



Sustainability Report

Reporting Year: 2025

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Introduction

This sustainability report from the **Cellex Group** for the **2025** fiscal year is based on the VSME Standard (Voluntary Sustainability Reporting Standard for non-listed SMEs) issued by the European Financial Reporting Advisory Group (EFRAG). This voluntary standard meets the requirements of the Corporate Sustainability Reporting Directive (CSRD) for small and medium-sized enterprises.

It aims to improve SMEs' management practices regarding environmental and social challenges and to help them provide relevant information about their business.

This sustainability report was prepared for the Cellex Group, comprising the parent company Cellex Cell Professionals GmbH (CCP) and its subsidiaries CMT Cellex Manufacturing Transports and Logistics GmbH (CMT) and CMS Cellex Medical Services GmbH (CMS), which are primarily active in the field of cell therapy.

Purpose of this report

The objective of this sustainability report is to transparently present our efforts and progress in the areas of environment, society, and governance (ESG).

We aim to demonstrate how our company contributes to creating a more sustainable and inclusive economy and how we implement the transparency requirements of the CSRD.

Scope

This report is intended for all stakeholders, including our investors, customers, employees and the general public. It provides an overview of our business activities, our material sustainability topics and our measures to improve our environmental and social performance.

Note

This report is intended to provide a comprehensive overview of our sustainability activities and performance. The information contained herein has been carefully compiled and is based on our company's current data and analyses. A central element of this report is the conduct of a dual materiality analysis to identify and assess the most important sustainability issues for our company.

We are very pleased and proud to present our new sustainability statements. These are a valuable addition to our annual report and we hope this report provides you with a clear and informative insight into our sustainability efforts.

Sincerely,



1. VSME Key Figures 2025

VSME	Description	Value
General Information		
B1	Legal Form	GmbH
B1	NACE Code	21.20 - Manufacture of pharmaceutical preparations and other pharmaceutical products
B1	Total assets	49 million euros
B1	Revenue	78 million euros
B1	Country of business activity	Germany
Environment		
B3	Electricity consumption	1,218,527 kWh
B3	Power/fuel consumption	108,590 kWh
B3	Total energy consumption	1,327,117 kWh
B3	Scope 1 emissions	23.04 tCO ₂ e
B3	Scope 2 emissions	12.7 tCO ₂ e
B3	Scope 3 emissions	17,829.36 tCO ₂ e
B3	Greenhouse gas intensity	0.46 tCO ₂ e per million in revenue
B5	Number of sites near areas requiring protection	None
B5	Total sealed area	7,440 m ²
B5	Total near-natural area	None
B6	Water consumption	814 m ³
B7	Total waste generation	168.24 t
Social		
B8	Total number of employees as of December 31, 2025	370
B8	Full-time equivalents	307
B8	Fixed-term employment contracts	17
B8	Permanent employment contracts	353
B8	Percentage of female employees	60%
B8	Percentage of male employees	40%
B8	Turnover rate	9.45%
B9	Reported workplace accidents	2
B10	Equal pay	Yes
B10	Hours for continuing education	11 hours/year per employee
C5	Women in senior management	73%
C6	Whistleblower protection system	Available
C7	Human rights incidents	None
Governance		
B11	Convictions/Fines	None
C8	Fossil fuel revenue	None
C8	Exclusion from EU reference benchmark	No
C9	Women on the governing body	33.3%

2. General Information

B1 – Basis for preparation

Option selected for preparing the report:

This sustainability report is prepared in accordance with Option B: Basic and Comprehensive Modules. The Basic Module covers topics B1 through B11, and the Comprehensive Module covers topics C1 through C9.

Sensitive Information:

No disclosures were omitted from this report due to classified or confidential information.

Reporting framework:

This consolidated sustainability report contains all relevant information regarding

- Cellex Cell Professionals GmbH and
- the subsidiary CMT Cellex Manufacturing Transport and Logistics GmbH, Melli-Beese-Str. 9-11, 50829 Cologne
- the subsidiary CMS Cellex Medical Services GmbH, Melli-Beese-Str. 9-11, 50829 Cologne

Company Profile:

Description	Value
Legal form	GmbH
NACE Code	21.20 – Manufacture of pharmaceutical specialities and other pharmaceutical products
Total assets	49 million euros
Revenue	78 million euros
Country of primary business activity	Germany
Total number of employees as of December 31, 2025	370
Full-time equivalents	307

Locations including geographic location:

Location	Address	ZIP	City	Country	Coordinates
CCP	Melli-Beese-Str. 9-11	50829	Cologne	D	50.98743730889552, 6.88556901753875
CMT	138-142 Mathias-Brüggen-Str.	50829	Cologne	D	50.98763918507417, 6.881859992603465
CMS	Im Mediapark 5C	50670	Cologne	D	50.949150865990426, 6.945175241539046

ESG Certificates:



The Cellex Group received the EcoVadis – Committed badge in February 2025.

Assessment areas: Environment, Labor and Human Rights, Ethics, Sustainable Procurement

EcoVadis is globally recognized for providing trustworthy assessments of corporate sustainability and awards medals and badges to companies that have completed the EcoVadis assessment process and demonstrated a relatively strong management system that incorporates sustainability criteria.

C1 – Strategy: Business Model and Sustainability

Description of key product groups and services, markets, and business relationships:

The Cellex Group is a company that, together with its affiliates, has been operating for more than 10 years as a full-service provider offering a comprehensive range of services in the B2B sector for pharmaceutical companies, biotechnology firms, clinics and academic research institutions in the field of complex cellular therapies. Our expertise ranges from cell collection and the provision of cellular starting material through further processing and the manufacture of Advanced Therapy Medicinal Products (ATMPs) - including the cryopreservation of cell therapy products - to transport and logistics. In addition, the Cellex Group provides consulting services related to cellular therapies, particularly in the conduct of clinical trials as well as in the training and auditing of collection centers. This means we support our clients from preclinical development through clinical manufacturing to commercialization.



Figure1 - Overview of Cellex Key Figures

Description of the key elements of the strategy with regard to sustainability:

Sustainability is an integral part of our corporate strategy. Our focus is on reducing our environmental footprint, the responsible use of resources and the promotion of diversity, fair working conditions and compliance. Through continuous improvement and the integration of sustainability aspects into operational and strategic decisions, we strengthen our long-term innovation and future viability in the biotech sector.

“We focus on solutions that are effective today and will continue to be effective tomorrow.”

Since 2015, Cellex has also been actively involved in the nonprofit sector. In this context, Cellex is actively engaged through the Cellex Foundation and assumes social responsibility - by supporting social projects and promoting science and education with the goal of providing sustainable impetus for a tolerant and cosmopolitan society.

B2 – Processes, Guidelines and Future Initiatives for the Transition to a More Sustainable Economy

As part of our sustainability strategy, the Cellex Group has conducted a double materiality analysis to identify the material impacts, risks and opportunities in the area of sustainability. Based on this, sustainability goals have been established and published, which are aligned with the Sustainable Development Goals (SDGs) relevant to our company.



Figure2 - Key ESG topics

The sustainability strategy addresses key topics in the areas of environment, social issues and

corporate governance. The focus is particularly on climate change, waste reduction, sustainable procurement, working conditions along the value chain and responsible corporate governance.

To embed the sustainability strategy within the company, guidelines covering the areas of the environment, labor and human rights, ethics, energy and GHG management, and sustainable procurement were introduced and communicated company-wide. Employees are actively involved in the further development of the sustainability strategy and are expressly invited to continuously contribute suggestions and ideas for promoting sustainability within the company.

C2 – Description of procedures, guidelines and future initiatives for the transition to a more sustainable economy

The following outlines the key procedures, guidelines and future initiatives of our sustainability management across the three dimensions of environment, social and governance.

1. Environment

As an innovative biotechnology company, we are not only responsible for human health, but also for protecting our environment. For us, sustainability is not a short-term trend, but a central component of our corporate strategy. We implement targeted measures to minimize our environmental impact and make an active contribution to climate protection.

Environment Procedures, Guidelines, Future Initiatives



Sustainability Goals:

CO2 Reduction and Energy Efficiency: By 2028, we will reduce our Scope 1 and Scope 2 emissions by 40%. Additionally, we are tracking and analyzing Scope 3 emissions to reduce them in the long term as well.

Waste: By 2028, we will reduce the total volume of packaging waste by 20% compared to the base year 2024. To this end, we are developing return processes for reusable packaging materials in collaboration with customers and suppliers. At the same time, we are evaluating eco-friendly alternatives to existing single-use packaging and items and will introduce at least one of these alternatives by mid-2027 under real-world operating conditions.

Sustainability in the supply chain: By 2028, we will ensure that at least our top-revenue direct suppliers (80% of total expenditures) have undergone a sustainability risk assessment. To this end, we are introducing a supplier assessment system and verifying compliance through audits or self-reports. The goal is a responsible supply chain that minimizes environmental impact and respects human rights.

Guidelines:

To embed these goals, company-wide guidelines have been implemented and communicated to all employees.

These include:

Environmental Policy: The goal is to ensure the responsible use of environmental resources and to minimize environmental impact in a sustainable manner. The policy defines binding requirements for

compliance with environmental laws and internal guidelines. At the same time, it promotes environmentally conscious behavior among all employees and supports the continuous improvement of environmental performance.

Energy and Greenhouse Gas Management Policy: This policy forms the basis for all measures to reduce energy consumption and greenhouse gas emissions and is intended to express our responsibility toward the environment and future generations.

Sustainable Procurement Policy, including Supplier Code of Conduct: We aim to ensure that our procurement processes are not only economically efficient but also take social, ethical, and environmental aspects into account. We strive to make a positive contribution to the environment and society through sustainable procurement while simultaneously promoting our corporate values. Additionally, the Code of Conduct for our suppliers defines the fundamental requirements regarding environmental, social, and governance criteria.

Measures:

- Energy-efficient building equipment (LED lighting, motion sensors)
- Sustainable heat supply (primarily district and local heating)
- Sustainable electricity supply (switch to green electricity)
- Use of recycled materials (use of recycled paper)
- Resource-efficient event and IT processes (preferring online meetings over in-person meetings, electronic signatures)
- Reduction of commutes (work-from-home policies)
- Promotion of sustainable mobility (Jobticket, JobRad)

2. *Social*

People are at the center of what we do - inside and outside our company. Social sustainability is the foundation of long-term success for us. We promote a respectful workplace with equal opportunities, safety and development, and we take responsibility toward society and our communities.

Social	Procedures, guidelines, future initiatives
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Sustainability Goals:

Employee Development: By the end of 2026, we will develop and implement targeted development programs, including those for managers. At least 80% of the identified individuals will participate in leadership training and coaching programs annually.

Employees – Health and Safety: By the end of 2026, we will continuously maintain our high standards in occupational safety and health promotion by training at least 95% of all employees annually in safety and health measures. Additionally, we will evaluate how we can expand our health promotion programs and occupational safety measures.

Diversity and Inclusion: We ensure the continuous maintenance of our high standards in diversity and inclusion by providing mandatory annual training on topics such as equality, cultural diversity and unconscious bias

to at least 90% of employees starting in 2026. In addition, we review our HR processes (e.g., recruitment, promotion) annually for diversity equity.

Social Engagement: For 10 years, the Cellex Foundation has been committed to promoting tolerance, openness to the world and science and research. We uphold this social commitment by continuing our existing partnerships with social, cultural, and nonprofit organizations and by supporting new initiatives.

Guidelines:

The following policy has been introduced and communicated to all employees:

Labor and Human Rights Policy: The goal is to ensure respect for labor and human rights in all our business areas. This policy forms the foundation for a fair, respectful and safe work environment—both for our employees and in our collaboration with business partners and suppliers. We promote a culture of openness and responsibility and are committed to the continuous compliance with and further development of human rights standards.

Measures:

- Health and Safety (Occupational Health Management, Prevention Programs, Beverages, and Healthy Food Options)
- Work-life balance (flexible working hours)
- Social security (competitive salaries, company pension plan, disability insurance)
- Accessibility and Inclusion (accessible workplaces and buildings, inclusive organizational culture)
- Perks and benefits (access to a benefits platform with discounts in various categories)
- Social and community engagement (support for social projects and the promotion of science and education)

3. *Governance*

Integrity, transparency and reliability are the cornerstones of our actions. As a biotechnology company with a high level of social responsibility, we are committed to the highest ethical and legal standards and strive to be a fair, reliable and trustworthy partner for our customers, business partners and employees.

Governance

Procedures, guidelines, future initiatives



Sustainability goals:

Transparency and Reporting: Starting in 2026, our company will publish an annual sustainability report in accordance with the VSME standard, disclosing all relevant environmental, social and governance information as well as progress compared to previous years. The goal is to continuously improve the quality and availability of ESG data and to increase transparency toward stakeholders.

Compliance and Ethics: By 2026, a program to combat corruption and

unethical business practices will be introduced, comprising mandatory annual ESG compliance training for 100% of managers and employees in risk-relevant positions to strengthen awareness of ethical conduct, legal requirements and sustainability standards within the company.

Data Protection and Cybersecurity: We are investing in the ongoing maintenance and advancement of high standards in data protection and cybersecurity in accordance with the principles of ISO 27001, particularly regarding transparency, accountability and compliance with legal requirements. To this end, we provide annual training to 100% of our employees on data protection and security-related policies and processes.

Risk Management: Through at least the end of 2028, we will ensure the maintenance and further development of our high risk management standards by providing annual training on current risk management procedures to at least 95% of relevant employees, reviewing all key business processes for risks at least once a year and regularly conducting audits to assess the effectiveness of risk management measures.

Guidelines:

This company-wide policy has been implemented and communicated to all employees:

Ethics Policy: The Ethics Policy serves as a binding framework for acting with integrity and responsibility within our company. As a company, we are committed to the highest ethical standards in our dealings with employees, business partners, society and the environment. We expect all employees to actively uphold these principles in their daily work and to contribute to strengthening a values-based corporate culture.

Measures:

- Transparency (Annual Sustainability Report)
- Compliance and Integrity (Adherence to legal requirements, internal guidelines, and ethical standards)
- Structure and accountability (clear roles and responsibilities)

Overall responsibility for all sustainability practices lies with management. Management defines the strategic direction, sets goals and monitors their implementation within the company. In doing so, it ensures that sustainability is firmly embedded as an integral part of corporate governance and is continuously developed.

3. Environment

B3 – Energy and Greenhouse Gas Emissions

Energy Consumption

Our energy consumption is reported in kilowatt-hours and broken down into fuel and electricity. Additionally, a distinction is made between renewable and non-renewable sources.

	Renewable Energy (kWh)	Non-renewable energy (kWh)	Total (kWh)
Electricity	1,202,810	15,717	1,218,527
Fuels	-	108,590	108,590
Total	1,202,810	124,307	1,327,117

To convert gas consumption from cubic meters (m³) to kilowatt-hours (kWh), an industry-standard approximation of 10 kWh per m³ was used. Since no specific calorific value or condition factor data was available for the reporting year at the time of reporting, the calculation is based on this simplified approach. Future refinements will be made based on actual billing parameters.

Greenhouse Gas Emissions

Our greenhouse gas (GHG) emissions in tons of CO₂ equivalents (tCO₂eq) are reported in accordance with the GHG Protocol Corporate Standard. This includes:

- Scope 1: Direct emissions from sources we control
- Scope 2: Indirect emissions from the generation of purchased energy
- Scope 3: Indirect emissions from the value chain

	Greenhouse gas emissions (tCO₂eq)
Scope 1	23.04
Scope 2	12.7
Scope 3	17,793.62
Total	17,829.36

To calculate Scope 3 emissions, the categories most relevant to the company were taken into account to ensure an accurate and focused representation of indirect emissions along the value chain. These include purchased goods and services, transportation and logistics, waste, business travel, employee commuting and leased property, plant and equipment. This selection is based on relevance to business operations and the largest expected contribution to total emissions.

In some cases, not all specific input parameters were available for the calculation, so recognized average or standard values were used. The emission factors are based on literature values from the German Federal Environment Agency and recognized databases, as well as the accounting principles of the GHG Protocol. If more detailed primary data becomes available in the future, the calculations will be refined accordingly.

Greenhouse Gas Intensity

Our greenhouse gas intensity is 0.46 tCO₂e per million euros of revenue (Scope 1 + Scope 2 / Revenue × 1 million).

C3 – GHG Reduction Targets and the Transition to Climate Protection

Reducing greenhouse gas emissions is a central component of our environmental strategy, which is anchored in our sustainability goals. We are committed to reducing our Scope 1 and Scope 2 emissions by 40% by 2028 compared to the base year of 2024. Key measures include the gradual transition to green electricity, as well as the ongoing evaluation and implementation of more energy-efficient technologies and processes. These initiatives are an essential part of our sustainability strategy and

underscore our responsibility toward the environment as well as our contribution to the transition to a more sustainable economy.

Emissions Reduction Targets

	Base year 2024 (tCO ₂ e)	Target year (tCO ₂ e)	Share
of Scope 1 and Scope 2 emissions	188.5	113.1	- 40%

With regard to our climate goals, we have already achieved a significant success: We have already significantly exceeded our goal of reducing Scope 1 and Scope 2 emissions by 40% by 2028. Through consistent emission reduction measures, we were able to lower our emissions from 188.5 tCO₂e in 2024 to 35.74 tCO₂e in 2025—a reduction of approximately 81% in just one year.

C4 – Climate-Related Risks

As part of our risk management, we regularly analyze climate-related risks, particularly potential property damage from natural hazards such as heavy rain and flooding. The current assessment indicates that the risk to our sites is classified as very low. Nevertheless, we have appropriate insurance coverage and have defined clear guidelines for emergency situations to ensure the safety of our employees and the protection of our infrastructure.

Our risk profile is reviewed annually and adjusted as needed. Based on this regular assessment, we implement appropriate measures to address potential impacts of climate change early on and continuously strengthen our operational resilience.

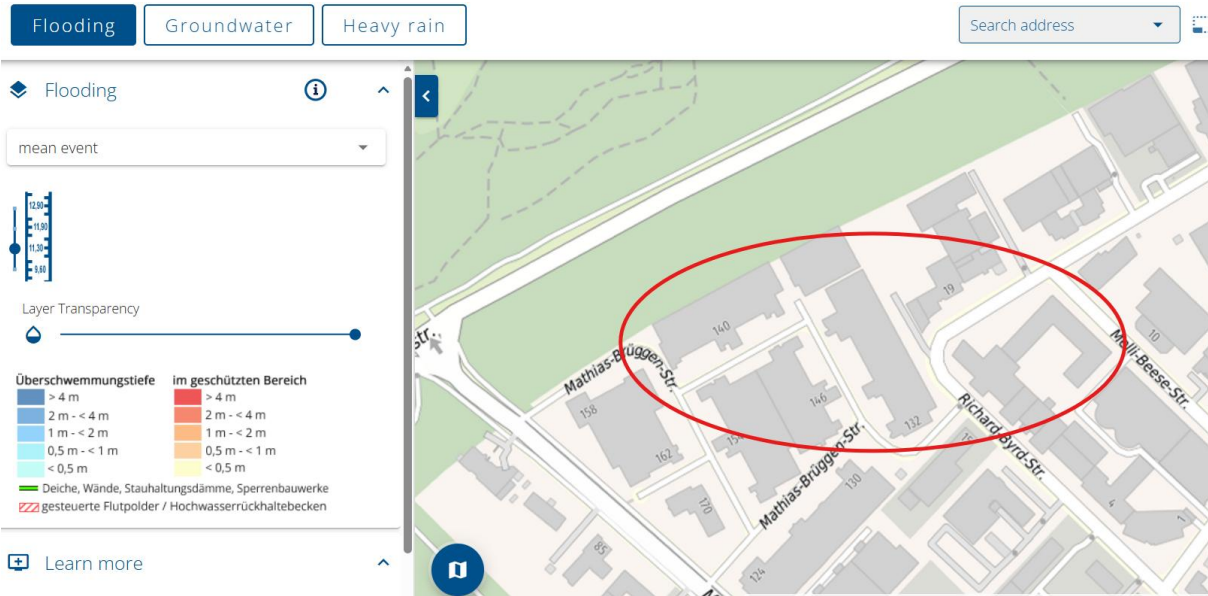


Figure3 - Flood map; Source: <https://hw-karten.de/>

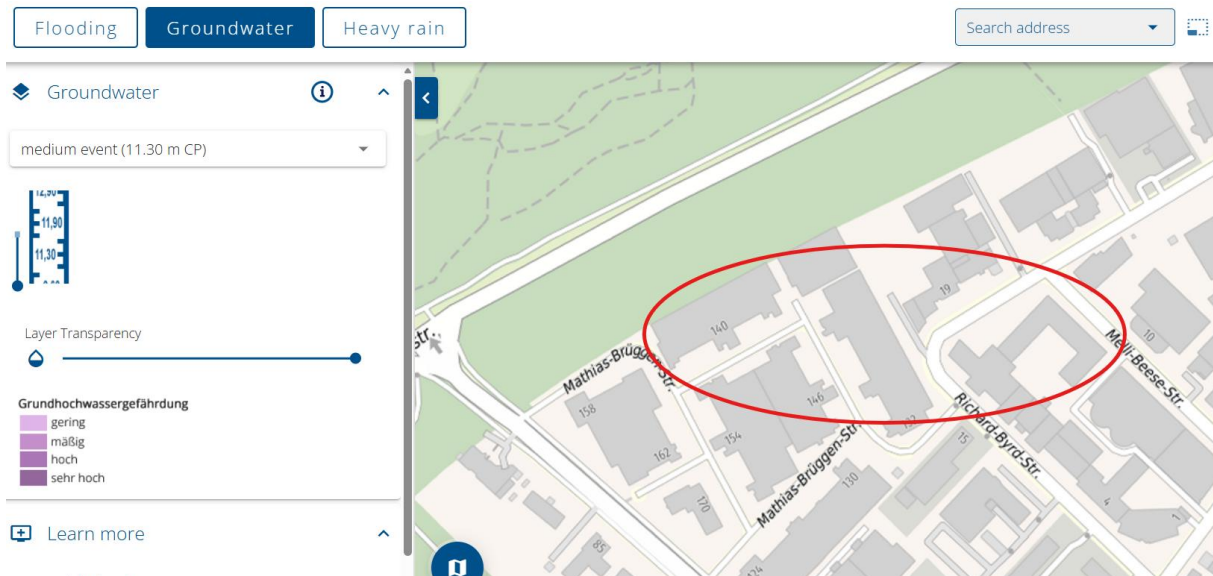


Figure4 - Groundwater map; Source: <https://hw-karten.de/>

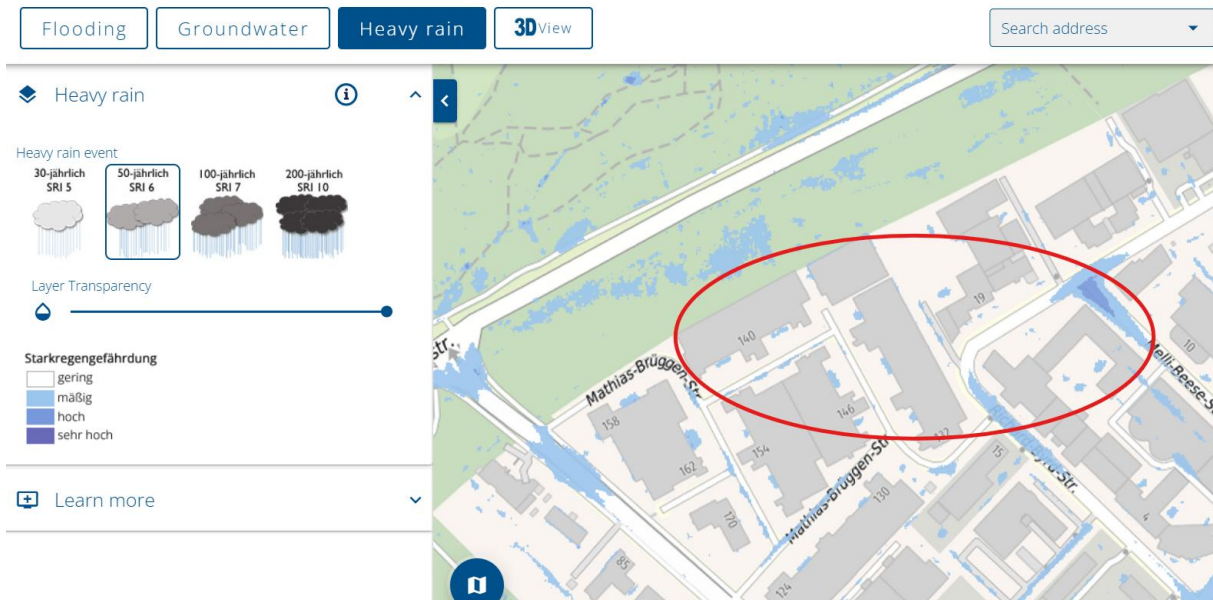


Figure5 - Heavy rain map; Source: <https://hw-karten.de/>

B4 – Air, Water and Soil Pollution

Our company is currently not subject to any legal or national obligation to publish information on pollutant emissions. Furthermore, no relevant pollutant emissions are released into the environment as part of our business operations. Therefore, there is currently no separate reporting on pollutant emissions.

B5 – Biodiversity

The Cellex Group does not own any land but exclusively uses leased sites for its business operations. These are not located near areas with biodiversity in need of protection or particularly sensitive

biodiversity. Against this background, no significant direct impacts of our activities on valuable ecosystems or protected habitats are currently expected.

Land use is entirely limited to impervious surfaces; there are no natural areas. In the 2025 reporting year, the total impervious area is 7,440 m² (2024: 7,628 m²), representing a decrease of approximately 2.5% compared to the previous year.

B6 – Water

Our company does not use process water in the course of its business activities; water consumption is limited exclusively to standard needs (e.g., restrooms and kitchen areas). Due to incomplete data for the reporting year, the calculation is based on average values: With 370 employees and an average of 176 office days (taking into account remote work) as well as an estimate of approximately 10–15 liters per employee per day, the estimated annual consumption is around 814 m³.

The consumption estimate is based on industry-standard reference values, such as those published by environmental authorities (e.g., the Federal Environment Agency).

Furthermore, none of our locations are situated in regions with high water scarcity; this was verified for all relevant locations using the World Resources Institute’s (WRI) Water Risk Atlas.

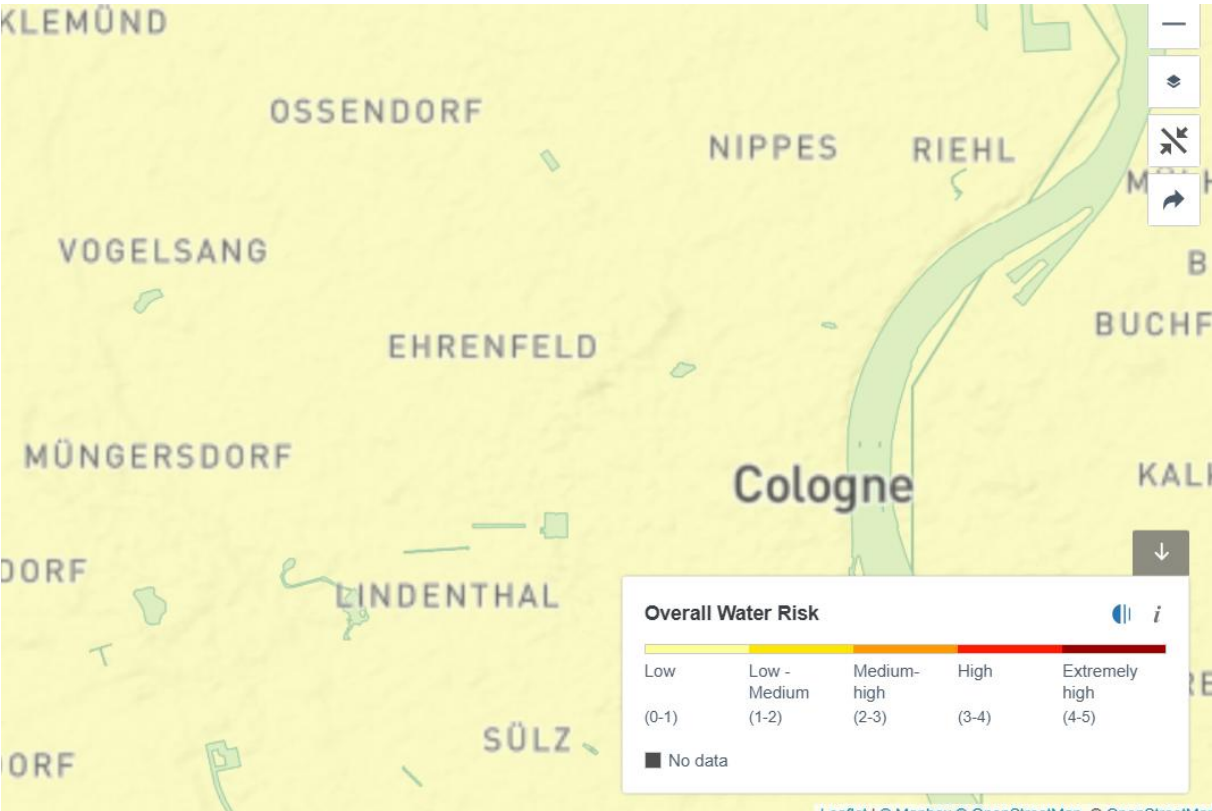


Figure6 - Water Risk Atlas; Source:

B7 – Resource Use, Circular Economy and Waste Management

Management of Resource Consumption

We are committed to sustainable resource management and the circular economy to minimize our environmental impact. To this end, we have established the following measures in our sustainability goals, which will be implemented in the future:

- Developing return processes for reusable packaging materials to reduce the total volume of packaging waste by 20%
- Evaluating and introducing at least one eco-friendly alternative to existing single-use packaging/materials

Waste Management Practices

The Cellex Group places great emphasis on preventing waste and environmental pollution and to this end, relies in particular on consistent waste separation at all locations. The goal is to keep recyclable materials in the cycle as much as possible and to reduce our environmental impact.

The recycling rate reported by our waste management company (based on publicly available data) is approximately 58% (AWB Abfallwirtschaftsbetriebe Köln) and 30% (Remondis), meaning that a significant portion of the waste generated is sent for material recycling. The total waste volume for the reporting period is presented below.

	Total waste generation in tons
Non-hazardous waste	
Residual waste AWB	16.78
Medical waste AWB	13.25
Commercial waste Remondis	18.2
Plastics	24
Glass	1.02
Paper waste	35.56
Data waste	31.76
Hazardous waste	
Infectious waste	23.23
Infectious liquids	4.44
Total	168.24

Material flows

In this sustainability report, material flow was examined at the product level. The number of products manufactured served as the starting point for the analysis. For most products, standardized material boxes are packed, with their contents and composition varying by product.

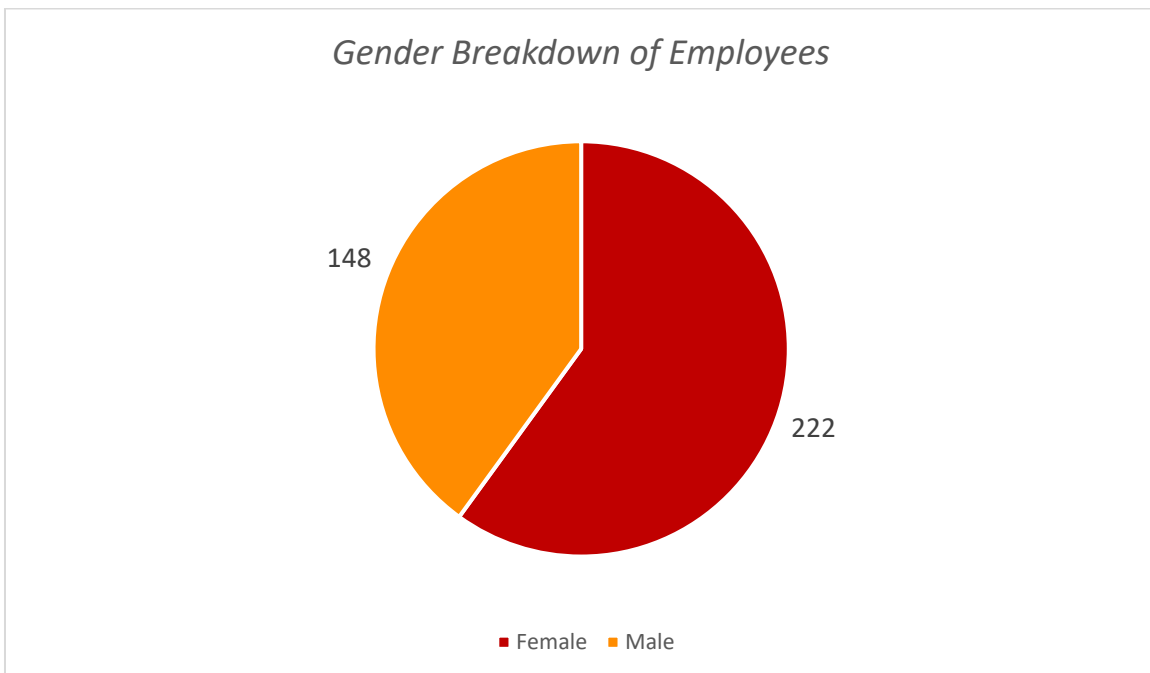
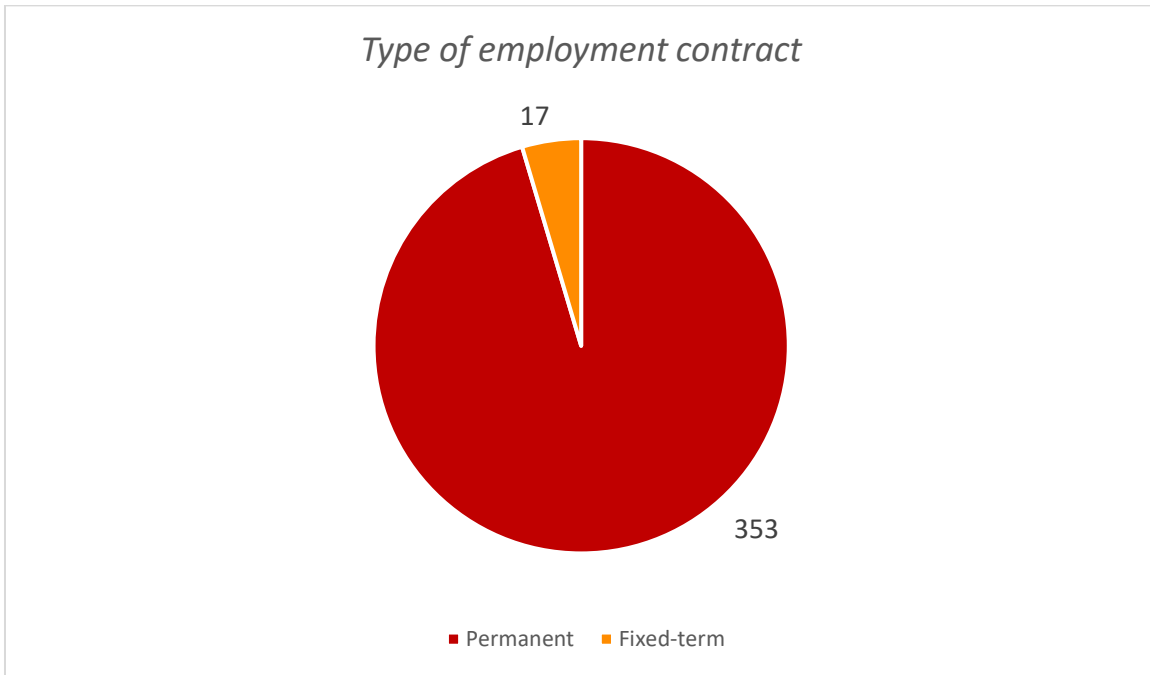
The calculation of the quantities of materials used and the resulting environmental impacts is based on the weights of these material boxes. By multiplying the number of products by the respective box weights, material usage could be systematically recorded and quantified.

The calculation focused in particular on the products manufactured most frequently. In total, CMT manufactured 3,520 cell therapy products during the reporting year. In addition, 520 cell collections were performed at the CMS collection center.

Product	Number of products manufactured	Material in kg
Product 1	1,368	13,132.8
Product 2	1,187	5,935
Product 3	791	7,356.3
Product 4	95	47.5

4. Social

B8 – Workforce: General Characteristics



Country of the employment contract

All employees are employed in Germany.

Employee turnover

The turnover rate for the Cellex Group is 9.45% (calculation: number of employees who left the company during the reporting year / average number of employees during the reporting year x 100).

B9 – Workforce: Occupational Health and Safety

Number and rate of reportable workplace accidents and number of fatalities due to work-related injuries during the reporting period

A total of 42 workplace and commuting accidents were recorded during the reporting year. The vast majority of these incidents resulted only in minor injuries with no lasting consequences. Only two workplace accidents were reportable. Based on 307 full-time employees, this corresponds to an accident rate of 0.65% (2 accidents / (307 FTEs × 2,000 working hours per year) × 200,000). No fatalities related to workplace or commuting accidents were recorded.

This result underscores the effectiveness of our measures in the area of occupational safety and prevention. Through regular training, targeted employee awareness campaigns and continuous improvements to safety standards, we actively contribute to minimizing accident risks in everyday work.

B10 – Workforce: Compensation, Collective Bargaining and Training

Employee compensation, percentage pay gap between female and male employees

We comply with all applicable legal requirements regarding compensation; our employees receive pay that exceeds the current statutory minimum wage. An analysis of compensation structures also shows no gender-specific differences. In the largest employment group of production operators, the compensation of female employees is 104.52% of that of male employees.

Percentage of employees covered by collective bargaining agreements

Our company is not bound by collective bargaining agreements; working conditions are regulated individually on a contractual basis.

Average annual number of training hours per employee

We promote the professional and personal development of our employees through regular training and continuing education programs. These are a central component of our corporate culture and are becoming increasingly important, particularly in the context of a dynamic market environment.

All employees participate in mandatory training annually, including in the areas of IT security, fire safety, hygiene, occupational safety, data protection and other department-specific topics. Training sessions are conducted both in-person and digitally to enable flexible and needs-based participation. These measures ensure that legal requirements are met while maintaining a high level of awareness and qualifications within the company.

The average training duration is approximately 11 hours per employee per year.

C5 – Additional (general) characteristics of the workforce

Ratio of women to men at the management level

At the management level, there was a significantly higher proportion of women during the reporting period: 73% of management positions are held by women and 27% by men. This distribution underscores our commitment to equal opportunity and balanced representation in leadership roles.

Number of self-employed and temporary workers

Our workforce consists exclusively of permanent employees; we do not employ self-employed service providers who work exclusively for the Cellex Group, nor do we use temporary workers. This enables us to maintain a stable workforce structure and ensure the close integration of all employees into our corporate culture and processes.

C6 – Additional information on the company's workforce: Guidelines for the respect of human rights and related processes

Code of Conduct or Policy on Respect for Human Rights

We have implemented a binding policy on the protection of human rights that applies both to our own workforce and, in the form of a Code of Conduct, to our suppliers. In it, we commit to adhering to fundamental internationally recognized standards and to promoting fair and safe working conditions throughout our entire value chain.

The policy covers key issues such as the prohibition of child labor, forced labor and human trafficking, protection against discrimination and measures to prevent workplace accidents. Through these clearly defined requirements, we ensure that human rights are consistently respected and protected within our company and among our business partners.

Processes for Identifying and Addressing Human Rights Violations

We provide our employees, as well as partners, service providers, and suppliers, with various channels for complaint procedures, general concerns, and whistleblower reports. These channels allow for the confidential reporting of concerns or potential violations related to human rights, including labor rights.

This structured process enables us to identify actual or potential adverse impacts at an early stage, take appropriate measures to prevent them, and effectively address existing grievances. Through clearly defined reporting channels and procedures, we ensure that reports are systematically investigated and appropriately addressed.

These mechanisms are an essential part of our commitment to complying with internationally recognized standards. They help protect the rights and dignity of all affected individuals and promote a responsible and transparent corporate culture throughout our entire value chain.

C7 – Serious Incidents Related to Human Rights

During the reporting year, no violations related to child labor, forced labor, human trafficking, discrimination or other human rights-related issues were identified either within our own company or in our value chain.

5. Governance

B11 – Convictions and Fines for Corruption and Bribery

Number of convictions for violations of anti-corruption and anti-bribery regulations

During the reporting period, there were no convictions or fines resulting from violations of anti-corruption or anti-bribery laws. As part of our sustainability goals, we plan to introduce an expanded program to combat corruption and unethical business practices by 2026. This includes, among other things, mandatory annual ESG compliance training for 100% of managers and employees in risk-relevant roles. The goal is to further strengthen awareness of ethical conduct, legal requirements, and sustainability standards and to embed them sustainably within the company.

C8 – Revenue from specific activities and exemption from EU benchmarks

Revenue from specific sectors

Our company does not operate in controversial or particularly environmentally harmful sectors. During the reporting period, we did not engage in any activities or generate any revenue in the areas of controversial weapons, tobacco cultivation and production, fossil fuels or chemical production.

We ensure that our business activities align with our ethical principles and sustainability goals and that we do not engage in sectors associated with significant social or environmental risks.

Exclusion from EU benchmarks

The Cellex Group is not subject to exclusion from EU reference benchmarks that comply with the requirements of the Paris Agreement.

C9 – Gender diversity in the management body

During the reporting period, the Executive Board consisted of two male and one female executive. This means that women make up one-third of the Executive Board.

This composition reflects existing gender diversity at the management level and forms a foundation upon which the Cellex Group continues to develop its commitment to equal opportunity and balanced representation.

Legal Notice

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Ulf Wittstock (VP of Administration)