

2025

Sustainability report

In accordance with Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)



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Foreword by the Managing Director

Creating the future



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Dear readers,

We are pleased to present our current sustainability report. While AMINO is currently not subject to the legal obligations of CSRD reporting, we choose to voluntarily adopt the VSME standard to demonstrate our commitment to ESG transparency and continue our regular sustainability reporting.

Sustainability is not just a buzzword for us; it is a central component of our corporate values. We believe that economic success is inseparably linked with social justice and ecological responsibility. 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 by learning from challenges and developing efficient ways of thinking and working towards creating the future.

In this report, we provide an overview of our current numbers, initiatives, and challenges around sustainability. At AMINO, it is essential to reduce our environmental impact, enhance our employees' working conditions, and uphold ethical principles in all aspects of our business operations.

We would like to thank you for your interest in our sustainability activities and look forward to collaborating on this journey to achieve a sustainable future.

Best regards,

Dr. Lutz Thomas
Managing Director

General information

B1 – Basis for preparation

The sustainability report of AMINO GmbH for 2025 has been prepared in accordance with the VSME Standard (Voluntary Sustainability Reporting Standard for non-listed SMEs). In line with this standard, both the Basic and Comprehensive modules are reported on. The objective of this report is to ensure transparency regarding our environmental, social and governance activities in 2025.

This report includes information about AMINO GmbH at the Frellstedt site only.

Location	Country	Geolocation
An der Zucker-Raffinerie 9 38373 Frellstedt	Germany	52.216, 10.906

Important facts

Company size	2025	2024	2023
Total number of employees (31 st December)	129	121	127
Sales revenues	49,118 TEURO	40,434 TEURO	59,291 TEURO
Balance sheet total	72,766 TEURO	71,740 TEURO	79,802 TEURO
Production volume	1,685 t	1,644 t	2,106 t

C1 – Strategy: Business Model and Sustainability – Related Initiatives

AMINO focuses on high-purity pharmaceutical amino acids for quality-sensitive applications with a focus on pharmaceutical ingredients and nutrients for clinical-medical nutrition applications (NACE-Code: C – 20.14 Manufacture of other organic basic chemicals). In compliance with stringent Good Manufacturing Practice (GMP) and Food Safety System Certification 22000 (FSSC22000) quality assurance standards we manufacture active pharmaceutical ingredients, pharma-intermediates and excipients as well as amino acids for biopharmaceutical use, infant formula and clinical nutrition. The range of services is supplemented by manufacturing amino acid premixes and the AMINOVATION business unit, which is responsible for developing new products, formulations and processes for our target market. We currently supply pharmaceutical and nutritional customers in over 50 countries worldwide. Our main sales channel is direct sales. Our most important suppliers for raw materials are from Asia; all other materials are primarily supplied from Germany or other European countries.

B2/C2 – (Description of) practices, policies and future initiatives for transitioning towards a more sustainable economy

AMINO has implemented different initiatives for transitioning towards a more sustainable economy. Our corporate policy encompasses economical, ecological and social responsibility.

Our energy management system has been certified according to ISO 50001 since 2014. As part of this, annual energy-saving targets are set. To reduce greenhouse gas emissions, we have been sourcing 100% green electricity since 2022. In 2025 our emissions reduction targets were submitted to Science Based Target initiative (SBTi) for validation. The following targets from AMINO were validated by the SBTi: AMINO GmbH commits to reduce scope 1 and scope 2 GHG emissions 42% by 2030 from a 2023 base year, and to measure and reduce its scope 3 emissions. AMINO GmbH commits to reach net-zero by 2050. As part of this, it commits to reduce scope 1, 2 and 3 emissions 90% by 2050 from a 2023 base year. To complement our environmental strategies, we intend to certify our environmental management system in line with ISO 14001 by 2027. In addition to the areas of energy and greenhouse gas emissions already mentioned, this will also focus on water consumption and the circular economy.

Our company's purpose is clearly defined as making a contribution to the preservation and restoration of human health. Accordingly, the safety of our products is a fundamental part of our business. All products are manufactured, controlled, stored and transported in accordance with the stringent GMP and FSSC22000 quality assurance standards. Our employees play a pivotal role in ensuring compliance with the rules set out therein. To guarantee that we adhere to a standard of mutual respect, we have established a code of conduct, which is based on the six AMINO corporate values (respect, integrity, performance, responsibility, sustainability, communication) and covers guidelines for all employees on topics such as health and safety, discrimination and harassment, as well as data protection. To report any violations of these rules, a whistleblowing channel has been set up, which allows incidents to be reported to our Compliance Officer either personally or anonymously. To guarantee the occupational health and safety of our employees, systematic dialogues are conducted on a regular basis within the occupational safety committee. The Occupational Safety Officer, who has been appointed by the managing director, is supported in his role by an external consultant. Regular risk assessments of all workstations and appropriate training are intended to raise awareness of potential hazards and thus prevent accidents at work. To further strengthen our position in this area, we plan to obtain ISO 45001 certification for our occupational health and safety management system by 2028. We aim to raise awareness among our staff of the importance of diversity in the workplace through an annual Diversity Day event. Our social responsibility activities are regularly audited by an external auditor using the SMETA audit developed by SEDEX.

Sustainability is not only important in our own activities but also along the supply chain. To ensure the implementation of sustainable business practices throughout our supply chain, we exclusively work with suppliers who have signed our Supplier Code of Conduct. This code establishes mandatory standards relating to employee safety, prohibition of child labor, environmental protection and ethical business practices. We verify existing certifications and practices through regular ESG surveys of our suppliers.

The ESG Manager, the SHE management team, the Occupational Safety Officer, the Head of Purchasing, and the Compliance Officer are primarily responsible for implementing the various measures and objectives across the different areas.



Diversity Day Event 2025

Environment metrics



Climate change is the most significant environmental issue the world is facing today. In response, the international community has committed to limiting global warming to ideally 1.5 °C compared to pre-industrial era. Supporting this, we at AMINO are dedicated to addressing this critical issue by aiming to minimize our emissions. This is closely connected to other important factors that impact our activities, such as energy efficiency, water consumption and waste generation.

B3 – Energy and greenhouse gas emissions

The following tables provide information on our energy consumption, broken down by energy sources, and our greenhouse gas emissions over the past three years. The data on our energy consumption was determined using bills from energy suppliers and based on internal meter readings. Greenhouse gas emissions were calculated in accordance with the GHG Protocol.

Energy consumption

2025	Renewable	Non-renewable	Total
Electricity	5,431,022 kWh	0 kWh	5,431,022 kWh
Fuels	0 kWh	Natural gas 28,493,198 kWh Propane 27,017 kWh Diesel/Petrol 1,127 kWh	28,521,342 kWh
Total	5,431,022 kWh	28,521,342 kWh	33,952,364 kWh
Intensity	3,22 kWh/kg product	16,93 kWh/kg product	20,15 kWh/kg product

2024	Renewable	Non-renewable	Total
Electricity	5,307,556 kWh	0 kWh	5,307,556 kWh
Fuels	0 kWh	Natural gas 27,311,643 kWh Propane 25,238 kWh Diesel/Petrol 20,531 kWh	27,357,412 kWh
Total	5,307,556 kWh	27,357,412 kWh	32,664,968 kWh
Intensity	3,23 kWh/kg product	16,64 kWh/kg product	19,87 kWh/kg product

2023	Renewable	Non-renewable	Total
Electricity	6,161,571 kWh	0 kWh	6,161,571 kWh
Fuels	0 kWh	Natural gas 37,630,511 kWh Propane 21,689 kWh Diesel/Petrol 24,085 kWh	37,676,285 kWh
Total	6,161,571 kWh	37,676,285 kWh	43,837,856 kWh
Intensity	2,93 kWh/kg product	17,89 kWh/kg product	20,82 kWh/kg product

Energy consumption is closely linked to production capacity utilization. In 2024, there was a significant decrease in production days compared to 2023, leading to a substantial decline in overall energy consumption. In 2025, production increased again, leading to higher energy consumption compared to 2024. In particular, natural gas consumption is also heavily dependent on the specific product mix. This means that comparisons of energy intensities per kilogram of product across different years are of limited value.

Greenhouse gas emissions

Scope	Greenhouse gas emissions (tCO ₂ e)		
	2025	2024	2023
Scope 1	5,741	5,501	7,575
Scope 2 (market based)	0	0	0
Scope 2 (location based)	2,021	2,059	2,391
Scope 3.1	21,500	15,422	23,109
Scope 3.2	719	295	30
Scope 3.3	1,697	1,867	2,497
Scope 3.4	357	429	665
Scope 3.5	482	310	770
Scope 3.6	77	34	26
Scope 3.7	144	142	166
Scope 3.9	238	124	189
Scope 3.12	275	183	244
total (market based)	31,230	24,307	35,271

Similar to energy consumption, greenhouse gas emissions also depend on production capacity utilization each year. The significantly lower emissions in 2024 are largely attributable to reduced production output.

GHG intensity

Scope	GHG intensity tCO ₂ e/TEURO		
	2025	2024	2023
Scope 1+2 (location based)	0.158	0.187	0.168
Scope 1+2 (market based)	0.117	0.136	0.128
Scope 1-3 (location based)	0.677	0.652	0.630
Scope 1-3 (market based)	0.636	0.601	0.590

C3 – GHG reduction targets and climate transition

To reduce greenhouse gas emissions, we have set targets which have been validated by the Science Based Target initiative (SBTi). Our short-term target is the reduction of Scope 1 and 2 emissions by 42 % by 2030 (base year 2023). We aim to achieve net-zero by 2050, which will require a 90 % reduction in Scope 1, 2, and 3 emissions compared to 2023. To achieve these targets a variety of measures have been and will continue to be implemented. These include the continued use of 100 % renewable electricity, the electrification of processes, and the enhancement of energy efficiency through process optimization. We intend to install solar panels to generate our own green electricity. In addition, effective collaboration throughout the supply chain is vital when it comes to reducing Scope 3 emissions. An annual greenhouse gas emissions inventory is prepared to monitor and manage our emissions. This will provide a transparent overview of our progress and identify areas for improvement.

	GHG emissions (tCO ₂ e)		Emissions reduction targets (tCO ₂ e)		
	Current reporting year		Base year	Target year	percentage reduction compared with base year
	2025	reduction	2023	2030	
Scope 1	5733	-24,3 %	7575	4394	-42%
Scope 2 (location based)	2021	-15,5 %	2391	1387	-42%
Scope 2 (market based)	0	-	0	0	-
Scope 1 + 2 (location based)	7754	-22,2 %	9966	5781	-42%
Scope 1 + 2 (market based)	5733	-24,3 %	7575	4394	-42%

Net-Zero target (tCO ₂ e)	Current reporting year	Base year	Target year	percentage reduction compared with base year
	2025	2023	2050	
Scope 1-3	31.223 (-11,5 %)	35.271	3.527,1	-90%

C4 – Climate risks

Physical risks primarily arise from natural disaster events such as storms, heavy rainfall and subsequent flooding, which can lead to production losses and structural damage. For the Frellstedt site, these risks are considered low in the short and medium term, as the site's location poses a low risk and preventive measures, such as appropriate emergency plans, are in place. In the long term, there will be an increase in extreme weather conditions, which could potentially place a greater strain on the infrastructure. The site's resilience is ensured through ongoing maintenance and adaptation to changes. Along the supply chain, these risks are assessed as moderate in the short and medium term, with the potential to impact delivery times and prices. In the long term, there is also the potential for increased natural disasters here, with implications for the entire supply chain.

Transition risks arise from the shift towards a low-carbon economy and are considered high, particularly in the medium and long term. Stricter climate policies, rising energy and raw material costs, and carbon pricing pose financial risks that require investment in low-carbon and energy-efficient technologies. In addition, stakeholder expectations are rising, frequently arising from stricter reporting obligations than those of AMINO GmbH. To mitigate these risks, we have implemented multiple countermeasures. These include improving energy efficiency as part of our ISO 50001-certified energy management system, transitioning to renewable energy (we already use 100% green electricity), and generating our own electricity through photovoltaic panels. In addition, we prepare an annual greenhouse gas inventory and publish a sustainability report. This supports our stakeholders in fulfilling their reporting obligations. Furthermore, we have set SBTi-validated targets (short-term & net-zero) to ensure we are recognized as a sustainable partner.

These risks are reviewed regularly to implement appropriate measures in response to ongoing climate and regulatory changes.

B4 – Pollution of air, water and soil

Our steam generators and cooling towers are subject to the regulations of the 42nd and 44th Ordinances Implementing the German Federal Immission Control Act (BImSchG). In accordance with the 42nd Ordinance, there is a legal obligation to report any instance in which the limit value (Legionella concentration >1,000 CFU/ml) is exceeded. To date, there has been no exceedance. As per the requirements of the 44th Ordinance, we are required to demonstrate compliance with the emission limit values every three years. The previous external inspection was conducted in April 2025.

B5 – Biodiversity

Our site is not located within nor near a biodiversity sensitive area.

B6 – Water

	2025	2024	2023
Water withdrawal from natural wells	292,940 m ³	223,381 m ³	283,758 m ³
Water withdrawn at sites located in areas of high water-stress	0 m ³	0 m ³	0 m ³
Water discharge	139,056 m ³	177,730 m ³	238,714 m ³
Water consumption	153,884 m ³	45,651 m ³	45,044 m ³

By recycling the cooling water from the vacuum pumps at two of our plants, we recycle 30,000 m³ of water on an annual basis.

B7 – Resource use, circular economy and waste management

AMINO GmbH applies circular economy principles by consistently separating all waste generated, so that our certified waste management company can conduct efficient recycling and recover energy from non-recyclable waste.

We produce amino acids and other active ingredients for the pharmaceutical industry, as well as for clinical nutrition and dietetics. Consequently, our products cannot be recycled.

To minimize resource consumption, we are evaluating various process optimizations, such as reducing the use of auxiliary materials. Our production process generates so-called mother liquors, which contain dissolved product. Wherever feasible, these are recycled into the main material flow to minimize raw material consumption. Liquids are stored in intermediate bulk containers (IBCs), which are designed for reuse through a deposit system and the possibility of reconditioning. By using EPAL Euro pallets, we ensure that multiple uses are guaranteed.

Generation of waste

Designation waste code	Recycling/Reuse		
	2025	2024	2023
08 01 11 – hazardous waste - waste paint and varnish containing organic solvents or other hazardous substances	0.33 t	-	-
15 01 01 – non-hazardous waste – paper and cardboard packaging	41.55 t	22.83 t	122.27 t
15 01 02 – non-hazardous waste – plastic packaging	3.19 t	13.07 t	12.82 t
15 01 03 – non-hazardous waste – wooden packaging	-	31.38 t	144.76 t
15 01 06 – non-hazardous waste – mixed packaging	-	11.15 t	54.63 t
15 01 07 – non-hazardous waste – glass packaging	1.32 t	1.07 t	-
15 02 02 – hazardous waste - absorbents, filter materials (including oil filters not otherwise specified) wiping cloths, protective clothing contaminated by dangerous substances	-	1.1 t	-
15 02 03 – non-hazardous waste – absorbents, filter materials, wiping cloths and protective clothing	341.74 t	344.00 t	494.60 t
16 02 13 – hazardous waste - discarded equipment containing hazardous components other than those mentioned in 16 02 09 to 16 02 12	0.54 t	-	-
16 02 14 – non-hazardous waste - discarded equipment other than those mentioned in 16 02 09 to 16 02 13	4.36 t	-	-
16 05 06 – hazardous waste - laboratory chemicals, consisting of or containing hazardous substances, including mixtures of laboratory chemicals	0.01 t	-	0.24 t
16 06 01 – hazardous waste – lead batteries	0.05 t	-	-
17 02 01 – non-hazardous waste – wood	54.65 t	33.04 t	-
17 04 05 – non-hazardous waste – iron and steel	7.89 t	3.64 t	6.80 t
17 04 11 – non-hazardous waste – cables	2.55 t	-	-
17 09 04 – non-hazardous waste – mixed construction and demolition waste other than those mentioned in 17 09 01, 17 09 02 and 17 09 03	3.50 t	13.24 t	6.40 t
20 01 21 – hazardous waste - fluorescent tubes and other mercury-containing waste	-	1.00 t	-
20 02 01 – non-hazardous waste – biodegradable waste	7.84 t	3.59 t	9.90 t
20 03 01 – non-hazardous waste – mixed municipal waste	56.11 t	31.40 t	5.89 t
total non-hazardous waste	524.69 t	508.41 t	858.07 t
Total hazardous waste	0.93 t	2.1 t	0.24 t
Total waste	525.62 t	510.51 t	858.31 t
Waste per t product	0.31 t/t	0.31 t/t	0.41 t/t

Waste codes 08 01 11 and 16 02 13 refer to one-time waste that was disposed of during a periodical cleanup. The substantial change in the quantity classified under waste code

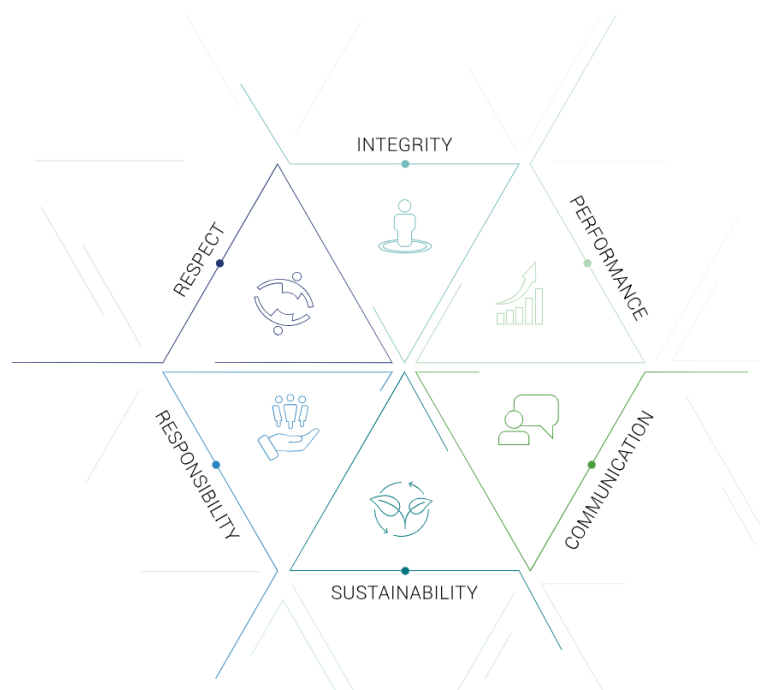
20 03 01 is due to an adjustment to the service provider's codes, as waste code 15 01 06 was discontinued as of 2025.

Material flows

Material	weight		
	2025	2024	2023
Raw materials	2,381,038 kg	1,598,636 kg	2,420,998 kg
Hydrochloric acid	1,032,801 kg	1,044,059 kg	1,041,834 kg
Sodium hydroxide	752,436 kg	711,387 kg	840,316 kg
Activated carbon	173,160 kg	80,480 kg	161,580 kg
Citric acid	16,800 kg	20,200 kg	35,000 kg
Total	4,356,235 kg	3,454,762 kg	4,499,728 kg

Social metrics

At AMINO, socially responsible actions are an important part of our corporate sustainability policy. As a basis for ethically correct acting we developed internal guidelines based on our six values: Integrity, Performance, Communication, Sustainability, Responsibility and Respect. By adhering to those values, we intend to achieve identification with the corporate culture and the goals of AMINO for our most important resource: our employees. Ensuring their safety, health and continuing development is integral to our commitment to a sustainable future.



B8 – Workforce – General characteristics

Size of workforce	2025	2024	2023
Total number of employees	129	121	127
Indefinite term employees	128	119	123
Fixed term employees	1	2	4
Male	89	82	85
Female	40	39	42
Diverse	0	0	0
Employee turnover rate (%)	8.0	17.9	24.1

The higher turnover rate in 2023 is attributable to economically driven staff reductions.

C5 – Additional (general) workforce characteristics

Our management consists of seven men, therefore our female-to-male ratio at management level is zero.

AMINO GmbH does not employ temporary workers or self-employed individuals.

B9 – Workforce – Health and Safety

	2025	2024	2023
Number of recordable work-related injuries	4	4	8
Rate of recordable work-related injuries	3.10	3.77	6.30
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0

B10 – Workforce – Remuneration, collective bargaining and training

All employees receive pay that is at least equal to the legal minimum wage in Germany.

The percentage gap in pay between female and male employees is a marginal 1.13 %.

AMINO is not subject to a collective bargaining agreement. Still, close consultations with the staff council (Betriebsrat) on salary practices is conducted regularly.

Average training hours per employee (h/employee)	2025	2024	2023
Female	4.4	2.3	7.1
Male	5.1	3.7	5.5
Total	4.9	3.3	6.7

C6 – Additional own workforce information – Human rights policies and processes

AMINO GmbH has a code of conduct for its own workforce. This code addresses issues such as child labor, forced labor, discrimination, and the prevention of workplace accidents. Employees have the option of reporting any violations of the code of conduct to the Compliance Officer. This can be done either in person, by email or phone, or anonymously through the whistleblowing channel.

Number of reports submitted via the whistleblowing channel

Whistleblowing channel	2025	2024	2023
Number of reports	0	0	0

C7 – Severe negative human rights incidents

During the reporting period, there were no confirmed incidents in our own workforce. Furthermore, we are not aware of any confirmed incidents involving workers along the value chain, affected communities, consumers or end users.

Governance metrics

Top priority for our business activities is to act with integrity, as we deem integrity the foundation for trust and respect. The importance of this aspect is 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 we create the foundation for sustainable economic success.

B11 – Convictions and fines for corruption and bribery

During reporting period, there were no convictions or fines for violations of anti-corruption and anti-bribery laws.

C8 – Revenues from certain sectors and exclusion from EU reference benchmarks

AMINO GmbH does not generate revenues from the sectors controversial weapons, cultivation and production of tobacco, fossil fuels or production of pesticides and other agrochemical products. AMINO GmbH is not excluded from any EU reference benchmarks that are aligned with the Paris Agreement.

C9 – Gender diversity ratio in the governance body

The governance body of the AMINO GmbH is our CEO Dr. Lutz Thomas (as of 2025). Therefore, the gender diversity ratio is 0.

Additional metrics related to ethics

Number of reports submitted through our whistleblowing channels & number of confirmed information security incidents

	2025	2024	2023
Reports	0	0	0
Incidents	0	1	0

The information security incident occurred at the end of 2024, was discovered in 2025, and was immediately resolved. Those potentially affected were informed.

Training in business ethics

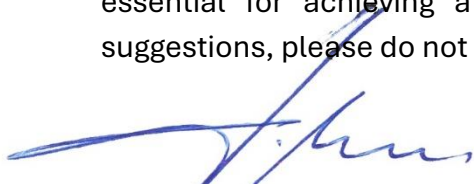
A total of 62 employees has been identified for mandatory data protection training in view of the nature of their work. Of these, 59 employees successfully completed the training, representing a completion rate of 95.2%. In 2025, 45.7% of the entire workforce received data protection training.

Closing words

This sustainability report is prepared in accordance with the new European standards. At present, there is no legal obligation for AMINO GmbH to report in accordance with CSRD standards. Nevertheless, to provide insights into our environmental, social, and governance activities, we have decided to report in accordance with the VSME standard. In our previous reporting cycle, we reported every three years in accordance with the Global Reporting Initiative (GRI) standards. With this report, we are initiating a new reporting cycle that will take place once a year. Our objective is to enhance transparency by implementing this measure and to keep you informed of our achievements, ongoing processes, and forthcoming challenges.

We would like to thank our employees, whose dedication and commitment to our credo, “Creating the Future,” ensure AMINO's long-term success.

Finally, we would like to thank you for your interest in our sustainability report. We hope that this report has provided you with valuable insight into our sustainability initiatives. We value your interest and welcome your feedback, as we believe that collaboration is essential for achieving a sustainable future. Should you have any questions or suggestions, please do not hesitate to contact us by email at ESG@amino.de.



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