoly practices did not occur.

// amino.de
/en/amino/
responsibility/
ethics

CORRUPTION CHANNEL

I WANT TO REPORT VIOLATIONS OF THE CODE OF CONDUCT

Name of workplace

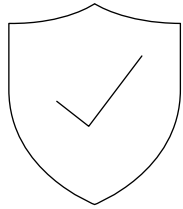
Subject*

Message*

// SUBMIT

Certificates and ethical activities

// TESTED AND CERTIFIED



The starting point and an integral part of our supply chain are international, long-standing, qualified suppliers from whom we procure raw materials of sufficient quality at market prices through resilient supply chains. During the reporting period, re-audits and new qualifications of suppliers – partly for new products and innovative processes – were regularly carried out. In addition to the quality aspects of the products, their manufacture and control, ethical business principles and sustainability issues are increasingly reviewed. Processing aids and packaging materials are primarily sourced from Europe. Regarding purchased services, typically companies based in Germany are taken into consideration, with a focus on local services.

FSSC 22000 CERTIFICATION SUCCESSFULLY COMPLETED

In 2023, both our subsidiary AMINO Manufacturing Pty. Ltd. in South Africa and our main site in Frellstedt successfully completed the Food Safety System Certification 22000 audit. Thus, all AMINO manufacturing sites demonstrated that a comprehensive food safety management system is implemented. The target of this system is to increase security for retailers and consumers and to create more transparency within the entire supply chain.

„AMINO is ideally prepared for the expansion of its nutrition business with high-purity amino acids.“

// **Dr. Jörn Oetken**

Head of Quality Management



Proud to be a
Sedex
Member

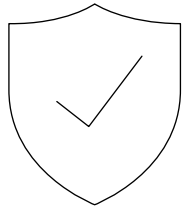


Respect
for workers
worldwide

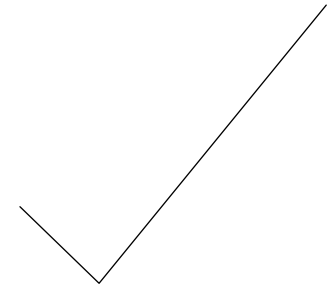


Certificates and ethical activities

// TESTED AND CERTIFIED



The self-commitment to sustainability along the entire value chain, from the procurement of raw materials to the use of our products by customers, is considered and additionally audited externally. In addition to the industry-required quality audits for Good Manufacturing Practice (GMP) and FSSC22000-standards, AMINO also undergoes best practice audits such as the certification of the energy management system in accordance with DIN ISO 50001.



// Ethical Base Code

We are committed to the principles of the internationally recognised Ethical Base Code of the Ethical Trading Initiative, which contains regulations on the protection of human rights, health and safety in the workplace, recreation, environmental protection, integrity, compliance with regional and national bans on child and forced labour, international laws and anti-corruption guidelines.

In alignment with these principles, we have established a binding code of conduct for our suppliers and service providers. AMINO's suppliers and service providers are required to adhere to the Supplier Code of Conduct, ensuring compliance with legal and ethical obligations.

// SEDEX-Membership

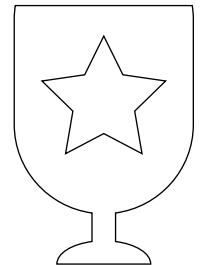
AMINO has been a member of SEDEX (Supplier Ethical Data Exchange) since 2010. This platform aims to enhance supply chain transparency by enabling companies to demonstrate their commitment to responsible business practices and make this information accessible to customers or suppliers.

// SMETA-Audit

As part of an audit, AMINO has been successfully examined for compliance with occupational safety, environmental, social and ethical standards in 2013, 2016, 2019 and 2023 and can now officially call itself an SMETA-certified company. According to the SMETA certification, AMINO can be identified under SEDEX (Supplier Ethical Data Exchange) by customers from all over the world as a company that is aware of its responsibility towards its employees, the environment and its customers.

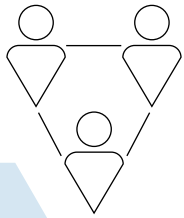
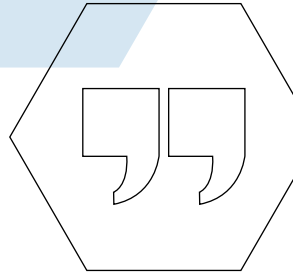
// Membership associations

- / *Unternehmerverband Niedersachsen*
- / *Verband der Ernährungswirtschaft*
- / *Arbeitgeberverband Braunschweig*
- / *VEA Bundesverband der Energieabnehmer e.V.*
- / *Industrieklub Braunschweig von 1918 e.V.*
- / *VEA-Initiative Klimafreundlicher Mittelstand*



Dialogue with stakeholders

// REGULAR TALKS



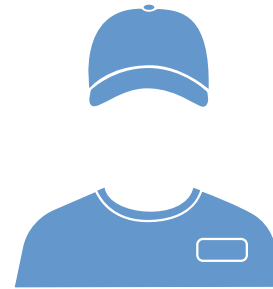
Involving stakeholders in the sustainability strategy is an important goal of AMINO. To accomplish this, various sustainability topics are discussed with the stakeholder groups to determine the respective needs, requirements and interests. The most relevant stakeholder groups are **customers, suppliers, employees, shareholders, authorities and banks**. We focus on the groups that are directly effected by our business activities. In addition to these main stakeholders, however, we also maintain contact with groups that are only indirectly related to our activities.

The stakeholder groups were selected for the first time in 2015 as part of the creation of AMINO's sustainability policy. These groups were reviewed and confirmed in 2018 as part of the first materiality analysis.

We identify and prioritise the relevant topics in regular direct dialogue with our stakeholders. This is followed by a validation of their completeness and a final review.



// CUSTOMERS



// SUPPLIERS



// EMPLOYEES



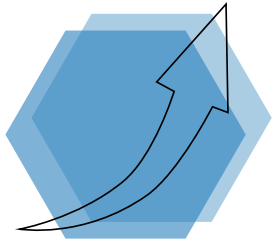
// SHAREHOLDERS



// AUTHORITIES



// BANKS



// ECONOMIC PERFORMANCE

Financial implications and other risks and opportunities due to climate change

AMINO's main site in Frelstedt has not yet been affected by physical risks such as severe weather events. The production site in South Africa was flooded several times during the reporting period. In the long term, such events could increase and have an impact on our supply chain, which would potentially result in a financial risk.

The Fuel Emissions Trading Act (BEHG) is a German federal law that is intended to ensure that the defined climate protection targets are achieved. As part of this law, a CO2 tax was introduced in 2021, which stipulates that energy suppliers are compelled to purchase emission allowances. The costs will be passed on to private customers and companies, leading to an increase in the price of heating products and fuels. It is anticipated that this pricing will continue to rise in the coming years to encourage emission savings. The Carbon-Leakage-Ordinance (BECV) aims to safeguard companies whose international competitiveness might be compromised in the future due to burdens associated with national emissions trading. This regulation mandates that a minimum of 50% of the granted aid in the previous year must be allocated to investments in climate protection or energy efficiency measures in the 2024 application year, with this proportion rising to at least 80% in subsequent years. AMINO will continue to face rising energy prices if these proportions are not met, as the CO2 tax must be paid. AMINO submits an annual application for BECV gas and presents the ecological offsets there. In 2022 and 2023, AMINO received relief from national CO2 emissions trading.

Awareness of climate change is increasing, and more attention is being paid to how companies act in terms of sustainability. This issue is also playing an increasingly important role for our customers, meaning that various requirements are being placed on the supply chain. Failure to comply with these requirements could result in a deteriorating attractiveness as a responsible supplier and eventually losing revenue. However, these requirements offer the opportunity to lead the way as an environmentally conscious company and thus generate new sales in wake of a growing reputation.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

	2022	2023	2024
Sales revenues	55,690	59,291	40,435
Change of inventories	2,054	6,777	-576
Material costs	34,176	44,881	23,477
Personnel costs	7,547	7,858	6,984
Interest and similar expenses	1,853	2,751	2,831
Taxes on income	1,626	584	-161
Donations	0.3	2	1

(in TEuro)



The challenges we faced in the crisis years, cannot be fully resolved within one financial year. With various modifications of our strategy, some of which have already been implemented, we will successfully master this transition phase and return to the path of growth.

// **Sascha Kusel**
Accounting

ENVIRONMENTAL AWARENESS AS THE FOUNDATION // THE RESOURCE-SAVING BUILDING BLOCKS OF OUR WORK

WITH INTEGRITY AND SUSTAINABILITY



02 ecological building blocks

In the field of ecological sustainability, the central topics are closely interconnected. A key issue here is climate change, which poses a global challenge. In addition to greenhouse gas emissions, energy and resource efficiency are essential components that must be addressed. Compliance with all relevant laws and regulations is also of essential importance for the field of ecology to demonstrate integrity.

// **Creating the Future**

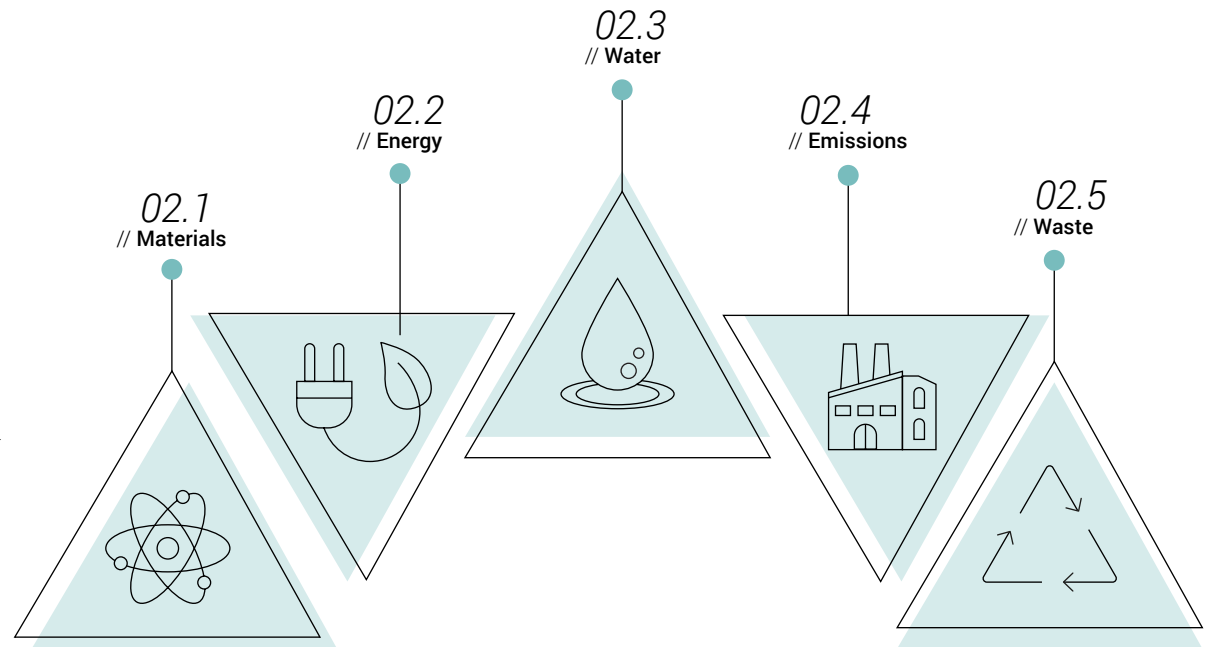


// ECOLOGY

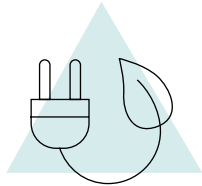
Climate change is the most significant environmental issue facing the world today, and it has a long-term impact on AMINO as well. In response, the international community has committed to limiting global warming to well below 2°C, ideally to 1.5°C, compared to pre-industrial levels, as outlined in the Paris Climate Agreement of 2015. The EU has set itself the goal of achieving climate neutrality by 2050, i.e. to establish a society with "net zero greenhouse gas emissions". At AMINO, we are dedicated to addressing the critical issue of climate change by aiming to minimise our own greenhouse gas emissions.

Greenhouse gas emissions are closely connected to other important factors, that impact AMINO's activities. These encompass energy efficiency, water consumption and waste generation. AMINO is an energy-intensive company. Natural gas is the primary energy source, it is currently essential for the generation of heat required by our processing. Natural gas consumption at AMINO by far exceeds electricity consumption. The majority of electricity consumption is attributable to the climatization and ventilation of our clean rooms. The use of fossil energy sources unavoidably releases greenhouse gases, which pose a fundamental contribution to climate change. Even if fossil energy sources cannot completely be substituted in the short term, already from an economic point of view, it is also desirable to minimise energy consumption.

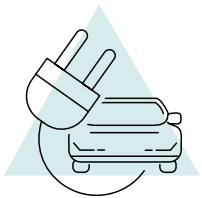
The raw materials used in our production, the water resources utilised, the wastewater and solid waste generated have an impact on the environment. To mitigate these effects, we maintain close communication with our suppliers, the local water authority and our waste disposal partner.



// ECOLOGY



100%
GREEN ELECTRICITY



PROMOTION OF
ELECTROMOBILITY

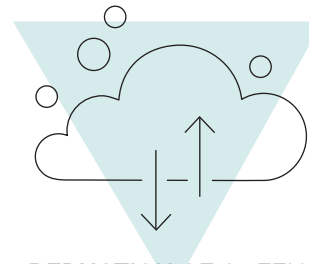
The key environmental issues are all closely inter-linked, meaning that measures can frequently have an impact on several aspects. We consider it fundamental to prioritise energy consumption and its management. By introducing the DIN ISO 50001 energy management system in 2014, we addressed the issue of conscious energy consumption at an early stage. This international standard for energy management systems demonstrates, that we work systematically in an energy-efficient manner and emphasises our responsibility towards the environment. Our current certification is valid until 2026; the latest external surveillance audit was successfully completed in 2024. Energy savings were achieved through various measures during the reporting period.

In addition to minimizing energy consumption, the primary target is to convert to renewable sources. In the area of electricity supply, AMINO has therefore been using 100% green electricity since 2022.

A feasibility study is currently being conducted for a specific project that involves the transition to heat energy sources by way of a long-distance heat. Our production management has been given the task to run their processes as energy efficient as possible and to optimise them accordingly. Every energy-relevant change is reported to the energy management system and evaluated there.

All measures directed at energy consumption also have a direct impact on our emissions. Switching to renewable energy sources and reducing consumption leads directly to a reduction in greenhouse gas emissions. For this reporting period, greenhouse gas accounting was carried out for the first time in accordance with the GHG Protocol Standard and the dominant scope 3 categories were considered. In the long term it is intended to calculate emissions at the product-by-product level. These data will serve as the basis for measures to reduce emissions in the coming years.

As another contribution, AMINO's company cars were largely converted to electric vehicles during the reporting period. In addition, charging points for electric cars were installed in the company car park, which all employees can use free of charge for their commute. In addition, electricity over and above the commute can be used at cost.



REDUCTION OF GREEN-
HOUSE GAS EMISSIONS



FOLLOWING THE COMMISSIONING OF A NEW PLANT IN 2021, RELIABLE NUMBERS FOR WATER AND ENERGY CONSUMPTION WERE COMPILED FOR THE FIRST TIME IN 2022, ENABLING COMPARISONS TO BE DRAWN UP ON THE ENERGY EFFICIENCY OF THE INDIVIDUAL PLANTS.

To define effective measures, it is essential to ensure that all energy-relevant data are optimally recorded. Accordingly, the meter structure at the Frelstedt site was expanded during the reporting period and will continue to be expanded going forward. These analyses will help us to implement measures driving at savings.

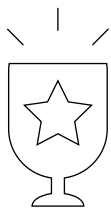
// **Felix Frost**
ESG-Manager

// APPRECIATION OF THE ENVIRONMENT AND EMPLOYEES



Our commitment to transparency is extra motivated by the expectations of our international customers, who are required to comply with the standards of their respective countries. This includes the provision of sustainability reports. While we are not yet legally obliged to publish a sustainability report or determine a carbon footprint, we are pleased to accommodate this request from our customers. We view this as an opportunity to enhance our own sustainability by addressing social and ecological issues in a structured and more conscious manner.

AMINO is aware of the risks and impacts of its proprietary business activities as well as those within the supply chain and takes a precautionary approach to manage such risks with special regards to the protection of the environment and mankind. All manufacturing processes comply with strict standards and regulations of Good Manufacturing Practice and the standard for ensuring food safety as laid down in FSSC22000. Documentation of our commitment to environmental responsibility includes the successful recertification of our energy management system DIN ISO 50001:2018 in 2023, the regular accounting of our annual carbon footprint, and participation in EcoVadis audits as part of the "Together for Sustainability" initiative of the chemical industry.



// EcoVadis

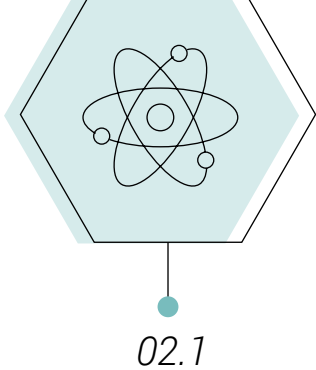
EcoVadis is an independent platform for CSR assessments companies use to record and evaluate their standards and measures with respect to corporate responsibility. In 2022, we achieved the "Silver" award, and in 2023 and 2024, we received the "Bronze" award. However, we increased our overall score in 2024 compared to 2022 and 2023. Our increased score is a testament to our past achievements in sustainability and serves as a source of motivation to continue making improvements.



// Energy Management System

Economic efficiency for the benefit of the environment. As part of its sustainability program and particularly its energy policy, AMINO is committed to closely monitor and reduce its electricity, natural gas and water consumption. The company introduced the underlying energy management system of DIN ISO 50001:2018 in 2014 and recertified it in 2023. The next recertification is already scheduled within a three-year cycle in 2026.





02.1

Materials

// RESSOURCES AND RESPONSIBILITY

To guarantee the high quality of our products, it is imperative that only reliable materials are used. To this end, all our suppliers are thoroughly qualified and regularly audited. The majority of our raw materials come from renewable sources such as fermentation.

We believe the change of packaging materials currently bears vast opportunities to contribute to our sustainability goals. While these materials also significantly impact product quality and safety, we continuously assess any changes to optimise resource efficiency, ensuring no compromise on quality. Our long-term strategy for packaging involves the maximisation of recyclable materials, reduction in overall packaging weight, and select dimensions that maximise loading volume and weight.

MATERIALS USED	2022	2023	2024
Raw materials			
From renewable sources (fermentation, extraction)	2,326,919	2,261,600	1,333,425
From non-renewable sources (chemical synthesis)	447,562	157,375	265,211
Total raw materials	2,776,503	2,420,998	1,598,636
Processing aids			
Hydrochloric acid	1,013,599	1,041,834	1,044,059
Sodium hydroxide	759,906	840,316	711,387
Activated carbon	176,040	161,580	80,480
Citric acid	29,600	35,000	20,200

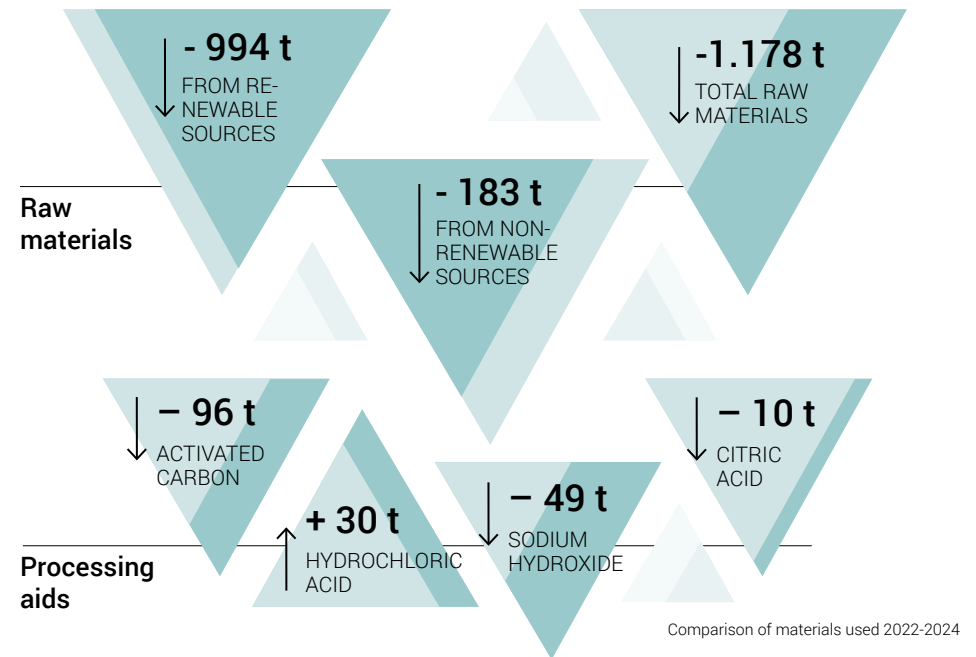
(in kg)

Processing aids

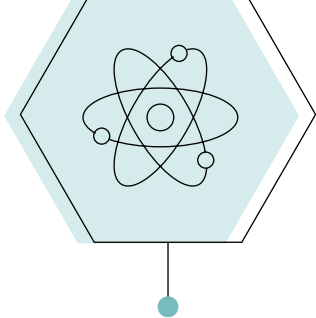
Hydrochloric acid	1,013,599	1,041,834	1,044,059
Sodium hydroxide	759,906	840,316	711,387
Activated carbon	176,040	161,580	80,480
Citric acid	29,600	35,000	20,200

(in kg)

Hydrochloric acid and sodium hydroxide are used for certain products whose production volumes remained relatively constant during the reporting period, meaning there was no significant change in the quantities of utilities used.

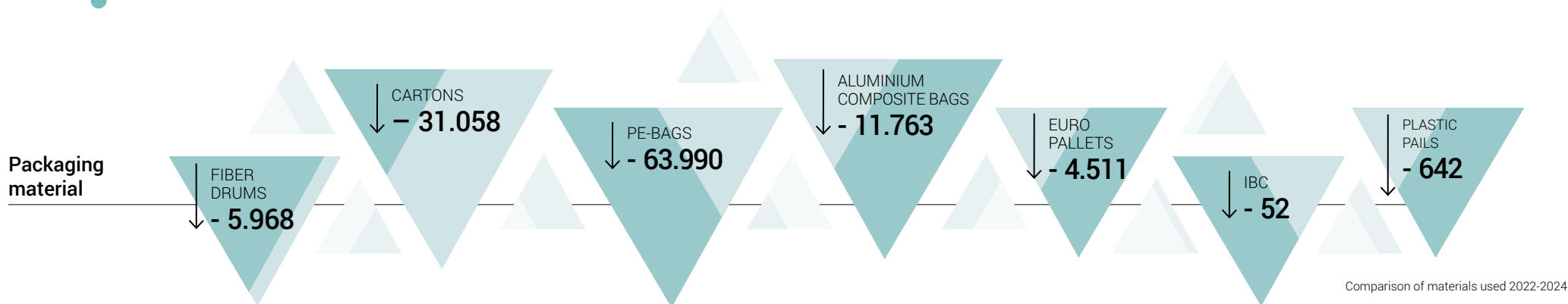


The significantly lower quantity of activated carbon used in 2024 compared to 2023 is due to the lower production quantities. However, a saving in specific activated carbon usage can be shown, namely a reduction from 0.077 kg of activated carbon was used per kg of product in 2023 to only 0.049 kg/kg in 2024.



Materials

// RESSOURCES AND RESPONSIBILITY



Reclaimed products and their packaging materials

We produce amino acids and other active ingredients for the pharmaceutical industry as well as for clinical nutrition and dietetics. Recycling of our products is not possible.

Water, which accrues during the centrifugation and crystallisation process, also contains a proportion of the dissolved product. Where possible, we reuse this so-called mother liquor in the next campaign to increase the yield. Other liquids are stored in intermediate bulk containers (IBCs), which are designed for reuse thanks to a deposit system and possible reconditioning. By using EPAL Euro pallets, we also ensure that we participate in the international exchange system and that the pallets can be used multiple times. Euro pallets and IBCs account for around 43% of our purchased packaging by weight.

MATERIALS USED

Packaging material

	2022	2023	2024
Fiber drums	49,131	53,127	43,163
Cartons	49,790	45,468	18,732
Plastic pails	5,328	2,656	4,686
PE-bags	182,149	176,038	118,159
Aluminium composite bags	25,517	25,408	13,754
Euro pallets	9,791	7,395	5,280
IBC	112	132	60

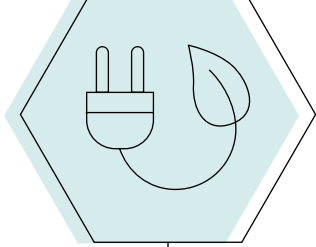
(in Pcs.)

Recycled input materials used

No recycled input material is used.

□
□
All materials are purchased from external sources. The data is accurate and comes from our internal purchasing system.

□
□
Due to changing customer requirements and lower sales figures, the number of different packaging categories has decreased significantly in 2024.



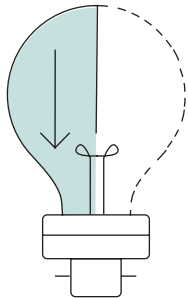
02.2

Energy consumption

// USING ELECTRICITY **MORE EFFICIENTLY**

An important step in monitoring energy consumption was the implementation of the certified DIN ISO 50001 energy management system. Introduced in 2014, this system enables us to identify energy-intensive processes and implement appropriate measures to minimise energy consumption. Natural gas is our primary energy source, with consumption levels approximately five to six times higher than those of electricity.

A key aspect of sustainability in the energy sector is the use of renewable energy sources. We have taken an important first step by purchasing 100% green electricity. Since 2022, AMINO GmbH has been sourcing electricity exclusively from Scandinavian hydropower plants at its Frellstedt site. One long-term goal is to generate our electricity consumption from our own renewable sources, such as wind turbines or solar parks. In the area of thermal energy, we are also aiming to switch to renewable sources to substitute our main source of energy, natural gas. A feasibility study is already being carried out for a project to obtain district heating from a waste recycling plant.



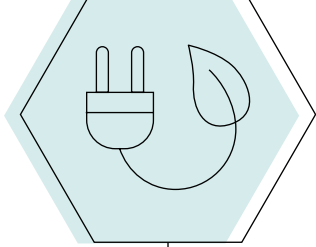
ENERGY CONSUMPTION WITHIN THE ORGANISATION

	2022	2023	2024	
Fuel consumption from non-renewable sources <i>in MWh</i>	38,373	37,676	27,357	
Types of fuel	Erdgas	99.8 %	99.88 %	99.83 %
	Diesel	0.05 %	0.05 %	0.07 %
	Benzin	0.01 %	0.01 %	0.01 %
	Propan	0.14 %	0.06 %	0.09 %
Fuel consumption from renewable sources <i>in MWh</i>	0	0	0	
Electricity consumption 100 % renewable <i>in MWh</i>	6.246	6.162	5.308	
Total energy consumption <i>in MWh</i>	44.618	43.838	32.665	

Our DIN ISO 50001 energy management system was used to determine natural gas and electricity consumption using meters. Fuel and propane consumption were determined via invoices and tank receipts.

Our objective is to improve our energy efficiency by a minimum of 1% on an annual basis. During the reporting period, we successfully reduced our natural gas consumption by 5,000 kWh in one of our administration buildings through the installation of new radiators and thermostats, along with the implementation of enhanced insulation solutions. In 2024, we optimised the process for one of our products. This increased efficiency and has resulted in a total saving of 84,000 kWh of natural gas. Furthermore, the adaptation of processes for specific products has resulted in a reduction of 47,400 kWh in electricity consumption. However, due to the lower production volume in 2024 compared to previous years, a direct comparison of energy consumption is difficult.

During the reporting period, we successfully calculated the energy requirements of individual products for the first time. Based on this data, a reduction in energy requirements for individual products is to be achieved in the future.



02.2

Energy consumption

// USING ELECTRICITY **MORE EFFICIENTLY**



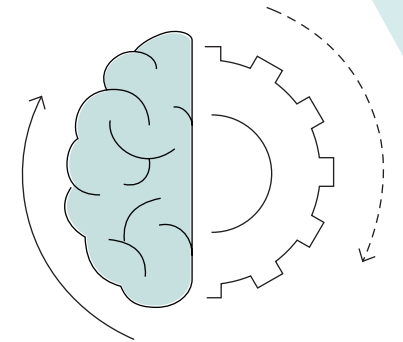
ENERGY INTENSITY

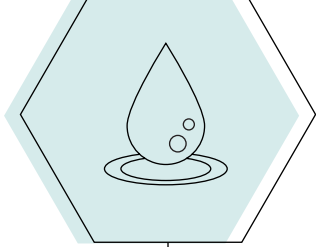
2022	19.93
2023	20.79
2024	19.85

(kWh/kg product)

Calculating the energy intensity across the entire production in relation to energy consumption is not a viable option for AMINO. As our product range varies, we do not produce the same quantity of certain products every year.

The energy consumption of production results from physicochemical properties such as the solubility of the respective amino acid. This means that the same amount of energy is not necessarily used for the same amount of production. The production process encompasses the dissolution of crude amino acids in water, eventually followed by evaporation. To ensure the dissolution of equivalent quantities of crude amino acids in water, it is necessary to use a greater volume of water for amino acids with lower solubility compared to those with high solubility. Increased water usage necessitates greater energy consumption to evaporate the water. At present, however, the data situation is insufficient to allow for the calculation of individual energy requirements based on the solubility of the respective product. Consequently, the energy intensity is currently given as an overall average for all products in kWh per kg, but this will be calculated on a product-by-product basis in the long term.

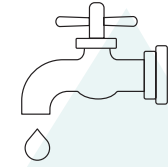




02.3

Water and wastewater

// CONSCIOUS USE, SAFE DRAINAGE



AMINO's production process requires massive quantities of water, as the raw amino acids are dissolved in water. At the final stage of the process, this water is evaporated to obtain the pharmaceutical grade product. We source the water from two local wells. 100% of our wastewater is discharged to a sewage treatment plant. Our processes have no impact on bodies of water and associated habitats. We do not operate in areas where water stress is an issue.



We record all water withdrawals accurately via metered readings. The discrepancy between water production and wastewater volume is caused by various factors. These include the use of drinking water, various cooling processes, overflow into surface water for frost protection and natural evaporation.

WATER AS A SHARED RESOURCE	2022	2023	2024
Pumping well water	258,942	271,348	210,937
Pumping well water	12,410	12,410	12,444
Total water withdrawal	271,352	283,758	223,381

(in m³)



Our wastewater is fed into a sewage treatment plant. Therefore, water bodies and associated habitats are not affected.

WASTE WATER DISCHARGE BY QUALITY AND POINT OF DISCHARGE	2022	2023	2024
Wastewater	179,084	238,714	177,730
Water consumption	92,268	45,044	45,651

(in m³)

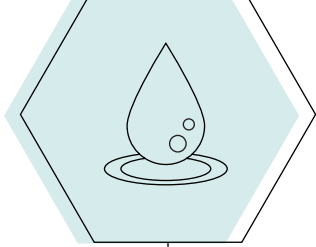
AMINO supports the creation of a water experience area on the Schunter

As a contribution to the enhancement of biodiversity by renaturation of water bodies, AMINO has donated a piece of land along the Schunter river to the community of Rábke. The formation of a sole slide with an integrated water experience area at Mühlenweg in Rábke was formally inaugurated in June 2024.

We are aware that the cautious use of water as a resource must be emphasised, which is why we have increasingly focused on the topic of water in recent years. In this regard, the total water withdrawal rights were reduced in consultation with the local water authority. As part of this process, wells were dismantled or handed over to agricultural users. Following the creation of an initial water balance, additional water meters were installed to gain a more precise insight into our water consumption.

In 2023, a saving of 5.5 % of demineralised water was achieved through the introduction of closed-loop cooling water vacuum pumps in one of our plants. In future, water consumption should be reduced during the first step of production. This approach is also directly linked to energy savings. It is essential to evaluate this measure on a product-by-product basis to ensure that quality is not affected. This is why it has been set as a medium-term goal.





02.3

Water and wastewater

// AMINO FINDS SOLUTIONS

L-Methionine is an essential amino acid, meaning that humans and animals cannot synthesise it in their metabolism and therefore require external intake.

During the reporting period, AMINO conducted the first L-methionine campaign, and the resulting wastewater led to unforeseen complications at the responsible sewage treatment plant. In collaboration with the Institute of Sanitary and Environmental Engineering at the University of Braunschweig, a study about the biodegradation of L-methionine was conducted. This study showed that L-methionine is biodegradable, but the hydraulic cycle time of the sewage treatment plant is not sufficient. Consequently, solutions were investigated to ensure that the wastewater can reliably be cleaned in the sewage plant by pre-treating methionine-containing wastewater.

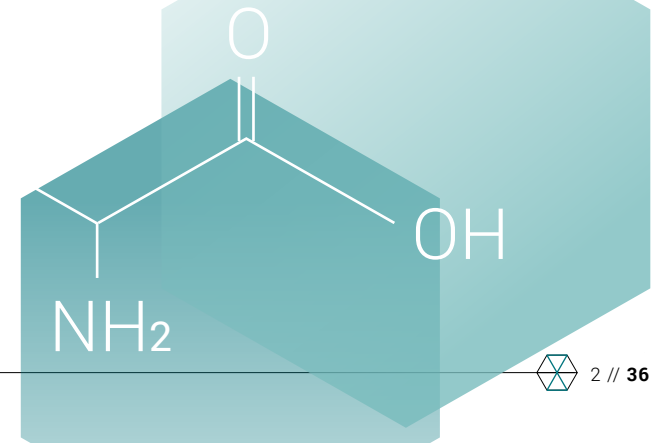
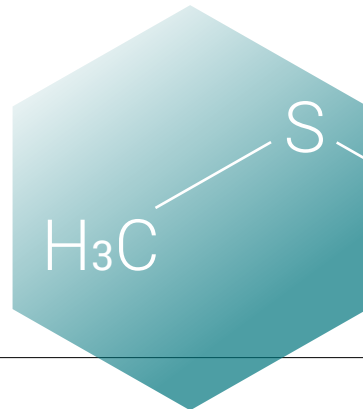
For a joint pilot test, a reactor analogue to an aeration basin with an extended retention time was designed. In this reactor, L-methionine was successfully biodegraded using a sequencing batch reactor (SBR) procedure.

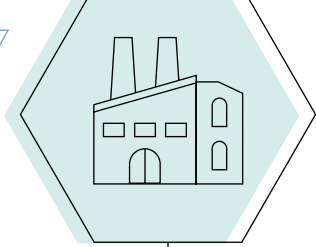
The scale-up of the process was also fundamentally successful. During the upscaling, the process and infrastructure were optimised in a step-by-step manner. However, the exhaust air proved to be problematic and could not be treated economically despite various solutions being explored; further tests had to be postponed.

For this reason, a feasibility study was conducted for an alternative degradation process. The AOP process (Advanced Oxidation Process) is a chemical procedure in which substances are safely destroyed in preparation for conventional wastewater treatment so that they can be removed from the wastewater in the sewage treatment plant.

In this process, a UV method using a catalyst is used in combination with the application of hydrogen peroxide, which generates highly oxidative hydroxyl radicals. These radicals are highly reactive and can attack a wide range of organic materials, converting them into stable inorganic compounds such as H₂O, CO₂, or salts. The feasibility study for the degradation of L-methionine wastewater using an AOP process was a complete success. Consequently, a rental plant was put into operation at the AMINO site in autumn 2024. This pre-treatment of L-methionine wastewater ensures higher daily throughputs compared to the biological process while maintaining process stability.

The methionine topic demonstrates AMINO's approach to managing tasks. Our primary focus is to identify and develop biotechnological solutions for problems, reserving the use of chemical processes as a last option.





02.4

Climate Change

// GREENHOUSE GAS AND AIR EMISSIONS

As an energy-intensive company, AMINO inevitably emits greenhouse gases, but analysis has shown that most of these emissions have to be categorised as scope 3. This means that more emissions occur along the value chain of AMINO products than in our own production.

To reduce our own emissions, we are working to reduce our energy consumption and switch from fossil fuels to renewable energy sources, which lead to lower greenhouse gas emissions. Along the value chain, AMINO is constantly working to switch to more environmentally friendly alternatives wherever it is viable. The reduction of greenhouse gas emissions is closely linked to energy and waste.


AMINO has set itself the specific target for 2025 of committing to the Science Based Target Initiative (SBTi) and thus reducing greenhouse gas emissions by 50% by 2030 (compared to 2022) and to net zero by 2050.

GREENHOUSE GAS EMISSIONS

	2022	2023	2024
direct emissions (Scope 1)			
Natural gas	7,697.18	7,563.73	5,489.64
Vehicle fleet	18.70	11.52	11.60
Total Scope 1 – direct emissions	7,715.88	7,575.25	5,501.24
	<i>(tCO₂-Equivalent)</i>		
indirect energy-related emissions (Scope 2)			
Electricity – location based	2,741.82	2,390.69	2,059.33
Electricity – market based (100 % green)	0.00	0.00	0.00
	<i>(tCO₂-Equivalent)</i>		

All greenhouse gases were included in the emissions calculations, so all values are given in CO₂ equivalents. Emission factors from the Federal Environment Agency, the Federal Office of Economics and Export Control, LCA databases and supplier-specific information were used for the calculation.

All sources for emission factors consider the IPCC Assessment Report on GWP values. The operational control approach was selected as the consolidation approach. The calculations are based on the Greenhouse Gas Protocol Accounting and Reporting Standard and the associated guidance documents for scope 2 and 3.

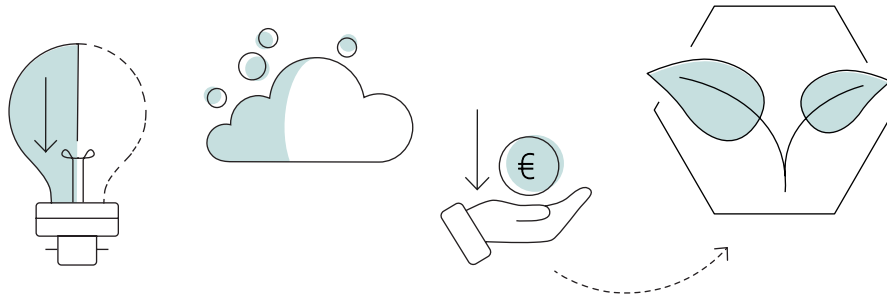
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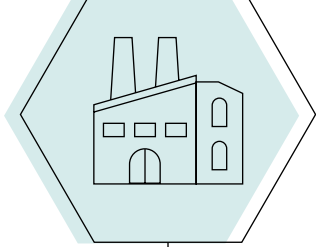
AMINO does not emit any ozone-depleting substances.



Some of our plants are subject to the 42nd and 44th Federal Immission Control Ordinance (BImSchV). By complying with all limit values, we ensure that there are no significant air emissions.



Switching to 100% green electricity will reduce scope 2 CO₂e emissions by over 2,000 tonnes per year, in comparison to the previous electricity supply. The conversion of company vehicles to almost exclusively electric cars has led to a reduction in greenhouse gas emissions within the vehicle fleet (scope 1). Through various energy-saving measures in the use of natural gas, a further 18 tonnes of greenhouse gas emissions were saved in the reporting period.



02.4

Climate Change

// GREENHOUSE GAS AND AIR EMISSIONS

	2022	2023	2024
Other indirect emissions (Scope 3)			
Purchased goods and services	24,211.09	22,535.88	14,852.33
Capital goods	351.29	29.96	294.65
Fuel- and energy-related activities	2,564.14	2,496.63	1,866.56
Upstream transportation and distribution	696.37	664.94	429.24
Waste and wastewater	398.25	462.03	309.56
Business travel	28.06	25.60	33.59
Employee commuting	166.69	165.55	141.58
Downstream transportation and distribution	182.61	189.20	123.95
End-of-Life-Treatment	263.39	244.43	183.13
Total Scope 3	28,861.89	26,814.22	18,234.58
Total GHG-emissions (location based)	39,319.59	36,780.16	25,795.15
Total GHG-emissions (market based)	36,577.77	34,389.47	23,735.82



When calculating scope 3 emissions, we consider all categories relevant to us. The significant fluctuations in CO₂e emissions in the capital goods sector are a result of the one-off accounting method, which means that emissions occurring over the entire lifetime of a product or investment are fully recognised in the first year. The more capital goods are purchased in a given year, the higher the emissions, regardless of the lifespan of the respective products. Due to the large number of goods and services purchased, we have decided to include only product-related goods in this category and in upstream transport/distribution. This approach will reduce data complexity. These goods also account for most emissions.

Please note that the evaluation of greenhouse gas emissions cannot be compared to previous sustainability reports as new and more precise methods of calculation have been used. Unlike previous GHG-evaluations, this report includes all the essential scope 3 categories. The scope 1 and scope 2 emissions remain unaltered and are comparable. The entire set of greenhouse gas emissions, including those from scope 3, can only be compared within the period 2022-2024 and subsequent years.

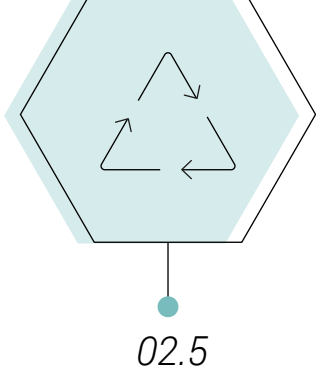
	2022	2023	2024
GHG emissions intensity			
Scope 1 GHG-emissions	3.45	3.60	3.35
Scope 2 GHG-emissions	0	0	0
Scope 3 GHG-emissions	12.92	12.73	11.09
Total GHG-emissions	16.37	16.33	14.44

(tCO₂-Equivalent)

(tCO₂-Equivalent)

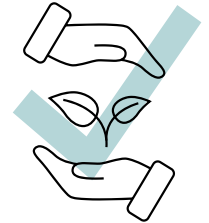
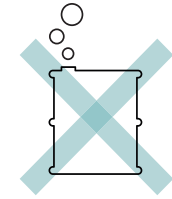


When calculating the emissions intensity, all emissions from scope 1, 2 and 3 were taken into account. For scope 2, the marked-based approach was selected, while for scope 3, all categories shown in the prior table were considered.



Waste

// DISPOSAL AND RECYCLING



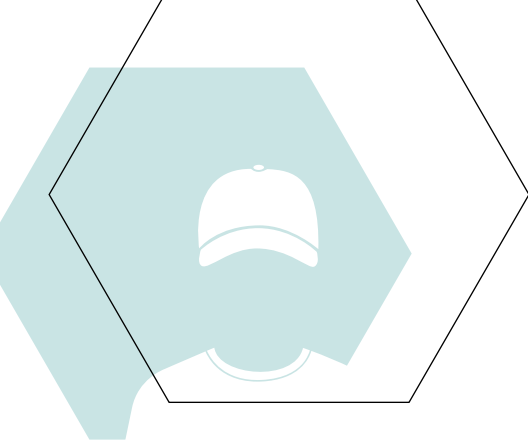
Waste management is a key concern for any business, as it impacts the environment, resources and health. Through efficient recycling management, resources can be preserved, and raw materials and energy sources are not lost. Disposing of waste without regard for its potential impact is both environmentally inconsiderate and health-damaging. At AMINO, we consistently separate the generated waste so that our waste disposal partner can carry out effective recycling and thermally utilise non-recyclable waste. The emissions generated during thermal utilisation are considered unavoidable emissions in Germany. With an appointed waste manager, we can efficiently classify 90 per cent of our waste by weight according to the waste code, ensuring optimal recycling.

At our site, we generate a variety of waste materials, which are systematically categorised. These include packaging materials, wood, metals, construction waste, and compostable garden waste. Our primary waste is activated carbon. At AMINO, hazardous waste is only produced in small quantities during quality control and analysis procedures. This waste accounts for less than 1% of the total waste and is disposed of by a certified specialised company. The packaging waste is primarily from purchased raw materials and not reusable.

Activated carbon is used during the manufacturing process. Our objective is to minimise waste and utilise as many recyclable materials as possible, with the aim of reducing greenhouse gas emissions and conserving resources. To this goal, we have held various discussions on greenhouse gas emissions with our packaging suppliers and considered the specific product carbon footprint for product decisions. Initial ideas on reducing activated carbon have been developed and will be tested and implemented in the future.

WASTE BY TYPE AND DISPOSAL METHOD

Waste code	Designation waste code	Internal designation	Disposal method	2022	2023	2024
				(in t)	(in t)	(in t)
150101	Paper and cardboard packaging	Paper with drums	Material recycling	65.49	122.27	22.83
150102	Plastic packaging	Folie PE 80/20	Material recycling	14.24	12.82	13.07
150103	Wooden packaging	Used wood	Material recycling	68.77	144.76	31.38
150106	Mixed packaging	Commercial waste	Thermal utilisation	49.36	54.63	11.15
150107	Glass packaging	Waste glass, mixed	Material recycling	0	0	1.07
150203	absorbents and filter materials	Activated carbon	Thermal utilisation	518.52	494.60	344.00
170201	Wood	Used wood	Thermal utilisation	0	0	33.04
170405	Iron and steel	Shredder raw material	Material recycling	6.77	6.80	3.64
170904	Mixed construction and demolition waste	Mixed construction and demolition waste	Thermal utilisation	3.04	6.40	13.24
200201	Biodegradable waste	Garden/park waste, compostable	Material recycling	8.49	9.90	3.59
200301	Mixed municipal waste	Waste for utilisation	Thermal utilisation	0	5.89	31.40
Total				734.68	858.07	508.41
Proof of separate disposal				93.28 %	92.95 %	91.63 %



Management of material topics

// SUPPLY CHAIN

AMINO targets to meet the increasing demands of its stakeholders regarding sustainable products and technologies as well as the fulfilment of ecological and social standards. To achieve this goal, we make our business processes transparent and verifiable - from procurement to production.

Consideration of the impact of business activities on the supply chain is gaining more and more attention. Even if many political regulations, such as the Act on Corporate Due Diligence Obligations in Supply Chains, do not yet affect us directly, we are increasingly aware of our responsibility. Since our customers, as large companies, are obliged to comply with the regulations, our cooperation is essential. As part of future CSRD reporting, cooperation along the supply chain will have to be further intensified to meet the political requirements.

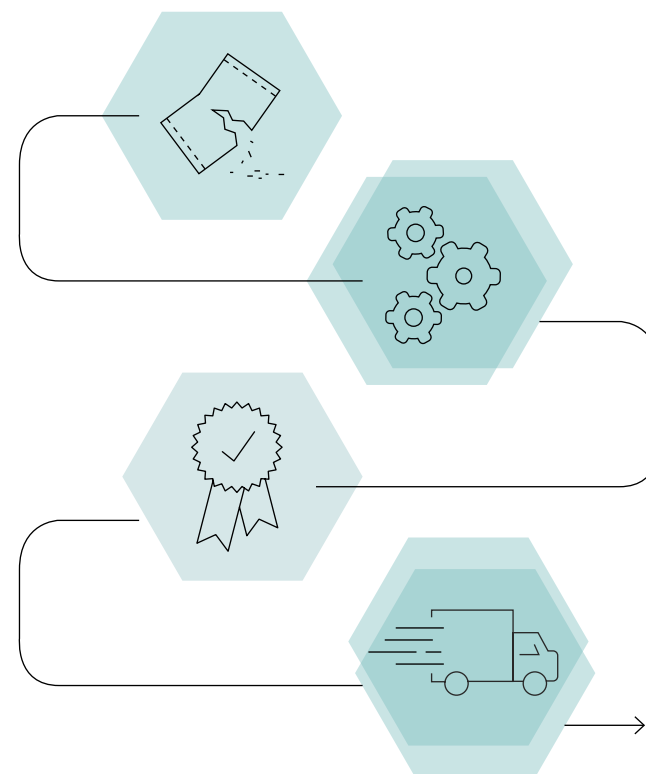
Accordingly, we are trying to achieve an improvement in all areas to strengthen the positive effects along the supply chain and avoid negative effects. By choosing our suppliers and service providers, we can safeguard jobs and strengthen the economy. The choice of our suppliers has the potential to have a negative impact if, for example, human rights are not respected by the respective suppliers, or no measures are taken to protect the environment.

To counteract this and other potential risks, we have introduced central guidelines to ensure compliance with social and environmental standards along our value chain. The central document here is our Code of Conduct, which all suppliers have signed. International laws and the basic principles of the International Labor Organization (ILO) serve as the basis for this code. Through this document, we ensure that our business partners comply with important ecological, social and economic standards.

We have also implemented a purchasing and sales guideline to safeguard the business relationship with our suppliers. This sets out the general terms and conditions of purchase and sale regarding the conclusion of contracts, payment terms, risk of loss, incoming goods inspection, delivery dates and deadlines, warranties, third-party property rights, product liability and confidentiality.

In 2023, our work instructions for supplier qualification and development were expanded to include criteria for sustainability examination. During supplier audits we now ask whether environmental management and occupational health and safety management are in place. An assessment in 2024 showed that 63% of our suppliers can provide evidence of environmental management and 33% of occupational health and safety management. We aim to increase this percentage gradually to guarantee a sustainable supply chain.

AMINO is not aware of any negative social or environmental impacts in the supply chain. Our regular supplier audits have not identified any environmentally or socially harmful behaviour, nor have we received any reports of environmental or ethical violations via various complaint routes.



HUMANITY AT THE CENTRE // THE VISIONARY BUILDING BLOCKS OF OUR DNA

WITH RESPECT AND COMMUNICATION



03 Social matters

The most important resource of our company is our employees. Ensuring their safety, health and continuing development is integral to our commitment to a sustainable future. We consider the topics of equal opportunities, diversity, and labour practices along the entire supply chain. A central component to ensure safety and satisfaction is respectful communication with all parties involved.

// **Creating the Future**



// SOCIAL RESPONSIBILITY – EMPLOYEES

At AMINO, we understand that our employees are pivotal to our long-term success. We are committed to retaining our talent and working together to ensure our continued success.

We understand the importance of good working conditions in employee satisfaction. That is why we have developed flexible working models to help our employees balance work and personal lives. These include flexible working hours, part-time jobs and the option for mobile working. In addition to these benefits, AMINO offers a company pension scheme, which employees can supplement through deferred compensation.

By investing into the training and development of our employees, we ensure that there is an opportunity for all employees to develop professionally and personally. The knowledge that is acquired in this way benefits not only the individual employees, but the company as it progresses towards long-term success.

To strengthen the relationship with our employees, we organise annual company events such as company parties and sporting events. The presence of a works council also contributes to this. Our management style encourages our employees to take responsibility and act flexibly.

We have introduced various internal guidelines and obligations to ensure our future viability, with our Code of Conduct serving as the central document for cooperation at AMINO. It contains information on internal behaviour and dealings with business partners and applies to all employees. As part of the revision of the document drawn up in 2016, we included further important core elements to create a positive working environment. All employees are familiar with this document and can contact their manager or the Compliance Officer in confidence at any time if they have any questions or complaints. This way, we ensure that every single person feels welcome and appreciated at AMINO.

Several collective company agreements regulate various measures to create a positive working environment for our employees, including the organisation of work in terms of working hours, shift work and mobile working. A company agreement on ideas management ensures that employees are involved in the development of the company. The company's private pension scheme is regulated in such a company agreement as well. In addition to these provisions, a company agreement on inflation adjustment payments in 2022, 2023 and 2024 was concluded in 2022.

In 2024, we signed the Diversity Charter with the aim of placing greater emphasis on diversity. This initiative aims to create a working environment free of prejudice, in which all employees, regardless of their characteristics, are valued. As part of this, an annual campaign on the German Diversity Day will be organised in future to raise employee awareness of this important topic.

Since 2023, employees have had the opportunity to lease a company bike, which is subsidised by 8%. AMINO also covers the insurance.



Family business

// CREATING THE FUTURE TOGETHER

AMINO GmbH is a family business in the classical sense: a company headed by a family member, occupying a highly specialised niche. Like many other family businesses, we belong to the hidden champions.



**I WOULD LIKE TO TAKE THIS OPPORTUNITY
TO THANK OUR EMPLOYEES.**

With their know-how, their commitment and their willingness to enable our motto "Creating the Future", they form the basis for AMINO's long-term success. The example of resource efficiency and occupational safety shows that we can achieve our goals if everyone participates and is ready for change and new solutions.

// Dr. Lutz Thomas
Managing Director



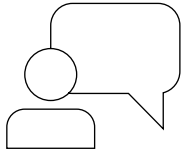
// Katja Thomas
Human Resources



// Kai-Philipp Thomas
Marketing & Sales

The family spirit is also reflected in our dealings with our employees. We attach great importance to the fact that every employee can contribute his ideas and assume responsibility from the very beginning. In addition, flat hierarchies characterise our entrepreneurial thinking and actions. This not only shortens the path to corporate management, but also ensures close customers relationships, safe products, and our reliable processes right from the start.

In addition to the personal atmosphere, AMINO focuses on the long-term development of each employee and the company. A spirit of partnership with our employees, innovation leadership and entrepreneurial personal responsibility are the basic prerequisites for the sustainable, profitable growth of our company. For our employees, this means a high degree of freedom as well as the opportunity to make a long-term contribution to us and actively contribute to the development of the company.

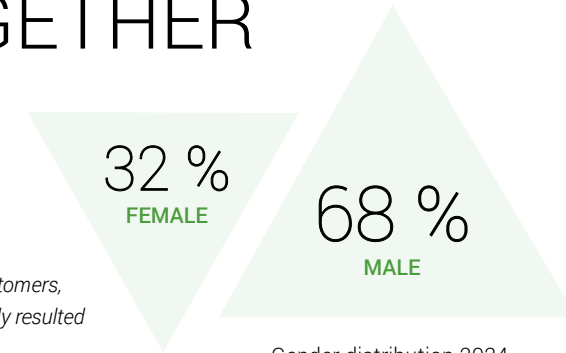


Size of workforce

// CREATING SOMETHING GREAT TOGETHER

SIZE OF WORKFORCE	2022	2023	2024
Number of employees	146	127	121
thereof female	50	42	39
thereof male	96	85	82
Employees full-time	115	101	101
thereof female	25	23	23
thereof male	90	78	78
Employees part-time	26	22	18
thereof female	21	19	16
thereof male	5	3	2
Permanent employees	141	123	119
thereof female	48	42	39
thereof male	93	81	80
Temporary employment	5	4	2
Thereof trainees/interns	5	4	2
thereof female	2	0	0
thereof male	3	4	2

□ Due to high inventories of finished products at our target customers, production had to be scaled back in 2023. This has regrettably resulted in the loss of some positions.



EMPLOYEES IN FOREIGN BRANCHES	2022	2023	2024
Amino Korea Co. Ltd., Seoul, South Korea	1	1	1
Amino Manufacturing Pty. Ltd., Kloof, South Africa	11	11	3
Amino India (Sales & Distribution) Pvt. Ltd., Mumbai, India	0	0	1

Transparency and safety are not only important core factors of our work, clear communication, respectful and appreciative interaction, and an honest exchange of opinions within our team are also fundamental to our approach.

We want our employees and the practiced values to be the foundation of our actions. Only a strong team spirit and a common goal allow us to deliver top performance for our customers and at the same time promote the personal development of each individual.

We are currently in a transitional phase, which is challenging but offers prospects for the medium-term future. Through a structured succession plan, we have set the course for the future and prepared for the generational change. We are convinced that we will successfully navigate this phase and achieve growth in the future.

Fluctuation

// SURPASS OURSELVES



NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

	2022	2023	2024
Total number of employees	146	127	121
Total number of new employees	22	20	18
<i>thereof female</i>	10	7	7
<i>thereof male</i>	12	13	11
<i>up to 30 years</i>	11	9	8
<i>30-50 years</i>	8	9	10
<i>over 50 years</i>	3	2	0
Rate of new employees in %	15.1	15.7	14.9
Rate of employee turnover in % (excluding trainees)	18.1	24.1	17.9
<i>Female</i>	23.8	26.8	18.4
<i>Male</i>	14.8	22.2	14.1
<i>up to 30 years</i>	20.5	42.5	18.5
<i>30-50 years</i>	20	25.9	22.1
<i>over 50 years</i>	10.8	2.4	4.4
Net migration	-1	-19	-6

None of the employees at AMINO are covered by a collective bargaining agreement. The working and employment conditions are not influenced or determined by other collective agreements.

The decision-making process regarding all remuneration increases is conducted in close collaboration with the works council.



TRAINEES

2022	2023	2024
5	4	2
3 %	3 %	2 %

ADMINISTRATION

2022	2023	2024
24	21	18
17 %	17 %	15 %

PRODUCTION & TECHNOLOGY

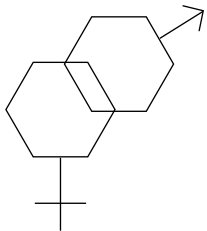
2022	2023	2024
77	66	67
53 %	52 %	55 %

AMINOVATION/BUSINESS DEVELOPMENT

2022	2023	2024
12	10	10
8 %	8 %	8 %

QUALITY MANAGEMENT

2022	2023	2024
28	26	24
19 %	20 %	20 %



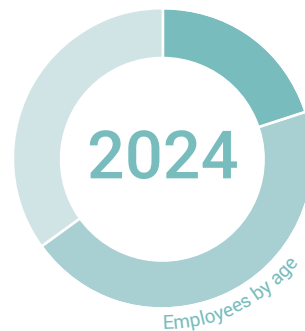
Composition of workforce

// PEOPLE AT AMINO



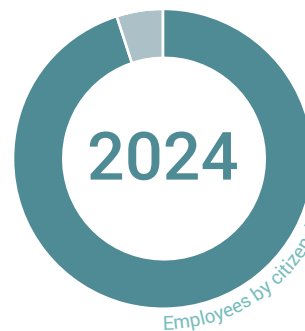
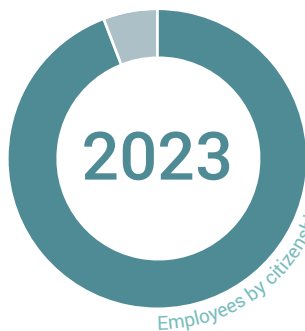
EMPLOYEES BY GENDER

	Female	Male
2022	34 % (50)	66 % (96)
2023	33 % (42)	67 % (85)
2024	32 % (39)	68 % (82)



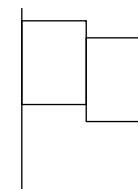
EMPLOYEES BY AGE

	up to 30 years	30 - 50 years	over 50 years
2022	26% (38)	51 % (75)	23 % (33)
2023	20% (26)	49 % (62)	31 % (39)
2024	20% (24)	45 % (54)	35 % (43)



EMPLOYEES BY CITIZENSHIP

	German	foreign
2022	97% (141)	3 % (5)
2023	94% (120)	6 % (7)
2024	95% (115)	5 % (6)



Company benefits

// FOR OUR **EMPLOYEES**



All benefits apply to every permanent employee, both full-time and part-time (partly). AMINO offers the following standard benefits.

// **Occupational health care**

// **Accident Insurance (Management)**

// **Parental leave**

// **Group insurance contract** with the Hamburg pension fund of 1955 VVaG "Pensionskasse Ernährung und Gesundheit"

// **Variable salary component**

// **30 days recreation holiday per year**

// **Mobile working**

// **Flexibilization of working time models**

In terms of training and further education, we value personal initiative. We are pleased to offer support by way of adjusting working hours and providing financial assistance for further training.



PARENTAL LEAVE

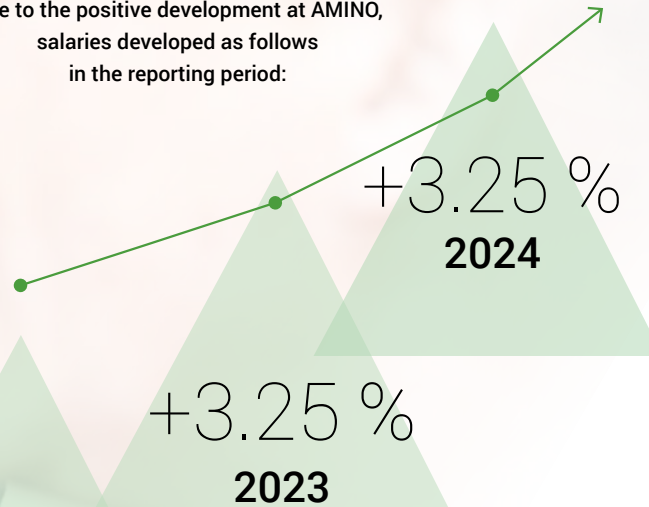
	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Total number of employees entitled to parental leave	1	4	1	2	1	0
Thereof total number of employees on parental leave	1	4	1	2	1	0
Total number of employees returning after parental leave during the reporting period	1	2	1	2	1	0
Total number of employees, who returned after parental leave and were still employed 12 months after their return	0	4	1	2	1	0
Return to work rate %	100 %	100 %	100 %	100 %	100 %	0
Retention rate %	0	100 %	100 %	100 %	100 %	0

Company benefits

// FOR OUR **EMPLOYEES**



Due to the positive development at AMINO, salaries developed as follows in the reporting period:



2022

operators	01.01.	+3.48%	01.11.	+10.85%
shift supervisor	01.01.	+3.3%	01.11.	+10.29%
all other employees +100€ per month				

In addition, all salary recipients received an inflation adjustment payment of €1,000 in 2022. This payment was paid to all employees in 2023 and 2024.

// Company pension scheme

To provide our employees with the opportunity to receive a supplementary pension, AMINO pays all permanent employees a contribution to pension funds of 614 € annually after the end of their probationary period, with part-time employees receiving this on a pro rata basis according to their weekly working hours. For trainees, this company pension scheme is paid from the start of training, i.e. regardless of the probationary period.

In 2018, a company agreement was adopted that implements the German Company Pension Reinforcement Act in a sustainable manner. In addition to the mandatory 15% under the BRSG, AMINO contributes a further 5% plus 386 € per year to encourage employees to make provision for their retirement. The prerequisite for this is that employees top up the amount for the company pension scheme on a monthly or annual basis through deferred compensation. This offer is widely embraced by employees, with the majority opting to convert the remuneration from the annual special allowance.

- AMINO informs its employees about forthcoming operational changes early and comprehensively.
- Regarding notification deadlines, the provisions of §§ 90, 92 and 111 BetrVG apply.

// VARIOUS ENTRY AND FURTHER EDUCATION OPPORTUNITIES



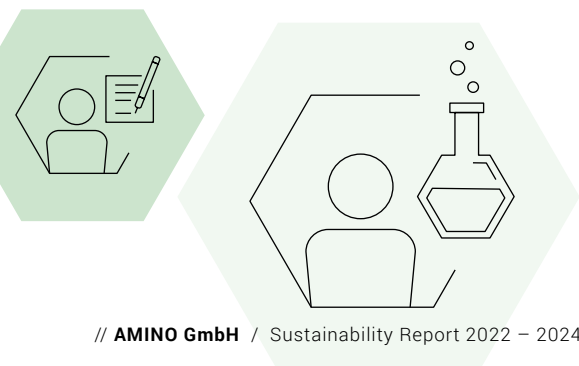
At AMINO, we are convinced that the company's profit depends on the expertise of its employees. We recognise the importance of continuous learning and offer external training programs to enhance the personal and professional competencies of our employees. AMINO provides support by adjusting working hours and offering financial incentives, as the company directly benefits from enhanced skills. In addition to supporting the ongoing development of our existing employees, we place significant emphasis on training new specialists.

We currently offer a wide range of apprenticeships in the following professions:

- // Electronics technician for industrial engineering (m/f/d)
- // Warehouse logistics specialists (m/f/d)
- // IT specialist for system integration (m/f/d)
- // Industrial mechanic (m/f/d)
- // Industrial business management assistant (m/f/d)
- // Chemical technician (m/f/d)

We also offer students the opportunity to gain industrial experience and apply their academic knowledge in an internship.

Internally, we regularly organise GMP and FSSC22000 training courses, which are led by our quality assurance officer.



AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Department	2022			2023			2024		
	All	Female	Male	All	Female	Male	All	Female	Male
AMINOVATION/Business Development	1.8	7.2	0.7	6.3	22.1	4.5	3.7	3.7	3.7
Quality Management	3.8	3.7	4.3	7.2	6.1	10.9	1.7	1.8	1.5
Production & Technology	2.4	0.7	2.6	6.2	13.1	5.1	3.6	0.9	4.0
Purchasing & Finance/ Human Resources/ IT-Administration	4.6	5.8	2.9	4.2	3.4	5.1	3.8	3.8	3.7
Total	3.0	3.8	2.6	6.7	7.1	5.5	3.3	2.3	3.7

The average training hours refer to the total number of training hours divided by the total number of employees on 31 December of the respective year.

Conducted interviews with employees on performance appraisal and professional development

	2022	2023	2024
	2.7 %	18.9 %	39 %

Professional development is of great importance to both employees and the company. For this reason, AMINO held more performance appraisal and career development reviews during the reporting period, with the aim of holding an interview with 100% of employees every two years. The trend shows that we are on the right track to achieving this goal.

Diversity in governance bodies and among employees

// FLEXIBILITY DUE TO DIVERSITY

Diversity and equal opportunities have always been integral to the corporate governance framework at AMINO. All decisions regarding the recruitment, remuneration and development of employees are made solely based on qualifications and skills, regardless of any other characteristics.

As early as the application process, care is taken to ensure that the selection committee consists of people with different backgrounds and perspectives, to prevent groupthink and ensure an objective assessment. We are convinced that a diverse workforce has a positive effect on the development of the company. In this instance, it is vital that we consider not only the core dimensions, such as gender and age, but also other aspects of diversity, including professional experience. We have emphasised our commitment to diversity by signing the Diversity Charter and intend to strengthen this further in the future.

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Percentage of employees per employee category

	2022	2023	2024
AMINO VATION/Business Development	8.51	8.13	8.4
<i>female</i>	1.42	0.81	1.68
<i>male</i>	7.09	7.32	6.72
<i>up to 30 years</i>	4.26	3.25	2.52
<i>30-50 years</i>	2.13	1.63	2.52
<i>over 50 years</i>	2.13	3.25	3.36
Quality Management	19.86	21.14	20.17
<i>female</i>	15.6	16.26	15.97
<i>male</i>	4.26	4.88	4.2
<i>up to 30 years</i>	2.84	4.88	3.36
<i>30-50 years</i>	14.89	13.01	13.44
<i>over 50 years</i>	2.13	3.25	3.36

AMINO's voice for diversity

By signing the Diversity Charter in 2024, AMINO has actively committed to more diversity in the workplace. The aim is to promote the recognition, appreciation and inclusion of diversity in the world of work. Building on this, an annual diversity campaign is to be organised as part of German Diversity Day to familiarise all employees with the dimensions of diversity and to leverage the benefits of a diverse workforce.

"Based on our current corporate values, it was a matter of course for AMINO to sign the Diversity Charter and to renew and underline our commitment to diversity, variety and inclusion on today's 12th German Diversity Day", emphasises Dr. Peter Versteegen as Compliance Manager at AMINO.



The table will be continued on the next page.



Diversity in governance bodies and among employees

// FLEXIBILITY DUE TO DIVERSITY

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Percentage of employees per employee category

	2022	2023	2024
Production & Technology	54.61	53.66	56.3
female	7.09	7.32	6.72
male	47.52	46.34	49.58
up to 30 years	13.48	7.32	9.24
30-50 years	25.53	25.2	23.53
over 50 years	15.6	21.13	23.53
Purchasing & Finance/ Human Resources/ IT-Administration	17.02	17.07	15.13
female	9.93	8.94	9.24
male	7.09	8.13	5.88
up to 30 years	4.26	2.44	3.36
30-50 years	9.22	9.76	5.88
over 50 years	3.55	4.88	5.88
	2022	2023	2024
Proportion of employees who come from vulnerable groups	3.42 %	3.9 %	2.5 %

This information relates only to employees with disabilities, as we have no information on other vulnerable groups.

<30
YEARS



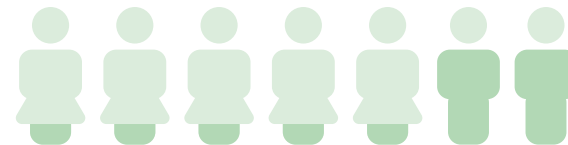
30–50
YEARS



>50
YEARS



Our **management level** consists of our Managing Director, Head of Marketing & Sales, Head of Quality Management, Head of Production & Technology, Head of Finance, Head of Administration and our ESG Manager. Of the seven male members, one is younger than 30, four are between 30 and 50 years old and two are older than 50.



Due to the increase in the number of employees, our **Works Council** consists of seven members for the first time since 2022. Without the implementation of quotas to include minorities and through free elections, the ratio of men to women was 3:4 in 2022 and changed to 2:5 in 2024. This is the first instance in the history of AMINO GmbH that the employees have been represented by a majority female works council with a woman leading the team.

Diversity in governance bodies and among employees

// FLEXIBILITY DUE TO **DIVERSITY**

	2022	2023	2024
average gross hourly wage <i>female</i>	21.50€	22.27€	23.53€
average gross hourly wage <i>male</i>	22.81€	23.26€	23.36€
Ratio <i>female/male</i>	-5.74%	-4.25%	+0.72%

Ratio of basic salary and remuneration of women to men

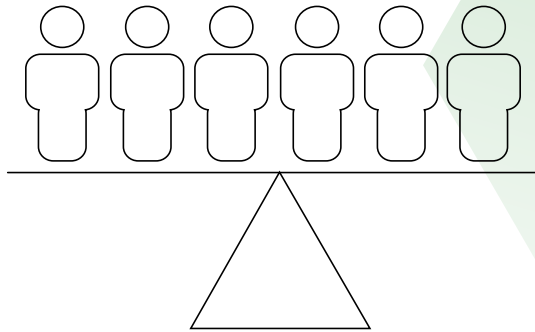
Almost half of our female employees work part-time. To draw a comparison between the salaries of female and male employees, the average gross hourly wage was calculated. The unadjusted pay gap shows that the gross hourly wage at AMINO in 2024 is almost identical for women and men.



// FOCUS ON **MUTUAL RESPECT**

AMINO is resolute in its stance against all forms of discrimination. Within the company, it is imperative that we do not tolerate such behaviour. It is a non-negotiable condition that all employees, business partners, and third parties are to be treated with the utmost respect and that there is zero tolerance for discrimination. These principles have been codified in the company's **Code of Conduct**, and all employees have been briefed on the relevant guidelines. Should there be a violation of these principles in relation to discrimination, the company's Compliance Officer can be contacted either personally or anonymously at any time. We take all reports of discrimination extremely seriously and will take appropriate action.

- *During the reporting period, there was an internal report of an alleged incident of discrimination. Following an examination of the incident, an intensive dialogue took place with both parties to clarify the matter.*



// A SUSTAINABLE LOCATION

By taking over an old sugar refinery site as part of a management buy-out, AMINO realised an environmentally friendly and resource-efficient subsequent use of the site in 2006. The challenge is to successively transform a sugar site into a modern nutrition and active pharmaceutical ingredient company. By investing in an innovation centre for research and development, a new laboratory building and modern production buildings, the transformation has commenced, and significant milestones have been met. In addition, for projects outside of pharmaceutical production, such as wastewater treatment, no longer used infrastructure is reused wherever possible to act sustainably.

As a nutrition and active pharmaceutical ingredient company with its target market amongst multinational pharmaceutical and nutritional companies, AMINO has unique selling proposition in the district of Helmstedt. As one of the key employers in this financially and structurally weak district, we are dedicated to recruiting our employees from the region to the extent possible. The success of this approach is evident in the fact that over 95 % of our employees currently come from 50 kilometres or less.

In addition to recruiting employees from the region, we are particularly keen to support local social organisations and projects. As part of the annual in-house summer party, AMINO collects donations for various projects. During the reporting period, AMINO contributed as a sponsor in the "Our Superheroes 4.0" campaign, organised by the organisation Eine Region für Kinder e.V., which enables seriously ill children to feel like superheroes for a day. During the superhero photo shoot, the child supported by AMINO was given the opportunity to slip into the role of Michael Jordan.

Furthermore, a cheque for a donation was presented to the DRK kindergarten "Raupe Nimmersatt" to adapt the premises to meet the needs of older children. The European Football Championship 2024 was used for a betting pool, with the proceeds going to the "Schuntermäuse" kindergarten in Frellstedt.



The more than 100-years-old

SUGAR REFINERY SITE IN FRELLSTEDT

offers the opportunity of an environmentally friendly and resource-efficient re-use of the site.

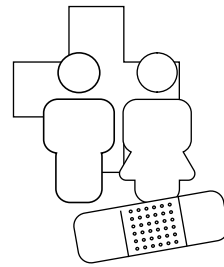
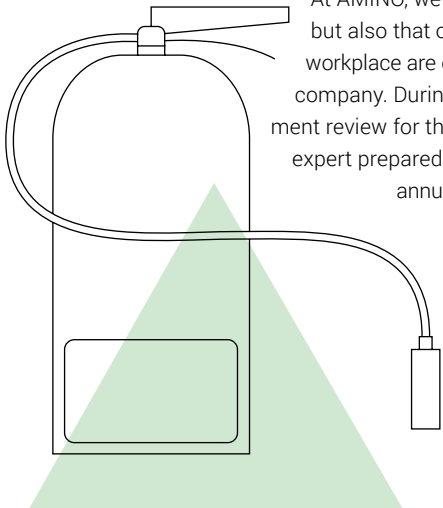
67 % of our management members come from a maximum distance of 50 km.

The local market only plays a subordinated role for purchased goods, as there is insufficient availability. The production of our raw materials, which are mainly produced by fermentation and synthesis, is highly energy intensive. As a result, production mainly takes place in the Far East. Yet, in 2024, 47% of all expenditure on purchased services was made in interaction with local suppliers located no more than 150 km from Frellstedt.

// SOCIAL RESPONSIBILITY – SAFETY

Safety is of key importance to AMINO in various areas of our business. As a nutrition and active ingredient company, the quality of our products is naturally our top priority, with the aim of ensuring the health and safety of patients. As a producer of the building blocks of life, we have clearly defined our corporate purpose: we contribute to the preservation and restoration of human health. We therefore ensure from the onset that customers always receive our products of the highest quality, thus guaranteeing the safety of patients. Every day, 20% of our employees are dedicated to quality management, ensuring that our products meet the highest standards. We adhere strictly to all Good Manufacturing Practice (GMP) rules, from the procurement of raw materials to the production of our end products. The FSSC certification of our production sites adds an extra layer of security for customers and consumers within the food chain.

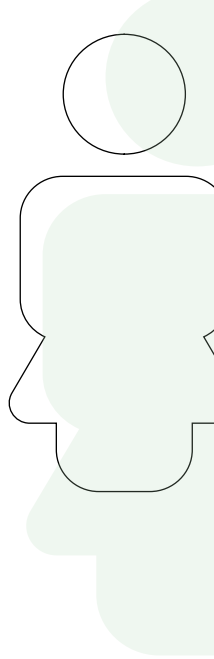
At AMINO, we prioritise not only the safety of our products, but also that of our employees. Their health and safety in the workplace are of immense importance to the success of the company. During the reporting period, we conducted a management review for the first time, and an external occupational safety expert prepared an annual report. In addition, we have introduced annual fire safety training for all employees, ending



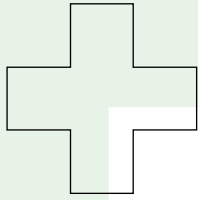
36 %
company first aiders
among employees

with a short online test. We also have in-house first aiders, enabling us to respond promptly to incidents, including fires, health issues and accidents. Currently, 36% of employees are trained as company first aiders. The company's commitment to employee safety is further emphasised by the appointment of an authorised signatory to oversee internal and legal occupational safety standards. In addition, SMETA audits are conducted on a regular basis to verify adherence to all applicable laws and guidelines, both internally and externally. These audits, recognised globally as a benchmark for ethical trading practices, ensure that the highest standards of labour conditions are maintained within the company. The most recent audit, which was completed in 2023, was successfully concluded.

In the context of digital transformation, data protection has become a critical concern. Ensuring the security of customer and employee data is of high importance, as any breach of data protection laws could result in significant damage to reputation. To address this need, we implemented a comprehensive data protection policy and a detailed data protection manual in 2024. Data protection notices in accordance with the EU General Data Protection Regulation can also be viewed on the company website.



// [amino.de](https://amino.de/en/privacy-policy-business-partners)
/en/privacy-policy-business-partners



Occupational safety and health protection

// SAFETY FIRST

At AMINO, we prioritise occupational safety and the well-being of our employees. Only healthy, motivated employees have the capacity to drive the company forward in the long term, and therefore its sustainability. AMINO fulfils its responsibility and duty of care for its employees through the implementation of a systematic occupational safety and health protection strategy.

AMINO's authorised signatory, Kai-Philipp Thomas, is responsible for maintaining internal and legal occupational safety standards. In accordance with § 11 ArbSchG, the occupational safety committee consists of a representative of the management, two members of the works council, our fire prevention officer, a member of the HR department, seven internal health and safety officers from different areas at AMINO, an external occupational health and safety specialist and the external medical officer. This ensures that, as of 31 December 2024, more than 10% of the workforce is represented on the occupational safety committee. The committee holds regular meetings to discuss risk assessments, accidents at work and new legislation. An annual report is prepared by the external occupational safety specialist, identifying the most important aspects and reviewing the effectiveness of the respective measures. 100% of our employees are covered by the systematic occupational safety program.

At AMINO, risk assessments are used to determine the areas in which employees require training to ensure optimum health and safety. The probability of an accident occurring, and the degree of risk are always assessed, and training requirements are determined on this basis. In addition to handling chemicals and machinery, topics such as noise pollution are also covered. All employees are provided

with personal protective equipment if required. In the long term, the risk assessment is to be carried out using a specialised software.

AMINO has an external medical officer available to all employees. The nature of the preventive medical check-ups varies according to the workplace and is determined as part of occupational safety measures. These check-ups are offered to employees at reasonable intervals. Participation in these check-ups is voluntary for all employees and is not a criterion for decisions regarding the employment of staff. The medical officer is also subject to medical confidentiality.

All production and workshop employees undergo annual health and safety training, with a changing focus each year. In all other areas, employees receive training on these topics during their induction period. In the event of accidents or near-accidents at work, training is provided on an ad hoc basis to prevent recurrence. Training is also provided in the event of changes to the workplace. Most of the training is currently conducted via the 'AUDITOR online' employee portal. The effectiveness of the training courses is validated based on accidents at work per year, with the aim of reporting 0 accidents at work per year.

WORK-RELATED INJURIES AND ILLNESSES	2022	2023	2024
Number of fatalities because of work-related injuries	0	0	0
Number of high-consequence work-related injuries	0	0	0
Number of recordable work-related injuries	1	8	4
Rate of recordable work-related injuries based on 200,000 hours worked	0.75	6.30	3.77
Reportable commuting accidents	0	0	3
Minor injuries, not reportable	14	28	16
Sick days	2,539	3,011	2,551
Scheduled workdays	37,007	35,782	29,956
Lost workdays %	6.86 %	8.42 %	8.52 %
Attendance rate %	93.14 %	91.58 %	91.48 %

External companies receive a comprehensive safety briefing for the entire AMINO site and their workplace, along with their order. On arrival at the AMINO site, employees of external companies are once again briefed by an AMINO employee on the most important safety measures and checked to ensure that they are wearing personal protective equipment.

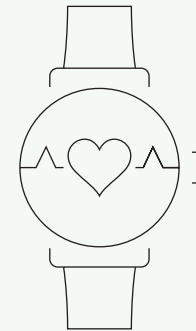
□ During the reporting period, there were no work-related illnesses or fatalities. The most frequent type of accident is minor, non-reportable injuries. The figures show that there is no correlation between employment at AMINO and the illnesses of our employees.

Promotion of employee health

// GOOD FOR PEOPLE AND THE ENVIRONMENT

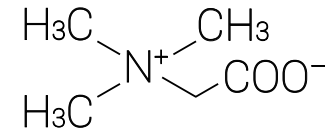
Following AMINO's first participation in the company run in Braunschweig in 2019, our employees demonstrated their enthusiasm for this event by participating with great dedication in 2022, 2023 and 2024.

The company was represented collectively in uniform T-shirts, with a focus on enjoyment alongside sporting performance.



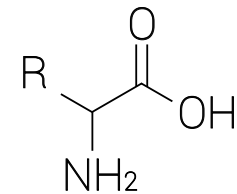
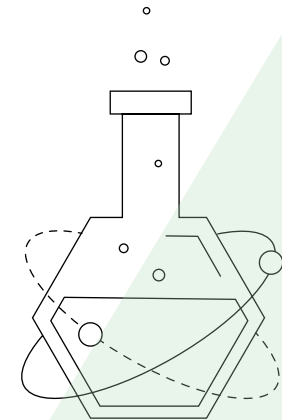
Patient health and safety

// OUR ZERO-DEFECT PHILOSOPHY



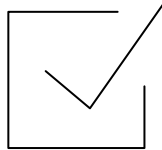
At AMINO, we are committed to providing our customers with first-rate quality active pharmaceutical ingredients and nutrients for clinical medical nutrition applications. However, our quality promise not only extends to our products, but also to the sustainability of all our actions and operations. To us, meeting environmental and ethical criteria along the entire value chain is an integral part of our work. And we want to be measured by that as well.

//
The trust we receive from our customers around the world is the result of the consistently high quality of our active pharmaceutical ingredients and nutrients. These are subject to constant monitoring at all levels of the production process to ensure that they meet the required standards. In maintaining our commitment to meeting the demands always placed upon us, we have in place a continuous internal improvement process and use quality assurance systems to implement our **zero-defect philosophy** in production. Of course, we comply with the strict manufacturing principles and latest regulations set out in the Good Manufacturing Practice (GMP) guidelines as well as the FSSC standard.



Patient health and safety

// OUR **ZERO DEFECT PHILOSOPHY**



During the reporting period, there were no incidents of non-compliance concerning the health and safety impacts of our products. The protection of customer data follows the legal regulations. There were no complaints concerning breaches of customer privacy and losses of customer data during the reporting period.

//

As a manufacturer of active pharmaceutical ingredients, AMINO is subject to supervision by the local **supervisory authority** (Staatliches Gewerbeaufsichtsamt) and is also regularly inspected by other regulatory authorities, such as the U.S. Food and Drug Administration (US-FDA). AMINO is also regularly and successfully audited by customers.

//

State-of-the-art chemical-physical processes are used in the manufacturing of our products. During ongoing production, our **specialists regularly take samples and evaluate them immediately**. Our in-house quality control laboratory is well prepared for the full range of chemical, physical and microbiological analytics, and not only do we analyse the end products and raw materials there, but also all intermediate products, auxiliary materials and packaging.

//

We also ensure the **maximum purity** and highest effectiveness of our entire product range through strict industrial hygiene. The release and approval of our products in compliance with the regulations of the German Medicinal Products Act (Arzneimittelgesetz) is carried out exclusively by qualified persons with many years of professional experience.

// QUALITY CONTROLS AT ALL LEVELS

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As a producer of the building blocks of life, we prioritise customer satisfaction by ensuring the absolute reliability of our products. Our quality assurance processes begin even before the production process.

//

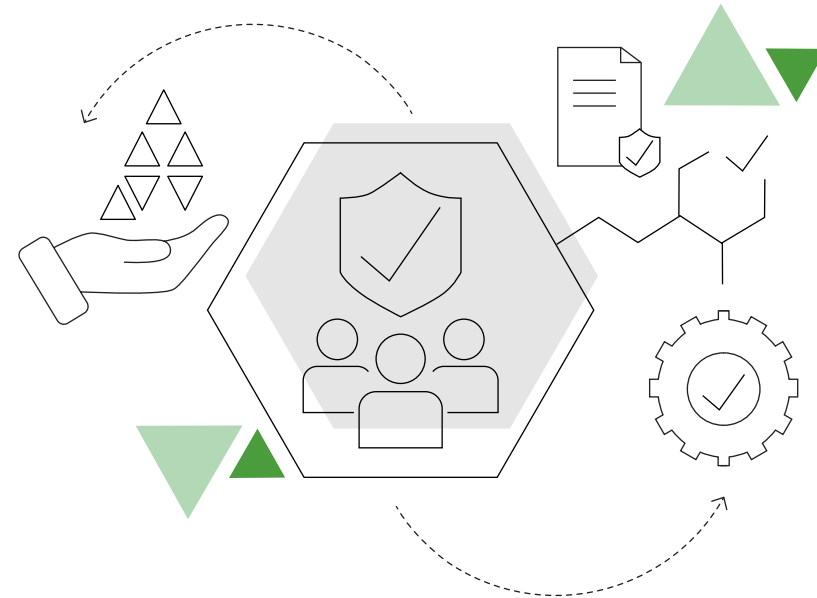
We place the highest value on transparency with our cooperation partners and suppliers right from the procurement of raw materials. Our **quality management systems** allow us to monitor the quality of the raw materials and ensure that they comply with international standards and specifications.

//

We provide **safety data sheets** for all products, offering professional users the necessary data and handling recommendations, thus ensuring that the necessary measures can be taken when handling our products so that health and safety in the workplace and protection of the environment are guaranteed. Potential hazards are indicated by pictograms on the product labelling.

//

Since 1 June 2007, Regulation (EC) No. 1907/2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) has been in place, forming the legal basis for the safe handling of chemicals to protect the environment and human health throughout Europe. This regulation affected 17.1% of AMINO's turnover in 2024, and the company is fully compliant with all REACH requirements.



During the reporting period, there were neither incidents of non-compliance concerning product and service information and labelling nor incidents of non-compliance concerning marketing communications.

// WE REPORT TO YOU

This report has been prepared in accordance with the GRI standards (GRI 2021).
Please note that the present sustainability report has not been subject to external verification.

GRI 2: GENERAL DISCLOSURES		Page reference	GRI 2: GENERAL DISCLOSURES		Page reference
GRI 2-1	Organisational details	14, 20	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	12
GRI 2-2	Entities included in the organisation's sustainability reporting This sustainability report covers all units. The environmental data relate only to our main site in Frellstedt.		GRI 2-13	Delegation of responsibility for managing impacts	12
GRI 2-3	Reporting period, frequency and contact point	68	GRI 2-14	Role of the highest governance body in sustainability reporting Management has initiated the creation of the sustainability report, reviewed the reported information and material topics, and authorised the release of the report.	
GRI 2-4	Restatements of information	38	GRI 2-15	Conflicts of interest In the event of any conflicts of interest, the management team is committed to finding a joint solution. The ultimate decision rests with our Managing Director. During the reporting period, no such conflicts were identified.	
GRI 2-5	External assurance	62	GRI 2-16	Communication of critical concerns Concerns of a critical nature can be directed to the appropriate manager or to the management team at any time with the option of maintaining confidentiality. These concerns can also be reported via email to hinweise@amino.de or through the whistleblowing hotline. Anonymous reporting is also possible on the company website in accordance with the Whistleblower Protection Act. All reports received are passed on to the management team by the Compliance Officer. There were no reports of critical concerns at AMINO during the reporting period.	
GRI 2-6	Activities, value chain and other business relationships	14, 16, 20, 23	GRI 2-17	Collective knowledge of the highest governance body Sustainability is one of AMINO's corporate values and is therefore also part of the corporate strategy. Regular dialogue with various stakeholders on different sustainability topics ensures that knowledge is regularly expanded. The respective divisional managers inform the management about current topics and developments at appropriate intervals.	
GRI 2-7	Employees	44, 46			
GRI 2-8	Workers who are not employees All workers are employees.				
GRI 2-9	Governance structure and composition	12			
GRI 2-10	Nomination and selection of the highest governance body In his capacity as Managing Director, Dr. Lutz Thomas is the company's representative in all matters and assumes the primary decision-making role at AMINO. He also appoints the authorised signatories. These individuals are selected based on their professional and social competence.				
GRI 2-11	Chair of the highest governance body Our Managing Director is the company's most senior executive. Our authorised signatories are the Head of Quality Management on the one hand and the Head of Site Development & Technology on the other. Any conflicts of interest are resolved by the Managing Director.				

// WE REPORT TO YOU

GRI 2: GENERAL DISCLOSURES**Page reference**

GRI 2-18	Evaluation of the performance of the highest governance body The performance of the highest governance body in overseeing the management of the company's impact on the economy, the environment and people is not subject to an evaluation. Performance is ensured through the involvement of the entire management team and relevant department heads in decisions relating to the sustainability strategy.	
GRI 2-19	Remuneration policies The members of the Management receive a fixed basic salary and variable remuneration based on company objectives. Signing bonuses and recruitment incentives are not provided. Severance payments and clawbacks are the responsibility of the Management. There is no link between remuneration policy and sustainability performance.	
GRI 2-20	Process to determine remuneration At AMINO, employee remuneration is not subject to collective bargaining agreements. In production, all employees in the same position receive the same hourly wage. The salary of all other employees can be negotiated individually and is approved by the management. Every employee receives a variable remuneration based on company objectives.	
GRI 2-21	Annual total compensation ratio AMINO does not currently make a public statement about this information.	
GRI 2-22	Statement of sustainable development strategy	2, 4, 5, 8-11
GRI 2-23	Policy commitments	21, 24, 30
GRI 2-24	Embedding policy commitments	21
GRI 2-25	Processes to remediate negative impacts	22
GRI 2-26	Mechanism for seeking advice and raising concerns	22
GRI 2-27	Compliance with laws and regulations	22

GRI 2: GENERAL DISCLOSURES**Page reference**

GRI 2-28	Membership associations	24
GRI 2-29	Approach to stakeholder engagement	25
GRI 2-30	Collective bargaining agreements	45

GRI 3: MATERIAL TOPICS 2021

GRI 3-1	Process to determine material topics	8
GRI 3-2	List of material topics	8

ECONOMICS

GRI 3-3	Management of material topics	19
GRI 201-1	Direct economic value generated and distributed	26
GRI 201-2	Financial implications and other risks and opportunities due to climate change	26
GRI 201-3	Defined benefit plan obligations and other retirement plans Not relevant.	
GRI 201-4	Financial assistance received from government AMINO did not receive financial assistance from government in 2022, 2023 and 2024.	

// WE REPORT TO YOU

ECONOMICS		Page reference	ECOLOGY		Page reference
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage No significant proportion of salaried employees or other employees receive compensation based on the statutory minimum wage. The salary of all employees exceeds the statutory minimum wage by at least 3.5%.		GRI 3-3	Management of material topics	28, 29
GRI 202-2	Proportion of senior management hired from the local community	54	GRI 301-1	Materials used by weight or volume	31, 32
GRI 203-1	Infrastructure investments and services supported There were no significant infrastructure investments or supported services during the reporting period.		GRI 301-2	Recycled input materials used	32
GRI 203-2	Significant indirect economic impacts There were no significant indirect economic impacts during the reporting period.		GRI 301-3	Reclaimed products and their packaging materials	32
GRI 204-1	Proportion of spending on local suppliers	54	GRI 302-1	Energy consumption within the organisation	33
GRI 205-1	Operations assessed for risks related to corruption	22	GRI 302-2	Energy consumption outside of the organisation No data is yet available on energy consumption along the value chain.	
GRI 205-2	Communication and training about anti-corruption policies and procedures	22	GRI 302-3	Energy intensity	34
GRI 205-3	Confirmed incidents of corruption and actions taken	22	GRI 302-4	Reduction of energy consumption	33
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	22	GRI 302-5	Reductions in energy requirements of products and services	33
GRI 207	Tax Taxes was not assessed as a material topic and are therefore not included in the reporting.		GRI 303-1	Interactions with water as a shared resource	35
			GRI 303-2	Management of water discharge-related impacts	35
			GRI 303-3	Water withdrawal	35
			GRI 303-4	Water discharge	35
			GRI 303-5	Water consumption	35
			GRI 304	Biodiversity Biodiversity was not assessed as a material topic and is therefore not included in the reporting.	
			GRI 305-1	Direct (scope1) GHG emissions	37
			GRI 305-2	Energy indirect (scope 2) GHG emissions	37
			GRI 305-3	Other indirect (scope 3) GHG emissions	38
			GRI 305-4	GHG emissions intensity	38
			GRI 305-5	Reduction of GHG emissions	37

// WE REPORT TO YOU

ECOLOGY		Page reference	SOCIAL MATTERS		Page reference
GRI 305-6	Emissions of ozone-depleting substances (ODS)	37	GRI 3-3	Management of material topics	42, 55
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	37	GRI 401-1	New employee hires and employee turnover	45
GRI 306-1	Waste generation and significant waste-related impacts	39	GRI 401-2	Benefits provided to full-time employees that are not provide to temporary or part-time employees	47
GRI 306-2	Management of significant waste-related impacts	39	GRI 401-3	Parental leave	47
GRI 306-3	Waste generated	39	GRI 402-1	Minimum notice periods regarding operational changes	48
GRI 306-4	Waste diverted from disposal	39	GRI 403-1	Occupational health and safety management system	56
GRI 306-5	Waste directed to disposal	39	GRI 403-2	Hazard identification, risk assessment, and incident investigations	56
GRI 308-1	New suppliers that were screened using environmental criteria	40	GRI 403-3	Occupational health services	56
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	40	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	56
			GRI 403-5	Worker training on occupational health and safety	56
			GRI 403-6	Promotion of worker health	57
			GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	56
			GRI 403-8	Workers covered by occupational health and safety management system	56
			GRI 403-9	Work-related injuries	56
			GRI 403-10	Work-related ill health	56

// WE REPORT TO YOU

SOCIAL MATTERS		Page reference	SOCIAL MATTERS		Page reference
GRI 404-1	Average hours of training per year per employee	49	GRI 410-1	Security personnel trained in human rights policies or procedures Not relevant.	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	49	GRI 411-1	Incidents of violations involving rights of indigenous people Not relevant.	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	49	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	54
GRI 405-1	Diversity of governance bodies and employees	50, 51	GRI 413-2	Operations with significant actual and potential negative impacts on local communities Not relevant.	
GRI 405-2	Ratio of basic salary and remuneration of women and men	52	GRI 414-1	New suppliers that were screened using social criteria	40
GRI 406-1	Incidents of discrimination and corrective actions taken	53	GRI 414-2	Negative social impacts in the supply chain and actions taken	40
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be risk At AMINO, the right to freedom of association and collective bargaining applies. In addition, all suppliers have undertaken to recognise freedom of association by signing our Code of Conduct. In all other respects, the existing statutory regulations apply in full.		GRI 415-1	Political contributions Not relevant.	
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour There is no risk of child labour in any of our operating facilities. All existing legal regulations apply in full. In addition, by signing our Code of Conduct, suppliers also undertake to comply with national laws on labour practices.		GRI 416-1	Assessment of the health and safety impacts of product and service categories	58, 59
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour There is no risk for incidents of forced or compulsory labour at any of our operating sites. All existing legal regulations apply in full. In addition, by signing our Code of Conduct, suppliers also undertake to comply with national laws on labour practices.		GRI 416-2	Incidents of non-compliance concerning health and safety impacts of products and services	59

// WE REPORT **TO YOU**

SOCIAL MATTERS		Page reference
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Contact

// QUICKLY AND EASILY **INQUIRED**

Thank you for your interest in learning more about our sustainability activities.

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[//amino.de/en/amino/responsibility/sustainability](https://amino.de/en/amino/responsibility/sustainability)

This report covers the years 2022, 2023 and 2024 (1 January 2022 to 31 December 2024).

Reporting has so far been done on a three-year basis.

From 2025, non-financial performance indicators are to be reported annually.

Financial reporting is done on an annual basis for the period 1 January to 31 December.

For the sake of clarity, gender-neutral differentiation has been omitted in some places in this report. In the interests of equal treatment, the corresponding terms apply to all genders. The use of an abridged form of language should not be interpreted as an indication of judgement.

Imprint

// EDITOR AND **RESPONSIBLE PERSONS**

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