

CORPORATE SOCIAL RESPONSIBILITY REPORT 2025

our social & environmental metrics

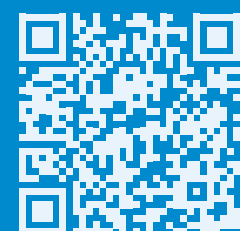


ABOUT THIS REPORT

Welcome to the first CARBOGEN AMCIS Corporate Social Responsibility (CSR) Report.

This report has been designed to provide a clear overview of our approach to responsible business, introducing our CSR priorities, governance and the initiatives that are helping to shape our future.

It is accompanied by a separate Technical Report, which provides more detailed information, supporting data and methodologies for the topics covered here.



Access our detailed CSR reports.

Scan the QR code to explore detailed CSR data, indicators and disclosures at corporate and site level.

Together, these two documents provide a comprehensive overview of CARBOGEN AMCIS' approach to Corporate Social Responsibility.



DEAR STAKEHOLDERS



“At CARBOGEN AMCIS, we help our customers bring life-changing medicines to patients around the world. With that comes a responsibility that extends beyond the products we develop and manufacture. It means operating our business responsibly, protecting the environment, caring for our people, and making a positive contribution to the communities where we work.

This is why Corporate Social Responsibility (CSR) is so important to me personally, to CARBOGEN AMCIS as a company and to our future. While increasing customer expectations and evolving regulations continue to shape our industry, my belief is simple: responsible business is the right way to do business. It strengthens our organisation, supports our customers, creates a better working environment for our employees, and helps ensure we remain a trusted partner for the long term.

2025 marked an important milestone in our journey. We laid the foundations for a more structured approach to CSR across CARBOGEN AMCIS. We defined our strategic priorities, strengthened governance, established our CSR Steering Group

and Local CSR Champions network, identified the topics that matter most to our business and stakeholders, and introduced new ways of measuring and reporting. These are important achievements, but they are only the beginning.

“Some still view Corporate Social Responsibility as an additional cost or obligation. I see it differently.”

As with any meaningful change, there are challenges. Embedding CSR across a global organisation requires us to balance the expectations of customers, employees, suppliers, shareholders, regulators and the communities in which we operate, while continuing to run a successful, competitive business. Some still view CSR as an additional cost or obligation. I see it differently. Responsible business practices help us become more efficient, more productive and better prepared for the future. They strengthen

DEAR STAKEHOLDERS (continued)



our resilience, improve our risk management and create value for both our business and our stakeholders. Equally important is being open about where we still have work to do. Transparency helps build trust, encourages continuous improvement and ensures we remain focused on what matters most.

What gives me confidence is how colleagues across CARBOGEN AMCIS are embracing this journey. Across our sites, teams are taking practical action, from expanding the use of solar energy and improving the way we manage and recycle waste, to identifying opportunities to improve safety and reduce our environmental impact. These local initiatives, combined with colleagues' willingness to share ideas and continuously improve, demonstrate that CSR is becoming part of how we work, not simply another programme or reporting exercise. From regular reviews and ongoing dialogue across the organisation to our commitment to annual CSR reporting, we will continue to strengthen our approach, learn from one another and build on the progress we have made.

Looking ahead, my ambition is for CARBOGEN AMCIS to become a North Star for responsible business within our industry, not because we respond to every new requirement, but because we anticipate change, act responsibly and continue to improve. I want us to be proactive rather than reactive, to lead where we can and to build a culture where CSR is embedded in every part of our organisation.

I am proud of the progress we have made together and grateful to our employees, customers, suppliers, shareholders and partners for the commitment they have shown along the way. This report marks an important step in our journey, and I look forward to the progress we will continue to make together."

Stephan Fritschi
Chief Executive Officer

WHO WE ARE

CARBOGEN AMCIS is a global contract development and manufacturing organization (CDMO) supporting pharmaceutical and biopharmaceutical companies at every stage of the drug development life cycle.

From early research and process development through to commercial manufacturing, CARBOGEN AMCIS helps its customers bring innovative medicines safely and efficiently to patients around the world.



DRUG
SUBSTANCE



STERILE DRUG
PRODUCT



CHOLESTEROL
& VITAMIN D
SPECIALITIES

The company's business is organized around three core areas: Drug Substance, Sterile Drug Product, and Cholesterol and Vitamin D Specialities. These capabilities are supported by expertise across a broad range of technologies, including highly potent active pharmaceutical ingredients (HPAPIs), antibody-drug conjugates (ADCs), flow chemistry and sterile drug products. Together, they enable CARBOGEN AMCIS to provide integrated development, manufacturing and supply solutions throughout the product lifecycle.

CARBOGEN AMCIS's mission is to enable its customers to bring innovative medicines to patients by delivering high-quality development and manufacturing solutions safely, reliably and responsibly. This commitment reflects the organization's focus on scientific excellence, operational reliability, and trusted partnerships throughout the pharmaceutical value chain.

CARBOGEN AMCIS is a wholly owned subsidiary of the Dishman Carbogen Amcis Group, located in Ahmedabad, India and listed on the National Stock Exchange of India Ltd and the Bombay Stock Exchange Ltd. The organization operates eight sites



WHO WE ARE (continued)



across Switzerland, the United Kingdom, France, the Netherlands, and China, serving customers globally.

In the fiscal year 2025-2026, the organization employed 1,117 people, reflecting the scale and reach of its operations.

Although its name may not appear on the medicines used by patients, the company's expertise, facilities and people play an important role in enabling new and established therapies to reach those who need them. By working in partnership with its customers, CARBOGEN AMCIS supports the development and reliable manufacture of medicines that improve and save lives.

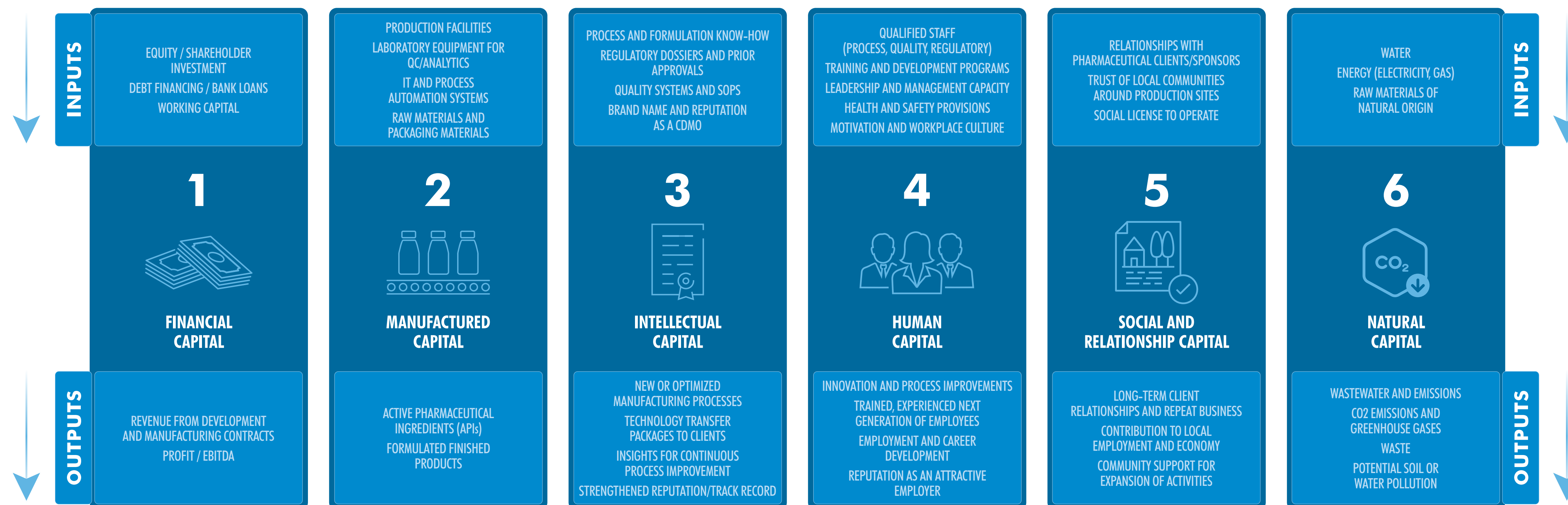
CARBOGEN AMCIS's vision is to create sustainable value through scientific excellence, responsible operations and trusted partnerships. As a global CDMO, the organization recognizes that every stage of the pharmaceutical development and manufacturing process creates Environmental, Social and Governance (ESG) impacts that influence the way the organization operates. Understanding where these impacts arise is an important first step in embedding Corporate Social Responsibility (CSR) throughout the business.



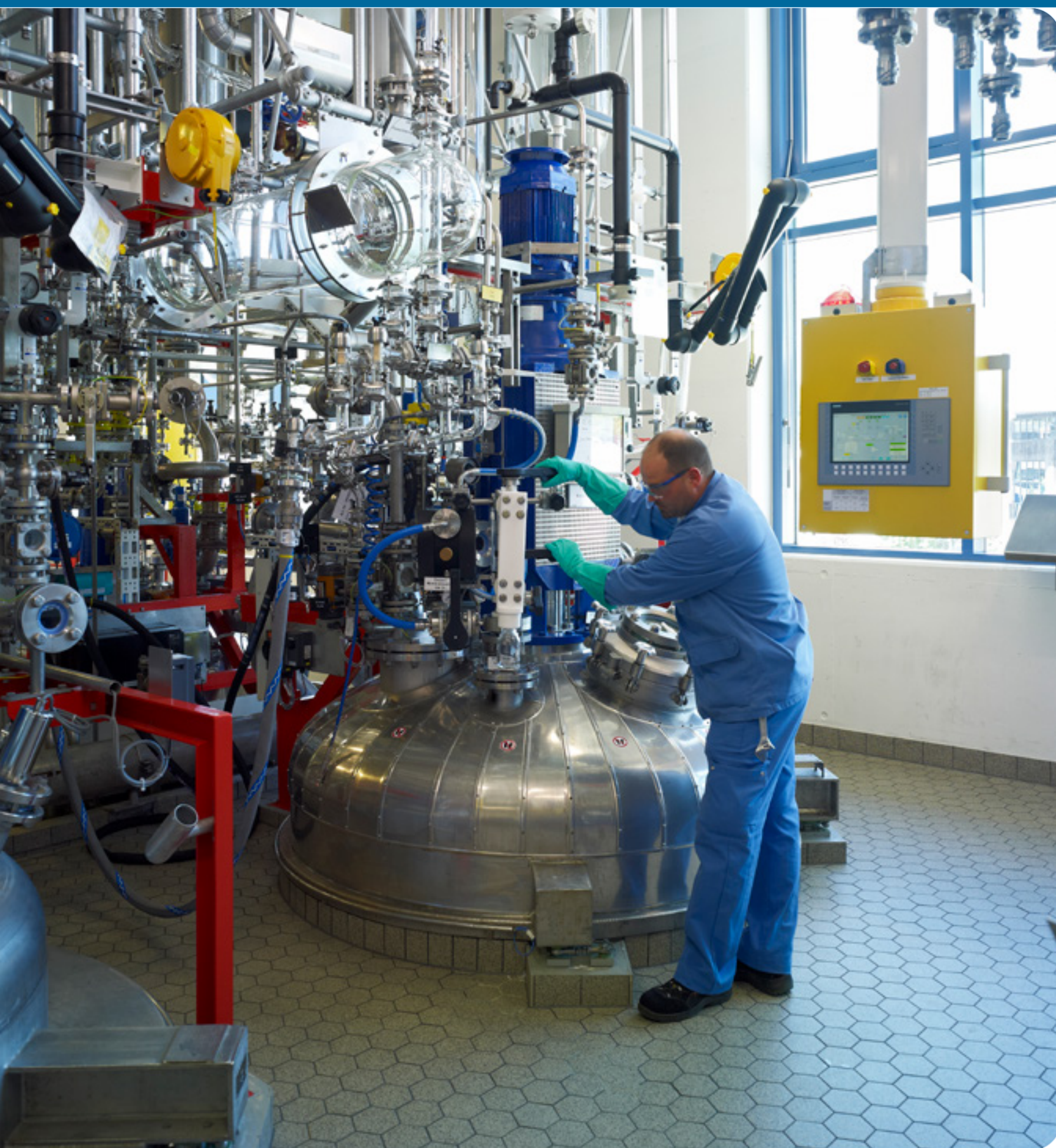
THE JOURNEY OF A MOLECULE

Every medicine follows a journey from scientific innovation through development and manufacturing to the patients who depend on it. Along that journey, CARBOGEN AMCIS supports its customers across multiple stages of the pharmaceutical value chain.

This illustration highlights where environmental, social and governance considerations arise across the value chain, providing context for CARBOGEN AMCIS's approach to CSR, which is explored in the following section.



WHY CSR MATTERS TO US



Corporate Social Responsibility (CSR) is an important part of how CARBOGEN AMCIS creates long-term value for its stakeholders. It is not separate from the organization's business objectives but supports its ability to meet customer expectations, strengthen operational excellence and build long-term business resilience.

As a global contract development manufacturing organization (CDMO), CARBOGEN AMCIS operates within its customers' supply chains, where responsible business practices, reliable sustainability information and transparent reporting are becoming increasingly important when pharmaceutical companies evaluate and select partners. At the same time, improving environmental performance, investing in people and maintaining trusted stakeholder relationships helps strengthen regulatory readiness and long-term commercial competitiveness.

As part of establishing its CSR program, CARBOGEN AMCIS undertook a Double Materiality Assessment (DMA) in 2024. The assessment identified the material topics that are most significant to both the organization and its stakeholders. These findings have informed CARBOGEN AMCIS's CSR priorities and provide the foundation for its first CSR report.

DOUBLE MATERIALITY ASSESSMENT

Financial Materiality (outside-in)

- HEALTH AND SAFETY EMPLOYEES
- PRIVACY
- WASTE

- ENERGY
- CLIMATE CHANGE MITIGATION
- TRAINING AND SKILLS DEVELOPMENT
- WORK-LIFE BALANCE
- DIVERSITY, EQUALITY & INCLUSION
- POLLUTION OF WATER
- SECURE EMPLOYMENT
- WATER WITHDRAWALS

Impact Materiality (inside-out)

- POLLUTION OF SOIL
- ANIMAL WELFARE
- COMMUNITY RELATIONS
- HEALTH AND SAFETY OF CONSUMERS & END USERS

A Double Materiality Assessment considers both how CSR topics may affect the company's business and financial performance (financial materiality, or outside-in) and how the company's activities affect people and the environment (impact materiality, or inside-out). The topics ranked highest across both dimensions are prioritized within CARBOGEN AMCIS's CSR program and addressed in the chapters that follow.

WHY CSR MATTERS TO US (continued)

PEOPLE

The knowledge, skills and commitment of its people are fundamental to CARBOGEN AMCIS's ability to deliver high-quality services to its customers.

The DMA identified secure employment, training and skills development, work-life balance, and diversity, equity and inclusion as material topics because of their importance to both employees and the long-term resilience of the organization.

As an organization employing a relatively young workforce, attracting and retaining talented people is essential. By providing secure employment, opportunities for professional development and an inclusive working environment where individuals are respected, valued for their different perspectives and empowered to contribute, CARBOGEN AMCIS strengthens employee wellbeing, supports innovation and remains an attractive employer in a highly competitive sector.

CUSTOMERS & PARTNERS

The DMA confirmed that CARBOGEN AMCIS's material topics extend beyond its own operations and influence the wider pharmaceutical value chain.

As part of its customers' upstream value chain, the company recognizes that sustainability is becoming increasingly important when customers select supply chain partners. Many customers face growing sustainability reporting obligations and place greater emphasis on the environmental and social performance of their suppliers. Reliable CSR data is therefore becoming an important selection factor, making transparency and responsible business practices integral to long-term commercial relationships.

Reducing carbon emissions is also a shared supply chain challenge. By improving energy efficiency, minimizing waste and continually improving its operations, CARBOGEN AMCIS reduces its carbon footprint while supporting its customers' sustainability objectives. Reduced energy consumption lowers costs and emissions, while minimizing waste improves resource efficiency and reduces avoidable emissions associated with waste disposal. Together, these activities strengthen operational performance, reinforce regulatory readiness and support long-term commercial competitiveness.

ENVIRONMENT & COMMUNITIES

Responsible environmental management is essential to reducing the impact of CARBOGEN AMCIS's operations while supporting sustainable business performance.

The DMA identified energy management, climate change mitigation, water pollution and withdrawals as material topics because of their significance to the organization and its stakeholders. Through responsible production practices, efficient resource use and continuous improvement, the organization seeks to minimize environmental impacts while complying with environmental legislation.

Environmental responsibility extends beyond CARBOGEN AMCIS's facilities. Open engagement, transparency and responsible environmental management build trust with neighbours, regulators and stakeholders, particularly near urban communities such as Manchester and Veenendaal.

Together with customers, suppliers, employees, shareholders and local communities, these relationships support CARBOGEN AMCIS's licence to operate and long-term success.

These topics guide CSR priorities.



OUR CSR PRIORITIES AT A GLANCE

The material topics identified through the Double Materiality Assessment (DMA) have shaped CARBOGEN AMCIS's Corporate Social Responsibility (CSR) strategy and its four strategic pillars.

Together, they provide a clear framework for responding to the organization's most significant environmental, social and governance material topics while supporting long-term business resilience.

Each pillar focuses on a priority area for action, outlining why the progress made during 2025 and the organization's focus for the years ahead matters.



Pillar 1
**CARBON
REDUCTION**



Pillar 2
OUR PEOPLE



Pillar 3
**POLLUTION
PREVENTION**



Pillar 4
**STAKEHOLDER
ENGAGEMENT &
COMMUNICATION**



Reducing scope 1, scope 2 and scope 3 greenhouse gas (GHG) emissions through energy efficiency, renewable energy and green chemistry.

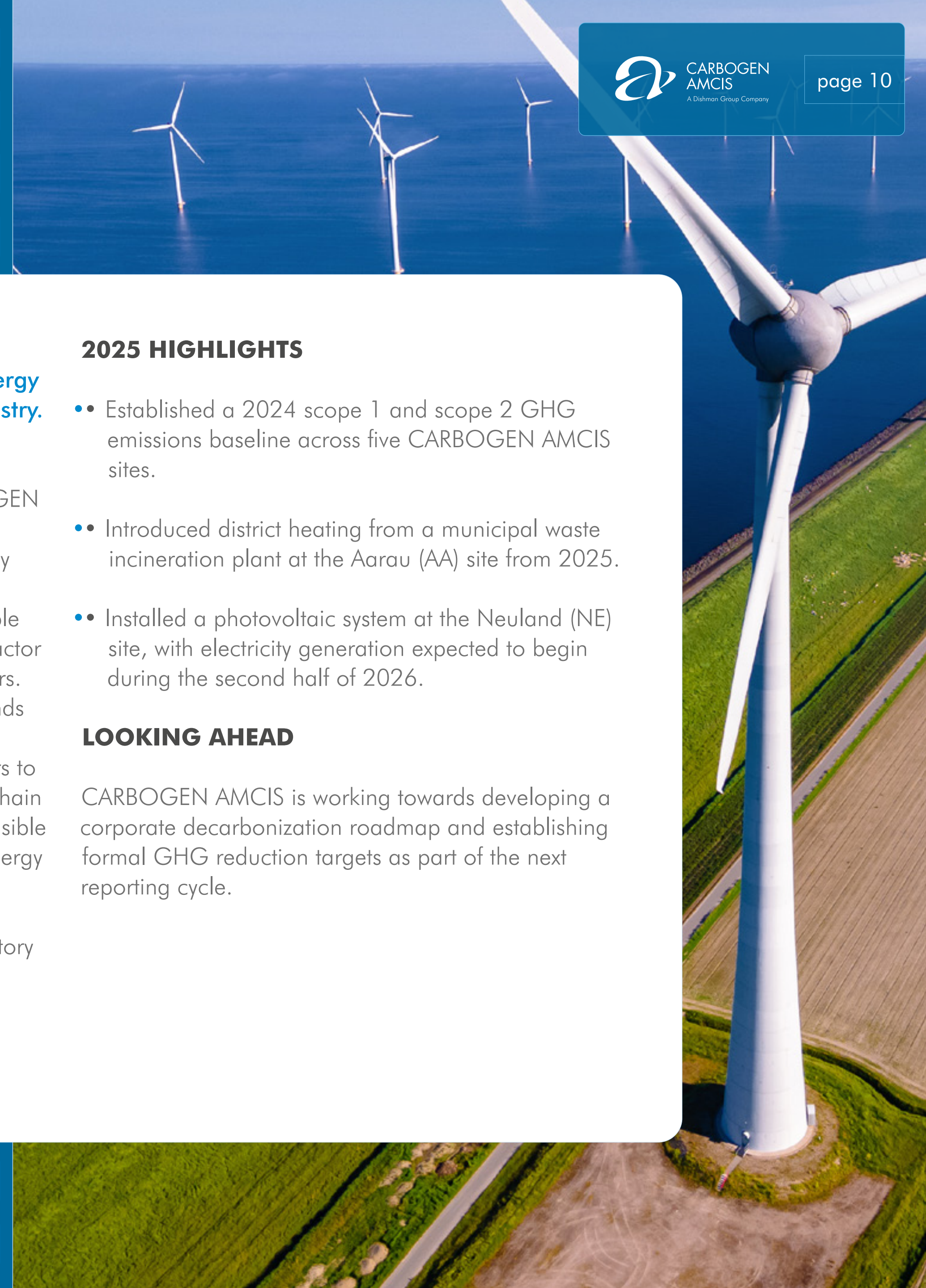
Reducing GHG emissions is an important part of improving the efficiency and resilience of CARBOGEN AMCIS's operations. As a contract development manufacturing organization (CDMO), the company recognizes that many of its customers are facing increasing sustainability obligations and that reliable CSR data is becoming an increasingly important factor when they evaluate and select supply chain partners. At the same time, CARBOGEN AMCIS itself depends on transparent, accurate, and timely sustainability information from its suppliers and business partners to meet its own reporting obligations, assess supply chain risks, support customer requests, and make responsible procurement decisions. Furthermore, improving energy efficiency helps reduce greenhouse gas emissions while lowering energy consumption and operating costs, supporting operational performance, regulatory readiness and long-term business competitiveness.

2025 HIGHLIGHTS

- Established a 2024 scope 1 and scope 2 GHG emissions baseline across five CARBOGEN AMCIS sites.
- Introduced district heating from a municipal waste incineration plant at the Aarau (AA) site from 2025.
- Installed a photovoltaic system at the Neuland (NE) site, with electricity generation expected to begin during the second half of 2026.

LOOKING AHEAD

CARBOGEN AMCIS is working towards developing a corporate decarbonization roadmap and establishing formal GHG reduction targets as part of the next reporting cycle.





Supporting work-life balance, health and safety, diversity, equity and inclusion (DEI), and training and development.

People are fundamental to the organization's success. Providing a safe, inclusive and supportive working environment helps attract and retain talented employees, strengthen employee wellbeing and encourage innovation across the business. The organization is committed to creating a workplace where opportunities are accessible regardless of gender, ethnicity, religion, disability, age, sexual orientation or neurodiversity, and where individuals are respected, valued for their unique perspectives and talents, and empowered to contribute. By investing in training, development and a positive workplace culture, CARBOGEN AMCIS support both individual growth and the long-term resilience of the organization.

2025 HIGHLIGHTS

- All employees completed training on the Code of Conduct, reinforcing a shared understanding of the company's standards of ethical business conduct.
- Introduced the Speak Up programme, with employee training participation exceeding 70%, strengthening the organization's approach to raising concerns and promoting a culture of openness and accountability.

LOOKING AHEAD

CARBOGEN AMCIS will continue to strengthen employee wellbeing, learning and development, and foster a safe, diverse and inclusive workplace where employees have the opportunity to thrive.





Reducing water usage and pollution, waste reduction, and soil remediation through responsible environmental management and sustainable production practices.

Pollution prevention is an important part of responsible pharmaceutical manufacturing. CARBOGEN AMCIS is committed to minimizing the environmental impact of its operations by systematically identifying and managing activities that have the potential to affect air, water and land. Key environmental aspects include emissions to air, energy consumption, hazardous waste and water usage.

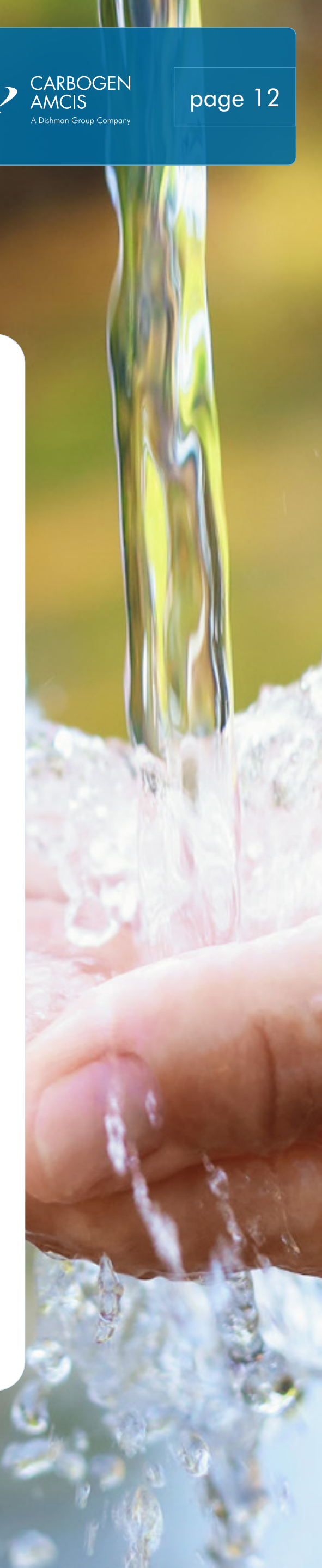
Through continuous improvement, sustainable production practices and the application of Best Available Techniques (BAT), the organization works to reduce environmental impacts while supporting safe, efficient and compliant operations.

2025 HIGHLIGHTS

- Continued process optimizations including solvent recycling and monitoring as part of the Green Chemistry approach, helping to reduce waste and support more sustainable process development.
- Introduced pH treatment of boiler discharge at the Saint-Beauzire (France) site, strengthening the management of wastewater and supporting environmental protection.

LOOKING AHEAD

CARBOGEN AMCIS will continue to improve its environmental performance by optimizing the use of raw materials and energy, reducing waste and emissions, and applying Best Available Techniques (BAT) to support sustainable production practices across its operations.



Pillar 4

STAKEHOLDER ENGAGEMENT & COMMUNICATION



Strengthening stakeholder engagement, transparent communication and responsible governance through Corporate Sustainability Reporting Directive (CSRD)-aligned reporting and community engagement.

Open communication and effective stakeholder engagement are fundamental to building trust and supporting responsible business practices. CARBOGEN AMCIS recognises that sustainable business success depends on maintaining strong relationships with employees, customers, suppliers, local communities, regulators and shareholders.

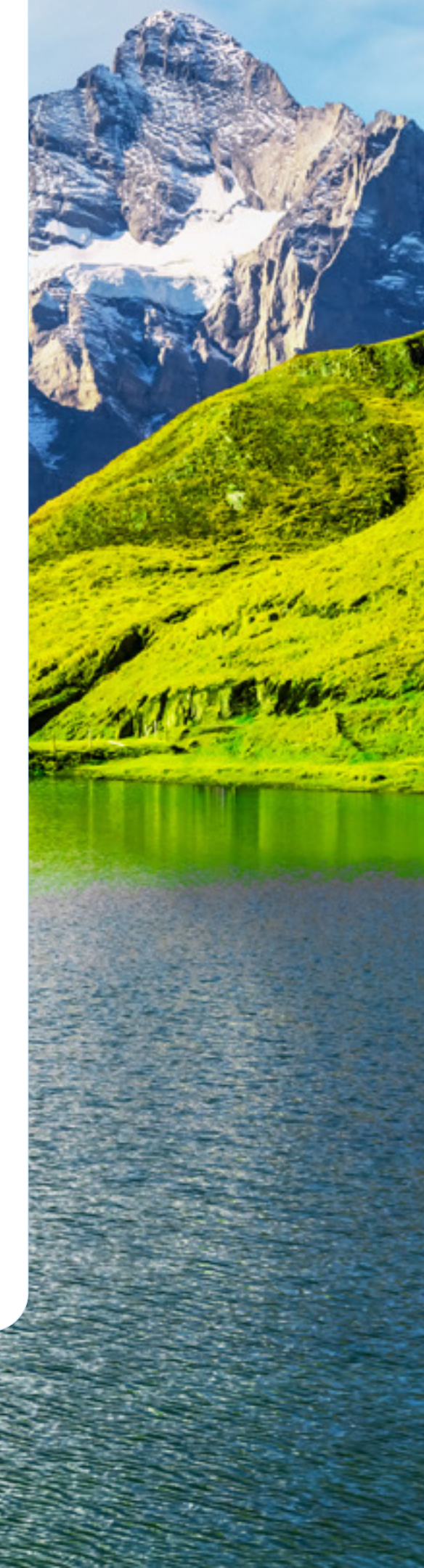
Through transparent reporting, clear governance and ongoing stakeholder dialogue, the organization seeks to understand stakeholder expectations, demonstrate accountability and support informed decision-making across the business.

2025 HIGHLIGHTS

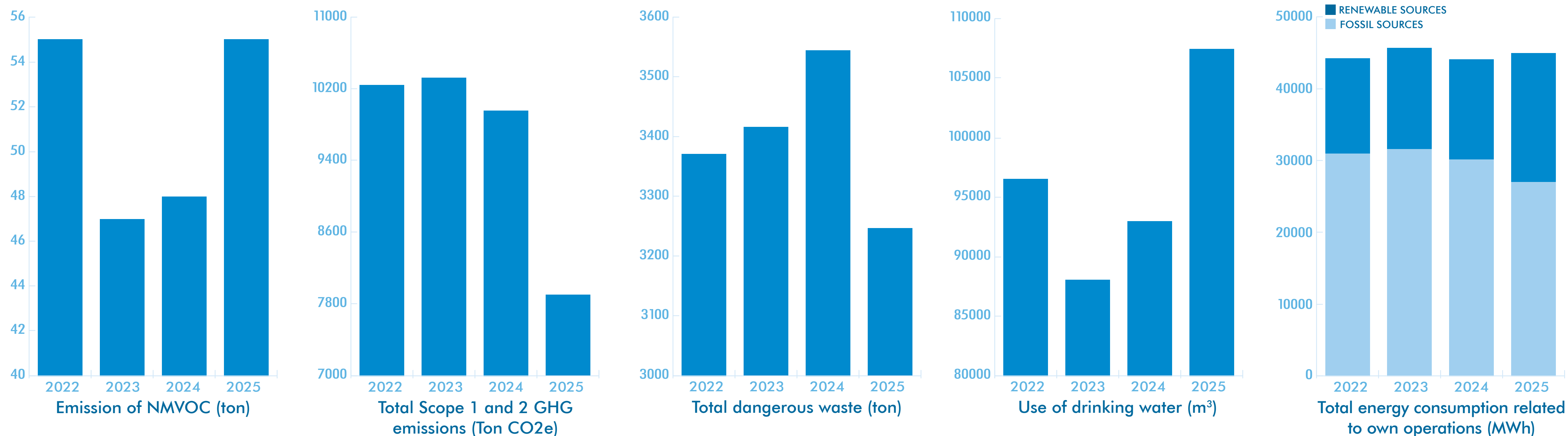
- Implemented a centralized digital CSR reporting platform (GovEva), strengthening the collection, management and reporting of sustainability data across the organization and supporting consistent, transparent reporting.
- Aligned CSR reporting with the recognised CSRD regulatory framework, supporting consistent and transparent reporting.
- Embedded CSR risks within the Group Risk Register, with annual review to strengthen governance and risk management.

LOOKING AHEAD

CARBOGEN AMCIS will continue to strengthen stakeholder engagement, enhance the quality and transparency of CSR reporting, and further integrate sustainability considerations into business decision-making and governance processes.



OUR CSR STATS AT A GLANCE



The graphs above highlight our performance over recent years across a selection of key indicators. As further historical data becomes available, we will broaden our reporting to cover more topics and provide a more comprehensive view of our progress over time.

Further data and information are available in the Technical Appendix, which can be accessed via the QR code on page 1.

FEATURED SITE STORIES

CSR is most meaningful when it is demonstrated through practical action. Across CARBOGEN AMCIS's global network, individual sites are delivering initiatives that reflect the organization's strategic priorities while responding to local opportunities and challenges.

The following case studies highlight how employees are putting CSR into practice, illustrating the positive impact these initiatives are having for people, the environment and the communities in which CARBOGEN AMCIS operates.



Manchester

**INSPIRING THE NEXT
GENERATION THROUGH
SCIENCE**



Shanghai

**DRIVING ENVIRONMENTAL
IMPROVEMENT THROUGH
RENEWABLE ENERGY**



Switzerland

**EMBEDDING A CULTURE OF
SHARED RESPONSIBILITY
FOR WORKPLACE SAFETY**

“Every school visit is genuinely uplifting. The children’s enthusiasm is heartening and seeing their curiosity grow reminds us why inspiring the next generation of scientists is so important. We all come away with new ideas, fresh perspectives and a real sense of achievement.”

Elena Daia
Project Manager
Development Programs

At CARBOGEN AMCIS’ Manchester site, social responsibility extends into the local community. Through its involvement in the Children Challenging Industry (CCI) programme, delivered in collaboration with the University of York, the site is helping to inspire primary school children to explore science, technology, engineering and mathematics (STEM), while demonstrating how chemistry can make a positive contribution to society.

The Manchester site joined the CCI programme three years ago and has since then developed a hands-on educational experience for local primary schools. Through a grant to the programme, the site helps fund a dedicated Science Advisory Teacher, who serves as the vital link between the company and local schools. With experience in both primary education and industry, the role translates scientific concepts into engaging activities that inspire young learners and maximise the educational value of every visit.

Each visit requires careful planning, including volunteer training, safeguarding,

risk assessments, and activities for young learners. About 10 trained volunteers from various departments deliver three school visits annually, welcoming around 100 pupils. Small groups allow all pupils to participate in activities, explore the site, and interact with employees. These visits challenge perceptions of chemistry, showcase scientific careers, and inspire future interest in STEM.

The programme has become one of the Manchester site’s most rewarding community initiatives, benefiting the children, teachers and the employees involved. Pupils’ feedback highlights the excitement and curiosity each visit generates, while volunteers describe the experience as inspiring and uplifting. Employees are proud to share their knowledge and experience and often leave each visit feeling as energised as the children. The children’s questions and enthusiasm frequently spark fresh ideas, making every visit a genuine two-way exchange.

The Manchester team is committed to continuing the programme, helping even more young people discover that science is accessible, exciting and full of opportunity.



Shanghai

DRIVING ENVIRONMENTAL IMPROVEMENT THROUGH RENEWABLE ENERGY

“As part of the CARBOGEN AMCIS Group, we are committed to adopting practices that benefit both our local environment and the communities we serve. This is a long-term commitment, and we will continue building on the progress we’ve made.”

Harry Wong
Country Manager of China

At the Shanghai site, reducing environmental impact is part of an ongoing commitment to responsible business. Practical initiatives, including the adoption of renewable (green) electricity and investment in on-site solar power generation, have significantly reduced the site’s carbon emissions while strengthening environmental awareness across the business.

THE INITIATIVE

The Shanghai site began strengthening its environmental performance in 2024 in support of both its EcoVadis assessment and wider business objectives to reduce energy consumption and waste. Rather than being driven by a single project, the team identified practical opportunities to improve environmental performance across the site and embed responsible practices into its day-to-day operations.

Key actions included increasing the use of renewable electricity and installing a 0.61 MW on-site solar power generation system. Today, more than 50% of the electricity

purchased by the Shanghai site comes from renewable sources. This has significantly reduced its scope 2 carbon emissions – the emissions associated with the electricity it uses – while also helping to reduce energy costs.

THE IMPACT

Alongside reducing its environmental footprint, the initiative has strengthened awareness of environmental responsibility across the site. Harry Wong, Country Manager of China, believes one of the greatest benefits has been creating a culture where employees feel proud to work for a company that cares about the environment and the local community.

Looking ahead, the site will continue to build on this progress through further environmental improvements, including replacing older chillers with more energy-efficient systems and installing electric vehicle charging points. Together, these initiatives reflect the site’s long-term commitment to adopting practices that benefit both the local environment and the communities it serves.



Switzerland

EMBEDDING A CULTURE OF SHARED RESPONSIBILITY FOR WORKPLACE SAFETY

“As a company, we are doing our absolute best to provide a safe working environment. Building a strong safety culture is a continuous effort, and everyone has a role to play in making sure we all go home safely at the end of each day.”

Gavin Schmid

Head of Safety, Health & Environment, Switzerland

Creating a safe working environment is a long-term commitment across the four CARBOGEN AMCIS Swiss sites. Through investment in training, infrastructure and employee engagement, the business has significantly improved safety performance while embedding a culture where everyone shares responsibility for workplace safety.

THE INITIATIVE

For more than 15 years, the Swiss sites have strengthened their approach to health and safety, aiming to move beyond compliance by embedding safety into everyday operations. Employees are encouraged to protect themselves and colleagues while striving to outperform the industry benchmark for workplace accidents.

The initiative combines training, clear communication, safer facilities and equipment, improved standard operating procedures (SOPs) and regular workplace risk reviews. Managers monitor and report safety performance within and across

departments, strengthening accountability and shared ownership throughout the organisation.

Incidents, audits and risk assessments are reviewed to identify improvement opportunities and translate lessons learned into practical action.

THE IMPACT

This sustained approach has delivered measurable improvements across the Swiss sites. Over the past 10 years, incidents without injury have fallen by almost 90%, from 47.7 to 6.1 per 1,000 employees. Meanwhile, the ratio of near-miss reports to incidents has increased more than fivefold, from 4.3 to 23.2 reports per incident. These trends reflect a stronger reporting culture, helping identify risks before accidents occur. In 2025, the Swiss sites also outperformed the occupational accident benchmark, recording 18.2 accidents per 1,000 employees compared with the industry benchmark of 23.0. Safety is now a shared responsibility, supported by continuous investment in training, communication and safer practices.



LOOKING FORWARD:

OUR 2025-2029 CSR ROADMAP

During 2025, CARBOGEN AMCIS laid the foundations for its Corporate Social Responsibility (CSR) strategy by developing its governance framework, strategic priorities and initial implementation program. Building on this progress, the roadmap on the following slide outlines the organization's phased approach to integrating CSR more deeply across the business over the coming years, supporting continuous improvement and long-term sustainable growth.

2026 – BUILDING ON THE FOUNDATIONS

During 2026, CARBOGEN AMCIS plans to build on the progress made during its foundation year by further strengthening the governance, policies and systems that support its CSR strategy. Priorities include embedding the four strategic pillars across the organization, strengthening governance through the CSR Steering Group, Corporate Sponsors and Local CSR Champions network, and continuing to develop and implement key policies covering business conduct, responsible supply chains, modern slavery and whistleblower protection.

The organization also intends to further embed the GovEva CSR reporting platform, define Key Performance Indicators (KPIs) aligned with Corporate Social Responsibility Directive (CSRD) reporting requirements, advance its decarbonization roadmap through continued greenhouse gas (GHG) emissions monitoring and scope 3 mapping, deliver Environmental Social Governance (ESG) awareness training for Board members, the Corporate Leadership Team (CLT) and senior management, launch an employee wellbeing and engagement survey, while continuing to develop its annual CSR reporting.

2027 – ACCELERATING PROGRESS

With the core framework established, the focus is expected to shift towards delivering measurable environmental and operational improvements. Planned activities include implementing the decarbonization roadmap, delivering energy reduction projects, which will reduce scope 1 and 2 GHG emissions evaluating renewable energy opportunities across sites, strengthening GHG reporting through continued scope 3 assessment and product carbon footprinting.

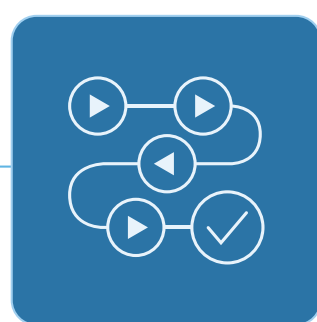
During this phase, CARBOGEN AMCIS also plans to expand and track supplier engagement and responsible supply chain initiatives, implement further diversity, equity and inclusion (DEI), strengthen work-life balance and employee wellbeing initiatives, strengthen pollution prevention activities, and continue to develop stakeholder engagement, customer-facing CSR communications and annual CSR reporting.

2028-2029 – EMBEDDING CSR

The final phase of the roadmap focuses on embedding CSR more fully into day-to-day business operations, making it an integral part of how the organization operates. Planned activities include preparing science-based targets in response to customer expectations, strengthening supplier engagement to support scope 3 emissions reduction, expanding Green Chemistry and renewable energy initiatives, continuing energy reduction programs, extending supplier due diligence across strategic suppliers, and continuing employee engagement through repeat wellbeing surveys.



FROM SETTING THE FOUNDATIONS TO EMBEDDING CSR IN DAY-TO-DAY BUSINESS OPERATIONS



2026-2027

BUILDING ON THE FOUNDATIONS

- Strengthen governance and leadership
- Embed the four strategic pillars
- Develop key CSR policies and reporting
- Advance carbon measurement and ESG awareness



2027-2028

ACCELERATING PROGRESS

- Deliver environmental and operational improvements
- Expand supplier engagement and responsible supply chains
- Strengthen employee wellbeing and inclusion
- Enhance stakeholder communication and annual CSR reporting



2028-2029

EMBEDDING CSR

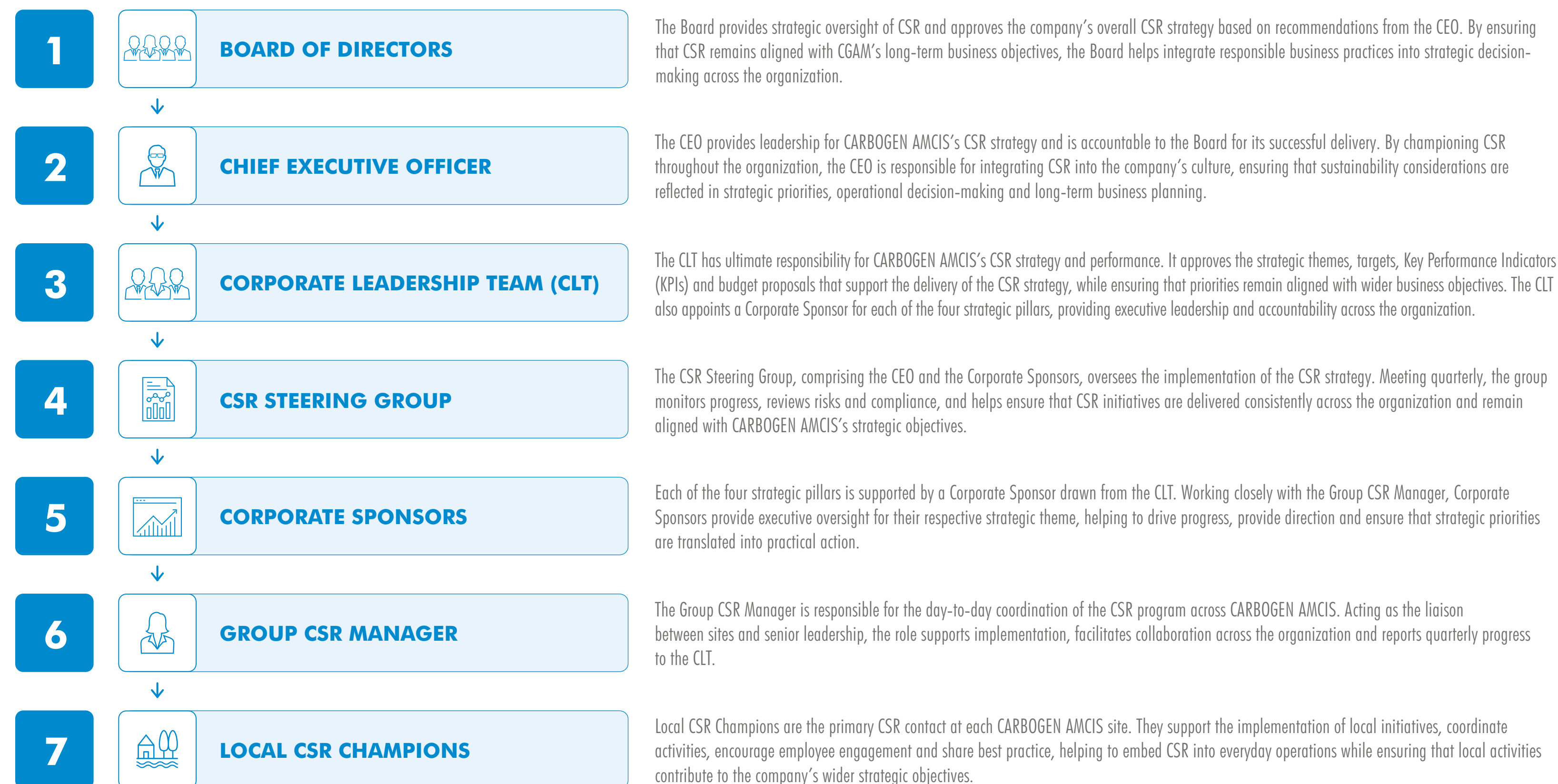
- Integrate CSR into day-to-day business operations
- Scale renewable energy and Green Chemistry initiatives
- Strengthen supplier due diligence and scope 3 engagement
- Work towards the 'Responsible' level of CSR maturity

HOW WE ARE GOVERNED AND MANAGED

Effective Corporate Social Responsibility (CSR) depends on strong leadership, clear accountability and a shared commitment throughout the organization.

At CARBOGEN AMCIS, CSR is integrated into the way the business is governed and managed through a structured framework that provides strategic direction, supports informed decision-making and enables consistent implementation across the global organization.

From the Board and Chief Executive Officer (CEO) through to local site representatives, every level of the organization has a defined role in delivering the company's CSR strategy and embedding responsible business practices into day-to-day operations.



Together, this governance framework ensures that responsibility for CSR is clearly defined across the organization. By combining strategic leadership with local ownership, CARBOGEN AMCIS is embedding CSR into the way the business operates, ensuring that its commitments are translated into meaningful action throughout the organization.

OUR COMMITMENT TO TRANSPARENCY



This report marks an important milestone in our Corporate Social Responsibility (CSR) journey. Over the past year, we have established the key commitments that will guide our approach to CSR, strengthening our governance, defining our strategic priorities and embedding responsible business practices across CARBOGEN AMCIS.

While this is our first CSR report, it is only the beginning of our journey. We are committed to building on these strong foundations, continuously improving our performance and reporting openly on our progress.

As our CSR program continues to evolve, so too will our reporting. We intend to publish a CSR report annually, providing increasingly comprehensive data and greater insight into both our progress and the challenges we encounter along the way. As our systems, processes and performance measures become more established, we will continue to enhance the quality, transparency and depth of our reporting in line with evolving regulatory requirements, recognised sustainability frameworks and stakeholder expectations.

LOOKING AHEAD

Over the coming year, we will continue to:

- strengthen our CSR data collection and reporting processes

- develop meaningful targets and key performance indicators (KPIs) and measure our progress against them
- enhance the quality, consistency and transparency of our disclosures
- continue embedding CSR throughout our organization
- work collaboratively with our employees, customers, suppliers and other stakeholders to support continuous improvement

We believe that meaningful progress is achieved through collaboration and open dialogue. We welcome feedback from our employees, customers, suppliers and all those with an interest in our business. Your perspectives will help shape the next stage of our CSR journey as we continue to strengthen our approach and deliver on our commitments.

This is only the beginning of our journey.

To share your feedback and contribute to the journey, or to learn more about our approach to CSR, please contact:

csr-cgam@carbogen-amcis.com

Thank you for taking the time to read our first CSR report. We look forward to sharing our continued progress with you in next year's report.



BRINGING
YOUR
SCIENCE
TO LIFE

Bubendorf (Headquarters)
CARBOGEN AMCIS
Hauptstrasse 171
CH-4416 Bubendorf Switzerland
www.carbogen-amcis.com

The contents of this publication are presented for informational purposes only and, while every effort has been made to ensure their accuracy, they are not to be construed as warranties or guarantees, express or implied, regarding the products or services described herein or their use or applicability.

© 2026 CARBOGEN AMCIS

www.carbogen-amcis.com