



AGC Biologics A/S, Copenhagen

# Sustainability Statement 2025

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Denmark



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## General

### Basis for Preparation

This sustainability statement has been prepared by AGC Biologics A/S in accordance with the requirements outlined in the Danish Financial Statement Act, specifically Section 99a. As part of our ongoing commitment to transparency and responsible business and with the evolving regulatory landscape, we have increased the level of disclosure with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This sustainability statement offers an overview of our sustainability performance, challenges, and future commitments. By providing clear and detailed disclosures, we ensure that our stakeholders understand how sustainability factors influence our operations and long-term viability. AGC Biologics remains committed to continuous improvement.

#### Identification of Relevant Information

To prepare this sustainability report a process to identify the information necessary for inclusion has been followed. This process involved collaboration between various internal departments, such as People & Culture, EHS, Engineering, Supply Chain, Quality, Finance, Legal, etc. A review of our operations, risks, opportunities, and stakeholder interests was conducted through a Double Materiality Assessment (DMA) to ensure that all relevant sustainability factors are properly addressed.

#### Regulatory Requirements & Standards

In alignment with Section 99a of the Danish Financial Statement Act this report includes all necessary disclosures regarding the company's sustainability-related strategies, goals, and actions. It covers our business model, sustainability-related risks, and opportunities. In addition to these disclosures, we have integrated elements of the ESRS, where we are ready to report currently. This also ensures that we are prepared for future CSRD requirements for AGC Inc. in FY2028. Where applicable, the information in this report aligns with recognized sustainability reporting standards such as the GRI, CSRD and ESRS, ensuring our report is consistent with regulatory reporting requirements. The aim is to provide stakeholders with a report that meets the highest standards of transparency and accountability.

#### Reporting Scope

The sustainability information presented pertains to AGC Biologics Copenhagen Site activities. These activities were identified as a part of our DMA, where we conducted stakeholder and value chain mapping. Thus, the scope of the report spans across our value chain, including products,

business relationships, and supply chain. The DMA considered the impact across all AGC Biologics seven sites globally. As part of our increased disclosure in preparation for the CSRD, this report now covers a broader range of sustainability issues, which ensures that stakeholders better understand our sustainability initiatives and their impact across the value chain.

#### Changes in Preparation

Since 2021 and in the 2024 Sustainability Report, we included a consolidated ESG data table based on the standardized metrics developed by the Danish Finance Society, FSR – Danish Auditors, and Nasdaq Copenhagen. This was part of our transition toward full adoption of the ESRS framework, as the ESRS standards encompass the same underlying ESG dimensions. As this transition is now complete, the compiled table is no longer included in this year's report.

In addition, during 2025 the quality of HR data has significantly improved by introducing a more defined and standardized P&C process for managing employee data within our HR system. These process improvements have yielded a higher quantity of available data that is both more structured and accurate. Continuous data validation and cleanup have also been implemented as part of our monthly reporting exercises to maintain data integrity.

## Governance

#### Governance structure and composition

AGC Biologics operates within the governance structure of the AGC Group, with ultimate oversight of sustainability matters resting at AGC Inc. Board and executive management level, as described in the AGC Group Sustainability Data Book 2025. At subsidiary level, AGC Biologics' management is responsible for implementing Group policies, standards, and controls relevant to sustainability. The composition of AGC Inc.'s administrative, management and supervisory bodies reflect a defined proportion of independent board members (in line with Japanese Corporate Governance Code requirements), consideration of gender diversity and broader diversity aspects in board composition, as well as mechanisms for employee perspectives to be reflected through internal engagement, consultation, and reporting structures

AGC Inc. assesses on a continuous basis whether its administrative, management and supervisory bodies possess, or have access to, appropriate sustainability-related skills and expertise. This includes expertise related to

climate change, health & safety, human rights, regulatory compliance etc. AGC Biologics benefits from this Group-level expertise through access to central sustainability, EHS, compliance, and risk management functions, complemented by site-level technical and regulatory specialists. Within the AGC Group governance framework designated Board committees and executive bodies oversee specific sustainability topics such as climate change, environment, health and safety, compliance, and human rights. AGC Biologics management is responsible for implementing and managing sustainability-related measures at operational level, in line with Group mandates and policies.

#### Targets and performance monitoring

The administrative and management bodies of AGC Inc. oversee the setting of sustainability-related targets, including long-term climate ambitions and interim performance objectives. Progress is monitored through regular reporting, performance indicators, and internal review processes. AGC Biologics contributes to this monitoring by reporting site-level environmental, health and safety, and operational data in accordance with Group reporting requirements.

#### Statement on Due Diligence

AGC Biologics has established due diligence processes to identify, prevent, mitigate, and account for actual and potential negative impacts on people and the environment arising from our business activities. In accordance with Section 99(a) of the Danish Financial Statements Act, we disclose our processes for identifying and addressing sustainability-related risks. These processes form an integral part of our sustainability reporting and directly inform our double materiality assessment, ensuring that significant risks and opportunities are identified and managed effectively.

A core element of our due diligence framework is ongoing stakeholder engagement. We recognize the importance of understanding and integrating the interests and perspectives of stakeholders who are affected by, or can affect, our operations. Stakeholder engagement is conducted as a continuous and structured process that supports the identification and assessment of environmental, social, and governance impacts, risks, and opportunities.

Our key stakeholders include both internal and external parties with significant influence on, or exposure to, our business activities. Engagement takes place through multiple channels, including surveys, regular meetings, and collaborative dialogue. Feedback gathered through these interactions is systematically analyzed and integrated into strategic and operational

decision-making, supporting the prevention and mitigation of identified risks. Through our due diligence and stakeholder engagement activities, we have identified key areas of stakeholder concern related to environmental sustainability, health and safety, and transparency. In response, AGC Biologics has implemented targeted measures, including enhanced focus on green technologies, strengthened health and safety protocols, and increased engagement with local municipalities, particularly regarding noise and environmental impacts.

Our due diligence framework is further supported by AGC Biologics Copenhagen's certifications under ISO 14001 (Environmental Management), ISO 50001 (Energy Management), and ISO 45001 (Occupational Health and Safety Management). These internationally recognized management systems ensure a structured and consistent approach to managing environmental, climate, and occupational health and safety impacts, and to monitor the effectiveness of our preventive and mitigating actions.

## Strategy, Business Model & Value Chain

### Business Model & Value chain

AGC Biologics A/S operates as a Contract Development and Manufacturing Organization (CDMO), offering cGMP-compliant manufacturing and control services to the biopharmaceutical industry. We specialize in delivering customized solutions for pharmaceutical and biotech companies, focusing on the development and production of protein-based therapeutics. Our service portfolio spans cell line development, bioprocess development, analytical testing, drug development, cell banking and storage, quality services, and scale-up for both clinical and commercial manufacturing. All services are supported by robust regulatory expertise and a comprehensive quality management system, ensuring compliance and operational excellence throughout the product lifecycle.

### Copenhagen Facility

Our Copenhagen site is one of AGC Biologics' largest and most advanced facilities, supporting both mammalian and microbial manufacturing. It features multiple cGMP production lines, including stainless-steel fermenters for microbial fermentation (up to 1,500L) and single-use bioreactors for mammalian production (500L and 2,000L). In 2024, we completed a €200 million expansion, adding eight 2,000L bioreactors, a 500L perfusion bioreactor, two purification suites, and expanded QC laboratories. This investment increased mammalian production capacity by more than 150 batches annually and reinforces our ability to support customers from early development through commercial supply. The site

holds ISO 14001 (Environment), ISO 45001 (Health & Safety), and ISO 50001 (Energy) certifications, demonstrating our commitment to sustainability and operational excellence.

### Position in the Value Chain

AGC Biologics occupies a central role in the biopharmaceutical value chain. Upstream, we collaborate with suppliers of raw materials, consumables, and specialized equipment. While we ensure adherence to business ethics in procurement, our influence over material choices is limited for late-stage projects where processes are fixed. In earlier development phases, we have greater flexibility to implement sustainability improvements. Our own operations focus on producing active pharmaceutical ingredients (APIs), and we have successfully developed more than 200 biological drug substances. Downstream, customers manage drug product formulation, distribution, and patient delivery. AGC Biologics does not interact directly with end-users but ensures that materials and processes comply with laws and regulations.

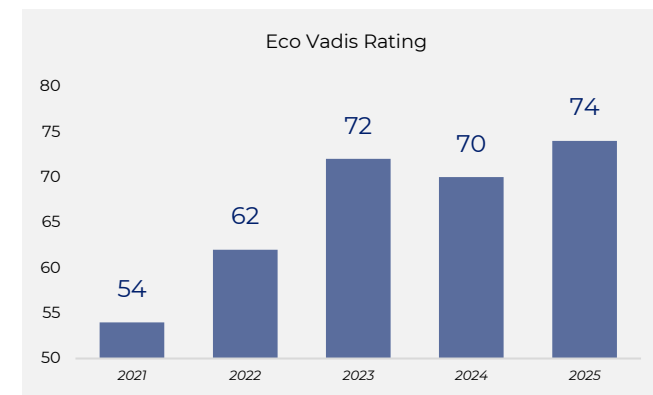
### Strategy

The CDMO business model inherently supports sustainability by enabling pharmaceutical companies to scale production without constructing new facilities, reducing resource use and environmental impact. We are committed to advancing sustainability further by advising customers on upstream practices, such as defining raw material requirements to minimize environmental footprints. "Your Friendly CDMO Expert" reflects our commitment and guide our actions, ensuring that AGC Biologics continues to deliver on its promise to be a trusted partner and ensure sustainable growth. Being a "Friendly CDMO" is not just about the way we interact; it's about how we do business. It reflects our approach to supporting our customers' sustainability goals with empathy and understanding, leveraging our deep expertise to help them achieve their ambitions. Together with these initiatives, we aim to foster a strong culture, enhance operational efficiency through automation, and embed lean, compliant, and customer-centric processes across all sites.

### EcoVadis Rating

Each year, AGC Biologics submits data to Eco Vadis for evaluation against their sustainability criteria. We are dedicated to continuously refining our data and processes to strengthen our Eco Vadis Sustainability Rating. After receiving our first rating in 2021, we have remained focused on driving improvement. Comparing our scores from 2021 to now we've seen a notable increase. In 2023, we were proud to be awarded a Gold Medal for corporate social responsibility and business sustainability, with a rating of 72. This year, AGC Biologics received a Silver Medal, with a rating of 74, which is four points

higher. The silver medal, despite a higher score, can be attributed to changes in the Eco Vadis rating system. A new benchmark was established in 2024, along with adjustments to the criteria for awarding medals and scoring.



### AGC Group Sustainability Strategy

AGC Biologics' strategy is aligned with the AGC Group Sustainability Strategy, which is embedded in AGC Inc.'s long-term management vision and medium-term business plans. The Group strategy is guided by the philosophy "Look Beyond" and structured around three core social values: Blue Planet, Innovation, and Well-being. Under this framework, AGC Inc. has identified material sustainability matters across environmental, social, and governance dimensions, including climate change, resource efficiency, employee well-being, responsible supply chains, and business ethics. These material matters inform AGC Biologics' strategic priorities, considering the specific sustainability impacts, risks, and opportunities associated with biologics manufacturing. Sustainability considerations are integrated into AGC Biologics' strategic and operational decision-making, including facility design and operation, energy and resource management, workforce health and safety, quality and compliance systems, and supplier management.

### Impacts, Risks & Opportunities

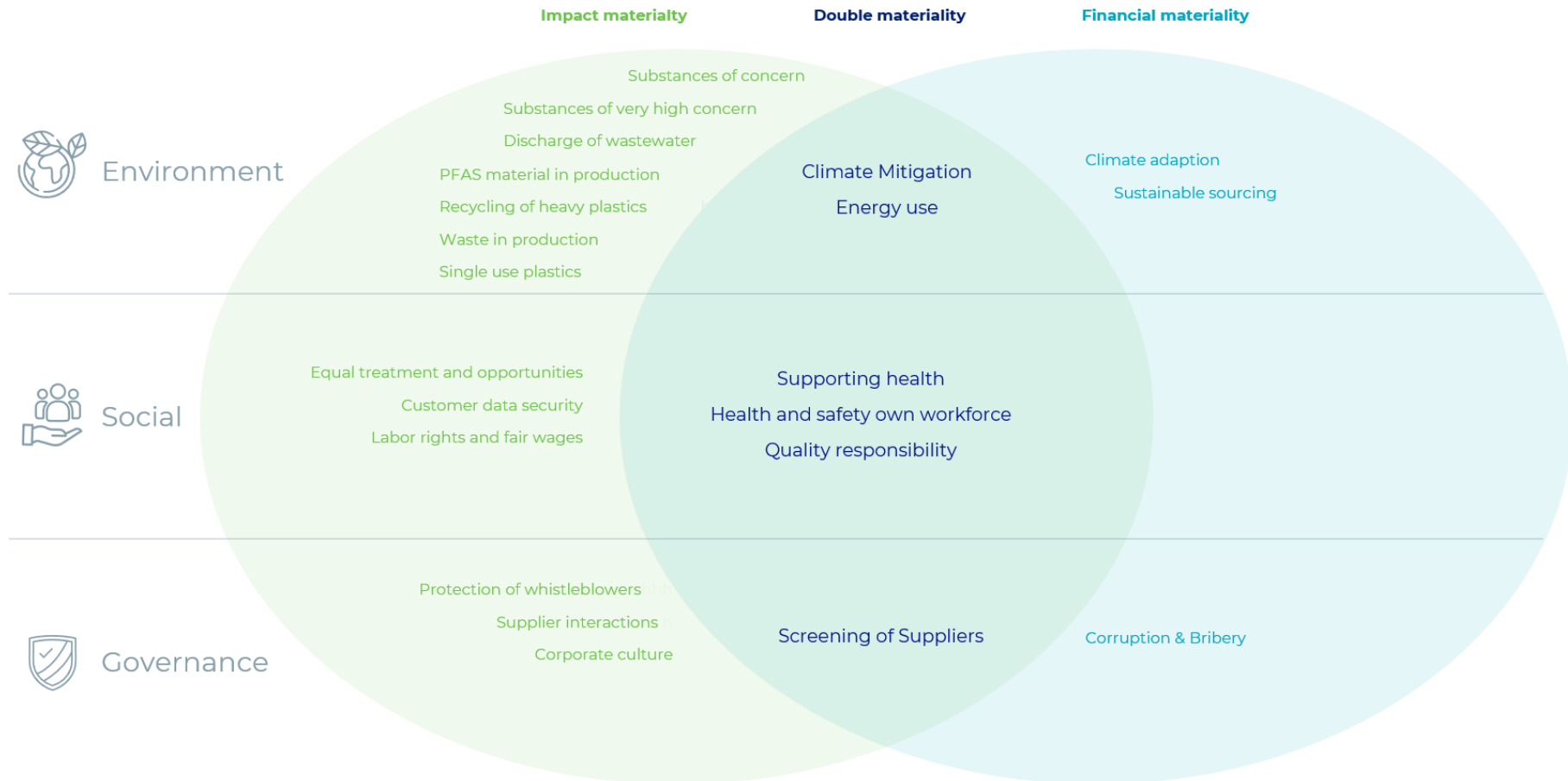
AGC Biologics' processes to identify and manage the impact of our activities, products, and services, are integral to our ISO 14001, 50001, and 45001 certifications. For reporting purposes however AGC Biologics has utilized ESRS standards under the Corporate Sustainability Reporting Directive (CSRD) as guidance for our double materiality assessment and reporting – despite not being in scope. Together with our ISO-certifications this allow us to work systematically with sustainability targets, policies, actions, and metrics.

Our Double Materiality Assessment (DMA) was finalized in the beginning of 2024 and revised in the beginning of 2025. The process covered all seven operational sites and the upstream and downstream value chain, enabling a comprehensive understanding of how business activities affect society and the environment (inside-out perspective) and how sustainability issues influence AGC Biologics' financial and operational performance (outside-in perspective). The DMA followed a structured approach. Internal participants included representatives from various business areas, site locations, and leadership teams. External perspectives were captured through consultation with suppliers and customers.

Participants assessed sustainability topics aligned with CSRD standards, considering current and potential issues over short-, medium-, and long-term horizons. Each topic was rated on a scale of 1 (mild) to 5 (severe) for both severity and likelihood. Respondents identified priority areas for sustainability and provided open-ended input on opportunities for improvement and strategic alignment. The assessment addressed potential negative impacts associated with specific operations, business relationships, and geographies. Prevention, mitigation, and remediation measures were evaluated where relevant.

Findings were informed by AGC Biologics' existing due diligence processes, risk management frameworks, and certifications (ISO 14001 for environmental management and ISO 50001 for energy management), as well as external expertise, scientific data, and industry benchmarks. This systematic process ensured that both the severity and importance of ESG topics were considered from stakeholder and operational perspectives. No significant methodological changes were made compared to the prior reporting period, maintaining continuity in the assessment approach.

Figure 1: Double Materiality Assessment for AGC Biologics





## Environment Partnering for a Healthier Planet

AGC Biologics Copenhagen has been certified in ISO 14001 since 2018 and ISO 45001 & ISO 50001 since 2021. The certifications demonstrate our ongoing commitment to EHS and continuous improvement as part of our sustainability journey. Regular internal and external audits, along with management reviews, ensure that the EHS management system meets the requirements in the three ISO standards.

### Climate Change

#### Policies

Policy	Energy Policy
Purpose	Focus on continually reducing energy consumption including CO <sub>2</sub> emissions.
Scope	Global
Applicability	Page 5 to 6
Supporting documentation	<a href="http://www.agcbio.com/environmental-health-safety">www.agcbio.com/environmental-health-safety</a> <a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

At AGC Biologics, our approach to energy management and climate responsibility is guided by a set of comprehensive global policies that address both our energy consumption and greenhouse gas emissions, as well as our preparedness for climate-related risks. Our Global Energy Policy outlines our commitment to minimizing environmental impact through a structured and proactive energy management framework. This policy drives continuous improvement by prioritizing reductions in energy use and GHG emissions across all sites and operational processes, ensuring consistent and effective energy performance. Complementing this, our Global Environmental Policy (Box on Page 7) strengthens our efforts to address climate change adaptation. Each year, we conduct assessments of potential environmental and climate-related risks associated with our facilities and production activities. This systematic evaluation enables us to identify, monitor, and mitigate potential impacts stemming from climate change, ensuring resilience and long-term operational sustainability.

#### Actions

Climate change is a critical material topic for AGC Biologics due to the significant environmental footprint associated with our manufacturing

operations. Reducing emissions, improving energy efficiency, and transitioning toward more sustainable energy sources are essential to both our environmental responsibility and long-term operational resilience. Addressing these impacts supports our commitment to sustainable growth and responsible value-chain operations.

#### ISO 50001 Certification

We are dedicated to reducing GHG emissions and support AGC Inc.'s SBTi target. Therefore, AGC Biologics has implemented ISO 50001 (Energy Management System) certification, which helps us reduce energy consumption and GHG emissions, supporting our broader sustainability goals. It provides independent validation of our adherence to international standards, fostering trust among our stakeholders. By focusing on energy efficiency and transparent reporting, we aim to minimize our environmental impact, meet customer expectations, and comply with future regulations.

#### GHG Emissions

To reduce scope 1 and 2 emissions different measures have been identified. This includes selecting energy-efficient equipment and designing energy-efficient processes and facilities. In 2025, the solar panels on the roof of the new facility in Sydmarken 22 were taken into use. Furthermore, the process of conducting Scope 3 calculations was initiated in 2025 as part of our continued commitment to sustainability and responsible business practices. This effort will enhance our understanding of indirect emissions throughout our value chain, enabling us to identify key areas for reduction with the aim of improving our overall climate impact. By incorporating Scope 3 emissions into our reporting, we aim to strengthen transparency and align with industry's best practices and regulatory expectations.

#### Metrics & Targets

We annually contribute to the AGC Inc. "Sustainability Data Book," reporting on our environmental performance in line with the Danish Financial Statements Act 99a, and other relevant frameworks. We engage both internal and external experts to validate our progress and ensure our sustainability efforts are aligned with stakeholder expectations. AGC Biologics has been reporting on GHG emissions (Scopes 1 and 2), energy consumption, and renewable energy share since 2021. Our ISO-certified Environmental Management System ensures our environmental performance is consistently monitored. The data set illustrated below provides a general overview of our impact and development over the last two years.

Energy consumption contributes to climate change through emissions from on-site fuel use (Scope 1), purchased electricity and district heating (Scope 2), and energy usage within the value chain (Scope 3). At AGC Biologics, energy consumption is significant, particularly in the production processes and producing the materials required. When energy is purchased through external electricity sources (Scope 2), the carbon intensity of that energy depends on the local grid mix, unless renewable energy is produced on-site. It is important to note that AGC Biologics do not own the unfinished or finished products.

	2024	2025
Gross Scope 1 GHG emissions *	1409	1573
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0
Gross location-based Scope 2 GHG emissions	688	562
Gross market-based Scope 2 GHG emissions	5456	4642
Total Gross Indirect (Scope 3) GHG emissions	-	61666
1. Purchased goods and services	-	21447
2. Capital goods	-	20868
3. Fuel and energy-related activities (not included in scope 1 or scope 2)	-	334
4. Upstream transportation and distribution	-	14640
5. Waste generated in operations	-	6
6. Business traveling	-	2087
7. Employee commuting	-	2272
9. Downstream transportation	-	12
12. End-of-life treatment of sold products	-	0.05

\*In 2025, scope 1 for the first time includes diesel oil for emergency generators, as well as fugitive emissions from coolants. The contributions from these new elements are however minor, contributing with approximately 0,1% of total scope 1 emissions each.

In 2025, gross Scope 1 emissions amounted to 1573 Tons CO<sub>2</sub>e compared to 1409 Tons CO<sub>2</sub>e in 2024. Scope 1 emissions primarily relate to the use of natural gas, and minor contributions from use of diesel for emergency generators, propane for trucks and CO<sub>2</sub> gas in production. An increase in natural gas consumption explains the increase in Scope 1 emissions since 2024. Both gross location-based, and market-based, Scope 2 emissions decreased over the same period. The difference between the two Scope 2 methodologies reflects the application of grid-based emission factors versus contractual instruments in the market-based approach. AGC Biologics does not have a Power Purchase Agreement (PPA), thus our market-based emissions are calculated based on the residual electricity mix, after subtracting all renewable electricity from PPAs held by other companies.

In 2025, AGC Biologics reports Scope 3 emissions for the first time. The quantification of value chain emissions remains a work in progress, and current disclosures reflect the categories for which data availability and methodological maturity allow for reasonable estimation. There has been a priority of including categories which are expected to have a high contribution, most noticeably category 1 Purchased Goods and Services emissions. The calculation of Scope 3 emissions involves a higher degree of estimation uncertainty compared to Scope 1 and Scope 2, particularly as primary supplier data is not yet available and secondary emission factors are applied. The company expects the completeness, accuracy and granularity of Scope 3 reporting to improve over time as data collection processes are strengthened and supplier engagement increases. Future reporting periods may therefore include adjustments as methodologies are refined and coverage expands.

Total energy consumption amounted to 20,705 MWh in 2025, compared to 20,970 MWh in 2024. Energy use remains predominantly fossil-based, largely due to the consumption of natural gas for heating. Fossil energy sources accounted for 100% of total consumption in 2024 and 99.9% in 2025. Natural gas consumption increased from 6,621 MWh to 7,138 MWh, due to increased demand in association with the new facility established in 2024, while consumption of purchased electricity, heat, steam and cooling from fossil sources decreased moderately from 14,349 MWh to 13,521 MWh. In 2025, AGC Biologics started metering self-generation of renewable energy through solar cells, producing a total of 30 MWh in 2025, corresponding to approximately 0.1% of total energy consumption. No nuclear energy was consumed during the reporting period.

**Table 2:** Energy Consumption & Mix in MWh

	2024	2025
<b>Total energy consumption</b>	<b>20.970</b>	<b>20.705</b>
<b>Total fossil energy consumption</b>	<b>20.970</b>	<b>20.675</b>
Fuel consumption from coal and coal products	-	-
Fuel consumption from crude oil and petroleum products	14	16
Fuel consumption from natural gas	6.621	7.138
Fuel consumption from other fossil sources	-	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	14.349	13.521
Share of fossil sources in total energy consumption (%)	100%	99.9%
<b>Consumption from nuclear sources</b>	<b>-</b>	<b>-</b>
Share of consumption from nuclear sources in total energy consumption (%)	-	-
<b>Total renewable energy consumption</b>	<b>-</b>	<b>30</b>
Fuel consumption from renewable sources	-	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	-	-
Consumption of self-generated non-fuel renewable energy	-	30
Share of renewable sources in total energy consumption (%)	0%	0.1%
Non-renewable energy production	-	-
Renewable energy production	-	30



## Pollution

### Policies

In our production facilities and laboratories, we handle substances that are essential for producing medicines and active pharmaceutical ingredients that benefit patients. These substances can sometimes be hazardous to health and/or the environment and improper handling of these substances can have a negative impact on the environment and our employees. The global Environmental policy covers mitigation of the negative impact related to pollution. At AGC Biologics, our commitment encompasses pollution prevention, i.e. compliance with environmental laws and regulations.

We recognize our responsibility to not only our stakeholders but also the local communities where we operate. This responsibility drives our focus on environmental performance excellence, which is outlined in the elements of the environmental policy. This includes proactively plan for pollution prevention and reduction, ensuring we minimize our environmental impact. Setting clear objectives and targets that demonstrate leadership in environmental management practices. Maintaining a robust procedure, training, self-assessments, and monitoring systems to ensure ongoing compliance with both current and future regulations.

Policy	<b>Environmental Policy</b>
Purpose	Focus on pollution prevention, compliance with all environmental laws and regulations, and environmental sustainability while taking a life-cycle view.
Scope	Global
Applicability	Page 5 to 9
Supporting policy documentation	<a href="http://www.agcbio.com/environmental-health-safety">www.agcbio.com/environmental-health-safety</a> <a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

### Actions

Our EHS management system, certified under ISO 14001, ISO 50001, enables us to focus on reducing the risk of negatively impacting the environment through pollution and ensure compliance with all applicable laws and regulations. By setting annual objectives the EHS system contributes to the overarching goal of reducing the negative impact on wastewater. Specifically, for pollution, the objective is to continuously assess the impact from introducing new chemicals and investigate the feasibility of substituting hazardous chemicals in the early stages of customer projects. T

As a CDMO, AGC Biologics recognizes that our customers are the owners of the products and determines the substances used in the manufacturing process. As a result, our ability to take independent action is limited, as we are dependent on our customers' needs and the specific requirements for each active ingredient. Therefore, our efforts will focus on collaborating with our customers to explore potential solutions, leveraging our expertise as "your friendly CDMO expert".

AGC Biologics works with substances of concern (SOCs) and a small number of SVHCs, which include boric acid used in low concentrations in the manufacturing processes. SOC refers to substances that are carcinogenic, mutagenic, reprotoxic, have endocrine-disrupting properties, are persistent and bio accumulative, are sensitizing, cause organ toxicity, or are hazardous to the environment and the ozone layer. Substances considered SVHCs are listed in any of the following lists: Substances restricted in Annex XVII to REACH, Authorization List in Annex XIV of REACH and Candidate List of substances of very high concern for Authorization.

SVHCs are regulated by the EU due to their potential risks to human health and the environment. We ensure we manage these substances responsibly, ensuring compliance with all regulatory requirements, and continuously evaluating alternatives to minimize potential negative impacts on the environment and health. Furthermore, some materials used in production may contain per- and polyfluoroalkyl substances (PFAS). PFAS are commonly found in materials such as single-use plastics, filters, and gaskets, which are often used in our production and utility equipment. We will continue to ensure compliance with the regulatory landscape to mitigate any risks.

To mitigate the environmental risks associated with the discharge of wastewater, that contain residues of materials from production which can include harmful substances, AGC Biologics ensures that wastewater discharges comply with legal limits. All substances are emitted either to wastewater post neutralization or collected and disposed of as hazardous waste. Based on the properties of raw materials and products (in connection with new customer projects), we continuously evaluate whether wastewater can be safely discharged for treatment at a municipal facility or if it needs to be collected and treated as hazardous waste.

Metrics

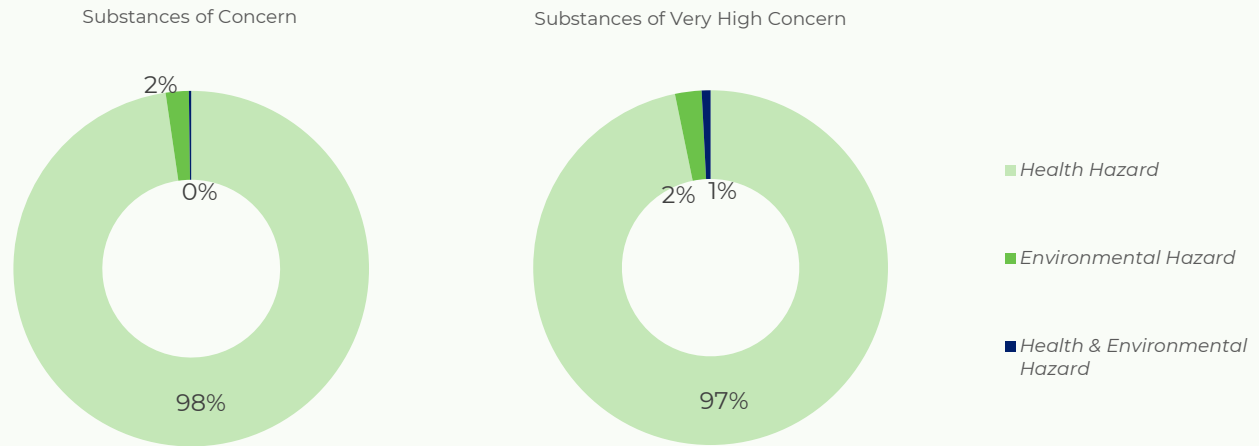
Table 3 provides an overview of the amounts of substances of concern (SOC) and substances of very high concern (SVHC) identified in our operations based on our raw material inventory. In 2025, we identified use of 150 items with hazard classifications making them substances of concern compared to 146 items in 2024. We have identified 18 items containing substances of very high concern in our production, compared to 20 items in 2024.

For the SOCs, there is a noticeable decrease in Health hazard quantities (from 9,057 to 8,344 kg) and health & Environmental hazard (from 27 to 18 kg), driven by generally reduced consumption of these items. Environmental hazard quantities show a significant reduction (from 723 to 179 kg), primarily driven by a significant reduction in the consumption of one specific item that contributed substantially in 2024.

For the SVHCs, the significant Environmental hazard decrease (from 31 to 0,3 kg) is also driven by a significant reduction in the consumption of one specific item that contributed substantially in 2024. A decrease in quantities is seen for all three main hazard classes. As a conservative methodological assumption, the total amount of substances of concern procured is considered to leave the facilities as emissions. This approach excludes potential retention in products, by-products, or other outputs and may therefore overestimate actual emissions.

Table 3: Substances of Concern and Very High Concern in KG	Health Hazard		Environmental		Health & Environmental	
	2024*	2025	2024*	2025	2024*	2025
Total amount of substances of concern that are generated or used during production or that are procured	9057	8344	723	179	27	18
Total amount of substances of concern that leave facilities as emissions, as products, or as part of products or services	9057	8344	723	179	27	18
• Leave facilities as emissions	9057	8344	723	179	27	18
• Leave facilities as products	0	0	0	0	0	0
• Leave facilities as part of products	0	0	0	0	0	0
• Leave facilities as services	0	0	0	0	0	0
Total amount of substances of very high concern that are generated or used during production or that are procured	8	12	31	0,3	0,1	0,1
Total amount of substances of very high concern that leave facilities as emissions, as products, or as part of products or services	8	5	31	0,3	0,1	0,1
• Leave facilities as emissions	8	7	0,1	0,1	0,1	0,1
• Leave facilities as products	0	0	0	0	0	0
• Leave facilities as part of products	0	0	0	0	0	0
• Leave facilities as services	0	0	30,9	0,1	0	0

\*The 2024 values have been updated to match the established methodology for identifying SOCs and SVHCs in 2025, including a split into main hazard classes: 'Health', 'Environmental' and 'Health & environmental' hazard.



## Resource Use & Circular Economy

### Policies

Policy	AGC Group Environment Policy
Purpose	Commitment to achieve sustainability in society and our company by contributing to decarbonization, a circular economy, and harmony with nature in all phases of our value chain.
Scope	AGC Group
Applicability	Page 5 to 9
Supporting policy documentation	<a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

AGC Biologics recognizes that its operations have both direct and indirect environmental impacts through resource consumption and waste generation at end-of-life of products. Efficient management of these areas is central to minimizing environmental impact, meeting regulatory requirements and supporting sustainable value creation. The global Environmental Policy ensures that AGC Biologics mitigate environmental and regulatory risks, create operational efficiencies, and advance the sustainability of the company's value chain. These considerations are embedded in our operational practices and due diligence processes.

### Actions

AGC Biologics has implemented a formal EHS evaluation procedure to manage the environmental impacts associated with the use of raw materials. The procedure applies to all new raw materials and to significant changes in the consumption of existing materials and is designed to prevent adverse environmental effects and ensure compliance with environmental approvals and wastewater permits.

Key actions include systematic screening of raw materials against applicable chemical and environmental regulations (including CLP and REACH), classification of substances according to environmental and health risk, and identification of materials requiring enhanced monitoring or prior approval by authorities. Resource use is monitored through quarterly extraction of consumption data from the ERP system and assessed against approved consumption limits to enable early identification of potential exceedances. Dedicated EHS resources are responsible for environmental evaluations, regulatory engagement and reporting. Substances of particular concern, such as EDTA, are subject to specific mass balance calculations to control wastewater emissions. Consumption data and environmental performance

are reported annually to the Danish Environmental Protection Agency and the local municipality in line with regulatory requirements.

AGC Biologics is currently exploring how we, as CDMO, can move towards more sustainable resource use and a circular economy without compromising our customers' needs. Single-use systems and high-grade plastics play a key role in modern bioproduction. While these systems result in higher annual resource consumption and waste volumes and can contribute to increased CO<sub>2</sub>e emissions at end-of-life, they also offer important environmental benefits compared to more permanent stainless-steel systems. By eliminating the need for cleaning and sterilization, single-use equipment significantly reduces water consumption, cleaning chemicals and wastewater volumes per produced unit, as well as the associated energy demand for purified water (PW), water for injection (WFI) and clean steam. Recognizing both the benefits and challenges of single-use technologies,

### Metrics & Targets

The tables provide an overview of AGC Biologics' waste streams (Table x) and resource outflows (table 4). All waste subcategories are split between hazardous and non-hazardous waste, defined in accordance with the EU Waste Framework Directive 2008/98/EC.

To ensure flexible production in a contract manufacturing context, the production process relies on single-use equipment, such as bags and hoses, which replaces conventional stainless-steel bioreactors, media and buffer tanks, and fixed metal piping. Both contaminated (GMO) and uncontaminated single-use equipment are incinerated in plants with energy recovery. All waste generated is managed by a local waste handling company. The majority consists of residual waste while smaller shares include fractions such as cardboard and plastic, as well as hazardous waste streams. Hazardous waste mainly arises from production and laboratory activities and includes GMO-related waste, chemical/laboratory waste and finally wastewater containing chemical residue. This wastewater is collected in IBC tanks and registered as hazardous waste as a precautionary measure, although the concentrations of hazardous constituents are typically below regulatory thresholds for hazardous waste.

**Table 4:** Resource Outflows (in metric tons (t))

	2024*	2025
Waste generated	510	547
Hazardous waste diverted from disposal:	106	137
due to preparation for reuse	0	0
due to recycling	1	0,3
due to other recovery operations**	105	137
Non-hazardous waste diverted from disposal	332	410
due to preparation for reuse	0	0
due to recycling	119	155
due to other recovery operations**	213	255
Hazardous waste directed to disposal:	72	0
by incineration	72	0
by landfilling	0	0
by other disposal operations	0	0
Non-hazardous waste directed to disposal:	0	1
by incineration	0	0
by landfilling	0	1
by other disposal operations	0	0
Non-recycled waste	72	1
Percentage of non-recycled waste (%)	14	0,2

Total waste generation increased from 510 t in 2024 to 547 t in 2025, representing an increase of 37 t (~7%). Waste diverted from disposal increased in 2025 for both hazardous and non-hazardous waste streams. Hazardous waste diverted from disposal increased from 106 t to 137 t, primarily through other recovery operations, while recycling volumes decreased slightly from 1 t to 0.3 t. Non-hazardous waste diverted from disposal increased from 332 t to 410 t, with recycling increasing from 119 t to 155 t and other recovery operations increasing from 213 t to 255 t. This indicates improved waste recovery and recycling performance in 2025. In 2024, 72 t of hazardous waste was directed to incineration due to a specific operational situation requiring disposal of certain materials. This was a one-off event and not representative of normal waste management practices.



Social  
Empowering People  
to Improve Lives

At AGC Biologics, our commitment to social responsibility starts with our employees. We strive to ensure that our workforce is aligned with our vision of being a trusted partner in the biopharmaceutical industry. This includes prioritizing occupational health and safety, upholding labor rights, offering fair wages, and providing equal treatment and opportunities for all employees. We are dedicated to equipping our managers with the necessary tools and skills to nurture talent, cultivate a strong organizational culture, and drive high performance. We seek to focus on attracting and retaining top talent by fostering an environment where employees feel valued, engaged, and empowered. Additionally, we continually improve our working environment, ensuring that our workplace remains dynamic and inclusive and hereby mitigate the risks of attracting and retaining qualified personnel.

Characteristics of Workforce

Since 2021, AGC Biologics has experienced significant growth, a trend that is also reflected in the increase in our number of full-time equivalents (FTEs). It is a testament to the continued success of our business. Table 5 and 7 provide an overview of AGC Biologics' workforce measured in headcount. The first shows the self-declared gender distribution by headcount and the second reflects the gender distribution across employment types.

Characteristics of non-employees

AGC Biologics recognizes the important role that these non-employees play in supporting our operations and will continue to ensure that they align with our conduct. Our non-employee workforce consists of consultants and contractors. Consultants provide specialized professional services and often bring unique skills that may not be filled by regular employees. Consultants typically work in highly skilled or professional roles on a project-based basis, with defined terms outlined in a statement of work or contractual agreement. Contractors provide services or perform tasks for AGC Biologics and are often employed through agencies, paid through vendors, or engaged as independent contractors.

**Table 7: Employment Across Genders in 2025**

Employment Type	Female	Male
Permanent	631	610
Temporary	39	42
Full-time	587	583
Part-time	83	69

**Table 5: Characteristics of Employees**

	2024	2025
Permanent	1165	1241
Temporary	47	81
Non-guaranteed hours	0	0
Full-time	1066	1170
Part-time	146	152
Total	1212	1322

**Table 6: Characteristics of non-employees**

	2024	2025
Consultants	47	76
Contractors	42	68
Total	132	152

**Table 7: Employment across Genders**

Genders	Female	Male	Other	Total
Permanent	631	610	0	1241
Temporary	39	42	0	81
Non-guaranteed hours	0	0	0	0
Full-time	587	583	0	1170
Part-time	83	69	0	152

Diversity, Equity, Inclusion & Belonging

Policies

Policy	Anti-Harassment Policy
Purpose	Maintaining a safe, respectful, and inclusive work environment without harassment
Scope	Global
Related policies	7 Key Principles for People

AGC Biologics' policies and procedures are designed to embody and promote diversity, equity and inclusion. Our vision for diversity is to be lived daily within our corporate culture, ensuring that every individual can thrive in an environment that values their unique contributions. With our policies we strive to create a workplace that embodies respect and equitable treatment.

The global anti-harassment policy maintains a safe, respectful, and inclusive work environment where every individual is valued. Harassment, in any form undermines our commitment to a positive workplace culture and will not be tolerated. We encourage all employees to report harassment or unethical behavior immediately. Reports can be made confidentially through supervisors and managers, People and Culture partner, or Compliance Officers. We are committed to investigating all concerns and taking appropriate action to ensure the well-being of all team members.

Policy	Ethical Behavior & Conduct Policy
Purpose	Ensures ethical behavior with equity and inclusion
Scope	Global
Related policies	Code of Conduct (Page 16)

Our Policy for Ethical Behavior and Conduct define our commitment to Equal Employment Opportunity (EEO) standards, which ensures that we operate as an equal opportunity employer. All employment-related decisions, from hiring to training, are based on merit and business necessity, without regard to race, color, sex, religion, age, disability, sexual orientation, or any other protected characteristic. Our zero-tolerance stance on discrimination is a core aspect of our culture. The Code of Conduct (See: page 16) further highlights the diversity within our workforce, celebrating the range of experiences, backgrounds, and perspectives that our employees bring to the AGC Group. This approach aligns with one of our four shared values, "Diversity," as depicted in our AGC Group Vision "Look Beyond."

Actions

**DEI&B Global Council**

At AGC Biologics, we are dedicated to fostering a workplace that celebrates diversity, equity, inclusion, and belonging. We encourage the expression of individuals, authenticity, and being one's true self in the workplace. By embracing diverse perspectives, we create a culture where all employees feel valued and respected. The DEI&B Global Council actively engages with our employees and communities to create an environment where every individual can thrive: These actions include but are not limited to actively supporting education and awareness through various channels, such as webinars, DEI&B survey, and communications to AGC Biologics.

Local Employee Resource Groups (ERGs), site-specific DEI councils and clubs are open to all employees and come together to shape our company culture, uplift communities, share common experiences, engage in activities and empower individuals through diverse voices. We also offer employees the flexibility of taking cultural holidays as well as celebrating cultural marked dates and encouraging individuals to foster learnings and connect with one another.

**Recruitment and Onboarding**

To ensure a sustainable recruitment process our approach is supported by a variety of documents and programs designed to streamline the hiring and onboarding experience. These include a Welcome Guide that facilitates a smooth transition for both managers and new employees, as well as a regularly updated New Employee Welcome (New) Program. Additionally, we offer a Technical and Leadership Onboarding Program, which is further supported by a Leaders' Resource Portal and a 'Leadership Fundamentals' program for all newly hired or internally promoted managers. To align new hires with the company's values and objectives, we conduct a comprehensive New Employee Welcome Session, focusing on company goals and individual responsibilities. Furthermore, our Technical Onboarding Academy provides specialized training to employees who are joining our Manufacturing organization, ensuring a seamless integration into AGC Biologics.

**Job Architecture & Fair Remuneration**

Job Architecture taxonomy was implemented in 2024 to ensure clear career paths and fair remuneration across all roles and teams, promoting transparency, equity, and the opportunity for career advancement. By defining job roles based on tasks, responsibilities, skills, and competencies, the new architecture aligns roles within a unified structure, fostering consistency and fairness in our organization.

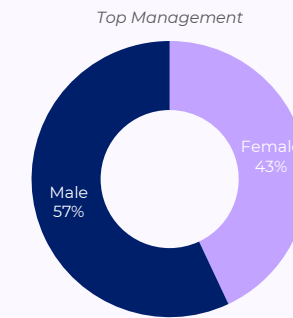
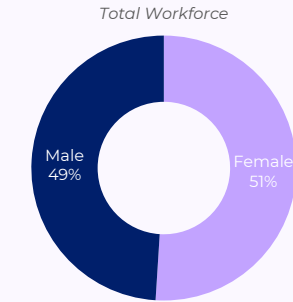
The job levels for Scientists, Technicians, and Specialists reflect the diversity of roles and responsibilities within our teams. This framework ensures a clearer progression path, allowing team members to grow in their careers with greater clarity and fairness. The aim is to foster an environment of equity, growth, and opportunity where every team member has the chance to thrive in a well-defined, fair, and supportive career path. This also ensures that remuneration is consistent, equitable, and aligned to the surrounding labour market, supporting the sustainability of both individual careers and our broader organizational goals.

Metrics & Targets

**Gender Composition**

As AGC Biologics is committed to achieving gender diversity across all management levels. AGC Biologics aims for a gender ratio close to 50:50, with a minimum of 40% representation of the underrepresented gender at all management levels, including the Management Team. This focus on gender diversity aligns with the latest amendment to Section 139(c) of The Companies Act. The amendment mandates the establishment of targets and reports mechanisms for gender diversity if gender equality has not yet been achieved. AGC Biologics is aligned with these requirements and continues to take proactive steps to ensure gender diversity and inclusivity at all levels of the organization.

Over the past years, we have made progress in this area we continue to maintain an almost equal gender distribution in our own workforce and at the management level. However, there is progress to be made in terms of the gender ratio at the top management level and in the Board of Directors. AGC Biologics is committed to achieving a more balanced gender representation on the Board and aims for a 40% female representation. As part of this commitment, we will prioritize recruiting qualified female candidates during future board member replacements.



**Table 8: Gender Composition**

	2024		2025	
<b>Total workforce*</b>				
Female	548	51%	670	51%
Male	521	49%	652	49%
Other	0	0%	0	0%
<b>Top Management</b>				
Female	4	44%	3	43%
Male	5	57%	4	57%
Other	0	0%	0	0%
<b>Board of Directors</b>				
Female	1	20%	1	20%
Male	4	80%	4	80%
Other				

\*In 2024, gender data was not reported for 143 employees. The composition is therefore based solely on the available data, covering 1,069 out of a total workforce of 1,212.

**Table 9: Gender Pay Gap**

	2024	2025
Gender Pay Gap	-0,3%	0,1%

### Age Composition

AGC Biologics is committed to promoting diversity, including a focus on age distribution. In alignment with ESRS requirements, table 10 presents an overview of age diversity within AGC Biologics' workforce. As AGC Biologics does not request employees' ages during the recruitment process to uphold our commitment to diversity, equity, and inclusion (DEI), we rely on social security numbers to determine age. However, for employees working abroad or those not residing in Copenhagen, this data may not be available.

The diagram illustrates that the two underrepresented genders together account for 42% of our total workforce. This highlights our ongoing commitment to fostering an inclusive organization, supported by targeted efforts to attract both recent graduates and experienced professionals.

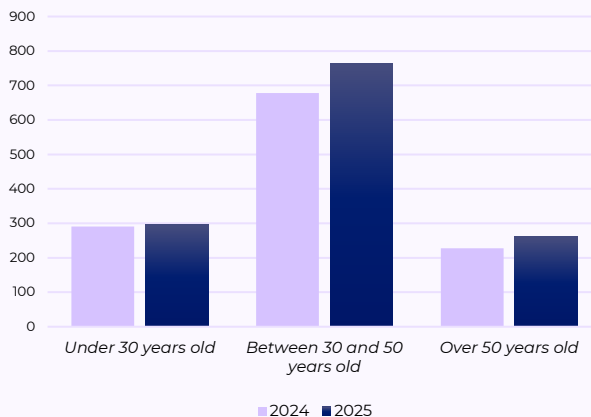


Table 10: Age Composition

	2024	2025
Under 30 years old	291	296
% of employees under 30 years old	24.0%	22%
Between 30 and 50 years old	678	763
% of employees 30 and 50 years old	55.9%	58%
Over 50 years old	228	261
% of employees over 50 years old	18.8%	20%
Not reported	15	2

## Health & Safety: Striving for Zero

### Policies

Policy	Occupational Health & Safety Policy
Purpose	Establish and maintain a safe work culture through employee involvement and participation in the safety process. Comply with all applicable laws, regulations, and standards.
Scope	Global
Supporting documentation	<a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a> AGC Group EHSQ Policy AGC Group Occupational Health and Safety Policy

The AGC Group has established the AGC Group EHSQ Policy and the AGC Group Occupational Health and Safety Policy to support the realization of a sustainable society and to uphold the Group philosophy "Look Beyond," which guides our continuous development and long-term value creation. These policies formalize our commitment to Environment, Industrial Safety & Security, Occupational Health & Safety, and Quality (EHSQ), which constitute a prerequisite for being a business within AGC Group. The AGC Group EHSQ Policy sets the overarching framework for how the Group integrates operational safety into daily operations. It affirms that contributing to a sustainable society and ensuring the safety and well-being of people are foundational to our ability to grow and evolve.

The AGC Group Occupational Health and Safety Policy is anchored in the principle "No production without assurance of safety." This principle is shared across all AGC Group operations and applies to all workers. The policy outlines four key commitments. First, complying with all applicable occupational health and safety laws and requirements. Second, setting and pursuing measurable objectives to drive continuous improvement of the OHS Management System. Third, maintaining safe and healthy workplaces through ongoing risk assessment, and last fostering a strong safety culture through active participation of all workers in OHS activities.

Together, these policies form the foundation of AGC Biologics' own Occupational Health and Safety Policy which is tailored to AGC Biologics operations but builds upon the same systematic approach to preventing occupational risks, ensuring regulatory compliance, strengthening a proactive safety culture, and supporting responsible operations. The policy outlines how we strive to achieve the highest standards in occupational health and safety across all our operations. We aim to foster a safe work culture through active employee involvement and participation in safety

processes. We adhere to all relevant laws, regulations, and standards, and we adopt and implement practices that reflect our commitment to excellence.

### Actions

#### ISO 45001-Certification

AGC Biologics recognizes its critical responsibility to maintain a safe and healthy environment for its employees, visitors, and contractors, which is ensured by ISO 45001-certification. It requires a system with clear objectives, employee participation, and continuous measurement and improvement related to safety efforts. The occupational health and safety assessment considers both physical and psychological factors, ensuring comprehensive protection for our employees. Employee safety is prioritized through the design of safe working environments, implementation of controls, procedures, training, and the provision of personal protective equipment (PPE). In the event of injury or illness, the necessary treatment and rehabilitation is provided, and root cause analysis is conducted to avoid nonconformities. Effective communication is central to our safety culture, ensuring ongoing awareness and responsiveness to any concerns.

#### AGC Group Safety Initiatives

Every year, the AGC Group convenes a global safety meeting where health and safety managers and responsible personnel from divisions and sites come together to share key challenges, exchange improvement initiatives, and strengthen their collective capabilities to ensure safe and healthy workplaces. Building on this foundation, a Global OHS Conference has been held annually since 2023, centered around the themes of improving safety awareness. The conference highlights outstanding safety practices and supports their adoption across the Group.

Additionally, regional OHS meetings are conducted in China, Thailand, Europe, and the United States. These gatherings bring together health and safety representatives from across regions and divisions, while considering local regulatory. The meetings provide an opportunity to exchange region-specific challenges and best practices and to deepen shared knowledge throughout the organization. To further reinforce a strong safety culture, AGC Group operates a formal awards system for health and safety excellence. In 2024, a total of 24 Outstanding Safety Activity Awards were presented globally to recognize exemplary initiatives. The Group also grants continuous safety awards to sites that achieve zero accidents over one year or over extended periods, reinforcing the importance of consistent, long-term commitment to safety.

### Safety Campaign 2025

In 2025, CPH launched a comprehensive, site-wide safety campaign consisting of seven strategic workstreams. Sponsored by the General Manager and supported by the Leadership Team, the campaign is driven by the EHS organization but involves every function and every employee on site. All employees are completing segmented, role-specific on-site safety training to build the knowledge and skills necessary to prevent accidents and strengthen the safety culture. The safety campaign was organized into seven workstreams covering awareness and communication, risk assessments, strengthening the H&S organization, EHS objectives, behavior, and manufacturing actions.

The safety campaign brings our organizational values to life by strengthening a shared commitment to safe and inclusive behaviors across the site. By bringing people together across functions for training, joint risk assessments, and knowledge sharing, the campaign encourages new ideas and innovative approaches to improving safety. The campaign also fosters stronger teamwork by creating new connections across functions and supporting an inclusive environment. Through training, assessments, safety walks, H&S representative dialogue, and safety-first communication in daily routines, the campaign enhances collective understanding and capabilities, enabling us to continuously build a stronger, more knowledgeable, and more inclusive safety culture.

Key activities included targeted risk assessments in high-risk areas with deep analyses to identify root causes and implement effective mitigations. Safety ownership was reinforced through new EHS objectives integrated into individual performance goals, including a shared sitewide accountability target in Workday. Immediate Action initiatives in Manufacturing further improved safety performance by strengthening PPE practices, chemical risk controls, and employee inclusion. The campaign also enhanced our H&S organization by expanding the number of representatives and providing focused training for both representatives and leaders to ensure clear roles and consistent support.

The core pillar of the safety campaign was comprehensive training for all staff. Every employee completed a mandatory three-hour foundational course, complemented by job-specific training modules designed to build the skills needed to identify hazards and prevent incidents.

### Metrics & Targets

To manage health & safety AGC Biologics utilizes Total Recordable Incident Rate (TRIR) because it is a globally recognized and standardized safety

metric. This format enables consistent benchmarking across regions, operations, and industry peers worldwide, while allowing us to track performance trends over time. Using TRIR supports transparency, accountability, and our commitment to continuously improving workplace safety. The TRIR has decreased significantly from 0.71 to 0.39 following the safety campaign, demonstrating clear and measurable progress in our safety performance. While AGC Biologics continues to strive toward the goal of zero incidents, this result is well below our minimum performance threshold of 0.7 and reflects the positive impact and effectiveness of the safety campaign.

Moreover, AGC Biologics has been tracking absenteeism since 2021 as part of our Health & Safety efforts. By identifying patterns and trends in attendance, organizations can address underlying issues such as employee well-being, ergonomic issues, physical environment etc. Understanding absenteeism allows us to implement proactive strategies, which contribute to a healthier, more engaged workforce.

## Ensuring Employee Well-Being

### Policies

Policy Purpose	<b>Worktime Policy</b> Protecting employee health, preventing excessive workloads, and safeguarding work-life balance.
Scope	Copenhagen Site
Related policies	OHS Policy

AGC Biologics is committed to ensuring safe working conditions that is legally compliant with Danish legislation. We adhere to the three statutory minimum standards: the 11-hour daily rest requirement, the weekly rest day within every seven-day period, and the 48-hour average weekly working time limit calculated over four months. These rules form the foundation for protecting employee health, preventing excessive workloads, and safeguarding work-life balance. Managers are responsible for planning work accordingly, monitoring compliance, and reporting any breaches, while employees are expected to inform their manager if rest periods cannot be maintained. Systematic oversight is carried out by the Safety Organization, which reviews reported deviations and escalates recurring issues to senior management.



Policy	<b>Absenteeism Policy</b>
Purpose	Reduce absenteeism and promote a seamless return to work. AGC Biologics
Scope	Copenhagen Site
Related policies	OHS Policy

The policy related to absenteeism focuses on several key objectives: reducing absenteeism, improving employee motivation and satisfaction, providing support during illness, ensuring transparent and respectful absence management, and facilitating a smooth transition for employees returning to work after an absence. It aims to maintain positive relationships between AGC Biologics and its employees during periods of absence, and clearly defines the mutual responsibilities and impacts related to absenteeism. The policy is aligned with current legal standards and incorporates valuable insights from the Work Council.

#### Actions

##### *AGC Days and 'Care Days'*

After nine months of employment, all employees receive five additional AGC Biologics holidays, offering more time for rest and balance. AGC Biologics provides employees with a clear and compliant framework for annual leave through a combination of statutory holidays under the Danish Holiday Act and company-provided AGC Days or AGC Hours. Employees earn five weeks of paid vacation annually, with options to take holidays as they accrue and, after nine months of employment, receive additional AGC Days or Hours. The policy outlines the use, approval, transfer, or payout of unused days, including provisions for borrowing holidays in advance and special rules in cases of long-term absence. By ensuring transparent processes for planning, recording, and compensating leave, AGC Biologics supports work-life balance, employee well-being, and fair working conditions.

From 2026 we have implemented a new policy regarding 'Care Days'. Team members will earn extra care days (days off) according to their seniority. This starts after +3 years of continuous employment at AGC Biologics. The days are meant to support team members with extra time off to care for themselves, sick children, spouses, or close relatives. They are designed to manage family obligations without utilizing standard vacation days.

##### *Well-being and psychological safety initiative in 2025*

At AGC Biologics, we recognize mental well-being as an essential pillar of a sustainable and thriving organization. To support this commitment, we have launched a dedicated SharePoint site designed to raise awareness and provide practical tools under the guiding message: *"We care about our*

*hearts, so why can't we care for our minds?"* As an employer, we take this responsibility seriously. We strive to create a strong framework that empowers employees to care for their mental health, while also encouraging personal ownership of well-being. The platform offers a range of resources to inspire and support both individuals and leaders. This includes content on the *7 Energy Types*, workspace efficiency, and team activities, as well as well-being articles for all employees on topics such as improving personal well-being, finding balance, building resilience, and enhancing energy for better performance. Leaders can access dedicated guidance on preventing poor well-being in their teams, becoming resilient leaders, and supporting employees who may be absent due to illness.

In 2025, AGC Biologics launched a 'psychological safety' initiative to ensure that all team members feel safe to speak up, raise concerns, and share ideas to further improve the site. The company trained all line leaders in 'psychological safety' with the help of an external expert provider to ensure that every people manager at AGC Biologics understands the positive impact of having a team that feels psychologically safe. Other actions, such as Townhall presentations and speaker events were made available for employees for sign-up and further training and awareness.

##### *Employee Engagement Survey*

Every year, AGC Biologics runs a company-wide Engagement survey to gauge employees' engagement levels and capture input and feedback from all employees. This employee survey is designed to help AGC Biologics understand how employees experience their work environment, leadership, communication, and overall, well-being. The survey cover key themes such as job satisfaction, clarity of expectations, availability of tools and training, managerial support, professional development, meaningfulness of work, quality culture, work-life balance, communication effectiveness, and long-term engagement. These questions are intended to provide a holistic view of how employees perceive their daily work experience and the organization's commitment to their growth and well-being. Survey results will be used by leadership teams to identify strengths, highlight areas for improvement, and guide meaningful actions that enhance the employee experience.

##### *Employee Benefits*

At AGC Biologics, we are committed to supporting the well-being, development, and everyday comfort of our employees. Our benefits package is designed to create a healthy, engaging, and rewarding workplace. We provide company-paid health insurance through Dansk Sundhedssikring, along with comprehensive pension agreements with Danica and Industriens

Pension to support long-term financial security. Our insurance benefits cover a wide range of health and mental health services including treatment at private hospitals and access to specialized care, including consultations with physiotherapists, psychologists, osteopaths, chiropractors, etc. Additionally, professional guidance is offered to manage both personal and work-related challenges as well as tools to maintain a healthy work-life balance.

To enhance daily life at work, we offer arrangements for a healthy lunch, fresh fruit, and complimentary coffee and tea. We offer special canteen and food arrangements for our employees on shift work. Employees can also benefit from subsidies for the employee club, relevant external training, and various additional employee discount programs and gross-salary schemes, where applicable. We further support well-being through seasonal initiatives such as flu vaccinations. Together, these benefits reflect our commitment to fostering a workplace where employees feel valued, supported, and empowered.



## Improving lives: Product Quality & Patient Health

At AGC Biologics, consumers and end-users - meaning both our customers and patients - are at the core of our existence. Our mission is to "Bring Hope to Life." As a Contract Development and Manufacturing Organization (CDMO), we do not have direct contact with consumers or end-users. However, our products ultimately impact them, and we bear a significant responsibility for delivering high-quality solutions. This responsibility presents an opportunity to contribute positively to public health, ensuring the well-being of the individuals who benefit from our work. Furthermore, we are committed to safeguarding customer data and ensuring security across all operations.

### Policies

Policy	<b>AGC Group Quality Policy</b>
Purpose	Maintaining a safe, respectful, and inclusive work environment without harassment
Scope	Global
Supporting documentation	<a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

Quality is involved in nearly everything that we do at AGC Biologics, from receiving raw materials to testing and releasing the final drug substance. Our purpose is to ensure quality throughout the value chain including equipment and facilities. We work closely with our stakeholders to find solutions to bring safe medicines to patients. AGC Biologics has a mature Quality Management System that ensures robust execution and continuous improvement based on cGMP.

AGC Biologics holds a profound quality responsibility toward the end-users being the patients of our products. As a provider of unfinished pharmaceutical products, we are accountable for supplying biological drug substances used for essential therapies. We understand that the companies we partner with depend on AGC Biologics to deliver biopharmaceutical products that are of the highest quality and reliability.

The AGC Group Quality Policy is based on the principle of "incorporating Customer Satisfaction perspective into our daily work," we develop and provide products and services to continuously create the value that meets customer expectations. First, it is a testament that we provide our products and services in conformance with the requirements of laws, regulations, and customers. Second, we ensure and improve the quality of our products and

services, including patient safety. Third, we record necessary information related to our products and services on a factual basis, and appropriately control, report, and disclose such information. Last, we together participate in the continual improvement of effectiveness and efficiency of our quality management and strive to enhance the value of individual's work.

### Actions

Our mission to "Bring Hope to Life" is not just a statement but a commitment that is reflected in the way we work i.e., patient health, product quality, and responsible practices. In accordance with the structural and regulatory boundaries outlined in our operational procedures, AGC Biologics supports customers by ensuring that all Drug Substance development and manufacturing activities meet the highest quality and safety standards. While the company does not own or distribute the final medicinal product, it plays a critical part in safeguarding patient health by executing robust process development, formulation, scale-up, and production controls as specified by the product owner. These activities are carried out under strict confidentiality, regulatory compliance, and quality frameworks designed to support safe and effective use.

Our core values - integrity, innovation, and excellence - drive us to uphold the highest standards of patient safety and product efficacy. We are committed to ensuring that every treatment we contribute to meets rigorous quality standards, ultimately improving the lives of those who rely on these therapies. Because AGC Biologics does not have direct interaction with patients or access to post-market environments, responsibilities such as pharmacovigilance, safety communication, product labeling, emergency recall management, and end-of-life handling remain with the Marketing Authorization Holder. Within this defined scope, AGC Biologics contributes to patient safety by maintaining transparent collaboration with customers, providing high-quality Drug Substance, and supporting customer-driven initiatives such as draft Safety Data Sheet preparation and logistical recall support when formally requested. This clear delineation of responsibilities ensures that AGC Biologics remains fully aligned with regulatory expectations while delivering reliable, high-quality manufacturing services that form a critical foundation for safe final medicinal products reaching patients.



# Governance Trust through Integrity & Security

Robust governance is the bedrock of our business with AGC Inc. as the backbone. We are committed to the high standards of ethical conduct, data security, and supply chain responsibility to build and maintain the trust of our customers and stakeholders. We operate with transparency and hold ourselves accountable to the high ethical principles. We extend our commitment to sustainability to our value chain, both upstream and downstream.

## Business Conduct

### Policies

Policy	<b>Code of Conduct</b>
Purpose	Maintaining a safe, respectful, and inclusive work environment without harassment
Scope	AGC Group
Applicability	Page 10 to 17
Supporting documentation	<a href="https://www.agc.com/en/sustainability/integrity/coc.html">https://www.agc.com/en/sustainability/integrity/coc.html</a>

AGC Biologics is covered by AGC Inc.'s current Code of Conduct, which outlines key ethical principles and compliance requirements that guide employees in Europe. The code of conduct ensures that employees are well-versed in the regulations to avoid anti-competitive behavior, which can have severe legal and financial consequences. It also stresses the need for adherence to international and national law, highlighting AGC Inc.'s commitment to human rights, trade control as well as product and workplace safety. The protection of company assets and confidential information is another priority, with policies in place to safeguard sensitive data and management of information security.

Policy	<b>Human Rights Policy</b>
Purpose	Maintaining a safe, respectful, and inclusive work environment without harassment
Scope	AGC Group
Applicability	Page 10 to 17
Supporting documentation	<a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

AGC Group's Human Rights Policy affirms the company's commitment to respecting internationally recognized human rights across all its operations

and value chain, in alignment with frameworks such as the International Bill of Human Rights, ILO standards, and the UN Guiding Principles on Business and Human Rights. The policy applies to all employees and urges suppliers and business partners to uphold the same standards. AGC conducts ongoing human rights due diligence to identify, prevent, and mitigate adverse impacts supported by clear governance led by the Sustainability Committee and Chief Compliance Officer. Through training, transparent reporting, stakeholder dialogue, and established grievance channels, AGC Inc works to ensure accountability, continuous improvement, and responsible business conduct throughout its global operations.

### Actions

During the reporting year, AGC Biologics continued to implement its Human Rights Policy through training and established grievance mechanisms. As a result, no confirmed breaches of the Code of Conduct or human rights violations were identified, and no cases reported through the whistleblower system resulted in substantiated findings related to human rights.

#### CoC Mandatory Annual Trainings

AGC Inc. conducts annual training, monitored by the site legal department, to ensure that all AGC Biologics employees and consultants complete the required sessions. Training in anti-corruption and bribery is an integral part of our overall Code of Conduct compliance training. All employees undergo this training upon joining the company and then participate in an annual refresher course to update and reinforce their knowledge. This ensures compliance and up-to-date knowledge across the organization.

#### Whistleblower System

The Whistleblower System complies with the EU Directive on whistleblowing and is designed to address serious issues that may affect the integrity and legal compliance of our operations. It allows employees, partners, suppliers, and other stakeholders to confidentially raise concerns about potential violations of laws or regulations. Reports can be submitted in several ways, e.g., by contacting the Legal Compliance Function directly, submitting an anonymous report through the AGC Biologics Quick Link on the SharePoint site or reporting an incident through the AGC Group of Companies' internal Helpline. We understand the importance of confidentiality in protecting those who report concerns, thus report made will be kept fully confidential while ensuring a thorough investigation. Equally important is the protection of whistleblowers against retaliation, which is also safeguarded by the Whistleblower Reporting system.



# Supply Chain Management

## Policies

Policy	<b>Supplier Code of Conduct</b>
Purpose	Ensuring high standards of ethics, human rights, environmental stewardship, and health and safety across operations.
Scope	Global AGC Biologics
Applicability	Page 5 to 9 and page 17
Supporting documentation	<a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

Our Supplier Code of Conduct, updated in February 2024, outlines the principles and expectations we uphold in our interactions with suppliers, ensuring that our operations align with high standards of ethics, human rights, environmental stewardship, and health and safety. It outlines expectations for ethical business practices, respect for human rights, and compliance with labor standards, including prohibitions on forced labor, child labor, discrimination, and corruption. Suppliers must operate responsibly by protecting the environment, ensuring safe working conditions, and safeguarding data privacy and security. They are required to follow relevant laws, manage risks, and promptly address any non-compliance, and may end business relationships in cases of material breaches.

Policy	<b>Purchasing Policy</b>
Purpose	Maintaining a safe, respectful, and inclusive work environment without harassment
Scope	AGC Group
Supporting documentation	<a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

As a part of AGC Group, we are guided by the Group Philosophy, "Look Beyond," and the principles outlined in the "AGC Group Charter of Corporate Behavior." These values inform and shape our approach to procurement, ensuring that our purchasing activities are conducted in a way that is consistent with AGC Groups commitment. The purchasing policy is designed to uphold the basic purchasing principles, which are: 1) Fair and Equitable Transactions. 2) Compliance with Laws, Regulations, and Ethical Standards, 3) Partnership and Collaboration with Suppliers and 4) Protection of Information and Intellectual Property

In selecting suppliers, AGC evaluates potential business partners based on several key criteria. These include profound business capabilities, the ability to ensure a steady supply, and flexibility in meeting fluctuating demand. We also consider a commitment to product quality, competitive pricing, punctual delivery, and adherence to safety and environmental standards.

Additionally, we assess efforts to align with AGC Group's sustainability objectives.

Policy	<b>AGC Group Anti-Bribery Policy</b>
Purpose	Maintaining a safe, respectful, and inclusive work environment without harassment
Scope	AGC Group
Supporting documentation	<a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

The AGC Group Anti-Bribery Rules establish the framework for preventing bribery across all AGC Group companies by clarifying expectations, defining prohibited conduct, and ensuring compliance with global anti-corruption laws. The policy prohibits employees and third-party intermediaries from offering or providing improper benefits to public officials, outlines responsibilities for reporting suspected violations, and sets governance structures for oversight, training, and risk assessment. Through these rules, AGC Group reinforces its commitment to lawful, transparent, and ethical business practices worldwide. During the reporting year, no breaches of the AGC Group Anti-Bribery Rules were identified. No substantiated incidents of bribery or corruption were recorded, and no confirmed cases were reported through internal reporting or whistleblower channels.

## Data Security & Data Ethics

### Policies

Policy	<b>Group Common Information Security Policy</b>
Purpose	Maintaining a safe, respectful, and inclusive work environment without harassment
Scope	AGC Group
Supporting documentation	<a href="http://www.agc.com/en/sustainability/criteria/index.html">www.agc.com/en/sustainability/criteria/index.html</a>

AGC Group Common Information Security Policy defines the fundamental concepts and baseline requirements regarding the information security with the objective of ensuring AGC Group wide information security management and, appropriately protect and maintain information assets managed in AGC Group. AGC Group is AGC Inc. and all its consolidated companies. The Information Security Policy shall comply with all applicable laws. In case of conflict, applicable law shall prevail. All AGC Group members shall comply with all applicable laws and regulations, company policies and rules, and agreements concerning any information assets and information systems.

Protecting the privacy and security of personal and confidential information is paramount at AGC Biologics. This commitment is reflected in our compliance with the Danish Financial Statements Act, section 99 (d). AGC Biologics has established several policies to ensure robust data ethics across all operations. The Employee Privacy Policy ensures compliance with GDPR regulations, detailing the measures we take to protect personal data.

### Actions

During the reporting year, no breaches of data security or data ethics were identified. AGC Biologics recognizes that data security and ethical data use are critical to maintaining trust with our customers and supporting responsible operations. Accordingly, we continue to strengthen its governance, processes and competencies in this area, with an ongoing focus on adapting to technological developments and data-related best practices.

#### Microsoft Dynamics 365 (D365)

AGC Biologics is implementing Microsoft Dynamics 365 (D365) through Project Phoenix to improve efficiency, governance, and data reliability. As part of AGC Group's global IT strategy, D365 will unify core business processes on one cloud-based platform, strengthening compliance, cybersecurity, and operational stability. D365 will enable better processes and reporting, integrated systems with improved transparency and standardization, and automated workflows that drive consistent behaviors. The system will improve key business processes, create a stronger data foundation, and free teams to focus on delivering life-changing medicines. It will also support harmonized processes, business growth, and greater efficiency, offering shareholders a more secure and compliant organization.

#### Customer Data Security

As a company handling sensitive customer and project information, we recognize the potential economic and ethical risks associated with data breaches, including impacts on intellectual property and stakeholder trust. To safeguard this information, we adhere to the Danish Financial Statements Act §99(d) and maintain strong data ethics and protection policies. Our Digital Transformation initiatives—including the implementation of a new ERP system—strengthen operational reliability, enhance cybersecurity, and support compliant, transparent data practices. Clear IT Usage and Security procedures govern how data is collected, stored, and shared across the organization and with external partners. All employees handling data complete mandatory IT Security training to ensure awareness of best practices and regulatory requirements. Data ethics and system development decisions are anchored within corporate management to ensure oversight and accountability.

Methods

Figure	Methods
<b>CO<sub>2</sub>e Scope 1</b>	<p>Scope 1 GHG emissions are calculated for each combusted fuel type and for consumed GHGs:</p> $CO_2e = \sum (\text{combusted fuel type} * CO_2e \text{ emission factor per fuel type}) + \text{consumed } CO_2 \text{ gas (t)}$ <p>The CO<sub>2</sub>e emission factors are applied from 3<sup>rd</sup> party: The Danish Energy Agency (Standard factors)</p>
<b>CO<sub>2</sub>e Scope 2</b>	<p>Scope 2 GHG emissions are calculated per used electricity and district heating:</p> $CO_2e = \sum (\text{Used amount for each energy source} * CO_2e \text{ emission factor per energy source})$ <p>The CO<sub>2</sub>e emission factors are applied from 3<sup>rd</sup> parties: The district heating supplier and Energinet (electricity declaration for marked based and environmental declaration for location based)</p>
<b>CO<sub>2</sub>e Scope 3</b>	<p>Scope 3 GHG emissions are calculated for relevant upstream and downstream activities in the value chain:</p> $CO_2e = \sum (\text{activity or spend data for each Scope 3 category} * CO_2e \text{ emission factor})$ <p>Activity data may include purchased goods and services, transport, waste management, business travel, employee commuting, and other relevant value chain activities.</p> <p>The CO<sub>2</sub>e emission factors are applied from 3<sup>rd</sup> party databases such as national emission factor libraries and internationally recognized LCA databases (e.g. Ecoinvent, and Exobase). Factors are primarily spend-based or activity-based depending on data availability.</p>
<b>Energy Consumption</b>	Sum of used fuels, electricity, and district heating in MWh incl. renewable energy production from owned solar cells
<b>Renewable Energy Share %</b>	Renewable Energy Share = (Renewable Energy Consumption from Solar Cells/Total Energy Consumption) * 100.
<b>Amount of SVHCs</b>	$\sum$ (amount of each material containing a SVCH substance used (kg) * concentration of the SVCH)
<b>Amount of SOCs</b>	Sum of each product used to classify as a SOC (based on CLP classification) (kg)
<b>Waste generation</b>	<p>Waste fractions are collected by approved waste transport companies, who provide reports with breakdowns based on the treatment method and R&amp;D codes: incineration, recycling, landfilling, or preparation for reuse. Based on EAK-codes, the waste fractions are split into hazardous and non-hazardous waste, in accordance with the EU's Waste Framework Directive.</p> <p>Non-recycled waste is calculated as the sum of waste for incineration, landfilling and other disposal operations.</p>
<b>Full-Time Workforce</b>	(Sum of FTE percentage / 100)
<b>Permanent Employee</b>	The sum of regular employees and students as indicated in Workday
<b>Temporary Employee</b>	The sum of interns and temporary as indicated in Workday
<b>Full-time workforce (headcount)</b>	The sum of Full-time employees as indicated in Workday
<b>Part-time workforce (headcount)</b>	The sum of Part-time employees as indicated in Workday

<b>Management</b>	All employees indicated as a manager in Workday
<b>Top Management</b>	Leadership Team Members for Copenhagen site
<b>Gender Diversity %</b>	(Amount of Female / Number of Female and Male)
<b>Gender Diversity, Management %</b>	(Number of Female in Management / Number of Female and Male in Management)
<b>Gender Diversity, Top Management %</b>	(Number of Female in Top Management / Number of Female and Male in Top Management)
<b>Gender Diversity Board of Directors</b>	(Number of Female in Board of Directors / Number of Female and Male in Board of Directors)
<b>Gender Pay Ratio Times</b>	(Median Male Salary / Median Female Salary)
<b>Sickness Absence Days per FTE</b>	(Number of sick days for all FTEs for the period) / (Total FTEs)