

Sustainability report

Cellex Cell Professionals GmbH

Cellex Manufacturing Transports & Logistics GmbH

Cellex Medical Services GmbH

Reporting year: 2024

1. Introduction

The Cellex Group is a medium-sized biotechnology company that offers specialized services in the development and manufacture of cell therapies. By manufacturing autologous and allogeneic cell therapy products, we support the development of innovative, cell-based therapies for difficult-to-treat diseases and are involved in the manufacture of approved CAR-T cell therapies. Through our actions, we contribute to medical progress and better patient care. At the same time, we are aware of the responsibility that comes with our activities—towards the environment, our employees, partners, and society as a whole.

With this first sustainability report, we provide a concise overview of our activities in the areas of environment, social and governance. It marks the starting point for a structured approach to sustainability—with the aim of understanding our impact, continuously improving it, and communicating it transparently.

Sustainability Manager:

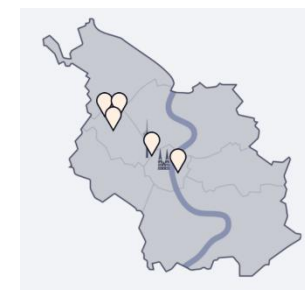
Sabrina Gabriel

Manager ESG and Risk Management

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2. Company profile

- **Type of company:** GmbH
- **Founding:** 2001, Entry into the CAR-T field: 2014
- **Location:** Köln (Mediapark, Ossendorf, Deutz)
- **Employees:** 377 (as of the end of 2024)
- **Fields of activity:** Cell products & cell harvesting, manufacturing of cellular products, consulting & audits, supply chain & logistics
- **Customers:** International pharmaceutical companies, biotechnology companies, research institutions, clinics
- **Manufactured products (Intermediate, Final Drug Product):** 2.369
- **Cell collections:** 530



Our vision/Our DNA



3. Social responsibility

Working conditions and corporate culture

The people in and around our company are at the heart of everything we do. We create a safe, fair, and supportive work environment.

- Promotion of social stability through permanent employment contracts
- Company pension plans and health benefits
- Internal feedback and suggestion formats
- Flexible working time models and home office arrangements wherever possible

Equality, diversity and inclusion

We promote an open and diverse work environment.

- Total proportion of women: 60 %
- Percentage of women in management positions: 64 %
- Nationalities: 43
- Equal opportunities through internal development programs

Training and development

- Training participation rate: Mandatory training: entire workforce, IT training 98% completed mandatory modules within individual timeframes
- Additional training (fire safety assistants, first aiders, safety officers, experts in biological substances, genetic engineering project management)
- Internal workshops on specialist and future topics (e.g., AI, software solutions)
- Individual training courses
- Promotion of linguistic integration and personal development by offering German (in-house) and English courses (online)

Health and safety

- Regular safety briefings
- First responders: training and emergency plans
- Health days and exercise programs at work
- Corporate fitness and company bicycle leasing

Social engagement



- Support for social projects
- Promotion of tolerance and cosmopolitanism, science, and research

E. g.: Sponsor CSD Dresden, Gastmahl (Multicultural dialogue over food and drink), Musaik (social music project for children), Tango – Offen und bunt (Dancing transcends boundaries)



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4. Environment

We are aware of our responsibility towards the environment and are committed to the economical use of resources and climate protection..

Measures 2024:

- Switch to green electricity
- Promotion of environmentally friendly mobility (company bicycle, job ticket)
- Reduction of CO2 emissions through additional home office days in certain areas
- Increased use of DocuSign electronic signatures, resulting in a reduction in CO2 emissions (208 kg), water consumption (2,182 l), wood (88 kg), and waste (14 kg)



Emissions and consumption:

- Total power consumption: 1.121,1 MWh
- Proportion of green electricity: Office units and Mediapark 100%, production 50% renewable energies
- CO2 emissions (Scope 1 & 2): 188,5 t CO2e

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5. Governance

We pursue responsible, legally compliant and transparent corporate governance.

Compliance & Ethics

- Establishment of an internal reporting office for compliance violations
- Training courses on data protection, IT security and anti-corruption
- Introduction of a code of conduct for all employees in planning

Data protection & information security

- Implementation of the GDPR by the data protection officer
- Protection of sensitive data through IT security measures
- Internal security policies based on ISO 27001

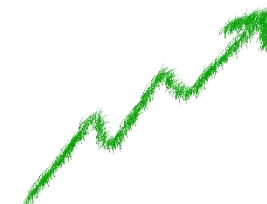
ESG management

- Establishment of a sustainability manager
- Planning and commencement of a double materiality analysis (with external support)
- EcoVadis: Data collection for initial assessment

6. Goals and outlook 2025

In the coming year, we would like to further professionalize our ESG activities. Among other things, we plan to:

- Creation of a carbon footprint including Scope 3
- Development of measurable sustainability goals
- Establishment of a systematic sustainability management system
- Expansion of internal and external ESG communication
- Publication of a sustainability report in accordance with the VSME standard
- EcoVadis: Results and potential improvements



Cologne, den 15.07.2025


Dr. Armin Ehninger
Managing Director


Ulf Wittstock
VP Administration