



# Sustainability Report

IDT Biologika 2024

## Foreword from the Management Board

# Sustainability. Our path to the future.

Sustainability is a key component of our company culture. People and the environment are at the center of our actions. Consequently, our enduring goal is to create a sustainable future that is worth living in.

Taking responsibility: With our economically, ecologically and socially sustainable actions we aim to improve quality of life for people and secure the livelihoods of the present generation and those to come.

In this, sustainability is focused across the entire value chain – from the procurement of goods and materials for production to the input of precious resources and on to social and civic commitment and action.

In this report you will learn more about our diverse activities as well as highlights from the past year. This includes, amongst other things, the awarding of Gold certification by EcoVadis for our sustainable business management and the ESG Transparency Award for our open communication of pioneering sustainability concepts. We provide an insight into our Health Days, where employees were invited to take part in a comprehensive range of activities on the topics of nutrition, exercise and relaxation. In conclusion, we show how our employees are making an active contribution to climate protection in the region.

We hope that you find it an interesting read!

**Dr. Sally Choe and Dr. Ulrich Valley**  
Managing Directors, CEO



## About this report

This sustainability report was drafted on the basis of the guidelines and standards of the Global Reporting Initiative (GRI). Reporting period is the 2024 business year. Reference date for all data and facts is 31 December 2024. This report applies solely to the IDT site in Dessau.

A number of years ago IDT introduced a sustainability management system for environmental, social and corporate management at the Dessau site, and has since developed this further: With this, we continue

to make a key contribution to helping achieve the 17 global sustainable development goals (SDGs) of Agenda 2030.

This report was assessed externally by VEA - Bundesverband der Energie-Abnehmer e. V. and examined with regard to GRI classification. Responsibility for the correctness and quality of the non-financial declaration lies exclusively with IDT.

The next sustainability report is due to be published in June 2026.

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# 1 Company Profile

IDT Biologika GmbH (hereinafter IDT) is a venerable company with a successful history dating back over 100 years. On the basis of in-depth expertise and state-of-the-art technology, we support customers in the development and manufacture of innovative virus vaccines, gene and cell therapy products as well as biologics employed worldwide as protection against diseases.

Our primary location is the Biopharmapark in Dessau-Roßlau, Saxony-Anhalt. There is a further site in Magdeburg, with the focus primarily upon research and development.

IDT is a limited liability company (GmbH) and, under German law, a legal form for a company that is a legal person under public law.

Decisions of the management board are prepared with the involvement of all relevant decision-making partners in the respective committees – there are various boards within the organizational structure for this purpose.

## OVERARCHING

Strategic & Operative

Daily business

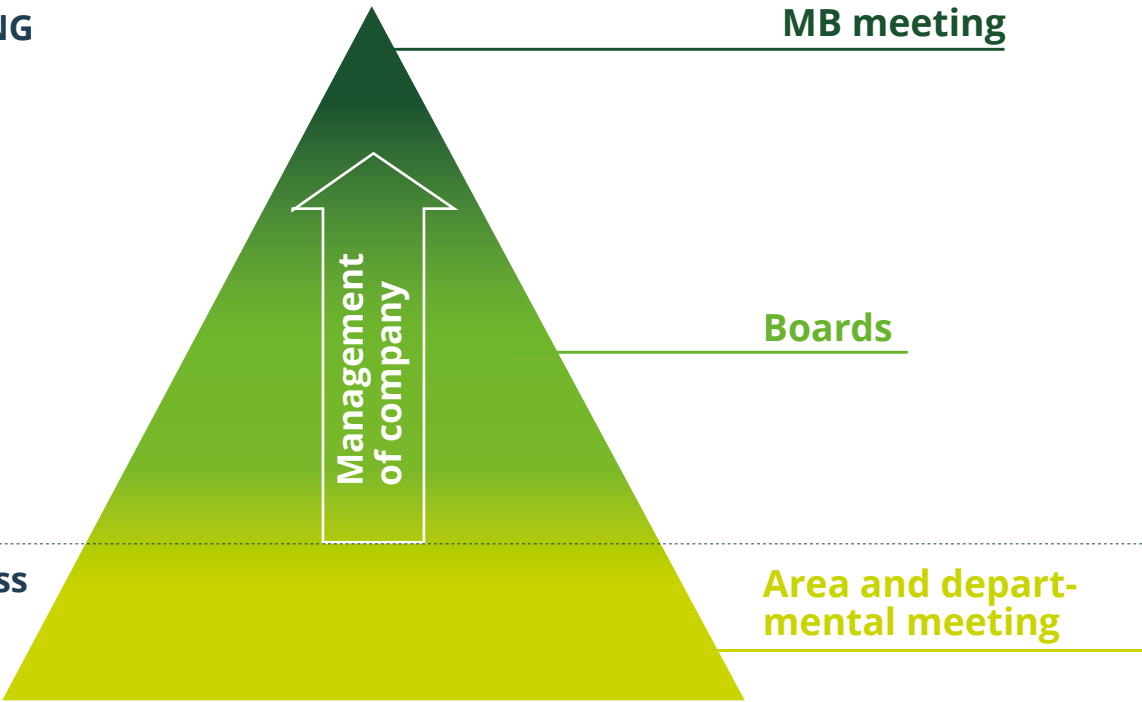


Illustration: Management of decisions

Various boards are implemented within the company to prepare the basis for decision making and realize subsequent decisions in a targeted manner.

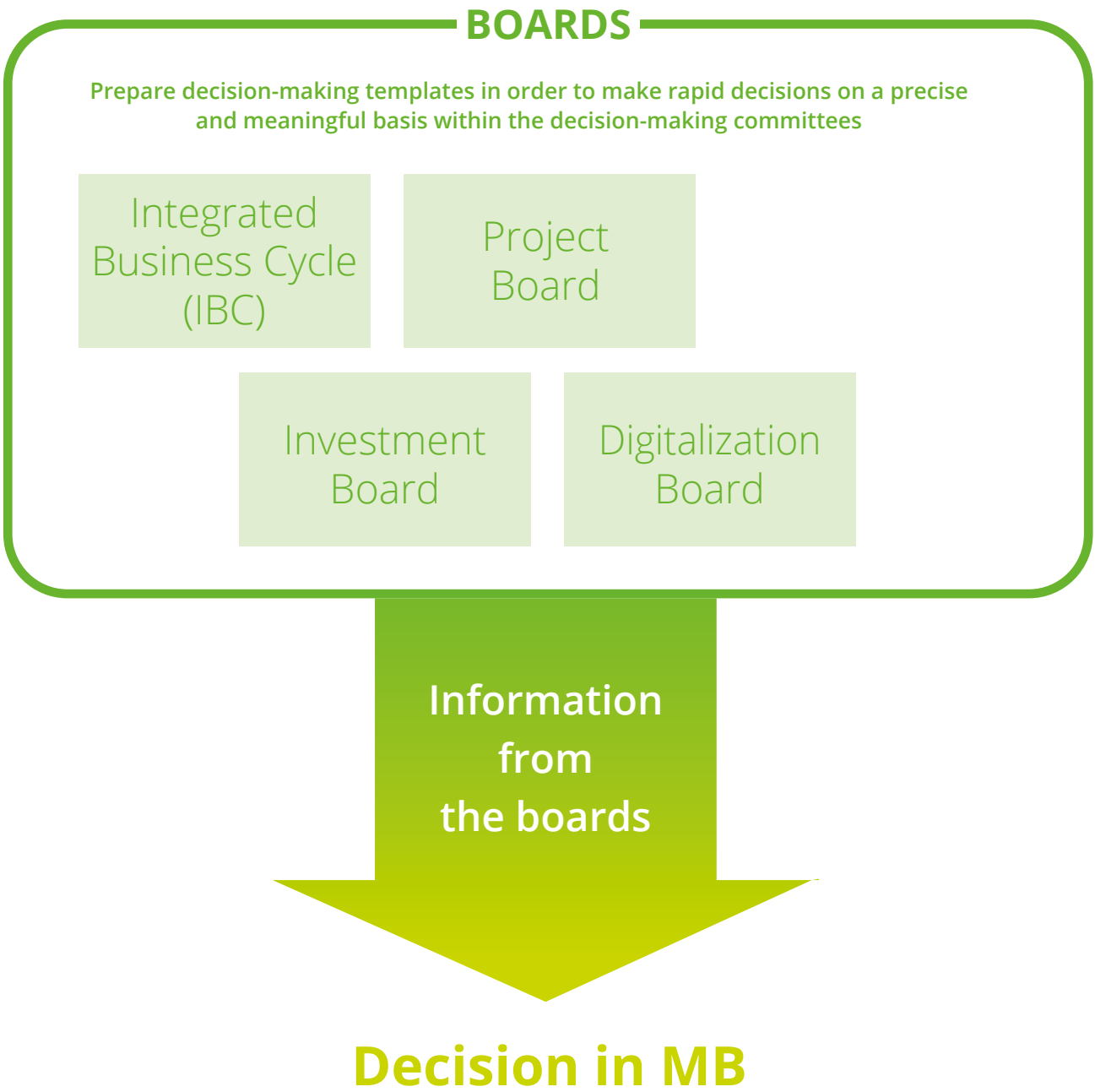


Illustration: Boards as decision-making basis





# FACTS AND FIGURES



## CEO

Dr. Sally Choe und Dr. Ulrich Valley



## Umsatz

2024: € 249.1 m



## Employees

- Employees: **1,656**
- Trainees and dual students: **87**
- Male: **757 (45.7 %)** and Female: **899 (54.3 %)**
- Management share: **44 % female, 56 % male**
- Average age: **42.3**
- Rate of limited contracts: **88 % permanent, 12 % limited**
- Temporary employment: (rate) **5 %**
- Interim employees: **9 employees**
- Parental leave: **32 employees**

## Business Areas and Product Groups:

- **Process development**
- **Manufacture of clinical test material for phase 1 to 3;**
- **Manufacture of commercial products:**
  - Viral vaccines
  - Gene and cell therapeutics
- **Filling of sterile injections**





## 2 Sustainability Concept

### 2.1 Strategy

Whether it is environmental protection, human rights, social involvement or responsibility to employees, customers and business partners: sustainability has a decisive impact on our business activities. Guidelines for this are drawn primarily from the respectively valid statutory regulations and our corporate culture.

A number of years ago IDT integrated the subject of sustainability as a dedicated cornerstone of corporate strategy, with this also pursued continuously in 2024. In this, we orientate ourselves towards the requirements of the GRI standards and support the Sustainable Development Goals (SDGs) established by the United Nations in 2015, which we compare continuously with our own sustainability activities.

This has enabled us to establish a basis on which to consistently realize and expand our strategy for greater sustainability – and adapt it flexibly to new challenges. In this, the most important thematic areas within our company are the following:

- **Ecological Sustainability**
- **Social Sustainability**
- **Digitalization**

For us, sustainability begins in our daily work: for example, we promote the use of bus, rail, or bicycle for the journey to work where possible, as well as the virtual staging of meetings and digital invoicing.





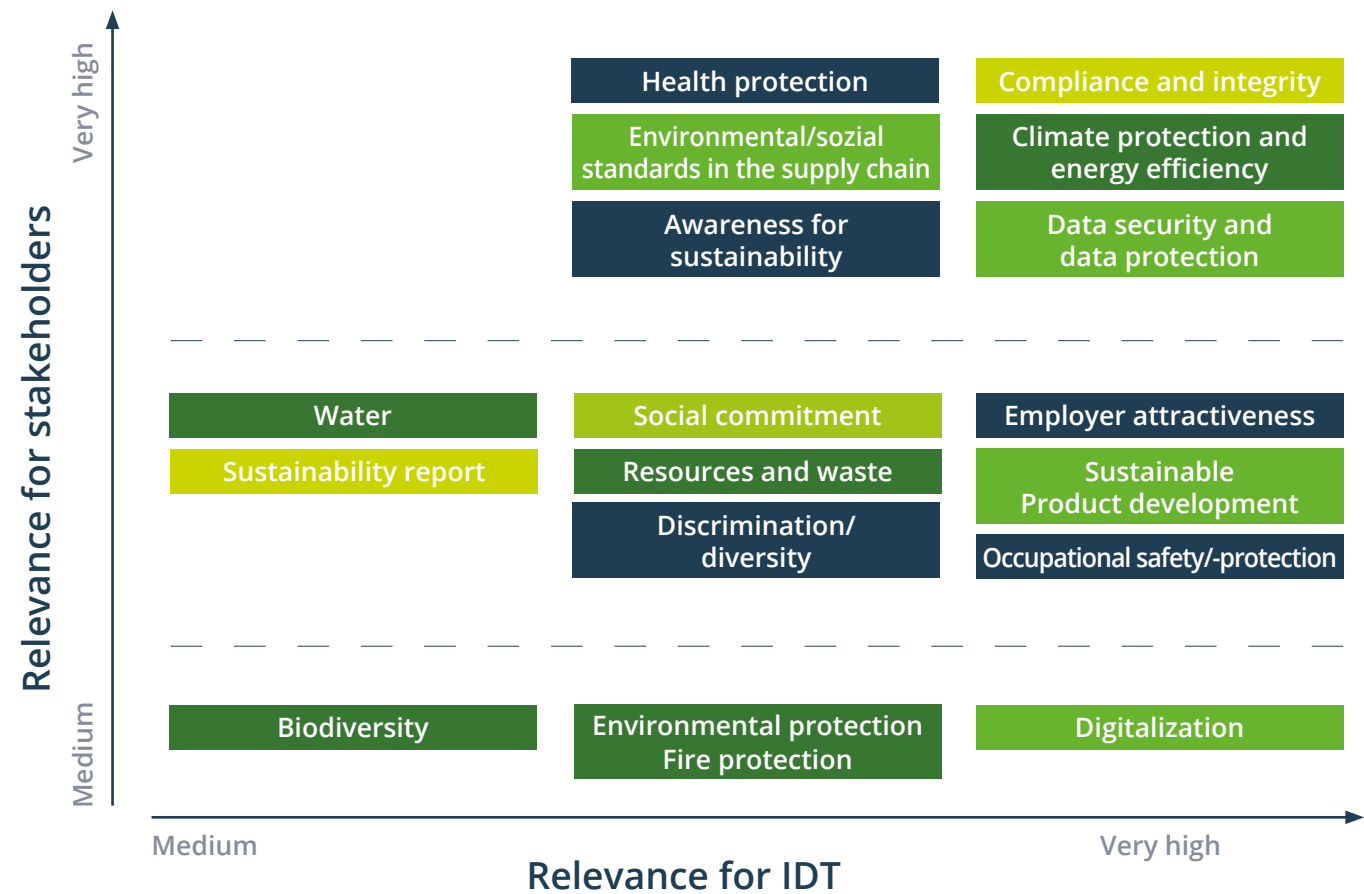
2.2 Materiality Analysis

We use a materiality analysis to define the orientation of the content of our sustainability strategy. In accordance with the principle of double materiality, we take account of both the relevance for our stakeholders – such as employees, potential applicants, business partners, shareholders, and representatives from the fields of science and politics – and the relevance for our company.

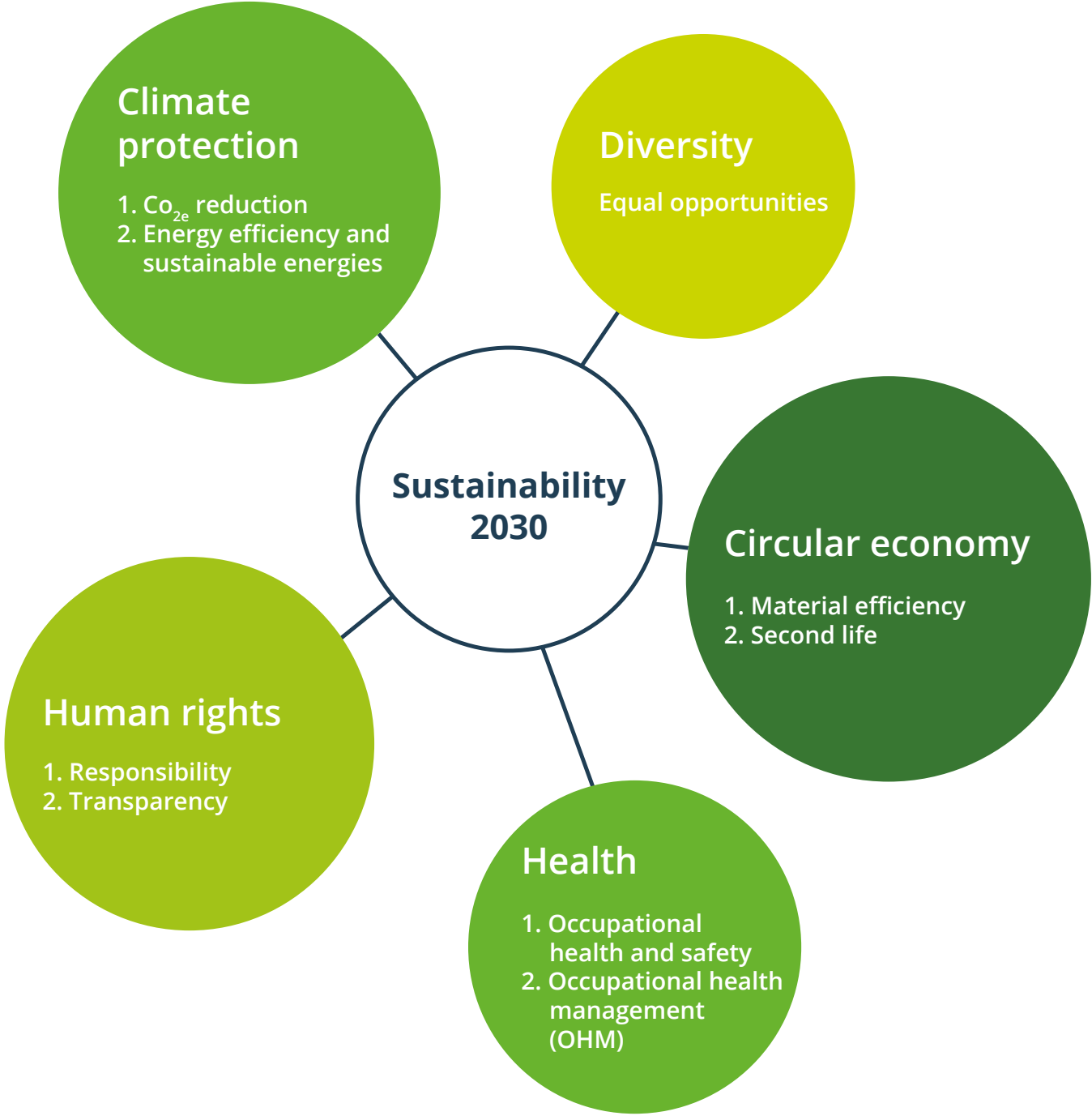
Within the selected and key subject areas potential ESG risks were identified and targeted for prevention and rectification.

In future, ESG risks will be identified and prioritized more intensively, thus enabling steps to be taken to address these more systematically.

The most important areas of action for IDT and our stakeholders are illustrated in the following matrix. In particular, the analysis confirms the high relevance of climate protection and energy efficiency, data security and data protection as well as compliance and integrity. The findings of this analysis also form the basis for the selection of the subjects of this report.



Subject areas:



2.3 Goals and Goal Achievement

In our sustainability management we already developed a vision for the coming years. This describes fundamental measures for the subject areas of people and the environment. Each individual field is defined and continuously developed further via focal activities with specific, medium-term objectives.

Our activities here are aimed at the entire value chain – from the procurement of materials and goods for production to the aspects of employees, climate and energy. We have now incorporated all of these aspects into our vision.








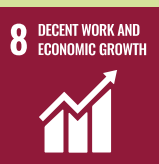


**Our vision is our aspiration:**

*With our economically, ecologically and socially responsible actions we aim to improve quality of life for people and secure the livelihoods of the present generation and those to come.*

In the strategic areas of climate protection, diversity, healthcare, human rights and recycling we have set ourselves the following specific goals for 2025:

GOALS 2025	STATUS 2024	REFERENCE TO UN SGDS
<b>Reducing the CO<sub>2e</sub> footprint</b> Identification of Scope 3 emissions and specification of goals to reduce these	<b>Reducing the CO<sub>2e</sub> footprint</b> Commencement of determination of Scope 3 emissions	<b>13 CLIMATE ACTION</b> 
Identification of selected product carbon footprints	Selected product carbon footprints were identified	<b>6 CLEAN WATER AND SANITATION</b> 
Further reduction of absolute electricity consumption by 1 % per year (baseline 2023)	Status 31/12/2024 Approx. 100,000 kWh saved, corresponding to a saving of 0.44 % (approx. 25.7 t CO <sub>2</sub> ) from the energy baseline of 2023	<b>7 AFFORDABLE AND CLEAN ENERGY</b> 
Discontinuation of deep freeze chests for storage purposes		<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> 
<b>Reduction of water consumption</b>	Status 31/12/2024: 10,435 m³ of drinking water saved (corresponding to approx. 8.1 % compared to previous year)	<b>15 LIFE ON LAND</b> 
<b>Not impacting biodiversity</b>	2024: Expansion of bee colonies on the site	
<b>Equal opportunities</b> Continuation of the integration program	Flexible working hours (Works agreement – Remote/ Mobile Office) Health management Start of integration program	<b>5 GENDER EQUALITY</b> 
Potsdam Model (reduction of working hours for the same salary) beginning 01/01/2024		<b>10 REDUCED INEQUALITIES</b> 



GOALS 2025	STATUS 2024	REFERENCE TO UN SGDS
<b>Plant and process efficiency</b> Further expansion of own manufacturing of format parts, components for plant and processes (resulting in more economical, faster procurement, dispensing with supply chains and optimization)	Search for solutions for procurement of required plant parts (own manufacturing due to shortage of materials and supply)  2023: Creation of a design department (ability to design) / creation of document landscape / establishment of 3D printing for prototyping	 
<b>Second Life</b> Investigation of options for a second life for materials  Reduction of courier shipments, i. e. aggregation of shipments	Status: 31/12/2024: - implementation of customer-specific requirements with regard to multiple use of transport boxes - for internal training purposes, use of materials that are approaching their use-by date - Reduction of courier shipments, i. e. aggregation of shipments	
<b>Responsibility</b> Observing human rights throughout the value chain  Reduction of rate of inability to work by 0.15 % per year	1. 2024 participation in the UN Global Compact 2. "IDT Biologika Code of Conduct" 3. "Code of Conduct for Suppliers of IDT Biologika GmbH in place – this also included further specification of the social and environmental standards required by IDT 4. 2024 – EcoVadis Gold certification  Reduction of rate of inability to work by 0.15 % per year  Sickness rate 2023 (= IW rate): 8.3 %* (goal: 6.00 %)  Sickness rate 2024 (= IW rate): 8.19 %* (goal: 6.00 %)	   
<b>Increasing employee satisfaction</b> Further measures through Fürstenberg Institut	With the assistance of the Fürstenberg Institut, psychological advice and support of employees in all aspects of their lives served to prevent psychological illness and reduces absenteeism. Employee satisfaction was increased, and work-life balance further improved.  <small>* This increase lies primarily with musculoskeletal disorders, psychological illness and in the area of respiratory disorders. A further cause is the scaling back of the generally strict hygiene measures of the German government.</small>  <small>**OHM rate (not taking account of long-term and short-term illness)</small>	

GOALS 2025	STATUS 2024	REFERENCE TO UN SGDS
<b>Employee satisfaction</b> Increasing satisfaction through expansion and continuation of activities, such as  - Qualification and further training program (CIVIC SCOUTS AT WORK) - Retention program (employee retention) - Occupational health management (OHM) - Individual, competence-based annual employee appraisal - Starting Leader program - Establishment of Happiness Committee to increase satisfaction in the workplace  Collective wage including annual assessment and adjustment where necessary	Participation in individual training courses, e.g., language training via the goFLUENT e-learning tool or training to become a LEAN expert  Over 40% of our employees participate in diverse further training programs.  Subsidized lunch  Annual employee appraisal  2023: Employee survey in co-operation with the Specialists in Focus State Initiative (Saxony-Anhalt) Status 2024: Findings have been communicated, all management staff received a detailed handout with ideas on how to improve employee satisfaction in their areas; introduction of management presence days in the departments; increasing of focus on mental health in OHM (via lectures, training of management staff)  Reducing accident rate (LTIR) by 5% per year, min. 25 % below average of accident prevention and insurance association:  2023: IDT– 5.58 % LTIR 2024: IDT– 6.14 % LTIR  <small>* Basis: accident/1,000,000 working hours/year</small>	    
<b>Health and safety</b> Delegation of duties/duties of management staff  2025: Reduction of accident rate (LTIR) by 30% per year min. LTIR <= 4.30  Linking of EHS goals with target agreements of management staff  Conducting of EHS awareness training for all management staff  Reinforcement of pro-active reporting behavior for unsafe conditions and near accidents  Reducing accident rate via further preventive measures  Documentation of near accidents and tours conducted by safety officers		

To achieve these goals, we put reducing our CO<sub>2e</sub> footprint as well as employee satisfaction and employee retention in the focus of our actions.

No specific net zero goals are currently set. The ongoing goal of reducing emissions and avoiding negative impacts on climate and the environment are intended to channel into the defining of ambitious net zero goals in the near future, however, with these corresponding to the latest scientific findings and international climate agreements.

The integration of ESG goals into bonus payments for management staff is currently being examined and could be implemented from 2025 onwards. We are planning to make this decision within the scope of the annual goal setting and examination process, in order to ensure that management staff have a clear incentive to achieve our ESG goals.



## 2.4 Depth of Value Chain

### 2.4.1 Culture of Sustainability

The more comprehensive sustainability management activities are, the more important it becomes to involve all employees within this process. This results in sustainability becoming a common principle within the company, impacting all processes and decisions.

This gives rise to a culture of sustainability in which corporate value creation leads almost automatically to ecological and social added value. In addition to amended structures and processes, the corporate structure is also developed further continuously.

We are promoting the corresponding cultural shift and supporting it with targeted input with the goal of opening up the requisite areas of action for employees and encouraging them to act in a sustainable manner.

These successes exemplify our activities:

- **Qualification of LEAN experts**
- **Training for specialist and management personnel**
- **Distinctions for the best trainees of the year by Halle-Dessau Chamber of Commerce and Industry (IHK): Pharmaceutical Production Assistant of the Year (2024)**

### 2.4.2 Involvement and Cooperation

We aim to face up to global social challenges – and make a relevant contribution to these.

Involvement in regional and supra-regional networks such as the “Gemeinschaftswerk Nachhaltigkeit” sustainability network and “Klimafreundlicher Mittelstand” climate-friendly network, the “Unternehmensnetzwerk Klimaschutz” climate protection network and the “Allianz für Entwicklung und Klima” development and climate fund allows us to make an active contribution to sustainability.

Our efforts regarding sustainability management were recognized by EcoVadis with the distinction “Gold”.

IDT is committed to the ten globally valid principles of the UN Global Compact in the areas of human rights, working standards, environmental protection and tackling corruption. In addition, we also support the Sustainable Development Goals (SDGs) established by the United Nations in 2015 (see point 2.3).

Our reporting delivers transparency with regard to the involvement of IDT. We support a number of different reporting formats, such as the German Sustainability Code and the standards of the Global Reporting Initiative (GRI).

According to the current state of affairs, we are applying the Corporate Sustainability Reporting Directive (CSRD) of the EU Commission for the 2024 business year, for the first time. Consequently, EU taxonomy also becomes binding upon IDT, a standardized classification system for the sustainable economic activities of companies.

We are preparing intensively for the new requirements and have introduced a sustainability management system, with the active involvement of representatives of Compliance, Finance, Sustainability, HR and Occupational Health and Safety, amongst others.





## 3 Corporate Governance und Compliance

Corporate governance, i.e. the legal and factual framework for the management and supervision of a company, is determined and directed by the IDT management board.

The compliance approach of IDT is manifested in the goals and values of the company and the commitment of IDT to the assumption of a significant burden of responsibility towards people, the environment and society. All three of these pillars are described in our IDT Code of Conduct, which serves as a compass for a partnership-based relationship and ethical, sustainable business operations.

### 3.1 Compliance Management System (CMS)

Many areas of business activities are subject to official supervision and inspection. Observing all applicable regulations is obligatory for IDT. The basis for this is our risk-based Compliance Management System (CMS).

In this way we aim to avoid legal and reputational risks for our company and protect employees, customers and business partners. In the scope of the CMS, IDT commits itself to exercising its business activities in accordance with the nationally applicable laws and the ten fundamental principles of the UN Global Compact.

This obligation is directed at all employees, managers and business partners. Our CMS is concentrated on the three risk areas of white-collar crime, protection of data and business secrets as well as competition and antitrust law.

One key goal of the CMS is to fight corruption: Our “Protect against Corruption” training module is one of three subject groupings that new employees are required to complete in their basic training, and all other employees in the course of regular refresher courses. Details of the training methods and choice of subjects are described in the “IDT Biologika GmbH Guidelines for Compliance Training”.

All elements of our CMS are described in the “IDT Biologika GmbH Compliance Management System” handbook. This is available for employees in two language versions on the company intranet and is updated annually. It can also be presented to our business partners or at official audits where required.

The Legal & Compliance Department reports regularly to the management board regarding any infringements and measures taken, compiling these in an annual compliance report. To date, no significant legal infringements have been made by IDT and no actions have been brought against the company..

As of 01/01/2024, IDT is bound by the requirements of the Supply Chain Act (LkSG) and has already commenced implementation of the statutory requirements this entails. The IDT human rights committee is responsible for the ongoing implementation and monitoring of LkSG requirements. The committee comprises representatives from the departments Human Resources, Purchasing and ESG.

IDT has undertaken an inventory for the Lobbying Register Act and registered a stakeholder in the lobby register. This registration is monitored and updated regularly in accordance with statutory requirements. As a contract manufacturer of pharmaceutical products, the protection of confidential data and IP rights of our business partners and IDT plays a key role: We inform and qualify our employees in this field via regular training.

Ultimately, avoidance of conflicts of interest is also a component of compliance. Within the company there is always a risk that conflicts of interest can hinder corporate success as a result of economically unfeasible decisions being taken or key information being divulged. In particular, this may be the case where the private interests of an employee stand contrary to the economic interests of the company. These issues are addressed regularly in the scope of compliance video training sessions.

## Central elements of our Compliance Management System (CMS)

### IDT Code of Conduct

The fundamental principles for legally compliant behavior are laid down in our Code of Conduct. This prescribes guidelines that are derived from statutory provisions and reflect the ethical views of IDT. The basis for this is formed by the three values of Initiative, Innovation and Integrity. The Code of Conduct contains a clear commitment to observing human rights and the implementation of specific measures for protection of the environment and climate.



### Business partner analysis

The risk-based analysis of business partners (Business Partner Review) is a key component of our CMS. This occurs against the background of companies being held responsible for legal infringements of their business partners. Die "IDT Biologika GmbH Guidelines for Business Partner Analysis" were reworked completely in 2023 and adapted to the internal requirements concerning the monitoring of customers and suppliers. This analysis is conducted with the aid of a compliance database and serves to ensure observance of general legal standards, as well as human rights and environmental requirements.

### Compliance risk assessment

The annual compliance risk assessment covers all compliance-related business units. The risk categories are based on the guidelines of the UK Bribery Act 2010, US FCPA and the UN Global Compact Guide on Anti-Corruption Risk Assessment. The likelihood of compliance breaches, the extent of damage caused and the effectiveness of measures to minimize risk that are already in place are defined within a standardized process. Details can be found in the "IDT Biologika GmbH Guidelines for Compliance Risk Assessment".

### Whistleblower system

With the agreement of the works council and in accordance with EU whistleblower directive 2019/1937 of the European Parliament, IDT introduced an electronic whistleblower system in 2021. This system corresponds to the statutory requirements of the whistleblower protection legislation that entered into effect on May 31, 2023. This enables employees and external third parties to draw attention to breaches of compliance regulations as well as infringements of human rights and environmental laws and other misconduct, anonymously and taking account of GDPR. Details are covered in the "IDT Biologika GmbH Whistleblower Guidelines". IDT investigates breaches and implements sanctions in accordance with a policy of zero tolerance.

In 2024 a notification was submitted via the system and processed and responded to in accordance with the statutory requirements and the DT Biologika GmbH Whistleblower Guidelines.

### Compliance key indicators

All CMS activities are systematically recorded, analyzed, documented and reported to the management board at regular intervals. The recording of compliance key indicators in the form of so-called compliance KPIs was initially undertaken quantitatively and has now been altered to a success-based qualitative form of recording. According to this, specific thematic areas are assigned specific goal achievement values. The annual compliance training carried out focuses on the achievement of a designated completion rate of 95% following the implementation of an individual, training-related check of learning success.

Implementation and monitoring is undertaken via the "IDT Biologika GmbH Guidelines for Compliance Training". According to these, all employees in compliance-relevant areas undergo basic training within six months at the latest, with a refresher course every three years on the following subjects:

- Basics of Compliance
- Fair Competition
- Protection against Corruption

Further thematic areas are the implementation of the individual requirements of the Supply Chain Act (LkSG), such as, for example, the conducting of risk assessments, the answering of the BAFA questionnaire or the drafting of a policy statement and rules of procedure for complaints processes in accordance with the LkSG. This complex has a target value of 100% implementation by the end of the year.

A further thematic area is the further development of the data protection management system (DPMS), including with the reworking of the procedure index (VVT), the creation of a deletion concept and the implementation of data protection training. Due to the requirement of upstream work by the departments, the target value here is 50% implementation by the end of the year.

### 3.2 Business Continuity Management (BCM)

Business Continuity Management (BCM) increases system stability at IDT in the event of an emergency. It places a focus on critical business processes and deals with the effects of risks, such as through an interruption of these processes or loss of central resources. In collaboration with relevant departments, critical scenarios are prepared, measures taken and employees trained in implementing these. Consequently, structured plans can be initiated in crisis situations. With this, IDT has preventive and reactive means for the comprehensive management of internal or external incidents at its disposal.

The primary goal is to maintain critical business processes or to restore these promptly following an emergency incident, thus limiting damage and loss of both time and money.

The IDT BCM is oriented towards the BCM standard ISO 22301. This ISO standard is based on the standard PDCA cycle, which is divided into the phases of planning (Plan), implementation (Do), checking (Check) and action (Act). An annual complete cycle of IDT Business Continuity Management ensures up-to-dateness and adaptability.

### 3.3 Information Security Management System (ISMS)

The Information Security Management System (ISMS) regulates all key aspects of information security at IDT. Defined protective goals for information security (availability, integrity and confidentiality) are fully taken into account.

Our "Information Security and Data Protection" guidelines form the basis for all technical, organizational, personnel and infrastructure measures required to ensure information security, including during a crisis incident.

One measure to maintain availability in the event of a disruption is the formation of redundancies. For this purpose, IDT has a second, infrastructurally redundant data center.

All employees are obliged to observe and apply the principles and processes of information security. Our Information Security Officer (ISB) is responsible for the operation, monitoring and optimization of the ISMS – as well as being the contact partner for all employees on issues regarding information security.

With regard to this, compulsory annual training is conducted for all employees on the subject of digital awareness "Awareness and prevention of risks" and prevention against cyber-attacks.





## 4 Environment

As a contract manufacturer of pharmaceutical products, we have higher consumption of resources and greater impact on the environment than a non-manufacturing company. This is a responsibility we are very aware of – and consequently work towards sustainable environmental protection.

Our certified energy management according to DIN EN ISO 50.001 allows us to make a key contribution: We consistently pursue the goal of using natural resources carefully and continuing to expand our own electricity and heat generation.

The trainees of IDT as well as the site partner TEW – Technik-Energie-Wasser-Servicegesellschaft mbH – once again participated in the IHK Energy Scouts project at the Halle-Dessau Chamber of Commerce and Industry (IHK). In the scope of this project they not only learned the theoretical basics of energy management, but also gained an insight into energy management systems at other companies in the region.

In addition, the participants also developed and worked on a company-specific project for energy saving and efficiency. The focus here was upon “applying missing insulation”.

Furthermore, we also involve all employees in sustainable issues and keep them informed with regard to energy saving measures.



### 4.1 Management Approach

The activities of IDT should impact the environment as little as possible. Central goals of our environmental management are the efficient and careful use of all resources and avoidance or minimizing of waste. To this end, in 2023 we began using material for internal training purposes that was approaching its use-by date and could no longer be used for commercial production.

IDT has been utilizing an energy management system for many years now. In addition, our own environmental management system is also to be integrated and planned to be certified by 2026.



4.2 Involvement of Internal and External Stakeholders

The commitment of our employees is key in allowing us to successfully achieve our goals for greater sustainability. Therefore, we get everyone involved, raise awareness of the issues, and provide comprehensive information, such as via training or internal media like IDT Online or our sustainability newsletter.

At the same time, IDT is also active beyond the boundaries of the company and is in continuous dialogue with key stakeholders from the worlds of business and politics as well as customers and suppliers, to keep the subjects of sustainability and environmental protection consistently present.

4.3 Energy and Climate Protection

The introduction of the energy management system allowed IDT to increase the focus on the issue of sustainability. One aspect of this was the development of a joint sustainability and energy strategy. The objective is the sustainable use of all resources.

IDT CORPORATE CARBON FOOTPRINT	2024 [CO <sub>2e</sub> (Tonnen)]
Direct emission of own combustion processes - Stationary combustion (natural gas, heating oil, ...) - Volatile gases - Mobile combustion (own vehicle fleet) - Own generation Scope 1	8808.95
Indirect emissions via external energy sourcing Electricity - Specific energy mix, district heating Scope 2	6369.67

4.3.1 Corporate Carbon Footprint

To develop strategies for CO<sub>2</sub> neutrality, the corporate carbon footprint for Scopes 1 and 2 was determined for the 2024 business year: Greenhouse gas emissions were converted into CO<sub>2</sub> equivalent (CO<sub>2e</sub>). IDT's goal is to reduce CO<sub>2</sub> emissions. The use of green energy for supply is in focus here. The share of electrically powered vehicles has already been increased.

At the same time, we also want to reduce those emissions that are outside of our direct area of influence, such as with suppliers or in logistics. Further details are described in chapter 6.3.

Sustainable employee mobility also reduces our CO<sub>2</sub> footprint: in addition to the Job-Ticket for commuters, we also offer work in mobile office/home office where possible. This was already laid down in a works agreement in 2022.

We are therefore very proud of our employees that took part in the "Stadtradeln in Dessau-Roßlau" cycling project in 2023 and 2024. This competition required completing as many daily journeys as possible by bicycle over a 21-day period, thereby promoting both the participants' own health and climate-friendly mobility.

IDT took first place in the companies category for kilometers ridden. With 26,716 kilometers ridden, the IDT bikers took third place in the overall ranking for Stadtradeln in Dessau-Roßlau.

In all that we do, our goal is to act sustainably, save precious resources and help protect our environment and climate. In addition, sustainability also presents a key area of innovation for us. Consequently, the subject of sustainability also plays a central role with regard to customers and business partners.

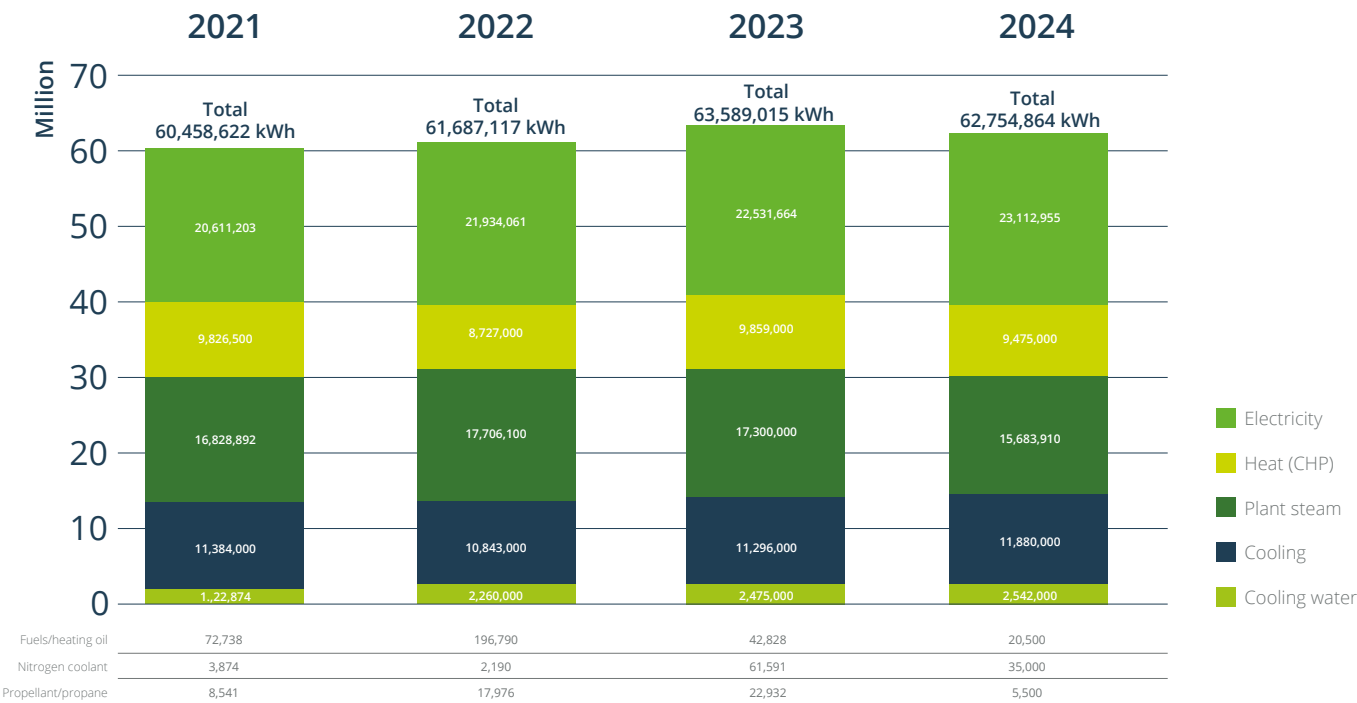


4.3.2 Energy Consumption

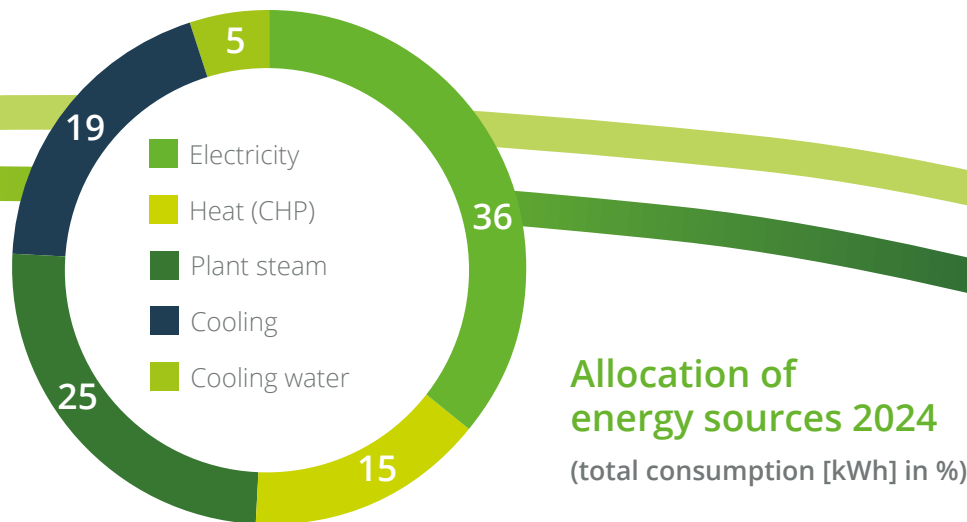
Increased production in 2024 resulted in a slight rise in energy consumption. Of positive note here is the fact that the building complex for pandemic preparedness that was constructed in 2023 is an energy

efficient structure. As a result, the energy consumption of IDT does not show a significant increase.

TOTAL – Energy consumption in kWh per year

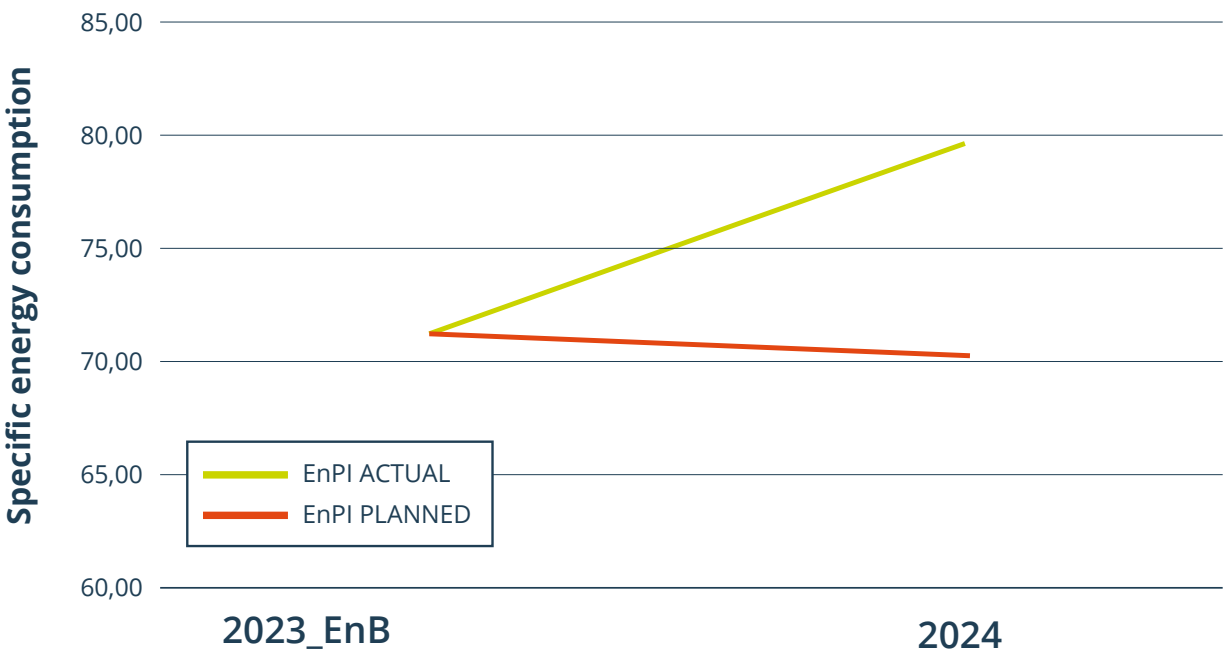


The distribution of energy consumption in 2024 clearly shows that electricity requirements at IDT make up the primary share of total consumption, at 36 %.



ACTUAL-planned comparison EnPI

(in kWh/litre)



**Declaration:** Based upon the energy baseline of 2023 (2023\_EnB), savings of -1.3 % per year are planned. The actual development of planned production meant that this goal could not be fully achieved. Discontinuation of a product group

In 2024 our energy management measured and analyzed the electricity consumption of plant and equipment. The use of highly efficient filtration systems and further savings measures enabled a reduction of approx. 100,000 kWh to be achieved. This corresponds to a saving of 0.44 % (approx. 25.7 t CO<sub>2</sub>) from the energy baseline of 2023.

A target value of 3.0 % energetic improvement was set for all measures to be realized by 31/12/2024. This corresponds to a KPI value of 0.75 % per calendar year.

To achieve a detailed breakdown of the specific energy consumption, the actual and planned values for all produced units were compared.







4.3.3 Biodiversity

IDT protects and supports biodiversity to create habitat for flora and fauna varieties and preserve the natural ecosystem. For example, IDT cultivates fruit and flower meadows on the site and provides nesting aids for birds and bats.

Since 2022 the northern section of the Biopharmapark has been home to a “bee hotel”. In co-operation with TEW four bee populations have been established here. The bees find ideal feeding conditions throughout the year in the Biopharmapark and contribute to its biodiversity.

To further support the native flora and fauna, additional bee hotels for wild bees were erected in December. Protecting wild bees is of great importance – not only for fruit cultivation, but also for the retention of numerous wild and cultivated plants. Because wild bees often begin pollination in March, considerably earlier than honeybees.

Thanks to the involvement of our employees, a very special team event took place: The decision was taken to support the NABU (Nature And Biodiversity Conservation Union) regional association in Leipzig.

In the fall numerous meadows were mown again – a labor-intensive task that called for many helping hands. The participants raked the mown grass together before loading it onto tarps and placing it on compost heaps or carrying it to the designated composting points. This physically demanding activity called for real team spirit – and resulted in a tangible sense of pride in what had been achieved together.

We do not have any operating sites that are located, for example, in or adjacent to areas of high biodiversity. The use of our production sites also has no significant impact on biodiversity. Biodiversity-harming practices such as the release of chemicals or pollution of waterways are strictly avoided at our company.



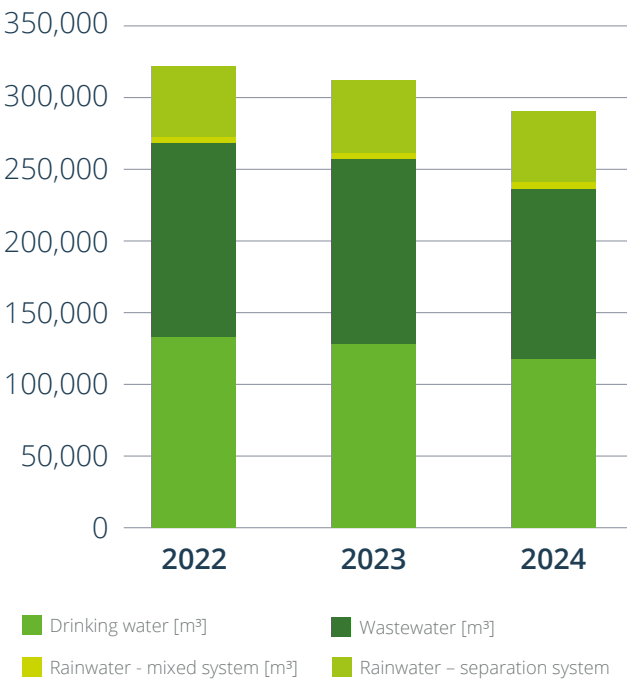
4.3.4 Emissions

At our production site we use special exhaust air systems to reduce or eliminate harmful substances. Our entire production activities correspond to the applicable emissions guidelines. Emissions of ozone depleting substances (ODS) do not arise from our production. Our environmental management uses measurements and analysis to regularly monitor significant air-polluting emissions, such as nitrous oxides (NOx) and sulfur oxides (SOx).

4.4 Water and Wastewater

IDT applies numerous measures to preserve the valuable resource water and counter an impending water shortage: From raising awareness and training our employees in the careful use of water to technical solutions such as water-saving valves and on to the examination and optimization of relevant water supply processes.

Quantities in m³



**The illustration shows:** Despite increasing production and numbers of employees there has been a significant reduction in water consumption and wastewater.





4.4.1 Water

IDT is supplied with drinking water by TEW Servicegesellschaft mbH. TEW has been operating a waterworks with own groundwater extraction since 1984: Here untreated water is converted into drinking water according to the current state of the art and under observance of the valid TrinkwV drinking water ordinance. For quality assurance purposes the drinking water at the waterworks is routinely analyzed by an accredited laboratory and the health authority of Dessau town council in accordance with the requirements of TrinkwV.

The following key indicators are monitored and checked regularly:

- Pressure, volume, pH value, conductivity, iron, chlorine, temperature, clouding (monitoring by TEW)
- Meeting of threshold values according to TrinkwV (microbiological and chemical analysis by test laboratory)
- Number of times threshold values exceeded according to TrinkwV
- Full analysis of the untreated water (including for heavy metals)

4.4.2 Wastewater

IDT releases its wastewater into the wastewater network of TEW Servicegesellschaft mbH. TEW operates a biological wastewater treatment plant of size class 2 with nitrification and partial sludge stabilization. Following biological treatment, purification and quality control of the wastewater it is released back into the ASIT outlet before heading back to the Elbe via the river Rossel. Residual sludge is separated, dried and recycled. For quality assurance purposes the wastewater is routinely analyzed by an accredited laboratory in accordance with the requirements of the AbwV wastewater ordinance. In addition, unannounced checks are also conducted by the LHW water management agency. The Saxony-Anhalt State Administration Office (LVwA) audits the sewage treatment plant each year.

The following key indicators are monitored and checked regularly:

- Filling level, volume, pH value, oxygen, temperature, ammonium, nitrate, phosphate, degree of transparency, clouding, conductivity, sludge settlement behavior (monitoring by TEW)
- Meeting of threshold values according to AbwV, including ammonium, nitrate, nitrite, nitrogen, phosphorous, chemical oxygen demand (CSB), biochemical oxygen demand (BSB5), filterable substances, extractable lipophilic substances, hydrogen sulfide, adsorbable organic halides (AOX), microbiological image, sludge analysis (pH value, solids) (analysis by test laboratory)

4.5 Waste Management

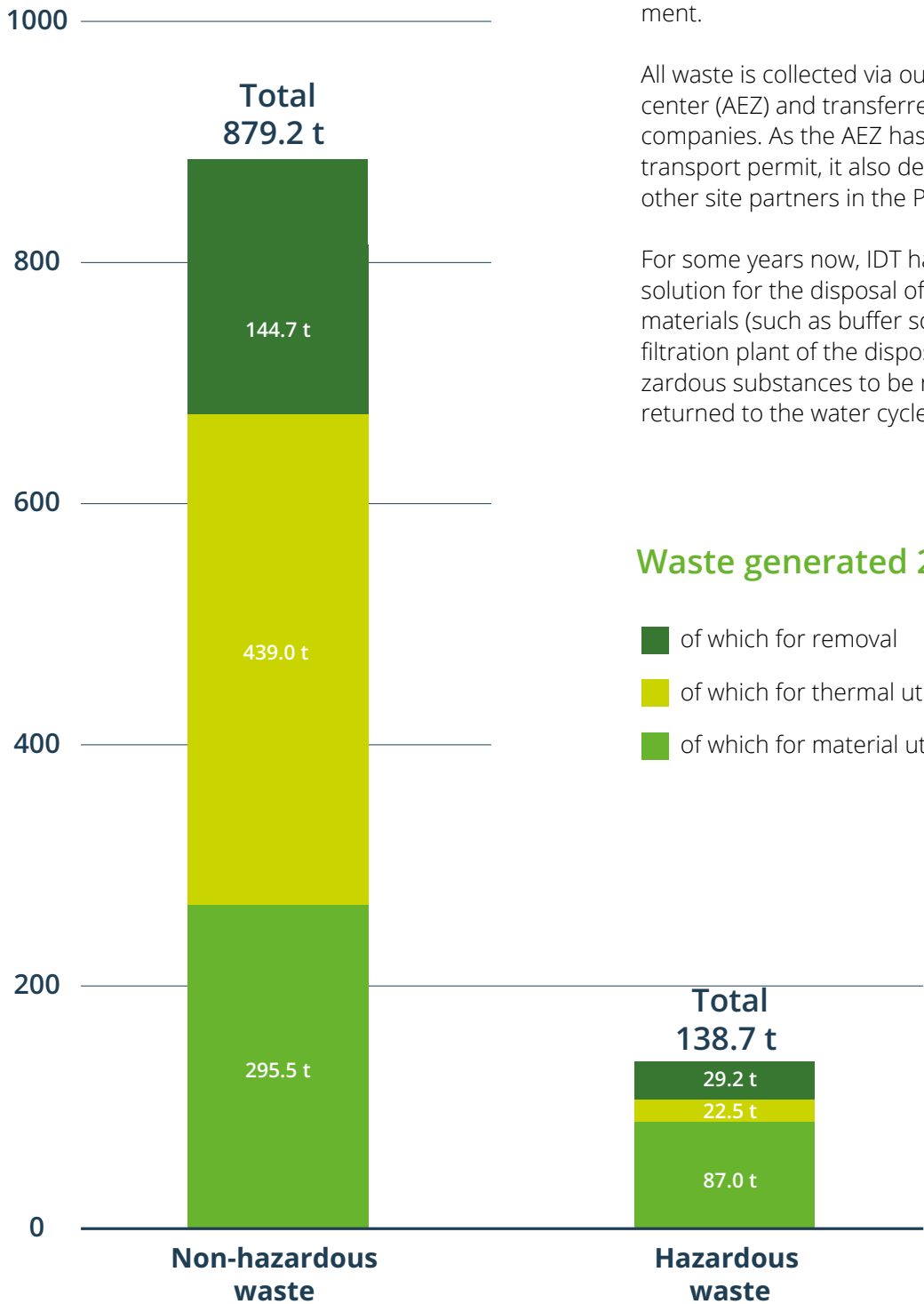
We use suitable collection and separation systems as well as a current waste register: This records all types of waste in detail, e.g., with source and quantity, composition, hazard classification and specific treatment and disposal.

Adapted collection and separation systems in the corresponding areas and regular training of all employees enables optimal disposal to be achieved.

IDT deals with single-use materials through waste separation, secure disposal routes and recycling to prioritize the circular economy. Transport to the disposal plants also forms part of our waste management.

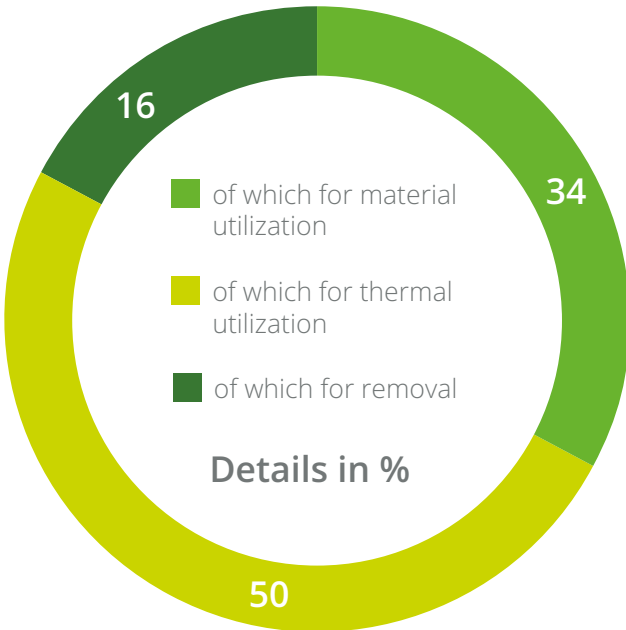
All waste is collected via our central waste recording center (AEZ) and transferred to certified disposal companies. As the AEZ has a disposal status and a transport permit, it also deals with the waste of the other site partners in the Pharmapark.

For some years now, IDT has had a sustainable solution for the disposal of large quantities of liquid materials (such as buffer solutions): an innovative filtration plant of the disposal company allows hazardous substances to be removed and wastewater returned to the water cycle.

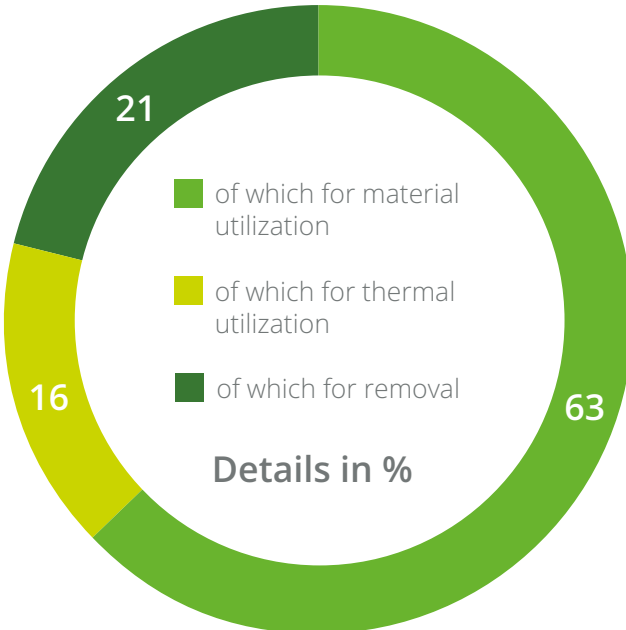




Allocation of non-hazardous waste according to means of disposal



Allocation of hazardous waste according to means of disposal



Due to their characteristics, medicines requiring disposal (such as production waste, visible rejects) may not be recycled or forwarded for waste treatment. This product waste is disposed of via an incineration plant.

Hazardous waste requiring disposal is left in its original containers and passed on to the central waste collection center at IDT with its original labelling. In addition, materials polluted by hazardous substances, containers with residues or mixtures that have been created are collected separately in labelled, UN-approved containers and also passed on to the IDT central waste collection center. Finally, these containers are sorted according to waste type and passed on to the disposal company. Opening of the containers, transfer or mixing of hazardous substances is expressly not authorized, in accordance with the applicable operating procedures.

A total of 35 different types of waste are currently separated, collected and disposed of at IDT. As we as contract manufacturer have no influence on the composition of products, the substitution of hazardous substances may not be undertaken by IDT. We use systematic waste separation to guide recyclable substances back to the material cycles in the best manner possible.

As a contract manufacturer, we are obliged to fulfil the requirements of our customers with regard to packaging and waste. We currently use materials such as Acrylux boxes, which are selected according to the specifications of our customers. Despite this, the company actively pursues sustainable practices and continuously examines innovative solutions for the minimization of waste and use of more environmentally friendly materials. We plan to co-operate more closely with our customers to identify and implement options for more sustainable packaging solutions, where this is possible within the scope of specifications.

4.6 Hazardous Substances

IDT imports chemical substances within the EU, which are required to be registered in accordance with the REACH Regulation. As per the statutory requirements, internal registration of all hazardous substances occurs in a hazardous substance register.

For the hazardous substances in use on the site we draw up operating procedures for safe handling, with these updated continuously. Our Hazardous Substance Officer conducts regular inspections and preventive safety measures to identify possible risks or irregularities and avoid these effectively.

Prior to the commencement of work, a risk assessment tailored to the area or activity is drawn up. The regular training of all employees helps to minimize the risk of accidents when handling hazardous substances.

In spite of these measures, in 2024 there were 15 incidents relating to hazardous substances, of which 5 resulted in lost working hours – due primarily to the unintentional contact with disinfectant or skin contact with lyes or acids. Therefore, we will continue to expand our safety measures in this area.

Following such incidents, the occupational health and safety team identifies immediate steps to be taken, together with further measures according to the TOP principle (technical, organizational, personal) and subsequently implements these. We also conduct regular inspections on the premises.





## 5 Employees

We create an environment in which all employees feel appreciated and able to realize their potential – and work together to contribute to the enduring commercial success of IDT.

We observe all national and international laws, the Charter of Fundamental Rights of the European Union and the European Convention on Human Rights. IDT wholly condemns infringements such as child or forced labor and works consistently against these.

Through our membership of the (IGBCE) mining, chemicals and energy trade union we also initiate projects promoting greater reconciliation of occupation and family life.

### 5.1 Management Approach

We consistently apply all requirements from national laws (such as working conditions law, occupational health and safety law, maternity protection law, young persons protection of employment law, working hours law, laws regarding chemicals).

We maintain interaction and contact with authorities and organs for the protection of working conditions, to make the environment for employees an even safer one.

The risks and burdens for employees are identified regularly through risk assessments. These form the basis for making our workplaces even safer.

Accidents or near-accidents are recorded in a company database. IDT assesses these for severity and possible potential for damage. In addition, we also promote open communication on all aspects of safety at work.

A pandemic emergency plan valid across the site applies for the management of pandemics. This includes a team of experts for handling cases in direct contact with the health authorities. Necessary protective measures are accompanied by internal communication.

In October 2024 IDT Biologika started to set up an occupational health and safety management system in accordance with ISO 45.001.





5.2 Attractive Employer

We aim to be a company in which people feel at home, from training to retirement. Some of our employees have already been part of our team for over 40 years. Our fluctuation rate is in the lower third compared to the German average. In 2024 IDT hired 175 new employees.

In an independent survey conducted by Stern magazine (issue 01/2025) IDT Biologika took 15th place in the ranking of best German employer in the pharmaceuticals and medical technology field.

Employee representation

IDT protects the right of employees to form employee representative bodies. Trusting cooperation is our top priority. The works council, which represents the interests of all the company's employees, is provided with all the necessary financial and time resources to carry out its duties, as well as regular training and further education.

Close co-operation also occurs with the youth and trainee representatives, who represent the interests of our trainees and student employees, as well as the representative for the severely disabled.

The trade union representatives are colleagues that work on a voluntary basis to represent the interests of the union within the company, respectively the interests of the employees with the union. There are

currently 10 such representatives, drawn from various departments within the company. Union issues and measures such as collective pay negotiations are discussed at meetings that are held every two weeks. In the course of quarterly consultations all colleagues are informed of the current developments within the IGBCE and can also raise their own questions. Monthly information e-mails clarify the work of the trade union and its benefits for the individual employees. Works council and union representatives work together closely to incorporate the requirements of the company and its employees within the union. The union subsequently transfers this information into the political sphere. For example, the IGBCE has negotiated a tax-free inflation bonus for all employees, designed to cushion the high expense incurred by colleagues for everyday items.



Salary and conditions

With our collective pay agreement according to IGBCE, we ensure fair and transparent remuneration. 89 % of our workforce is employed subject to collective pay agreement. In addition to the basic salary there is also an annual bonus, vacation money and the option of a company pension with annual employer contribution. For our non-collective pay positions remuneration is oriented towards competitive and performance-related criteria such as industry benchmarks.

Work-life balance

To satisfy the private and family requirements of our employees, we promote a good work-life balance. Our model for life stage-appropriate working hours (LePha) offers a number of possible leave of absence options, such as parental leave, breaks for shift workers, models for age-appropriate work, caregiver leave or release for qualification.

We observe all statutory, collective pay and operational requirements to abide by working hours regulations. Overtime and additional work are remunerated in a timely manner. Our electronic timekeeping effectively prevents breaches of working hours regulations. Wherever possible and practicable, we offer employees the option of remote or mobile working for maximum flexibility.

Our collective pay agreements provide for paid release for events such as weddings, moving, the birth of a child or deaths in the family. Alongside subsidies for the costs of childcare, we also offer our employees up to two days paid leave to care for a sick child, in addition to the statutory caregiving time.

In November and December 2023 IDT worked together with the Specialists in Focus State Initiative (Saxony-Anhalt) to carry out an employee survey.



Quelle: Stern, 01/2025

Pharma und Medizintechnik				
Platz	Arbeitgeber	Hauptsitz	Anzahl der Mitarbeiter	Score
1	Boehringer Ingelheim	Ingelheim am Rhein	18.080	82,54
2	Biontech	Mainz	12.500	80,91
3	Bionorica	Neumarkt in der Oberpfalz	1.000	80,90
4	Roche	Grenzach-Wyhlen	18.200	79,96
5	Glaxo Smith Kline	München	3.000	78,39
6	Bayer	Leverkusen	22.172	77,89
7	Siemens Healthineers	Forchheim	18.211	77,59
8	Zeiss	Oberkochen	20.067	77,16
9	Philips Deutschland	Hamburg	15.520	76,09
10	Karl Storz	Tuttlingen	2.800	75,35
11	Bosch Rexroth	Lohr am Main	14.200	75,10
12	Merck	Darmstadt	12.000	74,90
13	B. Braun	Melsungen	15.447	74,45
14	Merz	Frankfurt am Main	1.304	73,45
15	IDT Biologika	Dessau-Roßlau	1.700	73,15
16	Dräger	Lübeck	8.638	73,10
17	Stada Arzneimittel	Bad Vilbel	1.700	72,90
	Agilent Technologies	Waldbronn	1.400	72,58
	Vetter	Ravensburg	6.300	71,93
	Astra-Zeneca	Hamburg	1.200	71,36
	Novartis	Hanau	4.916	71,23
		Wiesbaden	3.000	71,23
		Berlin	2.800	71,21
		Bad Homburg	93.095	71,09



IDT wishes to use this instrument to record the opinions and mood of employees, in order to make itself more attractive as an employer. The questions were divided into the subject areas personal development, working conditions, design of work processes, communication and assessment of corporate culture

as well as employee recruitment. In 2024, various measures were implemented on this basis, for example to improve internal communication, company health management measures and training courses for managers.



### 5.3 Leadership and Cooperation

#### Open communication

We promote open and purposeful dialogue with our employees. Important issues are communicated via, for example, company meetings, circular mails or video messages from the management board. Our company suggestions scheme encourages all employees to submit their ideas and suggestions.

Regular interaction between employees and management staff is promoted via obligatory annual employee appraisals for all employees. In addition to the assessment of work performance, the employee appraisal also covers the joint setting of goals and development planning.

#### Diversity and inclusion

We stand for a diverse and vibrant company in which people work together in partnership regardless of age, origin, or nationality.

We take firm steps to prevent all forms of discrimination, harassment and bullying. In the hiring and development of our employees we observe the requirements of the AGG - General Act on Equal Treatment - and do not tolerate discrimination in any form. Breaches can be reported at any time to line managers, the HR department, the works council or via our whistleblower system, including anonymously.

The formation of an ombudsmen position is also planned.

On joining the company, each employee is informed of our principles, with managers trained intensively on these subjects, in particular the AGG - General Act on Equal Treatment.

We employ personnel from 30 different countries. To facilitate integration within the team and promote communication, we offer online language courses as well as a dedicated language mentor program.

The IDT representative for the severely disabled represents the particular interests of severely disabled people within the company and monitors observance of all applicable laws, directives, collective pay agreements and other regulations. This representative is

involved in all HR measures such as recruitment and hiring of severely disabled people and advises both severely disabled personnel and the employer on all measures of inclusion.

In 2019 we concluded our inclusion agreement in accordance with section 166 SGB - Social Security Code - IX. In this, we commit ourselves to maintain and improve the employment situation of people with disabilities, offer them career perspectives and promote the hiring of severely disabled persons.

Supplementary to our inclusion agreement we also employ various measures for the promotion of diversity and inclusion:

- Non-discriminatory job advertisements
- Works agreements against bullying, sexual harassment and discrimination
- Flexible working models such as working from home and mobile office
- Intensive co-operation with the job center, integration authority and integration service (IFD)
- Works agreement on integration management (BEM) and release for severely disabled as well as coequal employees (Lepha-BV)

In 2024 two severely disabled trainees were hired, regular monitoring was carried out with the IFD to improve individual support, with management staff also increasingly seeking out interaction on inclusion-relevant issues.

There is a desire for an updated inclusion agreement in the future, as well as greater public relations work to promote inclusion and regular seminar attendance to strengthen knowledge in this area. We also aim to achieve faster implementation of the BEM procedure, further hiring of severely disabled and coequal individuals and the encouragement of employees concerned to report their disabilities in order to receive the best possible support.



## 5.4 Learning and Development

Qualified employees form the basis for our sustainable company culture. Training and further training plays a central role for IDT.

### Training/Education

IDT currently has 72 trainees in various occupations:

- Laboratory chemist,
- Biology lab assistant,
- Pharmaceutical technician,
- Chemical production specialist,
- Machine and plant operator,
- Mechatronics engineer,
- Industrial clerk,
- Office management assistant
- IT specialist.

To further improve the quality of our training, in addition to practice within the company and theory in the vocational school, nearly all occupations also include periods spent in the training laboratory or a training workshop with our practice partners.

All trainers at IDT have a certified trainer qualification. In addition, we also conduct regular external training for trainers on diverse subjects (e.g., young persons protection of employment law). We use a digital tool (AEVO Digital+) to requalify our trainers.

For the 16th time, an IDT trainee has been awarded the distinction of best in year. This means that IDT has a significant lead in this area within the region, comparing well with other well-known employers such as Deutsche Bahn. We are especially proud of the commitment of the trainers and trainees in achieving such top results.

And as joining the company and integrating is so important to us, each year we welcome our new trainees and dual students with Newcomer Days. These offer an eventful week filled with discourse, get-to-know activities, team games and key information for making an optimal start to training.



As IDT places great value on junior talent, each year we also host a career orientation day (Girls' / Boys' Day). 2024 once again saw a colorful program in which schoolchildren could visit our laboratories, take a look at our training professions and dual study courses, and also take part in some small experiments themselves.

In addition to our trainers, trainees can also benefit from our mentor program. Each trainee is assigned a personal mentor to assist them throughout the duration of their training.





### Dual studies

IDT offers the opportunity for dual studies in the subjects:

- Pharmaceutical Engineering,
- Biotechnology,
- Business Management,
- Business IT.

There are currently 13 dual students employed at IDT.

### Youth and trainee representatives

The youth and trainee representatives have a designated position within our company to represent the interests of our trainees and other young employees.

Every two years – including 2024 – the new IDT/TEW youth and trainee representatives (JAV) are elected by trainees and dual students who are not older than 18 years of age on the day of election.



The JAV represents the interests of all trainees, trainers, dual students, student trainees and interns within the company. The company is required to have at least five people entitled to vote as well as a works council. The new JAV consists of five people from various training professions as well as departments of the company. The JAV supports trainees and dual students in all key issues regarding training, it works closely with the works council, the representative for the severely disabled and the ombudsmen.

Area of tasks of the JAV:

- Support and advice on issues regarding work and training
- Monitoring of laws and collective pay agreements within the company and their observance
- Contact in the event of problems
- Regular meetings on current issues, drafting of solutions to problems

The JAV works to represent the interests of the young people and trainees at the company. Its goal is to create optimal conditions for successful training or dual studies. In addition, it also aims to strengthen co-operation and promote a trust-based environment. JAV meetings are held on a fortnightly basis, clarifying issues regarding trainees and making resolutions.

Newsletters keep trainees and dual students up to date and allow them to follow current developments. The JAV conducts consultation sessions with trainees, dual students and trainers to discuss their concerns. Moreover, the company also has a trainee and student networking meeting under the leadership of the JAV. This is aimed at increasing interaction and enhancing networks.

### Further training

On the basis of the annual training requirements elicited, training is planned and implemented internally and externally – through training in-person and online. In addition, there are also specially conceived development plans for employees.

In 2024 an average of 40 h of training was assigned for each employee. These include training sessions in various areas such as pharma vigilance, human resources and specialist subjects. Consequently, this year saw an average of 1.9 % of working hours dedicated to training and further training.

In co-operation with specialist further training partners such as the PTS Training Service for GMP-compatible manufacturing practices, the Fürstenberg Institut or other providers such as Lecturio and GoFluent, IDT promotes the vocational and personal development of its employees. All newly created positions are also advertised internally, so that each employee has the opportunity to advance their career. Our Starting Leaders program offers comprehensive support to young management personnel.





## 5.5 Occupational Health and Safety

### Industrial health & safety

The health and safety of our employees is a central component of our company philosophy. The TEW – Technik-Energie-Wasser-Servicegesellschaft is the professional partner of IDT for industrial health & safety.

Central components of occupational health and safety are raising awareness and qualification of employees, e.g., through communication, training and exercises, conducting of risk assessments, preventive examinations in occupational health care and the keeping and evaluation of an accident database.

Preventive measures such as regular inspection tours by the safety officers, the reporting of unsafe or insecure situations and conduct to prevent near accidents or accident incidents served to enhance safety culture.

Naturally, all plant, devices and materials are also inspected, maintained and renewed as required, in order to satisfy the statutory requirements.

### Occupational health services

IDT has two company doctors, who alternately provide occupational health services on the site. All employees receive the statutorily regulated preventive examinations and also have the opportunity to have further occupational health care examinations carried out.

### Company health management

IDT has a structured and holistic company health management system: Together with an established practice partner and the rehabilitation organizations, we analyze the requirements of our employees and derive suitable measures to maintain both occupational and private health.

These include health screenings such as 4D back analysis, artery and vein screening and the lung function test. Deficits identified can subsequently be treated via measures such as electro-muscular stimulation training, the Kneipp course or relaxation sessions.

The Employee Assistance Program (EAP) in cooperation with the Fürstenberg Institut offers psychological advice and support to our employees, management staff and family members to prevent burnout and promote early intervention. In addition to mindfulness of own health, this also takes account of the health of colleagues. Beyond this, training and other free offers such as webinars, teaching videos and learning trails for employee and management development are also promoted.

These measures are targeted at strengthening the physical and mental health of employees, thus increasing employee satisfaction.

Two company-wide Health Days took place in September. In addition to free fruit, smoothies and a staff competition for the healthiest cookies, activities also included skin health screening, fitness tests, a balance challenge and comprehensive nutritional advice at various locations. Further highlights were advice and lectures on mental health and addiction prevention. The event was supported by the Fürstenberg Institut, Deal-Gesundheit, the IKK insurer and BG RCI.

Employees with long-term illnesses receive individual offers on the basis of our works agreement on integration management (BEM), with the goal of overcoming the inability to work under close supervision.



# 6 Products

IDT is a contract developer and contract manufacturer of innovative virus vaccines, gene and cell therapy products as well as biologics.

In 2024 the focus lay upon maintaining pandemic preparedness in Germany. Based on our expertise and experience, we were once again able to demonstrate that the set requirements continue to be met. The primary requirements of pandemic preparedness are the availability of critical supplier products, manufacturing lines ready for operation and trained personnel on hand at all times. To achieve this, IDT drew up detailed plans and undertook investments to enable the swift and smooth commencement and continuation of manufacturing in the event of a pandemic.

The pandemic preparedness concept of IDT features an additional building for drug substance manufacturing, a new high-speed filling line and an extra deep-freeze unit at the Dessau-Roßlau site. Overall, the company has invested around 100 million euros in expanding capacity for manufacturing and filling.



## 6.1 Management Approach

We support our customers in the development and production of vaccines and therapy products. In this, we also offer advice and indicate possible potential for optimization: for this purpose, we have established a portal with which innovations can be promoted further.

With the circular management system operated on site we strive to achieve the sustainability of the

products that we manufacture across the entire life cycle – from procurement and manufacturing to return and reconditioning and on to the reuse of materials.

To achieve this, we establish cycles within our company or externally with established recycling processes. In this way we reduce material input and the CO<sub>2</sub> footprint of our products and ensure observance of all environmental and social standards.





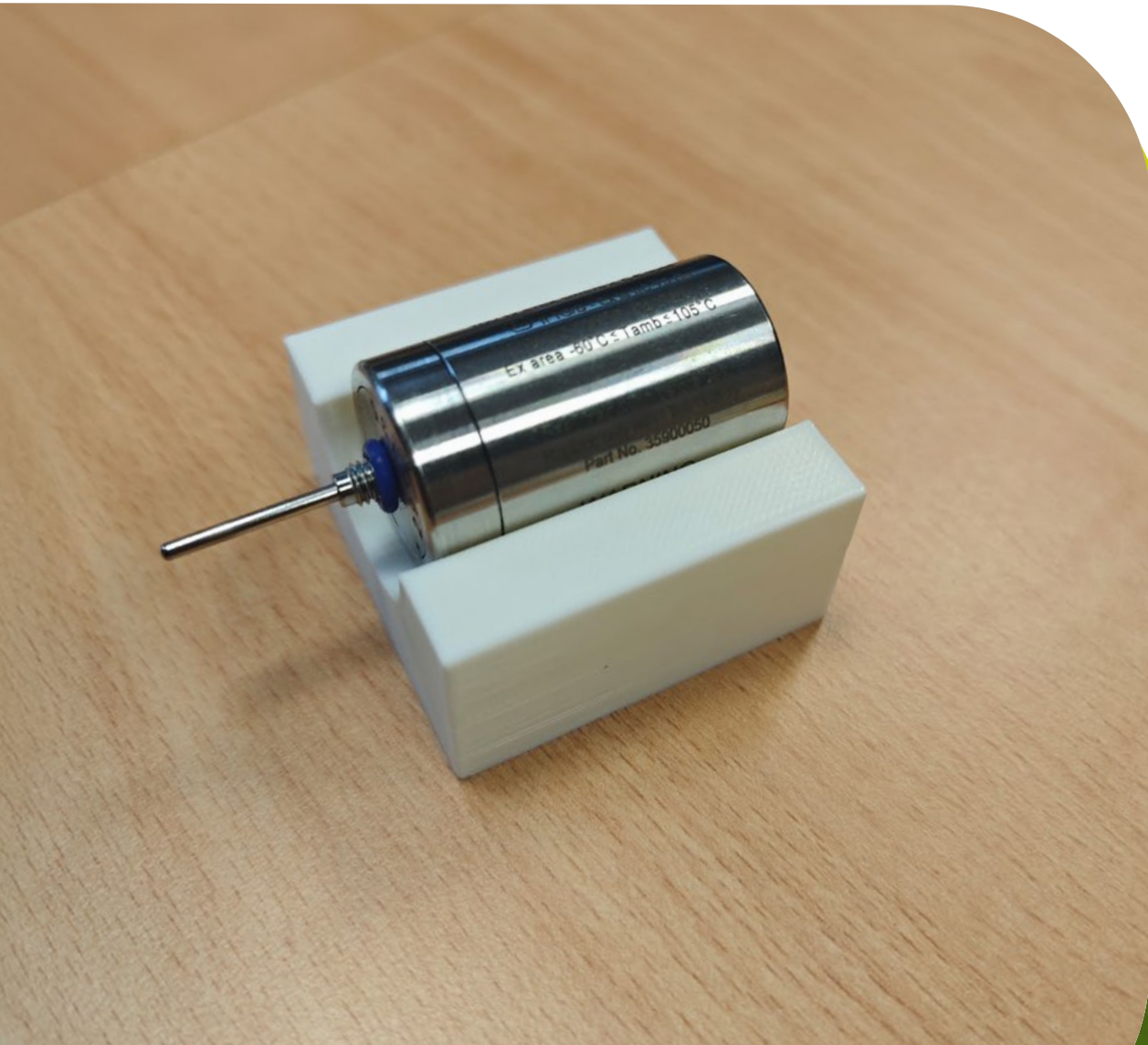
6.2 nable Products and Services

In 2022 we began replacing customer-specific blisters with recycled material. This enabled a major step to be taken towards sustainability. In material recycling materials such as cardboard, plastic and out-of-date medicines are added to closed circuits and disposed of according to type.

A further key step in 2023 was the implementation of the multi-use transport boxes, in accordance with customer-related specifications.

The number of freezers used for storage purposes is also to be reduced in the near future and completely eliminated in the long term.

3D design and 3D printing are already established at IDT and may be requested by the specialist departments. In 2024 a holder for temperature loggers was planned, enabling these to remain in the intended measuring position and conduct valid measurements. The solution was a stand that accounts for the different measuring positions of the logger and prevents it from rolling away.



A further key development was a tablet holder for tablets approximately 10 inches in size, which are otherwise hard to hold. Clean room regulations mean that these tablets cannot be worn close to the body, with the consequence that a solution needed to be found to permit carrying and documentation at the same time.

Solution: A tablet holder was developed that was both ergonomic in form and capable of being carried for extended periods. A prototype was also printed. This was supplemented by a holder for a hand scanner and the entry stylus, meaning that all utensils required are secured by the holder and available at all times. Furthermore, a fold-out stand was added to enable entry at an ergonomic angle whilst on a table top. The tablet holder can also be removed without tools using an easy to use mechanism. The system was augmented by a charging station that can be expanded at will, enabling charging without the need to remove from the tablet holder.

6.3 Product Responsibility

We assume responsibility for the products that we manufacture as service provider: they should be of the highest quality and provide reliable protection for human health. Consequently, our products undergo numerous evaluations and tests with regard to product effectiveness and product safety.

In addition, we also consistently focus on ensuring that all environmental and safety protection regulations and requirements are strictly adhered to in the development and manufacture of our products.





## 7 Supply Chain

The issue of supply chain is key to IDT for two reasons, namely the realization of the requirements of the Supply Chain Act (LkSG) and the focus of the Purchasing department on sustainability within the supply chain.

IDT maintains business relationships with suppliers and service providers from throughout the world. Here we procure, for example, drug substances, chemical source materials, pharmaceutical packing material, single-use materials and product contact substances for biotechnology use, as well as protective clothing and disinfectant for clean rooms and laboratories.

Sustainability assumes a key role in the selection of materials and suppliers. We attach great importance to resource-conserving and environmentally friendly solutions and work closely with our suppliers to identify more sustainable alternatives. We are open to suggestions from our partners and examine them carefully for ecological and economic feasibility. In this way, we ensure that more sustainable materials and processes are used where they offer real added value and can be sensibly integrated in the long term.

However, as a contract manufacturer, IDT has limited opportunities with regard to the choice of materials used. Nevertheless, in close cooperation with our customers we do all we can to find and implement sustainable solutions.

### 7.1 Management Approach

The principles and values defined in the IDT Supplier Code of Conduct are binding upon our suppliers. These include the commitment to corporate responsibility and the strict observance of human rights, employment standards and anti-corruption requirements, as well as the 10 principles of the UN Global Compact.

These principles are enshrined in section 11 (1) "Compliance, Data Protection, Approvals" of our General Terms of Purchasing. In addition, these goals are anchored in the purchasing guidelines of IDT.

However, it is not just along the supply chain that the Purchasing department strives to contribute to more sustainable commercial operations. The ongoing digitalization of internal processes is also pursued, with the goal of achieving ecological goals on the one hand and increasing efficiency and competitiveness on the other. In the past it already proved possible to make progress via the digitalization of supply chains, order confirmations, contracts and technical drawings. This development was continued in 2024 with the digitalization of the supplier qualification, leading to greater data integrity and a further reduction in consumption of paper and printer cartridges. The material qualification will follow, to allow us to optimize our business processes continuously and adhere to modern standards.



## 7.2 Social and Ecological Requirements Suppliers

With the goal of sustainable procurement, social, ecological and economic factors are decisive in the selection of our suppliers and service providers. They need to prove fulfilment of all relevant standards, including certification according to ISO 14001, ISO 45001 and ISO 50001. This claim is laid down in the awarding documents for supplier qualification.

The certificates on the subject of sustainability are monitored continuously and taken into account when approving suppliers. To ensure the up-to-dateness of the certificates, our Purchasing department conducts regular reporting to receive information regarding the status of the supplier quality management system in good time in the event of the certificates ceasing to be valid.

In 2023 a supplier code of conduct was introduced, forming the basis for responsible and sustainable supplier relations. This code has already been signed by a significant portion of our suppliers, constituting clear progress towards an ethically impeccable system of supply chain management. In cases in which suppliers have their own code of conduct, risk-based equivalence checks are conducted to ensure that the standards and guidelines of our suppliers are on a level with our own high demands. This measure already covered over 63 % of the procurement volume in 2023. In 2024 the share could be increased to 83 %.

## 7.3 Assessment of Suppliers

For this assessment IDT carries out a risk analysis in accordance with section 6 LkSG (Supply Chain Act), which is detailed below.

In 2024 IDT sourced its entire purchasing volume from OECD countries. The Organisation for Economic Co-operation and Development (OECD) has committed itself to common democratic values to, amongst other things, increase standards of living worldwide, create social security and promote education.

Due also to the risk identification of the sustainability initiative of the German chemicals industry, we may assume that risks to human rights in these countries may be estimated as low.

To specify this approximate risk assessment, a platform solution was introduced within the scope of the preparations for the LkSG (Supply Chain Act). The risk assessment in accordance with section 6 LkSG requires a thorough examination of observance of internationally applicable human rights and environmental standards. Whilst in 2023 suppliers were still considered from the viewpoint of sales, 2024 saw this risk assessment rolled out to cover all suppliers. The innovative platform solution enables criteria such as sector and country to be used to identify an abstract

risk that can be further specified via additional questions in the event of an increased level of risk being identified. Moreover, the platform offers central administration of sustainability certificates and supplier codes, enhancing transparency and efficiency in the supplier relationship. If suppliers were not willing to register on the platform, manual checking could also be undertaken via publicly accessible sources and supplier documentation. In the course of the LkSG a complete risk assessment was carried out in 2024, with this planned to be repeated each year and submitted as a report to the Federal Office for Economic Affairs and Export Control.

The largest portion of our purchasing volume (84 %) originates with suppliers from Germany. This is intentional, as, depending on project, there is a preference for local suppliers, to keep emissions to a minimum via short transport distances. However, in some cases these business partners are only sales offices which organize distribution of goods that are manufactured in non-OECD countries.

## 7.4 Further Development and Strengthening of Cooperation

If a supplier fails to fulfil specific requirements, an attempt is initially made to reveal existing shortcomings and rectify these. If this is not possible, alternative suppliers are sought in collaboration with the customer.

Beyond this, sustainability is a fixed component of the annual supplier assessment. Presentation of a certified, relevant quality management system has a positive impact on the assessment outcome. The supplier assessment is also intended to promote dialogue with the supplier, raise awareness of the subject of sustainability and help to enable suppliers to effectively increase their involvement in this area.

To ensure that our sustainability principles are anchored firmly in procurement practice, in 2024 a compulsory "Sustainability in Procurement" training session was introduced for all employees involved in purchasing, conducted by one of the Human Rights Officers. This training will help to raise awareness of the significance of sustainable procurement practices and strengthen expertise in this field. This targeted qualification will put our purchasing staff in a position where they can make responsible decisions and work actively towards the implementation of our sustainability goals.



# Further information

## GRI Content Index

For the 2024 reporting year we orientate ourselves towards the GRI standards. If insufficient information exists regarding a GRI aspect, attention is drawn to this. GRI Content Index also encompasses the corresponding principles of the UNGC.

UNGC PRINCIPLES	GRI STANDARDS	PAGE/ REFERENCE	COMMENTS
	GRI 1: Basis 2021		
	GRI 2: General information 2021		
The organization and its reporting			
	GRI 2-1: Organization profile	6	
	GRI 2-2: Entities that need to be taken into consideration in the sustainability reporting of the organization	8	
	GRI 2-3: Reporting period, reporting frequency and contact office	3	
	GRI 2-4: Reformulation of information	3	
	GRI 2-5: External audit	3	
Activities and employees			
	GRI 2-6: Activities, value chain and other business relationships	10, 12, 13	
6	GRI 2-7: Staff	8	
6	GRI 2-8: Employees that are not staff members	8	
Unternehmensführung			
	GRI 2-9: Management structure and composition	6, 7, 8	
	GRI 2-10: Nomination and selection of highest control body	6, 7	
	GRI 2-11: Chair of highest control body	8	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-12: Role of highest control body for the supervision of management of impacts	6, 7	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-13: Delegation of responsibility for the management of impacts	6, 7	Energy management officer present
	GRI 2-14: Role of highest control body in sustainability reporting	10	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-15: Conflicts of interests	9, 23	Principles covered in compliance training
	GRI 2-16: Communication of critical issues	20, 21	

UNGC PRINCIPLES	GRI STANDARDS	PAGE/ REFERENCE	COMMENTS
	GRI 2-17: Assembled knowledge of the highest control body	6, 7	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-18: Assessment of performance of the highest control body	6, 7	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-19: Remuneration policy	36, 37, 38, 39	According to AktG - Stock Corporation Act - only regulated for the stock corporation; company-based collective pay rate in place, for AT-MA BV remuneration system
	GRI 2-20: Procedure for specification of remuneration	38, 39, 40	Company-based collective pay rate in place, for AT-MA BV remuneration system; remuneration committee (AG and works council)
	GRI 2-21: Ratio of total annual compensation		Subject to confidentiality; remuneration according to collective pay system.
Strategy, guidelines, and practices			
1-10	GRI 2-22: Declaration of application for sustainable development strategy		See IDT QM manual for pharmaceutical companies
1-6, 7, 10	GRI 2-23: Declaration of commitment to principles and forms of action		See IDT QM manual for pharmaceutical companies
	GRI 2-24: Inclusion of political commitments		See IDT QM manual for pharmaceutical companies
	GRI 2-25: Procedure for removal of negative effects		See IDT QM manual for pharmaceutical companies
	GRI 2-26: Procedure for obtaining advice and reporting issues		See IDT QM manual for pharmaceutical companies
	GRI 2-27: Observance of laws and regulations		See IDT QM manual for pharmaceutical companies
	GRI 2-28: Membership of associations and interest groups	19	
Involvement of stakeholders			
	GRI 2-29: Approach for involvement of stakeholders	12	
3	GRI 2-30: Collective pay agreements	38, 39, 40	
Key issues			
GRI 3: Key issues 2021			
	GRI 3-1: Procedure for the designation of key issues	12	
	GRI 3-2: List of key issues	15, 16, 17	
Climate protection			
7-9	GRI 3-3: Management of key issues	17, 19	
	GRI 201: Economic performance 2016		





UNGC PRINCIPLES	GRI STANDARDS	PAGE/REFERENCE	COMMENTS
7-9	GRI 201-2: Financial consequences of climate change for the organization and other risks and opportunities associated with climate change	2, 17, 18, 19	
	GRI 302: Energy 2016		
7, 8	GRI 302-1: Energy consumption within the organization	25, 26, 27, 28, 29	
8	GRI 302-3: Energy intensity	25, 28, 29	
8	GRI 302-4: Reducing energy consumption	25, 28, 29	
	GRI 305: Emissions 2016		
7, 8	GRI 305-1 Direct GHG emissions (Scope 1)	26, 27	
7, 8	GRI 305-2: Indirect energy related GHG emissions (Scope 2)	24	
7, 8	GRI 305-3: Other indirect GHG emissions (Scope 3)		Not yet identified in reporting year.
8	GRI 305-4: Intensity of GHG emissions	26, 27	
8, 9	GRI 305-5: Reduction in GHG emissions	15	
<b>Environmental protection</b>			
7-9	GRI 3-3: Management of key issues	25	
	GRI 303: Water and wastewater 2018		
7, 8	GRI 303-1: Water as commonly used resource	31, 32	
7, 8	GRI 303-2: Dealing with the effects of water recirculation	31, 32	
8	GRI 303-3: Water extraction	31, 32	
8	GRI 303-4: Water recirculation	31, 32	
8	GRI 303-5: Water consumption	31, 32	
	GRI 304: Biodiversity 2016		
8	GRI 304-1: Own, leased, or managed operating sites that are located in or adjacent to protected areas and areas with high biodiversity outside of protected areas	30	
7-9	GRI 304-2: Significant impacts of activities, products, and services on biodiversity	30	
	GRI 305: Emissions 2016		
7, 8	GRI 305-6: Emissions of ozone depleting substances (ODS)	30	
7, 8	GRI 305-7: Nitrous oxides (NOx), sulfur oxides (SOx) and other significant air emissions	31	See annual environmental report
	GRI 306: Waste 2020		
8	GRI 306-1: Waste created and significant waste-related impacts	33, 34	
8	GRI 306-2: Management of significant waste-related impacts	33, 34	
8	GRI 306-3: Waste created	33, 34	
8	GRI 306-4: Waste diverted from disposal	33, 34	
8	GRI 306-5: Waste designated for disposal	33, 34	
	GRI 307-1: Failure to observe environmental protection laws and regulations	30, 31, 32, 33, 34, 36	

UNGC PRINCIPLES	GRI STANDARDS	PAGE/REFERENCE	COMMENTS
<b>Innovation</b>			
10	GRI 3-3: Management of key issues		Is illustrated in all parts of this report
<b>Geschäftsethik</b>			
10	GRI 3-3: Management of key issues	20, 21, 22, 23	
	GRI 205: Tackling corruption 2016		
10	GRI 205-1: Operating sites checked for corruption risks	20, 21	
10	GRI 205-2: Communication and training on guidelines and procedures for tackling corruption	20, 21	
	GRI 206: Anti-competitive behavior 2016		
10	GRI 206-1 Legal proceedings on the basis of anti-competitive behavior, antitrust and monopoly formation		See Code of Conduct and part of annual compliance training
	GRI 207: Taxes 2019		
	GRI 207-1: Tax concept		As located in Germany, subject to German tax law
	GRI 207-2: Tax governance, control, and risk management		Testing occurs via accountants and auditors; operatively via holding
	GRI 207-3: Involvement of stakeholders and management of fiscal considerations	12	Not a key aspect as per the materiality matrix
	GRI 207-4: Country-by-country reporting		We do not report country-by-country details, as this does not constitute a finding of the materiality analysis.
	GRI 415: Political influence 2016		
10	GRI 415-1: Party donations		No party affiliation, therefore, no party donations
	GRI 418: Protection of customer data 2016		
	GRI 418-1: Justified complaints regarding breach of protection and loss of customer data		We do not report country-by-country details, as this does not constitute a finding of the materiality analysis.
<b>Product responsibility</b>			
7	GRI 3-3: Management of key issues	48, 49, 50, 51	
	GRI 417: Marketing and labelling 2016		IDT does not make its own products - contract manufacturer
<b>Beschäftigte</b>			
1, 3, 6	GRI 3-3: Management of key issues	37	
	GRI 401: Employment 2016		
6	GRI 401-1: Newly hired employees and employee fluctuation	38	

UNGC PRINCIPLES	GRI STANDARDS	PAGE/ REFERENCE	COMMENTS
	GRI 401-2: Operational benefits that are only offered to full-time employees, not temporary employees, or part-time employees		We do not report results for this, as it does not represent part of the materiality analysis.
6	GRI 401-3: Parental leave	8	
	GRI 402: Employer-employee relations 2016		
3	GRI 402-1: Minimum notification period for operational changes	40	
	GRI 404: Training and further training 2016		
6	GRI 404-1: Average number of hours of training and further training per year and employee	45	Approx.10 % of working hours are used for training (anchored in annual training plan)
6	GRI 404-2: Program for improvement of employee skills and transition aid	16, 17	See goals
6	GRI 404-3: Percentage of employees who receive a regular appraisal of their performance and career development		As per annual employee appraisal Consideration of individual further development for all employees
	GRI 405: Diversity and equal opportunities 2016		
6	GRI 405-1: Diversity in control bodies and amongst employees	40	
6	GRI 405-2: Ratio of basic salary and remuneration of women to basic salary and remuneration of men	40	
	GRI 406: Non-discrimination 2016		
6	GRI 406-1: Discrimination incidents and rectifying measures taken		Anchored in Code of Conduct
<b>Supplier management</b>			
1-8	GRI 3-3: Management of key issues	53	
	GRI 204: Procurement practices 2016		
	GRI 204-1: Share of expenditure for local suppliers	54, 55	
	GRI 308: Environmental assessment of suppliers 2016		
7, 8	GRI 308-1: New suppliers checked according to environmental criteria	54, 55	Anchored in supplier code of conduct and supplier assessment
7, 8	GRI 308-2: Negative environmental impacts in the supply chain and measures taken	54, 55	Anchored in supplier code of conduct
	GRI 414: Social assessment of suppliers 2016		
1-6	GRI 414-1: New suppliers checked according to social criteria	54, 55	Anchored in supplier code of conduct
1-6	GRI 414-2: Negative social impacts in the supply chain and measures taken	54, 55	Anchored in Code of Conduct

UNGC PRINCIPLES	GRI STANDARDS	PAGE/ REFERENCE	COMMENTS
<b>Human rights</b>			
2-5	GRI 3-3: Management of key issues	22	
	GRI 408: Child labor 2016		
2, 5	GRI 408-1: Operating sites and suppliers with a significant risk for child labor incidents	12, 22, 54	Anchored in Code of Conduct and supplier code of conduct
	GRI 409: Forced or compulsory labor 2016		
2, 4	GRI 409-1: Operating sites and suppliers with a significant risk for forced or compulsory labor incidents	12, 20, 50	Anchored in Code of Conduct and supplier code of conduct
<b>Occupational health and safety</b>			
1	GRI 3-3: Management of key issues	37	
	GRI 403: Occupational health and safety 2018		
	GRI 403-1: Management system for occupational health and safety	37	
	GRI 403-2: Identification of dangers, risk evaluation and investigation of incidents	35, 46, 47	
	GRI 403-3: Occupational health services	46, 47	
	GRI 403-4: Employee involvement, consultation and communication regarding occupational health and safety	38, 39, 40, 41	
	GRI 403-5: Employee training on occupational health and safety	16, 17, 38, 39, 46, 47	
	GRI 403-6: Promotion of employee health	16, 17, 36, 37, 42, 43	
	GRI 403-7: Avoidance and minimization of impacts directly related to business relations on occupational health and safety	36, 37, 38, 39, 40, 53, 54	
	GRI 403-9: Work-related injuries	35	
	GRI 403-10: Work-related illnesses	16,17, 35	
<b>Stakeholder and community involvement</b>			
1	GRI 3-3: Management of key issues		Is illustrated in all parts of this report
	GRI 201: Economic performance 2016		
	GRI 201-1: Directly generated and disbursed economic value		Part of the consolidated financial statement (Klocke Group)
	GRI 203: Indirect economic effects 2016		
	GRI 203-1: Infrastructure investments and promoted services		Part of the consolidated financial statement (Klocke Group)



# Glossary

## C

**Corruption:** This concerns the abuse of power entrusted for private gain or advantage. In Germany there is a whole catalogue of offences regarding the issue of corruption. These include the giving and receiving of bribes, granting and receiving of undue advantage etc.

## D

**Diversity:** Diversity refers to the differences and commonalities of employees. These may be physical characteristics such as sex, ethnicity, age, or disability, as well as subjective characteristics such as expertise, lifestyle, cultural background, sexual orientation, or religion.

## E

**ESG (Environment, Social, Governance):** ESG is used as a broad term for CSR (Corporate Social Responsibility). This concerns the evaluation of corporate social responsibility. In other words, the voluntary contribution of business to sustainable development, beyond the extent statutorily required.

## G

**GcP (Good x Practice):** An overall term for good working practice. The “x” in the middle is replaced by the respective abbreviation for the specific area of application.

**GRI (Global Reporting Initiative):** Is a continuous international dialogue for company reporting, which the company and its stakeholders participate in. The GRI develops guidelines and aims to increase and standardize the quality of reporting, thereby making it more comparable.

## H

**Human rights:** These apply for all people equally. They are universally applicable, indivisible and cannot be denied to anyone. States and companies are obliged to protect them. This means that they are directly responsible for observing human rights.

## I

**ISO 9.001:** Is a standard of the International Organization for Standardization (ISO) for quality management systems (QMS) and specifies the requirements of an effective quality management system.

**ISO 45.001:** Is the international standard for occupational health and safety management systems (OH&S MS) and provides the company with suitable instruments and measures for the practical implementation of these.

**ISO 50.001:** Is a standard of the International Organization for Standardization (ISO), aimed at supporting organizations and companies in the establishment of a systematic energy management system. Unused energy efficiency potential should thereby be developed, energy costs lessened, and the emission of greenhouse gases and other environmental impacts of energy consumption reduced.

## M

**Materiality analysis:** Is a strategic analysis tool with which the sustainability issues of relevance to the organization and its stakeholders are identified. It encompasses external environment analysis, internal organization analysis and the analysis of stakeholder expectations. The findings of the environment and the organization analysis indicate the first dimension of the matrix. The second dimension illustrates the findings of the analysis of the stakeholder expectations. Contrasting the themes of relevance for the organization and for the stakeholders enables the deduction of the areas of action for strategic planning.

## P

**Product life cycle:** Refers to the entire process of the product prior to market entry, on the market and following removal from the market. It therefore also includes impacts from the areas of design, raw materials, manufacture, transport, use and recycling. From the viewpoint of sustainability, reuse rather than disposal is the ultimate goal.

## S

**SDGs (Sustainable Development Goals):** The 17 development goals of Agenda 2030 for sustainable development link the principle of sustainability to economic, ecological and social development. The goal system of Agenda 2030 is universal and applies for developing, emerging and industrialized nations in equal measure. In this way, the new agenda is intended to form the basis for a changing global partnership. The goals were passed in a resolution of the General Assembly of the United Nations (UN) and entered into effect on 1 January 2016 for a duration of 15 years (until 2030).

**Stakeholder:** Are legal or natural persons or groups of persons from the environment of the organization, who either exert an influence on business activities or are significantly affected, now or in the future, by activities, products and/or services of the organization.

**Supply chain:** The supply chain is the sequence of activities or actors that provide products and/or services for the organization.

**Sustainability strategy:** A sustainability strategy describes the plan for dealing with relevant sustainability issues. Sustainability strategies are the instrumental core of sustainability management. They concern core processes within the company and politics and should be integrated systematically into processes and measures in all areas.

## T

**TEW (Technik-Energie-Wasser Servicegesellschaft mbH):** Site operator and service provider for media at the Pharmapark Dessau-Roßlau.

## V

**Value chain:** The complete sequence of activities or actors that create or receive value in the form of products or services. Activities may be: Procurement of raw materials, prefabrication, refining, sales, logistics as well as recycling and disposal of products consumed. Actors creating value include suppliers, outsourced personnel, contractors and others. Actors receiving value include customers, consumers, clients, members and other users.



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