



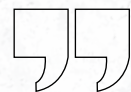
TODAY // **FOR TOMORROW**

SUSTAINABILITY REPORT 2019 – 2021

Foreword by the Managing Director

// CREATING THE FUTURE

//



CREATING
THE FUTURE – THE
STRATEGY MAKES THE
DIFFERENCE.

THE ENTIRE GLOBAL COMMUNITY FACED MAJOR CHALLENGES DURING THE

reporting period, particularly as a result of the COVID 19 pandemic and the massive pressure on global supply chains. These events have also been very challenging for us, but we have also been reminded of the importance of our role in the supply chain. We take responsibility for people's health. For us, this also includes developing and implementing a sustainability strategy, including corporate responsibility to reduce the impact of climate change and improve working conditions in supply chains.

We emerge from the crisis strengthened! During the pandemic, the number of employees increased by 15 %. New buildings for research and development, for quality management and the largest investment project in the company's history to date, a new production plant with its own utility center, were constructed and put into operation.

As a supplier of active pharmaceutical ingredients and nutrients, AMINO is classified as a systemically important critical infrastructure company. The supply responsibility derived from this is omnipresent and part of the company's self-image. In order to meet this responsibility in the long term in the best possible way, the COVID 19 task force consisting of management, department heads and the staff council monitors the current risk situation

close-meshed. Thanks to this interaction, we were able to ensure continued operation in all areas of the company.

It is obvious to view the challenges of the pandemic and those of climate change as two completely different things. On closer inspection, however, the two are closely linked. In the medium term, only those companies that know and plan for their impact on people and the environment, that are used to acting agilely before changes already have consequences, can actually be resilient in the face of crises. That is why we focus on an integrated strategy rather than on the implementation of individual measures.

Even though AMINO has not been required to a sustainability report to date, we voluntarily accepting this obligation, because in our opinion, transparency is a basic quality of sustainability.

Sustainability in all its facets is and remains an integral part of our corporate culture. Thank you for your interest in learning more about our sustainability activities.

Best regards,

Dr. Lutz Thomas
Managing Director

// IN LINE WITH OUR GUIDING PRINCIPLES

At AMINO, transparent, environmentally conscious and socially responsible actions are an important part of our sustainable corporate policy. In order to ensure that we act ethically correct, both internally and externally, in 2013 management and employees developed our internal guidelines together with our SHEE officer (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 texts, which are available to each employee and handed over personally to each new employee. In this way, we wish 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.

// Performance

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

// Communication

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

// Sustainability

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

// Responsibility

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

// 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 organizational packages of 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
[/de/amino/responsibility](https://de.amino/responsibility)
[#values](https://twitter.com/aminovalues)

// 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

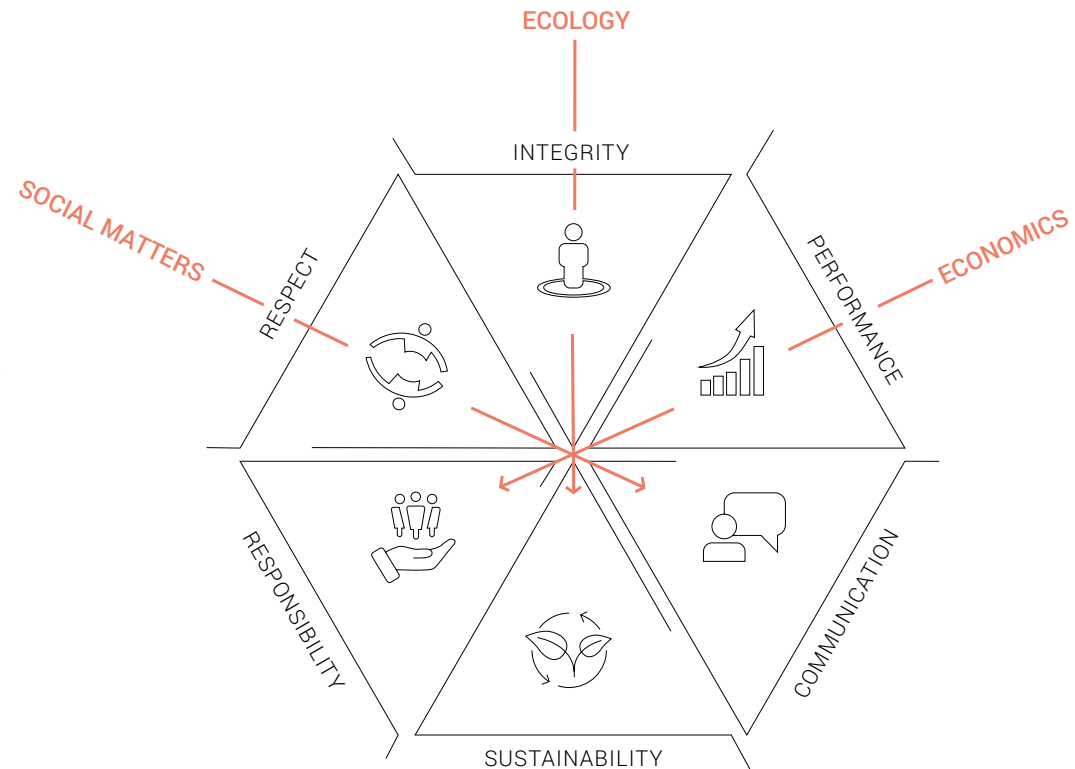
Our focus is on the direct economic value generated and distributed by AMINO. We consider our economic success to be intrinsically linked with social justice and environmental compatibility. Being a reliable employer and acquiring a considerable proportion of our employees and managers from the immediate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

// Ecology

We report the key topics energy, water, emissions and waste as well as on the evaluation of our suppliers regarding ecologic aspects. The compliance with laws and guidelines is of essential importance here.

// Social matters

This area concerns aspects such as employment, the relationship between employees and employers, occupational health and safety, training and further education, diversity and equal opportunity, screening the labor practices of our suppliers, freedom of association and the right to collective bargaining agreements.



End customer

// WE FOCUS ON **THE PEOPLE**

Starting with infant and baby nutrition, through 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.

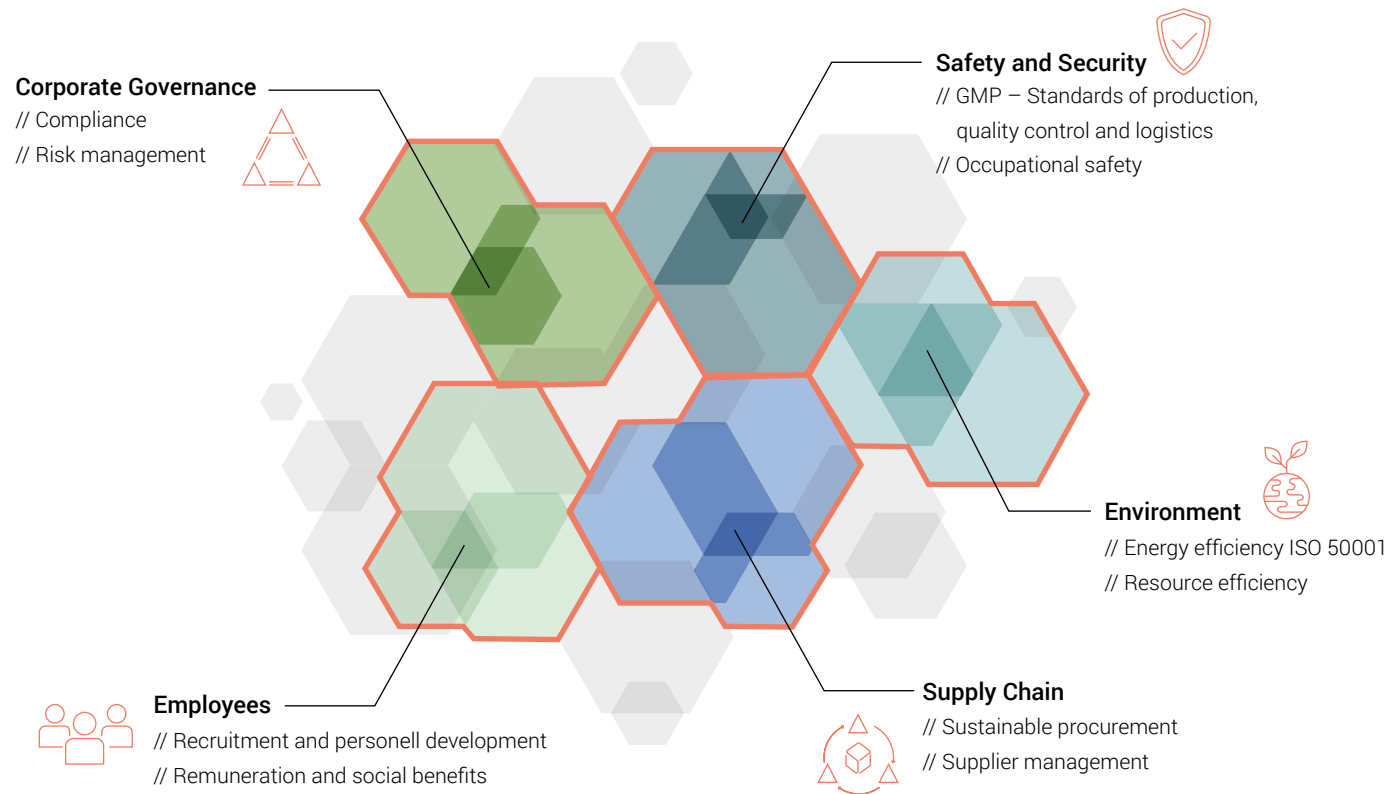
As an amino acid manufacturer, we supply our customers in the pharmaceutical and nutrition industry with first-class amino acids and premixes to make an active contribution to human well-being. This is why we place people at the center of our activities, continuously develop our working methods and processes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



Materiality analysis

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

We conducted a materiality analysis to identify the sustainability issues that are important for AMINO and the relevant stakeholder groups. It was based on the principles formulated by the Global Reporting Initiative (GRI). The results were presented to AMINO's management and discussed. The materiality analysis is to be developed further in subsequent years in order to determine the main effects of our actions, to address the concerns of our stakeholders and to sharpen our strategic focus on sustainability.



SUSTAINABLE DEVELOPMENT IS THE CENTRAL OBJECTIVE OF AMINO GMBH.

The most important key points of the fundamental growth strategy are determined by the cornerstones: sustainable growth in the core business of pharmaceutical 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
Site Development & Technologies

// COMBINING **SUCCESS AND SUSTAINABILITY**

Based on these key issues and our sustainability strategy, we defined sustainability targets for AMINO. They serve as guidelines for defining suitable projects for improving our sustainability performance, prioritizing actions and making progress measurable.

Topics	Status	Goal	Until
Corporate Governance 	Code of Conduct is handed out to each new employee when they are hired.	Convert our Code of Conduct for employees into verifiable measures.	2024
	Supplier Code of Conduct is available, written confirmation of suppliers are available.	Document compliance with criteria as part of supplier audits.	2025
	An integrated management system manual is being developed as part of the FSSC 22000 food safety certification.	Next step is the creation of an integrated action plan. Integration of quality management, environmental management and occupational safety in all company processes as part of an integrated management system.	2026
Employees 	During the reporting period, several succession planning measures were implemented, particularly in the management. Attractive working conditions with state-of-the-art standards were created with the new buildings for research and development, quality management and a production facility with an energy supply center.	Provide a workplace, in which the best people want to work.	Ongoing
Safety and Security 	The quality of our products is our most important corporate value. The production of high-purity amino acids is only possible by applying permanent, strict quality assurance to all processes.	Introduction of FSSC 22000 (abbreviation for Food Safety System Certification), a management system for ensuring product safety while producing products for human consumption. Certification is scheduled for fall 2022.	2022
Environment 	Since 2013 our energy management is certified according to ISO 50001:2011.	Recertification of energy management according to ISO 50001:2018 in 2023 and implementing the measures of our action plan.	2023



THE INTEGRATION OF PROCESSES AS WELL AS MANAGEMENT SYSTEMS WAS PREPARED IN NUMEROUS WORKSHOPS.

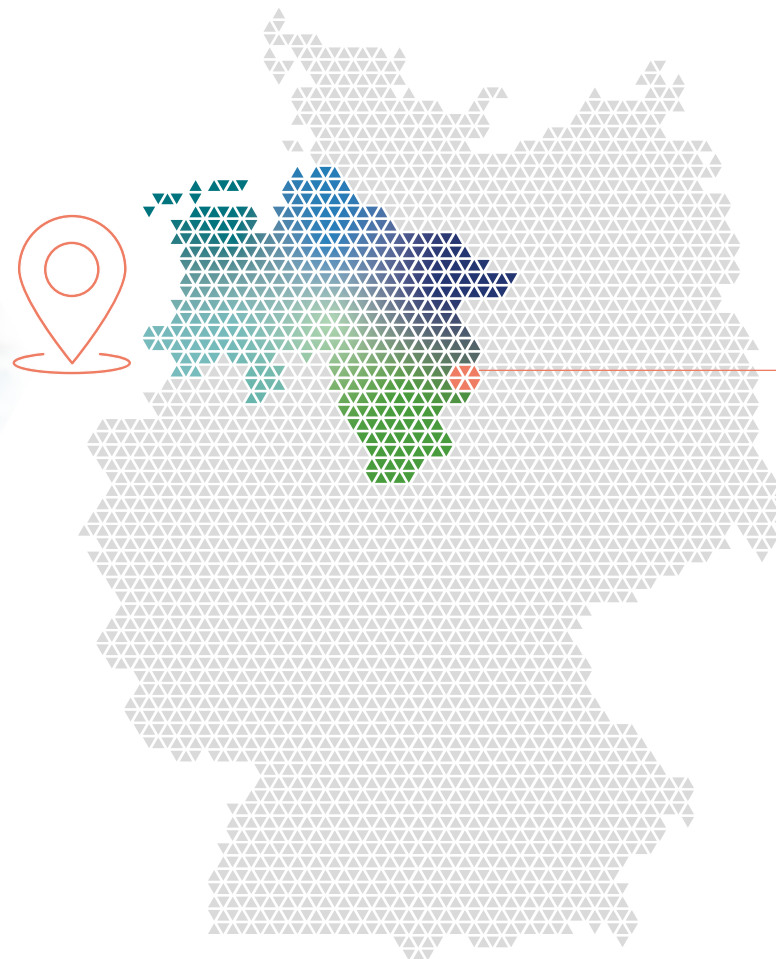
In the medium term, this is to be brought together in an interdisciplinary approach. A clear definition of processes is a prerequisite for increasing efficiency, conserving resources and finally digitizing business processes and synchronizing them with customer expectations and legal requirements. In this way, the efficiency of the company is to be increased efficiently, in line with the corporate values.

// Dr. Lutz Thomas
Managing Director

About AMINO

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

AMINO is an international supplier of amino acids and similar active ingredients. Our amino acids in pharmaceutical quality are produced, controlled, stored and transported under strictest Good Manufacturing Practice quality assurance standards. Our range of services includes the production of amino acids as nutrients and active ingredients, the production of amino acid premixes and the development of new products and services for our target market.

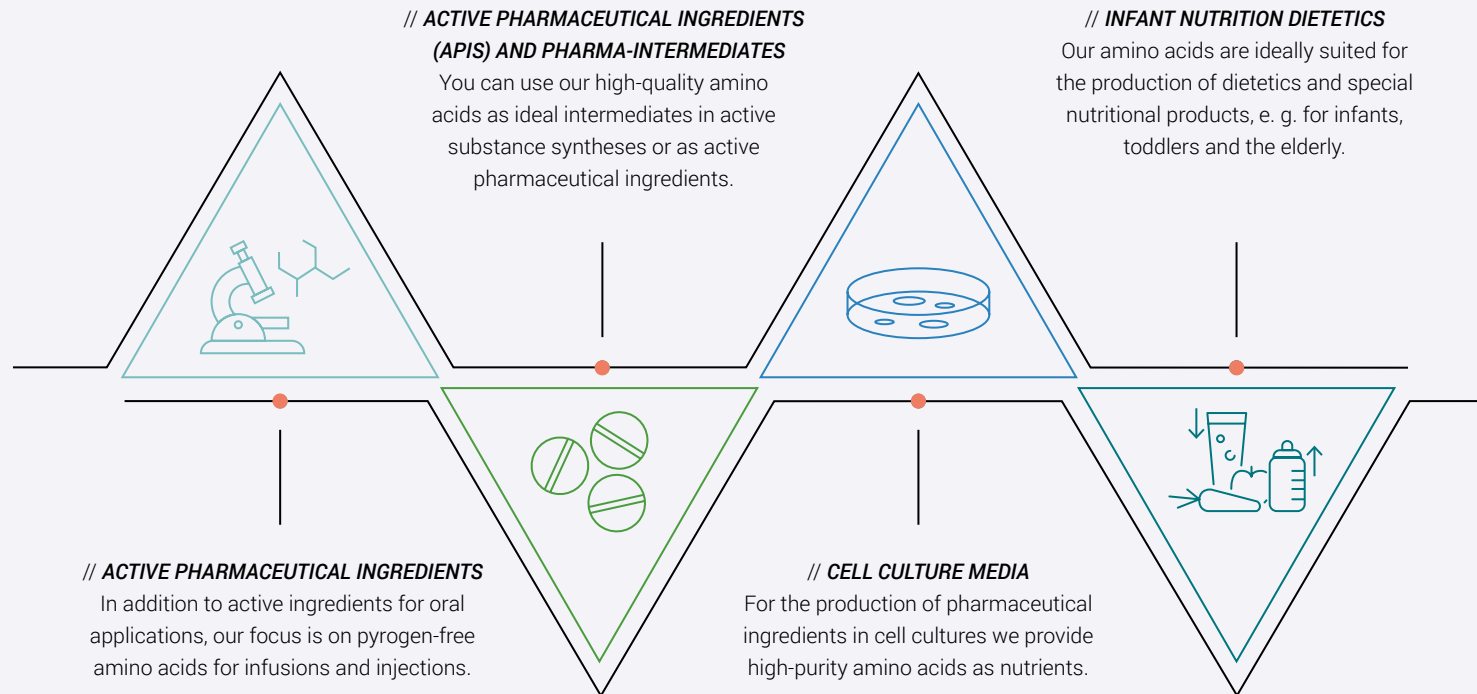


At our **SITE IN FRELLSTEDT** (Lower Saxony, Germany) we produce daily high quality amino acids and develop solutions to satisfy highest demands.



// THE BUILDING BLOCKS OF LIFE

AMINO focuses on amino acids for quality-sensitive applications under Good Manufacturing Practice 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 more have been submitted. Customers in the pharmaceutical and nutrition industries are supplied worldwide.



Countries of delivery

// WE SUPPLY CUSTOMERS WORLDWIDE

We deliver our products far beyond the borders of Germany to more than 40 countries worldwide. Our customers are companies in the pharmaceutical industry and for clinical-nutritive applications. We work together with authorized distributors on a regionally limited basis. The increasing geographical expansion of the sales organization will be underpinned by completing the company's approval and registration expertise.

NORTH AMERICA

Canada
Mexico
USA

EUROPE

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

SOUTH AMERICA

Argentina
Brazil

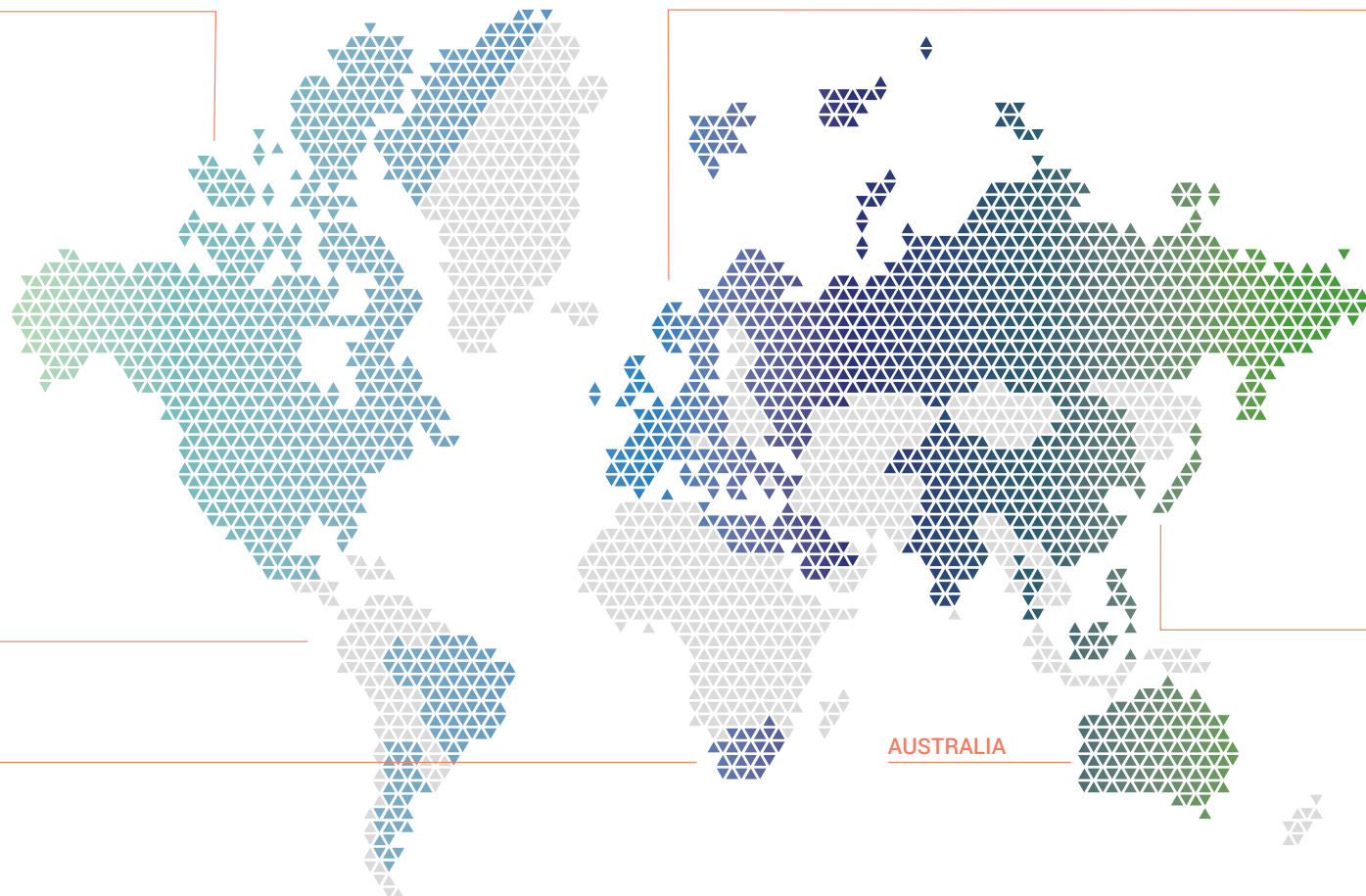
AFRICA

Egypt
South Africa
Tunisia

AUSTRALIA

ASIA

China
India
Indonesia
Israel
Japan
Malaysia
Pakistan
Philippines
Saudi Arabia
Singapore
South Korea
Thailand





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01

Our focus: **Economics**

// **Creating the Future**

RESPONSIBILITY



PERFORMANCE

OUR VISION
TODAY // **CREATES OUR FUTURE
TOMORROW**

//
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 region is also an important priority at AMINO.

// CONSTANT DEVELOPMENT

The goal to develop further has pushed our company in recent years. The expansion of our production and sites, many new buildings on our premises, the renewal 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 the wishes.

In this context, two business units have been established to help us to constantly stay an innovative amino acids manufacturer in the future. The **AMixCo** business unit deals with the production of individual premixes of nutrients and active ingredients.

Another pillar is the team of our business unit **AMINO VATION**, which constantly develops new solutions for customer-specific problems and deals with innovative ideas. The team is working on numerous projects in the building, which was newly built in 2019 for research and development and is equipped with modern technology.

/ FURTHER INNOVATIONS

In 2021 **AMINO India Pvt. Ltd.** was founded in Mumbai. AMINO holds 90 %, AMINO Korea Co. Ltd. 10 % of the company shares. Through AMINO India, the distribution of our amino acids in the Indian subcontinent is to be targeted.

As headquarter for the quality management, a new **quality center** with spacious rooms and modern laboratories for quality control was put into operation 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 decentralized energy and media supply center to increase energy efficiency, state-of-the-art supply security.

FACTS ABOUT THE COMPANY



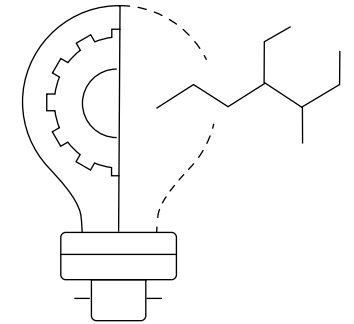
AMINO is an owner-managed medium-sized GmbH within the meaning of § 267 (2) HGB. 75 % of the shares belong to the family holding FaThom GmbH, in which Kai-Philipp Thomas, authorized signatory and Head of Site Development and Technology, holds 55 % and Jana Thomas 45 %. Balard Gesellschaft für industrielle Beteiligungen mbH, Hamburg, holds 25 % of the shares.

SIZE OF THE COMPANY AT FRELLSTEDT

	2019	2020	2021
Total number of employees	118	129	147
Sales revenues	35,503	39,124	44,592
EBITDA	6,119	7,427	8,935
Balance sheet total	44,247	63,771	82,161
<i>(in TEuro)</i>			
Number of products offered	35	35	36
Equity ratio (in %)	35.1	29.4	26.3
Production volume (in t)	1,662	1,743	1,824

AMINO VATION

// DISCOVER **NEW** **POSSIBILITIES** TOGETHER



With our business unit AMINO VATION, we have created a new platform, which enables us to respond even faster and more specifically to the wishes of our customers. Whether it is about optimized processes, new products like individual amino acids or innovative ideas: With the high level of expertise in our team, we develop individual solutions for concrete problems and pursue the best measures for smooth implementation.



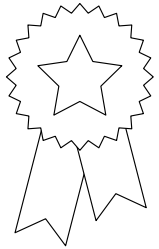
IN 2019, A MODERN INNOVATION CENTER WAS CREATED UNDER THE AMINO VATION BRAND AS PART OF A PROJECT MANAGED INDEPENDENTLY BY THE EMPLOYEES WITH THE AIM OF ACHIEVING THE GOAL OF INNOVATION: THE NEWLY HIRED SCIENTISTS FROM ALL OVER GERMANY WERE GIVEN COMPLETE FREEDOM TO CREATE THE DESIRED WORKPLACE OF THE FUTURE.

Locally and organizationally separated from the strictly regulated field of pharmaceutical amino acids, ideal conditions for creativity, flexibility and self-organization of the R&D team were created. Validated procedures and stringent work regulations on the one hand, innovation, maybe even disruption, on the other hand should be possible at the same location, because innovation and creativity require a high degree of freedom, entrepreneurship and flexibility. The investment amounted to EUR 5 million, i. e. approximately 15 percent of sales revenue in the fiscal year 2019.

// Kai-Philipp Thomas
Site Development & Technology



// REWARDED PERFORMANCE



/

The **German Stifterverband** once again recognizes the research and development activities of AMINO GmbH with the "Innovative through Research" seal of approval. Since 2014, the association has been collecting data from research-based companies in Germany in order to determine their innovative strength and develop corresponding funding concepts. "In recent years, we have invested massively in research & development," Dr. Lutz Thomas, Managing Director of AMINO GmbH, explains. "We have built up a team of scientists from all over Germany and established a modern innovation center. Under the AMINO VATION brand, we work in close cooperation with our customers on specific problem solutions, on the next generation of active ingredients and nutrients, and on optimized scalable processes for their production. We are delighted about the renewed award from the Stifterverband and draw further motivation from it for shaping the company and the future," Dr. Lutz Thomas adds.

/

At the gala in Düsseldorf on 26.09.2020 the finalists of this year's competition "**Großer Preis des Mittelstandes**" (**Grand Prix of medium-sized enterprises**) for **Lower Saxony/Bremen** were announced. AMINO was honored as one of the five finalists. "We are delighted to have been named a finalist for the 'Grand Prix of medium-sized enterprises 2020' in recognition of our evolution from a liquid sugar site into a modern active pharmaceutical ingredient production facility," Dr. Lutz Thomas summarizes. "We are currently supporting our growth course by investing in the future through the construction of a new production facility with a production capacity of more than 1,000 tons per year. We are convinced that we have laid good foundations for the future of the company and the location in Frellstedt. Innovation and internationalization remain the cornerstones of our strategy," the Managing Director further explains.



/ Important memberships

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

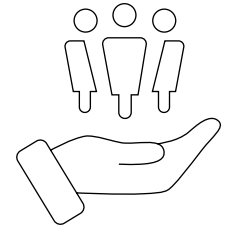
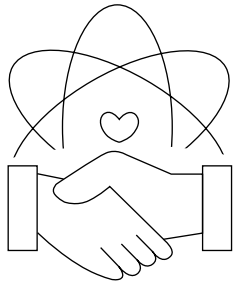


// ETHICAL ACTIONS, ETHICAL BUSINESS

Responsible, prudent and sustainable corporate management has always been a high priority at AMINO. Our primary goal is to comply with legal requirements and voluntary internal codes of conduct (compliance).

In order to ensure this, management relies on various internal control and risk management systems and has established a compliance organization within the company. The core areas of this risk management are strategic and operational corporate planning, internal reporting and the internal control and compliance system.

Our internal guideline is the AMINO Code of Conduct. Violations of general guidelines or behaviors can be reported anonymously in our corruption channel.



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

There have been no incidents of corruption

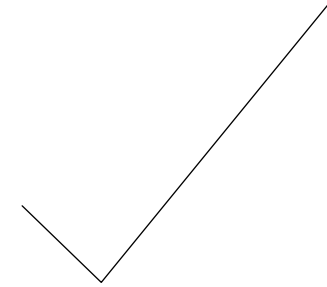
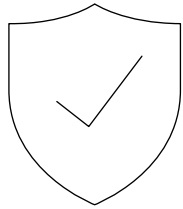
We are not aware of any violations with social and economic laws and regulations.

CORRUPTION CHANNEL

I WANT TO REPORT VIOLATIONS OF THE CODE OF CONDUCT

// SUBMIT

// TESTED AND CERTIFIED



The procurement of raw materials of sufficient quality and at market prices from qualified, regularly audited suppliers is one of AMINO GmbH's core competencies and forms the basis of its business. In the reporting period, re-audits and new qualifications of suppliers – partly for new products and innovative processes - were carried out in many cases. In addition to the quality aspects of the products, their manufacture and control, ethical business principles and sustainability issues are increasingly reviewed.



THE SELF-COMMITMENT TO SUSTAINABILITY ALONG THE ENTIRE VALUE CHAIN FROM RAW MATERIAL PROCUREMENT TO THE USE OF OUR PRODUCTS BY THE CUSTOMER IS CONSIDERED AND ADDITIONALLY AUDITED EXTERNALLY:

In addition to the quality audits for Good Manufacturing Practice (GMP) required in the industry, AMINO also regularly undergoes best practice audits with the four pillars of work, safety & health, environment and business ethics and the certification of its energy management according to DIN ISO 50001. This business conduct is projected on business partners to an increasing extent and is a prerequisite for qualification.

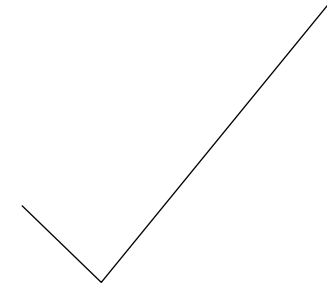
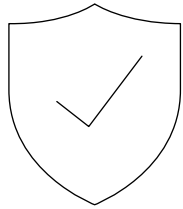
// **Jörn Oetken**
Head of Quality Management



Proud to be a
Sedex
Member



// TESTED AND CERTIFIED



/ Ethical Base Code

We are committed to the principles of the internationally recognized Ethical Base Code developed by the Ethical Trading Initiative. On this basis, we have drawn up a binding Code of Conduct for our suppliers and service providers. The Code of Conduct contains regulations on the protection of human rights, health and safety at work, remuneration, environmental protection, integrity, compliance with regional, national and international laws as well as the ban on child and forced labour and anti-corruption guidelines. The written confirmation of the Supplier Code ensures that AMINO's suppliers and service providers also comply with their legal and ethical requirements.

// SEDEX-Membership

Since 2010 AMINO is member of the Supplier Ethical Data Exchange (SEDEX). This platform offers companies the opportunity to present their activities in the field of responsible management and to make them accessible to customers and/or suppliers. The aim is to make the entire supply chain transparent.

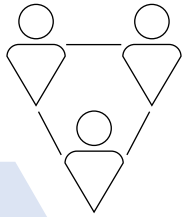
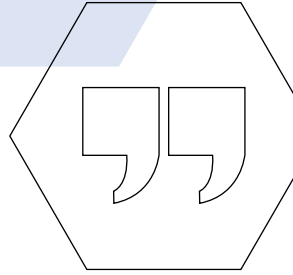
// SMETA-Audit

As part of an audit, AMINO has been successfully examined for compliance with occupational safety, environmental, social and ethical standards in 2016 and 2019 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. The next SMETA audit will be conducted in rotation in the fall of 2022.



Dialogue with stakeholders

// REGULAR TALKS



One goal of AMINO's sustainability strategy is to regularly discuss various sustainability issues with the banks. To this end, it is essential to know the needs, requirements and interests of the most important stakeholders. These include **customers, suppliers, employees, shareholders, authorities and banks**. But we also maintain close contact with groups that are only directly connected to our operations.

As stakeholders, we consider all groups that are in direct contact with our business activities and hereby orientate ourselves on the proximity to our production. The selection was first made in 2015 in preparation for the first sustainability report. The selection of stakeholders was confirmed in 2018 in the course of preparing an initial context and materiality analysis, and in 2021 as part of the preparation of a manual for the introduction of integrated management at AMINO.

Providing information to our stakeholders involves the following process steps: identifying and prioritizing relevant issues, validating their completeness, and subsequent verification.



// CUSTOMERS



// SUPPLIERS



// EMPLOYEES



// SHAREHOLDER



// AUTHORITIES



// BANKS

// ON A **GROWTH COURSE**

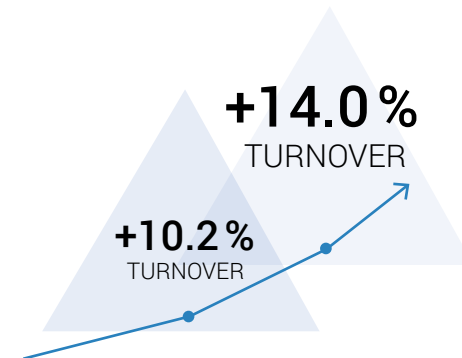
Development is a central factor that has driven our company forward in recent years. The expansion of our production and sites, numerous new buildings on our factory premises, the renewal of our production facilities and the permanent expansion of our product range enable us to expand the amino acid business and to focus even better on the wishes of our customers. Our management approach is therefore effective.



THE SUSTAINABLE GROWTH STRATEGY WITH INCREASING INTERNATIONALIZATION OF BUSINESS RELATIONS IS SUPPORTED BY INVESTMENT AND ORGANIZATION.

We are supporting our growth course in 2021 by investing in the future, through the construction of a new production facility with a production capacity of more than 1,000 tons per year, thus making the single largest investment in our company's history. We are convinced that we have laid good foundations for the future of the company and the Frellstedt site. Innovation and internationalization remain the cornerstones of our strategy.

// Dr. Lutz Thomas
Managing Director



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

	2019	2020	2021
Revenues	35,503	39,124	44,592
Material costs	20,426	21,379	23,412
Personnel costs	5,760	6,536	6,713
Interest rates and similar expenses	930	1,089	1,549
Taxes on income and return	1,060	1,202	1,327
Donations	4	1	1

(in TEuro)

□ □
So far, no significant financial consequences have arisen from climate change.

Financial support from the public sector

// FINANCIAL SUPPORT

The State of Lower Saxony, the Federal Government as well as the European Regional Development Fund have granted **EUR 1.8 million** to the company to expand its business premises. The Investitions- und Förderbank Niedersachsen (NBank) thus honors the company's willingness to invest and its commitment to the location in Frellstedt, district of Helmstedt.

AMINO was thus enabled to invest a total of **EUR 9 million** in the construction of a new research and development center, a quality center and the modernization of the media supply system during the reporting period.



02

Our focus:
Ecology

// **Creating the Future**

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artfirsov/stock.adobe.com

INTEGRITY



SUSTAINABILITY

OUR RETHINKING
TODAY // **PROTECTS OUR EARTH
TOMORROW**

//
We report on the key topics materials, energy, water, emissions, waste and transport as well as the evaluation of our suppliers regarding ecologic aspects. The issue of compliance - adherence to laws and directives - is of essential importance to us.

// SUCCESSFUL SAVINGS

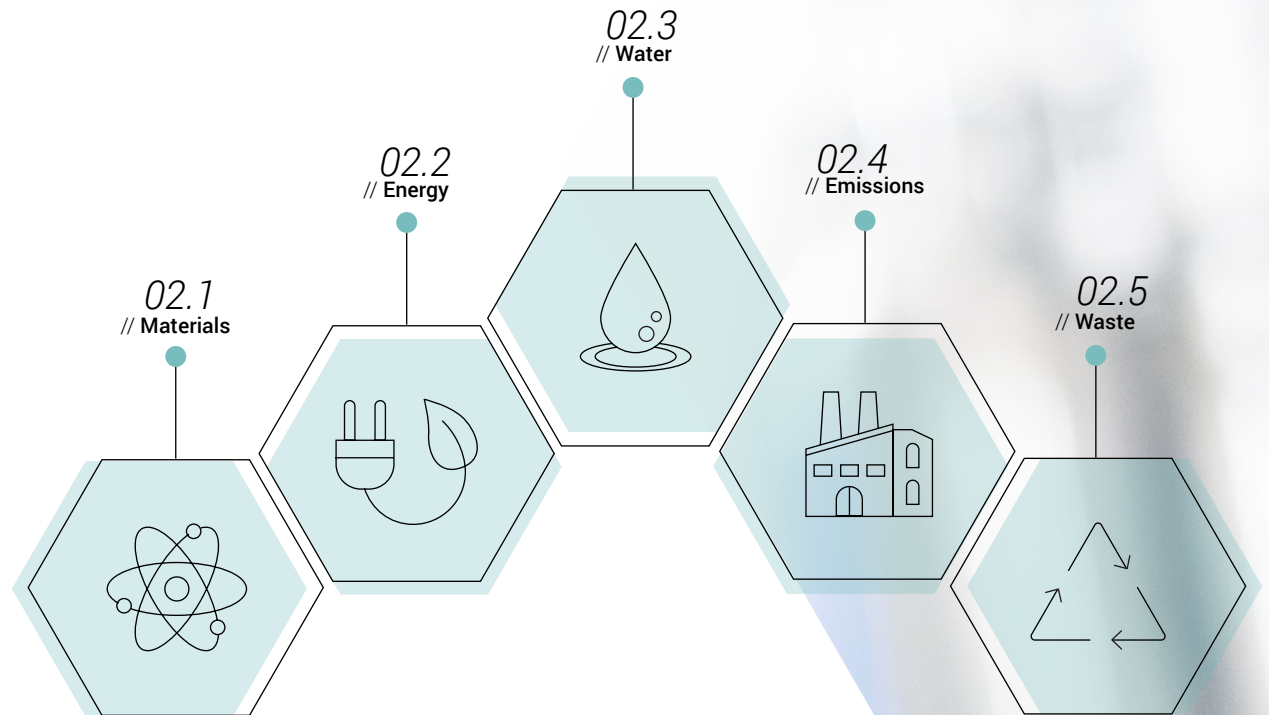
Energy costs are a significant cost element at AMINO after raw materials cost and personnel. Within the framework of an annually updated action plan, measures are defined to save energy costs. Water supply and waste water disposal are also integral components of our utility management. Our emissions are essentially determined by our electricity and natural gas consumption, which we monitor via our energy management system.



AT AMINO, THE CO₂ FOOTPRINT AND SPECIFIC ENERGY CONSUMPTION ARE REDUCED STEP BY STEP, FRESH WATER CONSUMPTION IS REDUCED AND WASTE WATER QUANTITIES AND QUALITIES ARE SUBJECTED TO A NEW LEVEL OF MONITORING AND TREATMENT.

The recycling of by-product streams is to be intensified and the best possible secondary use of waste products, for example in the area of energy use, is to be researched. Strict separation of solid waste with recycling is common practice. Unused buildings at the site are gradually being dismantled and areas unsealed. Existing buildings are gradually being renovated in terms of energy efficiency or replaced in accordance with modern requirements.

// Renee Kurz
Projects Site Development



Increasing awareness

// ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN

AMINO targets to meet the increasing demands of its customers regarding sustainable products and technologies as well as the fulfillment of ecological and social standards. In order to achieve this goal, we make our business processes transparent and verifiable – from procurement to production.

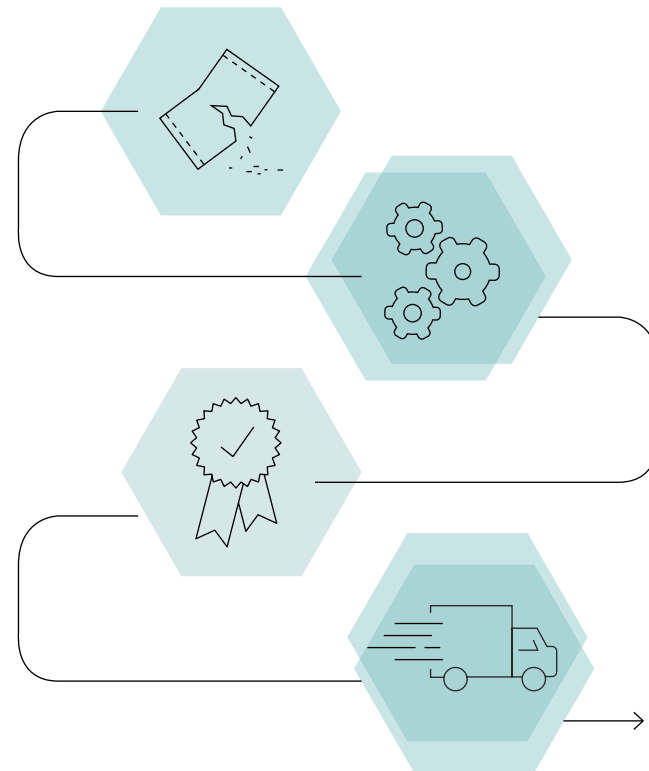
// Growing political regulations

Current political developments also highlight the increasing importance of resource conservation and environmental protection. As a medium-sized company, there is often no obligation for AMINO to comply with new requirements, such as those set out in the Supply Chain Law from 2023. Of course, we try to improve in all areas, as our customers are obligated to comply with the requirements as a large company and are dependent on our cooperation and rightly expect our commitment. In the reporting period, we adapted our supplier qualification documentation accordingly in preparation for the Supply Chain Law.

One concrete legal change that directly affects AMINO is the new packaging law. In force since 1 January 2019, it demands, among other things, higher recycling quotas. As we have been disposing of 90 percent of our waste separately by type for years, we naturally meet the requirements.

- We have not been able to identify a case of non-compliance with environmental laws and regulations. To the best of our knowledge,
- AMINO has not violated any laws or regulations.

- We are not aware of any negative environmental impacts in the supply chain.
-



// APPRECIATION OF THE ENVIRONMENT AND EMPLOYEES



Important impetuses for transparency come from international customers who have to comply with the relevant requirements and regulations in their respective countries. This also includes sustainability reports. Even though we are not yet required to calculate a carbon footprint or prepare a sustainability report, we are happy to accommodate these requests from our customers. As we see it, doing so presents a great opportunity to continuously improve our own sustainability, based on a conscientious approach to social and environmental issues.

As a manufacturing company, we attach great importance to the protection of the environment and our employees. The precautionary approach is an integral part of our risk management. Naturally, all manufacturing processes comply with the strict standards and regulations of Good Manufacturing Practice. We document our responsibility towards the environment by successfully recertifying our **energy management system** in 2020, by balancing our annual **carbon footprint** and by **being audited via EcoVadis** as part of the chemical industry's "Together for Sustainability" initiative.



/ EcoVadis

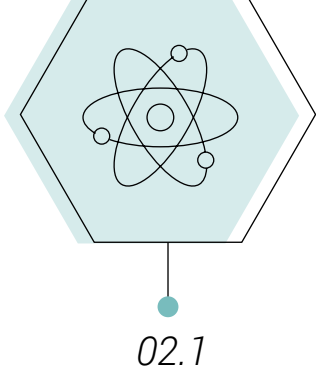
EcoVadis is an independent platform for CSR assessments on which companies can have their standards and measures on corporate responsibility recorded and evaluated. We are proud to have achieved the **"Silver"** rating in 2019 and 2020, **making us one of the top 25 % of the best rated companies evaluated by EcoVadis.** We are pleased with the positive recognition of our efforts to achieve sustainability, and we are motivated and committed to further improve our performance.



/ Energy Management System

Economic efficiency for the benefit of the environment: Part of AMINO's sustainability program and its energy policy is to closely monitor and reduce its consumption of electricity, natural gas and water. The underlying energy management system of DIN ISO 50001:2018 was implemented in 2014 and recertified in 2020. The next recertification will take place in a three-year cycle in 2023.





// RESSOURCES AND RESPONSIBILITY

MATERIALS USED ACCORDING TO WEIGHT AND VOLUME

	2019	2020	2021
Raw materials			
From renewable sources	1,759	1,891	1,931
From non-renewable sources	118	74	155
Total raw materials	1,877	1,965	2,086

(in t)

Processing aids

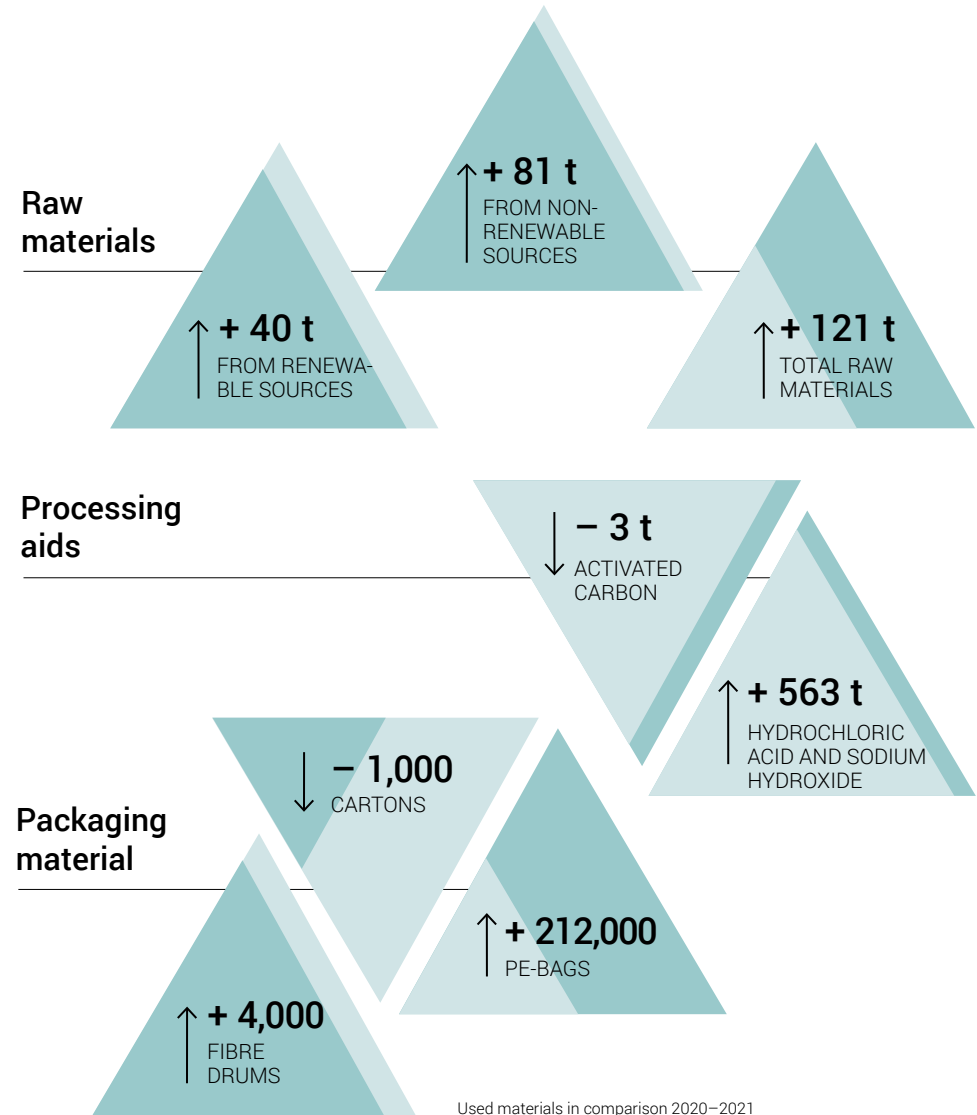
Hydrochloric acid and sodium hydroxide	1,848	1,540	2,103
Activated carbon	99	129	126

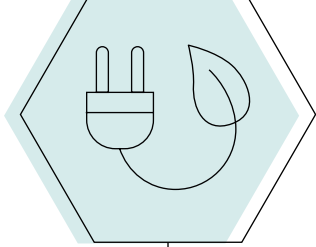
(in t)

Packaging material

Fibre drums	35	32	36
Cartons	27	33	32
PE-bags	126	171	212

(Pcs. in thousand)



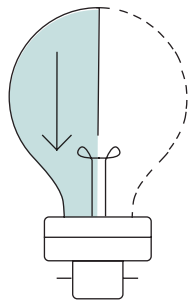


02.2

Energy consumption

// USING ELECTRICITY **MORE EFFICIENTLY**

Our energy management is effective, because the specific energy consumption (MWh per t of product) has been reduced.

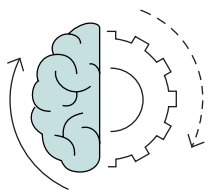


ENERGY CONSUMPTION WITHIN THE ORGANIZATION

	2019	2020	2021
Electricity consumption in total	4,401	4,503	5,173
Electricity consumption normalized	4,401	4,432	4,463
Natural gas consumption in total	27,753	30,105	32,099
Natural gas consumption normalized	27,753	29,925	30,905

(MWh)

// Due to numerous new buildings, the consumption of electricity and natural gas in the reporting period is hardly comparable. For this reason, consumption in 2020 and 2021 was normalized by the new buildings, i.e. factored out. These are the consumption figures for research and development (AMINO VATION), the quality control building and plant 6 with the associated utility center, which was put into operation at the end of 2021. All normalized areas have led to an absolute increase in consumption, but not yet to any significant increase in production output in the reporting period.



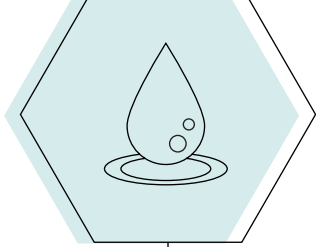
ENERGY INTENSITY

	2019	2020	2021
Production volume in t*	1,662	1,743	1,804
Electricity normalized	2.65	2.54	2.47
Natural gas normalized	16.70	17.17	17.13

(MWh/t production)

// Our energy management is effective because energy intensity, i.e. energy consumption per ton of product produced, will decrease in the long term. Only small energy-saving projects were implemented in the reporting period. The greatest potential can be leveraged in new construction. Therefore, all resources in the reporting period were tied up with the planning and construction of the new buildings. Initial key figures in 2022 show that energy consumption per ton of product will fall significantly as a result of the construction of the new plant in 2021. The challenge for the next reporting period is now to transfer what has been learned to the existing plants.

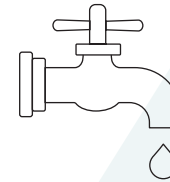
* Production volume plant 6 was deducted in 2021 for comparability purposes



02.3

Water and waste water

// CONSCIOUS USE, SAFE DRAINAGE



WATER AS A SHARED RESOURCE



The water withdrawal
is 100 % metered.

	2019	2020	2021
Pumping well water	178,015	185,814	280,247
Municipal water supply	4,225	12,863	14,870
Total water withdrawals	182,240	198,677	295,117*

(in m³)



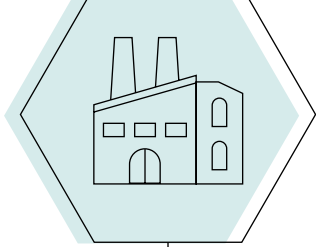
Our waste water is fed into a
sewage treatment plant. Therefore,
water bodies and associated
habitats are not affected.

WASTE WATER DISCHARGE BY QUALITY AND POINT OF DISCHARGE

	2019	2020	2021
Waste water	150,372	152,770	176,157*

(in m³)

* Due to the construction and commissioning of a new production plant including the associated energy supply center in 2021, the volumes of water and wastewater in the reporting period are not comparable.



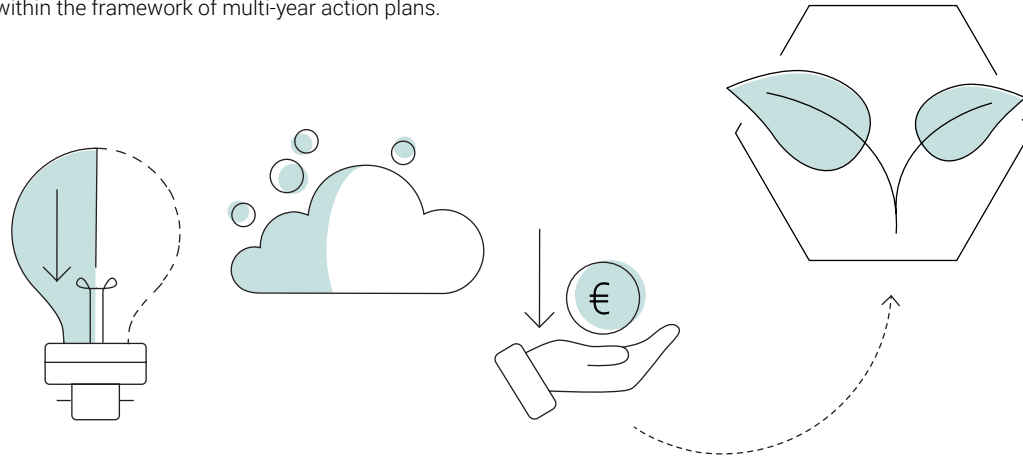
02.4

Emissions

// USED **SAVING POTENTIALS**

Reduction of GHG emissions

The relevant factor influencing AMINO's GHG emissions is energy consumption. Energy consumption is monitored by our energy management system. Savings potentials are raised within the framework of multi-year action plans.

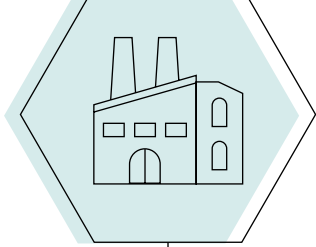


EMISSIONS

		2019	2020	2021
Direct GHG emissions (Scope 1)	Steam	5,578	6,069	6,478
	Vehicle fleet	9	6	5
	Total Scope 1	5,587	6,057	6,483
	(tCO ₂ equivalent)			
Indirect energy-related GHG emissions (Scope 2)	Electricity	2,728	2,791	3,207
	Total Scope 2	2,278	2,791	3,207
	(tCO ₂ equivalent)			



The table will be continued on the next page.



02.4

Emissions

// USED SAVING POTENTIALS

EMISSIONS		2019	2020	2021
Other indirect GHG emissions (Scope 3)				
	Packages	4,026	5,378	6,647
	Chemicals	319	259	391
	Waste and waste water	297	330	329
	Business travel	59	12	11
	Commute	167	183	208
	Total Scope 3	4,868	6,162	7,586
	(tCO ₂ equivalent)			
Intensity of GHG emissions				
	Scope 1 GHG emissions	5,587	6,075	6,483
	Scope 2 GHG emissions	2,728	2,791	3,207
	Scope 3 GHG emissions	4,868	6,162	7,586
	Total GHG emissions	13,183	15,028	17,276
	(tCO ₂ equivalent)			
	Emission index	7.9	8.6	9.5*
	(tCO ₂ equivalent / t production)			

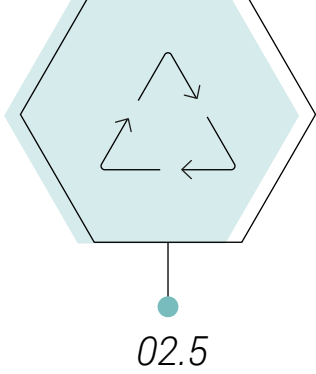
* The commissioning of a new production plant and the associated energy supply center in 2021 increased consumption in all areas in 2021. As soon as production volumes increase from 2022 onwards due to the commissioning, CO₂ emissions per ton of product will improve significantly.



AMINO does not emit any ozone-depleting substances.

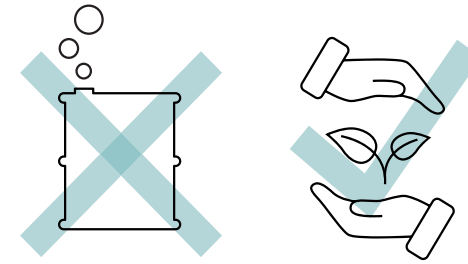


AMINO does not emit nitrogen oxides, sulfur oxides and other significant air emissions.





Waste

// DISPOSAL AND **RECYCLING**



WASTE BY TYPE AND DISPOSAL METHOD

Waste code	Designation waste code	Internal designation	Disposal method	2019	2020	2021
				(in t)	(in t)	(in t)
150101	Paper and cardboard packaging	Paper with drums	Material recycling	46	57	50
150102	Plastic packaging	Foil PE 80/20	Material recycling	16	10	11
15102	Plastic packaging	Big Bags white	Material recycling	2	4	5
170201	Wood packaging	Used wood	Thermal utilization	52	43	51
150106	Mixed packaging	Commercial waste	Thermal utilization	36	55	56
150203	Absorption and filter materials	Activated carbon	Thermal utilization	318	364	339
Total				470	533	512



 AMINO does not produce hazardous waste.

03

Our focus:
Social matters

// **Creating the Future**

RESPECT



COMMUNICATION

OUR MUTUAL RESPECT
TODAY // **SECURES OUR WELLBEING
TOMORROW**

//
This area concerns aspects such as employment, the relationship between employees and employers, occupational health and safety, training and further education, diversity and equal opportunity, screening the labor practices of our suppliers, freedom of association and the right to collective bargaining agreements.



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 specialized niche. Like many other family businesses, we belong to the hidden champions.

We celebrated our success and our steady growth in 2021 in a fitting manner. The occasion was our 15th anniversary, which we celebrated under the motto "**Celebrating the Past // Creating the Future**", we looked back at the main developments in the past as well as providing an outlook on how we intend to shape the future.



I WOULD LIKE TO TAKE THIS OPPORTUNITY TO THANK OUR CURRENT 145 EMPLOYEES.

With their know-how, their commitment and their willingness to enable 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
Geschäftsführer



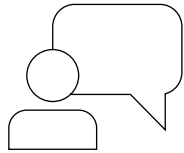
// Katja Thomas
Human Resources



// Kai-Philipp Thomas
Site Development & Technology

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 characterize our entrepreneurial thinking and actions. This not only shortens the path to corporate management, but also ensures proximity to customers, products and our 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.



// CREATING **SOMETHING GREAT** TOGETHER

Transparency and safety are not only important core factors of our work with regard to our products. In our teams, too, we focus on clear communication, respectful and appreciative interaction and an honest exchange of opinions. 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.

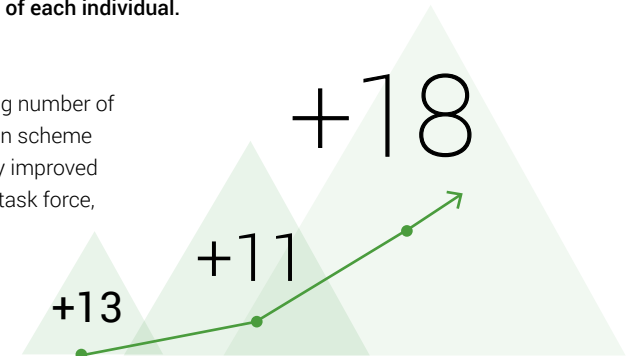
Our management approach is successful. Indications of this include our growing workforce, a growing number of training occupations, the salary trend in the reporting period, the expansion of the company pension scheme and our investments in infrastructure at the site. New construction and remodeling has significantly improved the work environment for many employees and, thanks to the prudent management of the Corona task force, we have so far managed the pandemic without any significant disruptions.



MAINTAINING AND INCREASING MOTIVATION, IS TO BE SUPPLEMENTED BY ACCOMPANYING MEASURES.

AMINO is currently under great pressure due to high demand, disrupted supply chains and high personal demands on each individual. We have achieved a great deal in recent years, but the external geopolitical conditions and the consequences of the pandemic have left us little time to appreciate what we have already achieved. Despite more difficult conditions, we need the highest achievements immediately. The pressure of expectation that results from this is not homemade. On the one hand, we have an ethical responsibility to increase our supply capabilities and, on the other hand, we must counteract the massive increase in costs through growth. At the present time, this is the guiding principle that steers our actions and gives us orientation and motivation.

// **Katja Thomas**
Human Ressources



SIZE OF WORKFORCE

	2019	2020	2021
Number of employees	118	129	147
Employees full-time	100	111	128
Employees part-time	13	14	18
Marginal employment	5	4	1
Temporary employment	4	0	0
Trainees	5	5	6
External employees (temporary workers)	0	0	0
<i>Employees in foreign branches:</i>			
Amino Co. Ltd, Seoul, South Korea	1	1	1
Amino Manufacturing Pty. Ltd., Kloof, South Africa	8	13	17
Amino India Pvt. Ltd., Mumbai	0	0	0

Fluctuation

// SURPASS OURSELVES

NEW HIRES AND EMPLOYEE TURNOVER

	2019	2020	2021
Total number of employees per capita including Managing Director and trainees	118	129	147

Explanation of personnel fluctuation per capita

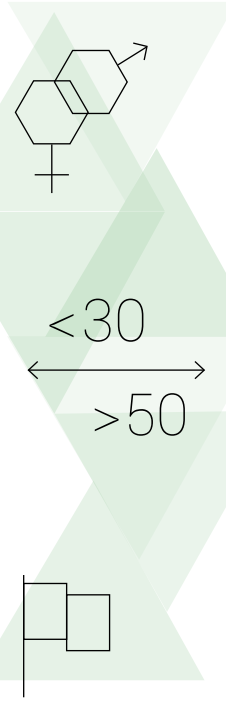
Employees Research & Development	7 ⁺¹	9 ⁺²	10 ⁺¹
Employees Quality Management	18 ⁺²	20 ⁺²	23 ⁺³
Employees Production & Technology	61 ⁺⁹	62 ⁺¹	69 ⁺⁷
Employees Administration	28 ⁺³	31 ⁺³	39 ⁺⁸
Trainees	4 ⁻²	7 ⁺³	6 ⁻¹
Net migration (inflows / outflows)	+13	+11	+18
<i>Fluctuation rate in % (excluding trainees)</i>	<i>2.3</i>	<i>13.9</i>	<i>13.3</i>

AMINO is not bound by any
 collective bargaining agreement.

Composition of workforce

// PEOPLE AT AMINO

SIZE OF WORKFORCE	2019	2020	2021
Employees male	78	86	96
Employees female	40	43	51
Employees under 30 years	21	28	35
Employees between 30 and 50 years	71	73	78
Employees over 50 years	26	28	34
Employees with German citizenship	109	122	143
Employees with foreign citizenship	9	7	4



AMINO recognizes and supports the right to freedom of association and collective bargaining agreements. By signing our Code of Conduct, our suppliers undertake to recognize this right and also comply with the labor laws of their respective country with regard to labor practices. Full compliance with the current legal regulations is also required, of course.

Company benefits

// FOR OUR EMPLOYEES



Without distinguishing between part-time and full-time, company benefits apply to all permanent employees. AMINO offers the following standard benefits:

// Occupational health care

// Accident Insurance (Management)

// Parental leave

// Group insurance contract with the Hamburg pension fund of 1955 WaG 'Pensionskasse Ernährung und Genuss'

// Variable salary component

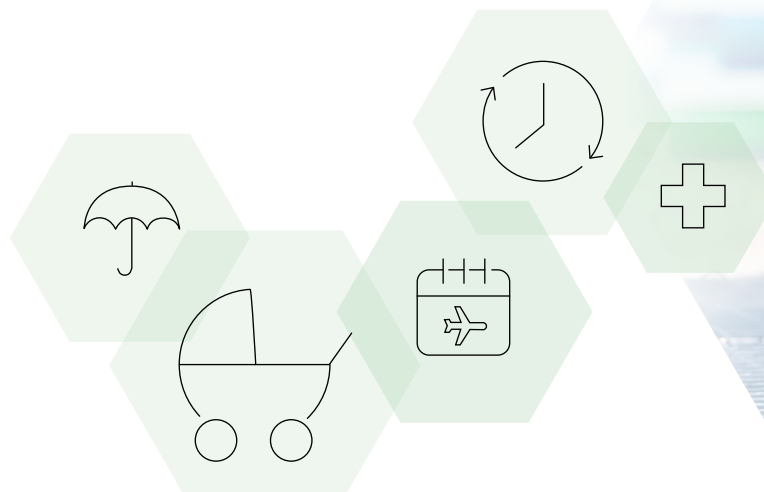
// Flexible work time

// 30 days recreation holiday per year

// Mobile working

// Flexibilization of working time models

We rely on our own initiative when it comes to training and further education. We support further training by adjusting working hours and also financially.



PARENTAL LEAVE

Total number of employees entitled to parental leave during the reporting period 2019 / 2020 / 2021

From that, total number of employees on parental leave

Total number of employees returning after parental leave during the reference period

Total number of employees, who returned after parental leave and were still employed 12 months after their return

Return rate

Remain rate

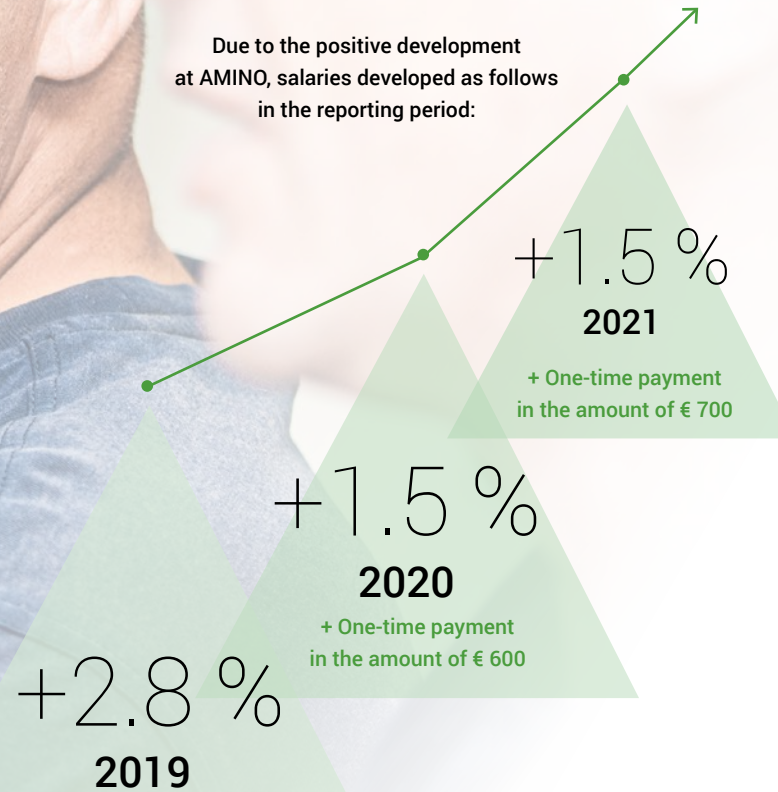
	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
Total number of employees entitled to parental leave during the reporting period 2019 / 2020 / 2021	3	6	1	4	1	4
From that, total number of employees on parental leave	3	6	1	4	1	4
Total number of employees returning after parental leave during the reference period	0	3	0	1	0	1
Total number of employees, who returned after parental leave and were still employed 12 months after their return	0	3	0	1	0	1
Return rate	100 %		100 %		100 %	
Remain rate	100 %		100 %		100 %	

Company benefits

// FOR OUR **EMPLOYEES**



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



// **Company pension**

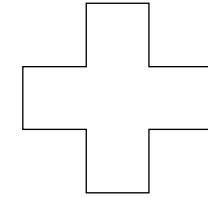
AMINO pays all permanent employees an annual company pension of € 614,00 at the end of the probationary period and all part-time employees a proportional amount according to their weekly working hours. Trainees receive this company pension already at the start of their training, i. e. independent of the probationary period.

In addition, employees have the opportunity to increase the amount of their company pension monthly or annually through deferred compensation. Almost all employees take advantage of this offer and convert their remuneration into the annual special bonus. In 2018, a company agreement was adopted, which implements the law on the strengthening of company pensions in a sustainable manner.

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

Occupational safety and health protection

// SAFETY FIRST

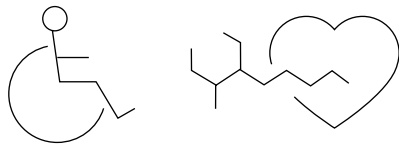


Safety at work and the health of employees are particularly important for AMINO. Because only if employees are fit and healthy, they can utilize their full potential. The company wants to fulfill its responsibility and duty of care for its employees to the fullest extent and therefore focuses on systematic occupational safety and health protection.

The management has commissioned an officer to maintain internal and legal occupational safety standards. Regular meetings of the working committee are held. In addition, AMINO is advised by an external occupational safety specialist. In the event of an accident or near-accident, appropriate training is provided occasionally.

Our occupational health and safety committee, in accordance with Section 11 of the German Occupational Safety and Health Act (Arbeitsschutzgesetz), is comprised of the management respectively of a representative of the management, two internal health and safety officers, two members of our Staff Council, our fire prevention officer, a member of the human resources department, an external occupational health and safety specialist and external medical officer. Each of the total six safety representatives should attend a meeting of the occupational safety committee at least once a year. Therefore, ten percent of our employees are members of the occupational health and safety committee as of December 31, 2021.

There is no correlation between employment at AMINO and the illnesses of our employees, as the table below shows.



There were no work-related illnesses, occupational diseases or work-related fatalities during the reporting period. Minor, non-reportable injuries are the most frequent type of accident.

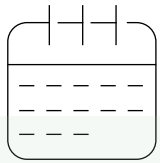
EMPLOYEE PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

	2019	2020	2021
Type of injuries according to the evaluation of the health and safety committee protocols			
Reportable occupational accidents	2	2	4
Reportable commuting accidents	0	1	0
Minor injuries, not reportable	13	21	18
Work-related illnesses/occupational diseases	0	0	0
Work-related fatalities	0	0	0
Sick days	1,943	1,707	1,500
Scheduled work days	30,371	33,150	37,888
Lost work days	6 %	5 %	4 %
Attendance rate	94 %	95 %	96 %

Promotion of employee health

// GOOD FOR PEOPLE AND THE ENVIRONMENT

During the campaign period from 1 May to 31 August 2019, AMINO employees took part in the campaign "Cycle to work". The aim was to ride their bike to work for at least 20 days to get to work or parts of it, thus promoting their own health and relieving the burden on the environment.

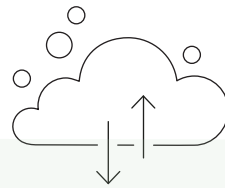


171

WORKING DAYS

1,723.40

KILOMETERS

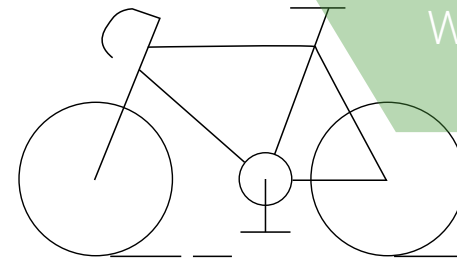


210.60 kg

CO₂-SAVINGS

An initiative
of ADFC and ACK

**CYCLE TO
WORK**



40,327.56

CALORIES

Promotion of employee health

// GOOD FOR PEOPLE AND THE ENVIRONMENT

On August 21, 2019, AMINO participated in the company run in Braunschweig for the first time. No less than 19 motivated runners had come together to represent the company on the five kilometers course and to give their best. In addition to the athletic performance, however, the focus was on having fun.



// VARIOUS **ENTRY OPPORTUNITIES**

So far AMINO offers training in the following professions:

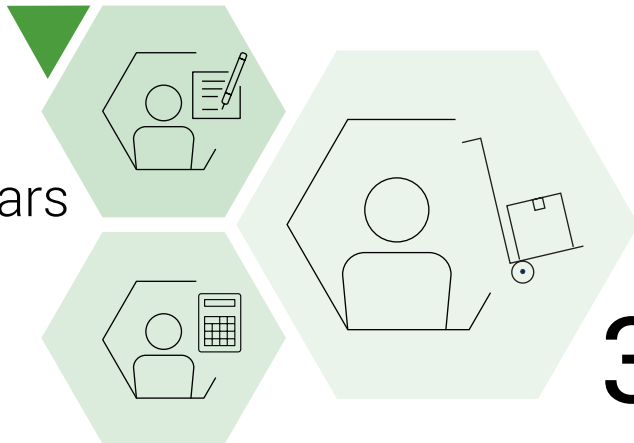
- // Industrial business management assistant (3 years of training)
- // Electronics technician for industrial engineering (3.5 years of training)
- // Industrial mechanic (3.5 years of training)
- // Warehouse logistics specialist (3 years of training)
- // Chemical worker (3.5 years of training)
- // IT specialist for system integration (3 years of training)

In addition, it is possible to offer a dual course of study in the field of Computer Science.

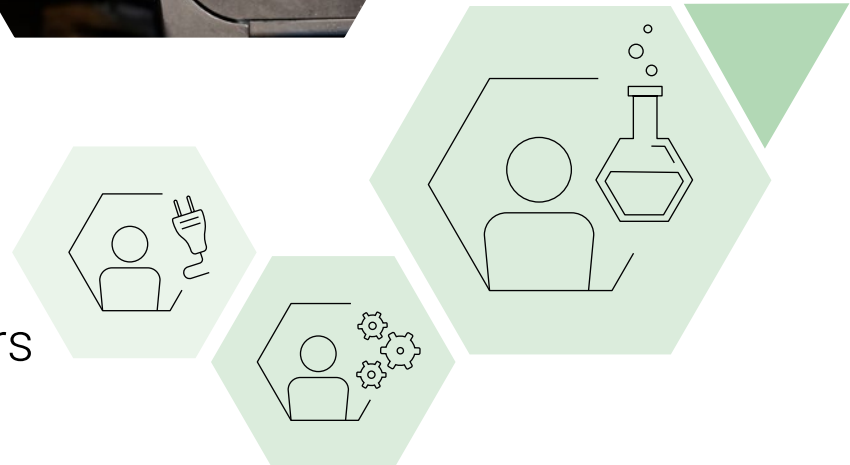
We also employ working students and support them with their studies.



3 years



3.5 years



Diversity in control bodies and among employees

// FLEXIBILITY DUE TO **DIVERSITY**

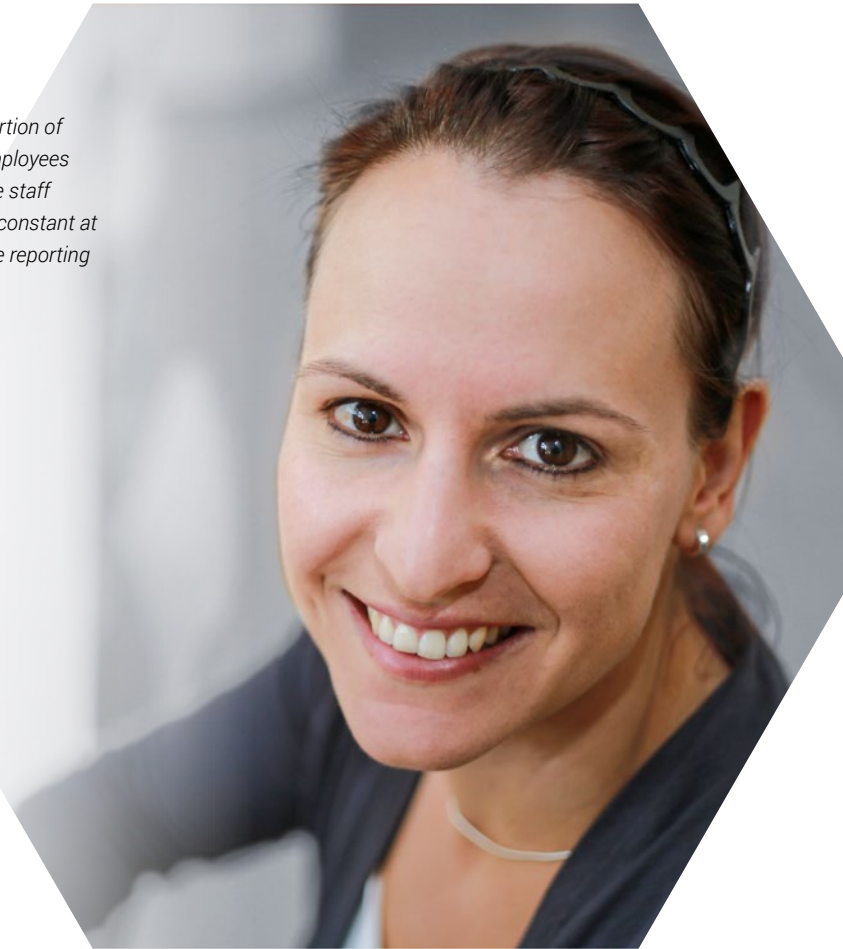
Responsible for strategy, alignment and control is our Managing Director Dr. Thomas, who is supported by two authorized senior managers. A flat organizational structure ensures clear and quick decision-making processes. The management principle of AMINO guarantees each employee a high degree of personal responsibility and scope of action. The management style is cooperative, collegial and unbureaucratic. Clear goal orientation combined with the transfer of responsibility keep AMINO flexible and decisive.

At the end of 2021, the **management level** consisted of the Managing Director, Head of Site Development and Technology, Supply Chain Management, Production/Procurement Planning, Head of Quality Management and Head of Manufacturing. Of these, five positions are held by men and one position held by women. One person is younger than 30 years old, four persons are between 30 and 50 years old and one person is older than 50 years.

Our **staff council** was comprised of five members during the reporting period. In 2019, the ratio of men to women was at 3:2 and has changed positively to 2:3 in 2020.



The proportion of female employees among the staff remained constant at 34 % in the reporting period.



1
WOMEN

5
MEN



<30
YEARS

30–50
YEARS

>50
YEARS

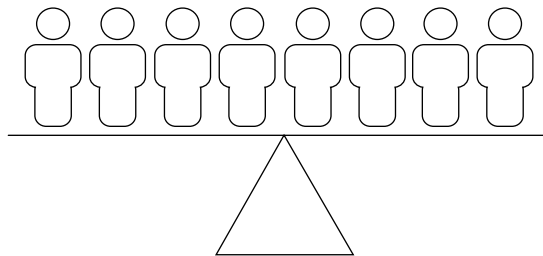


// FOCUS ON **MUTUAL RESPECT**

To guarantee equal opportunities is just as natural for AMINO as to oppose and prevent any form of discrimination and harassment. The recruitment, remuneration and development of employees are based exclusively on their qualifications and skills for the respective tasks. It goes without saying that employees, business partners and third parties are not discriminated against. This is laid down in our Code of Conduct. Violations of this Code are investigated by our compliance organization and sanctioned, if necessary.



There were no incidents of discrimination in the reporting period.



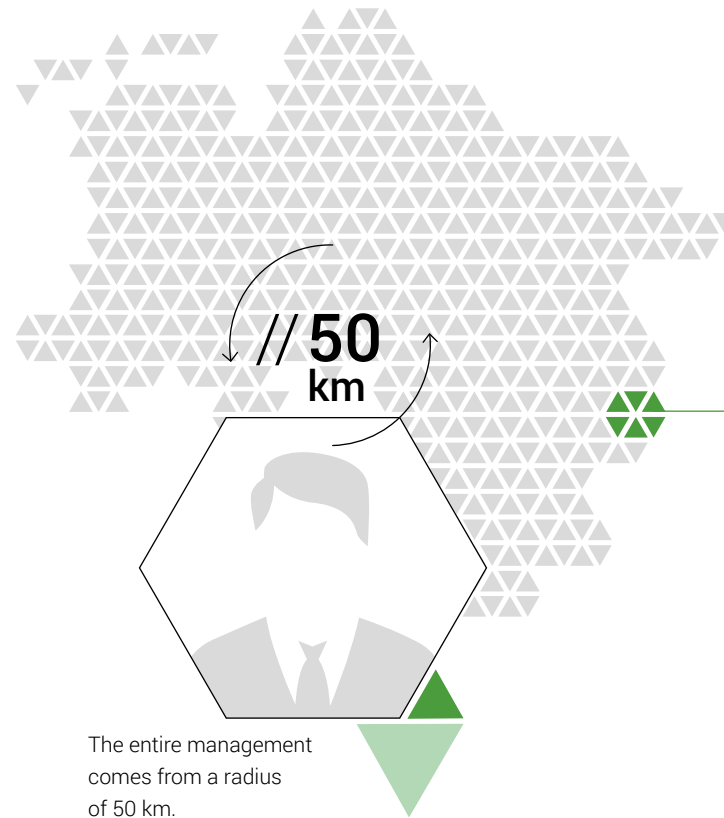
Involvement of local communities

// A SUSTAINABLE LOCATION

// AMINO took over an old sugar refinery site in 2006 as part of a management buy-out. The challenge lies in the successive transformation of a 100-year-old sugar refinery into a modern pharmaceutical company. The advantage lies in the environmentally friendly and resource-efficient re-use of the site.

// The affiliation to the pharmaceuticals and nutrition markets as well as the market demand from multinational pharmaceutical companies are AMINO's unique selling points at Helmstedt region. AMINO is an important employer in the financially and structurally weak area. After all, over 90 % of the employees come from within a radius of 50 kilometers.

// Local groups are supported with an annual contribution.



// 50 km

The entire management comes from a radius of 50 km.



THE MORE THAN 100 YEAR OLD SUGAR REFINERY

LOCATION IN FRELLSTEDT

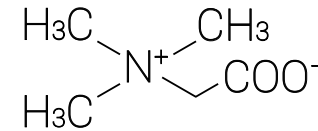
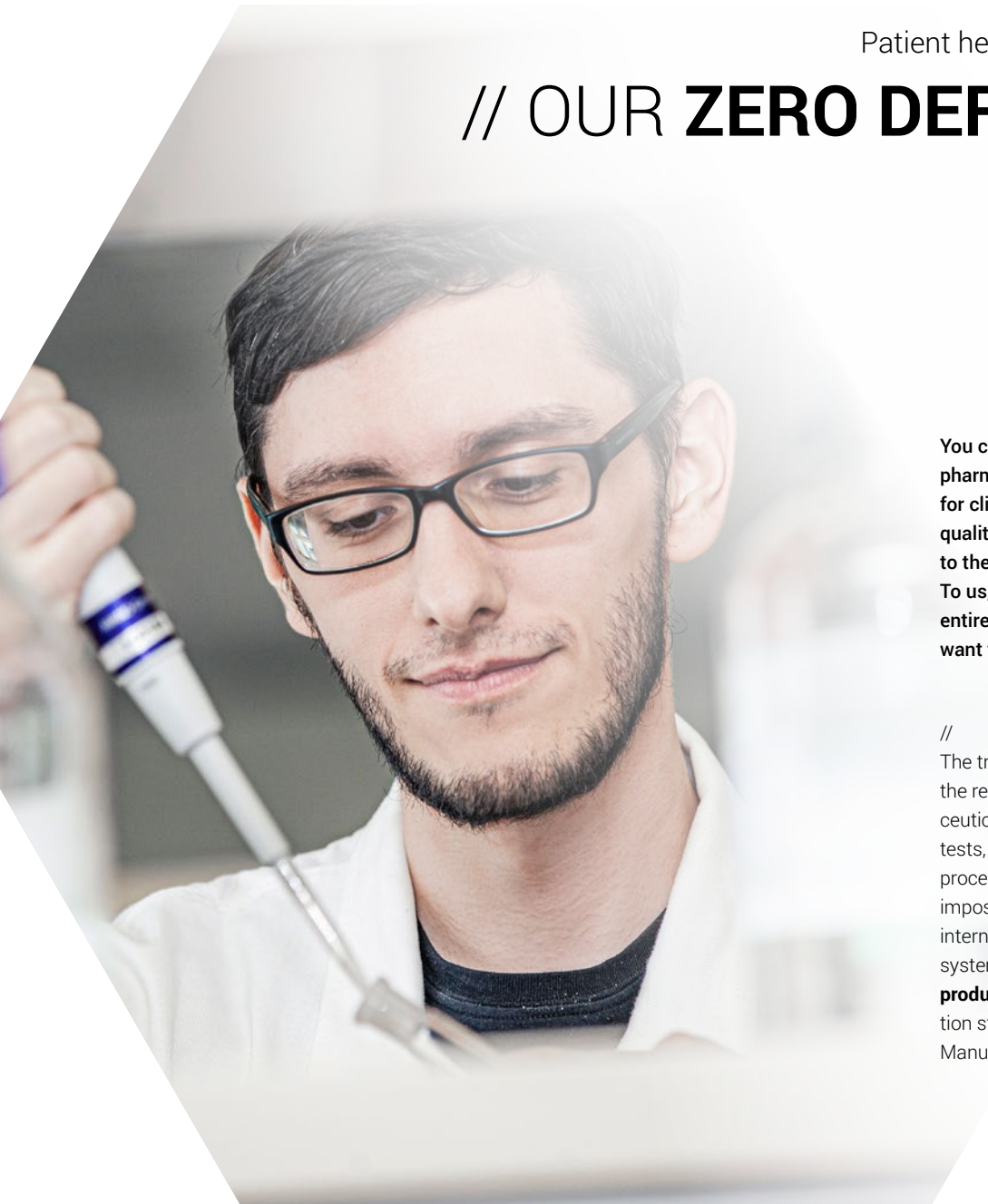
offers us the opportunity of an environmentally friendly and resource-efficient re-use of the site.



Local and regional purchasing plays only a subordinate role.

Patient health and safety

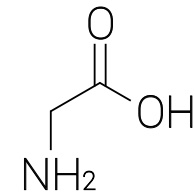
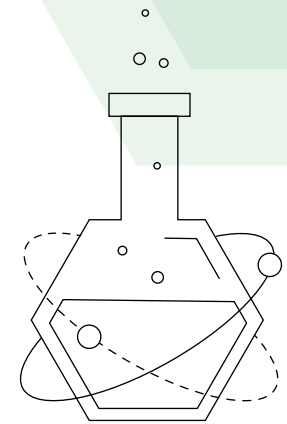
// OUR ZERO DEFECT PHILOSOPHY



You can thus rest assured that AMINO supplies active pharmaceutical ingredients and nutrients of first-rate quality for clinical-medical nutritional 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.

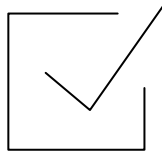
//

The trust that our customers around the world put in us is the result of the consistently high quality of our active pharmaceutical ingredients and nutrients, which are subject to ongoing tests, checks and controls at all levels of the production process. To ensure that we can meet the requirements imposed on us at all times, we have established a continuous internal improvement process and use quality assurance systems to implement our **zero defect philosophy in production**. Of course, we also comply with the strict production standards and latest regulations set forth by the Good Manufacturing Practice (GMP) guidelines.



Patient health and safety

// OUR **ZERO DEFECT PHILOSOPHY**



//

As an active pharmaceutical ingredient manufacturer, AMINO is subject to supervision by the **local supervisory authorities** (Staatliches Gewerbeaufsichtsamt), and is also inspected by other regulatory authorities, such as the U.S. Food and Drug Administration, on a regular basis.

//

We use state-of-the-art biotechnological and chemical-physical processes for manufacturing our products. During ongoing production, our specialists **take samples** on a regular basis, **and evaluate them on the spot**. Our in-house laboratory uses the entire range of chemical, physical, and microbiological methods of analysis. In addition to finished products and raw materials, all intermediate products, auxiliary materials and packaging are inspected and checked there, as well.

//

Moreover, **strict industrial hygiene practices** ensure the maximum purity and highest effectiveness of our entire product range. The release and approval of our products in compliance with the regulations of the German Medicinal Products Act (Arzneimittelgesetz) are exclusively handled by experts with longstanding professional experience.



The protection of customer data follows the legal regulations. There were no data protection complaints during the reporting period.

// QUALITY CONTROLS AT ALL LEVELS

//

The satisfaction of our customers is the goal of our actions. We can only achieve this through the absolute reliability of our products. This is why our **quality assurance processes** start even before the actual production.

//

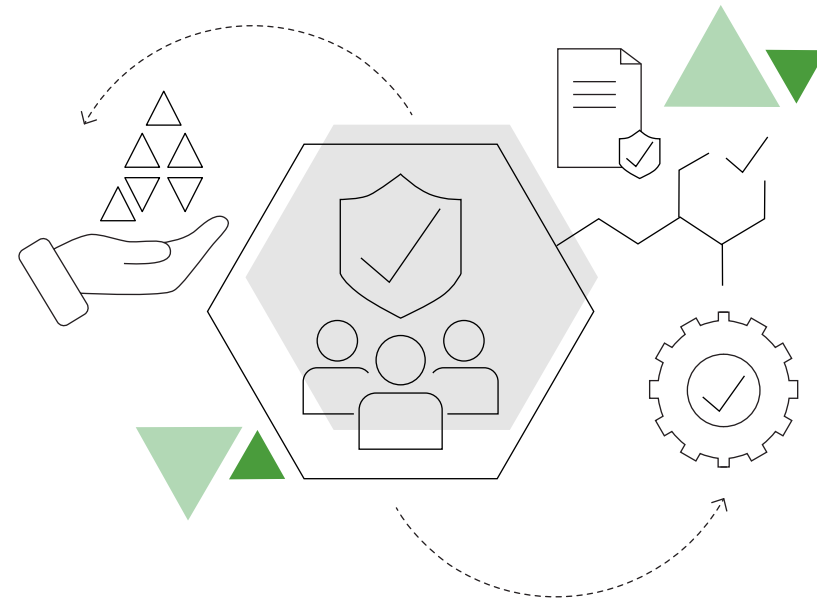
We place the highest value on transparency with our cooperation partners and suppliers right from the procurement of the raw materials. Through our **quality management systems**, we check the quality of the raw materials and ensure that they comply with international standards and specifications.

//

We provide **safety data sheets** for all our products. They are intended to provide the professional user with the necessary data and recommendations for handling our products in order to take the necessary measures for health protection, safety at work and the protection of the environment. Possible hazards are indicated by pictograms on the product label.

//

Regulation (EC) No. 1907/2006 on the registration, evaluation, authorization and restriction of chemicals (REACH) has formed the legal basis for the safe handling of chemicals to protect the environment and human health throughout Europe since 1 June 2007. This regulation affects less than 5 % of AMINO's sales.



- During the reporting period there were neither violations related to product and service
- information and labelling, nor violations in connection with marketing and communication.

// **WE REPORT TO YOU**

This report has been prepared in accordance with the GRI standards Option Kern (GRI 2016).*
This report has not been externally verified.

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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)

Frequency of reporting cycle triennial, last report 2019.

Current report 2022, reporting period 2019 until 2021.

Next reporting period from 2022 until 2024, next report to be published 2025.

For reasons of better readability, no gender-neutral differentiation is made in this report. Corresponding terms apply in principle to all genders for the purposes of equal treatment. The abbreviated form of language does not imply any valuation.

Imprint

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