

Sustainability

Environmental

Social

Governance

2024

# ESG & Sustainability Report



**BIOCATALYSTS**

A BRAIN  
Group  
company



**BRAIN**



# Introduction

Biocatalysts Ltd (part of the Brain Biotech Group) ESG & Sustainability report presents our key ESG and Sustainability data in an easily accessible format which will be updated and extended regularly.

“At Biocatalysts Ltd, sustainability is at the core of our operations, driving our commitment to ecological responsibility, economic growth, and social well-being. We believe that biotechnology holds the key to addressing the environmental challenges of today, such as reducing industrial energy consumption, minimising pollutants, and optimising natural resource use. Our focus on speciality enzymes exemplifies this, helping industries adopt more sustainable, bio-based processes that align with the circular economy. By integrating ESG principles into every facet of our business, we not only enhance efficiency but also contribute to long-term value creation for our partners and society at large.”

– *Adriaan Moelker, Executive Vice President Biocatalysts Ltd.*

## Content

- 03 Business Sustainability
- 06 Environmental: Minimising the Environmental Impact from Our Operations
- 12 Social: Livable & Satisfying Employment
- 17 Governance: Responsible Business Operations



# Our commitment to a sustainable future

From the result of our materiality and stakeholder analysis, we have prioritised the following targets in 2025: Reduce greenhouse gas emissions from our own operations, strive for a higher proportion of women in leadership positions, fully comply with all regulatory requirements and own values. We also aim to increase the share of recurring revenue from royalties and successfully launch or impact products that provide a stable economic base to grow the business and support our ESG goals.

## How will we measure our goals?

### Environment:

- By 2032, reduce Scope 1-2 GHG emissions by 30% relative to 2022 baseline
- By 2050, reduce Scope 1-2 GHG emissions to net zero

### Social:

- By 2032: Proportion of women in leadership positions above 30%
- By 2032: Lost time injury frequency rate (LTIFR) per 1 million hours worked < 3

### Corporate governance:

- By 2032: No fines due to violations of regulations and operational procedures
- Continued, significant increase in BioScience royalty income as a percentage of sales

### Economy (impact products & services):

- By 2032, successful launch of impact products and services from current incubator
- By 2050, launch of additional impact products from the incubator



# Business Sustainability

## Environmental Commitment

Biocatalysts Ltd understands that environmental sustainability is at the core of its business operations, and we are committed to reducing our ecological footprint. Our sustainability strategy focuses on reducing energy consumption, minimising waste, and ensuring responsible water use in our manufacturing processes.

Key initiatives include:

**Carbon Footprint Reduction:** Continuous improvements in energy efficiency across all operations, with a goal of reducing greenhouse gas emissions in line with global climate goals.

**Sustainable Sourcing:** Commitment to sourcing animal free raw materials responsibly, working with suppliers who share our values of environmental stewardship.



**Waste Minimisation:** Reducing waste production and increasing recycling rates within our operations. We are actively pursuing circular economy principles, ensuring that resources are used efficiently, and that waste materials are either reused or repurposed where possible, targeting zero waste to landfill across all sites following successful implementation at the Cardiff site.

**Environmental Innovation:** Investing in new technologies that reduce the environmental impact of enzyme production and collaborating on green chemistry initiatives to support cleaner, more sustainable industrial processes.

**Social Commitment:** At Biocatalysts Ltd, we recognise the importance of creating a positive social impact both within our organisation and in the wider communities where we operate to improve our environmental performance.

## Our Social Sustainability approach focuses on:

**Employee Welfare and Development:** We are committed to fostering a culture of diversity, equality, and inclusion in our workplace. This includes providing ongoing training and development opportunities for all employees and promoting health and well-being.

**Community Engagement:** Actively supporting the communities where we operate through outreach

programs, volunteer initiatives, and partnerships that contribute to social progress, education, and local well-being.

**Human Rights and Labour Standards:** Ensuring that all our operations adhere to high standards of human rights and fair labour practices. We work diligently to ensure that our supply chain partners share our commitment to ethical employment practices.

## Governance Commitment:

Strong governance is fundamental to how we do business at Biocatalysts Ltd, ensuring transparency, accountability, and adherence to the highest ethical standards.

We implement:

**Compliance and Anti-Corruption Policies:** We maintain a strict no-bribery and no-corruption policy, as outlined in our internal guidelines and supported by the BRAIN Financial Control Framework and BRAIN Red Book. Our finance and compliance departments conduct regular audits and risk assessments to identify and mitigate any potential governance risks.

**Whistleblower Mechanisms:** We have established a robust whistleblower process to ensure that any concerns related to corruption, unethical behaviour, or violations of our policies can be reported confidentially and investigated thoroughly.



# Business Sustainability

**Four-Eye Principle:** All financial transactions are subject to a strict four-eye principle, ensuring that every payment is reviewed and authorised by at least two individuals. This level of oversight strengthens our governance controls and reduces the likelihood of errors or fraudulent activities.

**Zero Tolerance for Non-Compliance:** As evidenced by our ESG reporting, we have maintained a zero-tolerance policy for non-compliance with legal and regulatory requirements, with no significant fines or sanctions recorded in the past reporting year. This focus will continue into the future as part of our ongoing governance commitments.

## Economic Sustainability:

Biocatalysts Ltd is committed to driving economic sustainability by ensuring long-term profitability while minimising environmental impact and enhancing social well-being.

### Our approach includes:

**Innovation-Driven Growth:** By focusing on research and development, Biocatalysts Ltd ensures continuous innovation in enzyme technology. This drives both growth and sustainability, as our products help industries operate more efficiently and sustainably.

**Resilience through Diversification:** Our diversified product portfolio across various sectors strengthens our economic resilience through diversification, allowing us to adapt to market changes and fluctuations. This helps ensure the long-term stability and financial health of the business. We focus on creating sustainable profits by balancing short-term financial objectives with long-term environmental and social goals. Our business model prioritises sustainability without compromising on our commitment to delivering value to customers and shareholders.

## Business Sustainability:

Biocatalysts Ltd ensures the sustainability of its business operations by continuously adapting to market trends, customer needs, and regulatory requirements while maintaining a commitment to environmental and social responsibility.

**Sustainability in Supply Chains:** The Adoption of Sustainable Practices Within Supply Chains: Throughout the entirety of the supply chain, our business activities are dedicated to promoting ethical behaviours and protecting the environment. In order to accomplish this, we only collaborate with vendors who not only meet but also exceed our high sustainability requirements.

**Sustainable Partnerships:** Through collaborations with academic institutions, industry partners, and governmental bodies, Biocatalysts Ltd is contributing to

the advancement of sustainable enzyme production processes and solutions that address global challenges such as climate change and resource depletion.

**Commitment to Long-Term Value Creation:** We are focused on creating value that extends beyond financial performance. By embedding sustainability into our core operations, we ensure that our company continues to thrive while contributing positively to society and the environment.





# Consumption of Primary Resources

The main resources used in the BRAIN Biotech Group are electricity, natural gas, water and carbon sources as sugars and alcohols used in the fermentation processes. In smaller amounts, the company heating oil, diesel fuel, gasoline, liquid nitrogen, refrigerants and specialty gases. These are consumed for production as well as refrigeration and air-conditioning systems, for heating and lighting, for systems generating steam.

Most material to the environment and therefore also to us are electrical energy and primary resources for heating and cooling purposes. We consider water as less relevant as we operate in areas of no water stress and strong wastewater treatment. Our main water consumer is Biocatalysts Ltd UK with more than 70% of our total water withdrawal. The water is consumed by several fermenters. However, Biocatalysts Ltd UK is neither located in an area with water stress nor it is known for fluctuating water qualities, making this not a material topic to us.

We continuously aim to minimise waste to landfill and hazardous wastes. Our environmental concept is characterised by the fact that we try to minimise the use of natural resources wherever possible. Our single largest industrial entity Biocatalysts Ltd UK has a zero waste to landfill policy.



While many of our industrial products like enzymes or our incubator projects have a clear positive sustainability impact for our customers, we still strive to minimise the ecological footprint of our own operation. Here the most material areas from our operations to focus on are:

- Extension and usage of renewable energy
- Energy reduction
- Reduced travel footprint
- Water management
- Waste management

We aspire to reduce the primary resource consumption of our production, reduce our CO2 footprint and avoid unnecessary waste to landfill.

Currently, we are performing a double materiality assessment under the EU directive CSRD within the group, to analyse in more detail our financial materiality but also our impact materiality, showing which positive and negative impact our business has on the environment. We aim that the results are available by the end of 2024 and therefore currently stay with our environmental targets of our ESG and Sustainability Report in 2022.

The defined targets are to minimise the environmental impact from our operations:

- By 2032, reduce Scope 1-2 GHG emissions by 30% in relation to current revenue base
- By 2050, Scope 1-2 GHG emissions to net zero

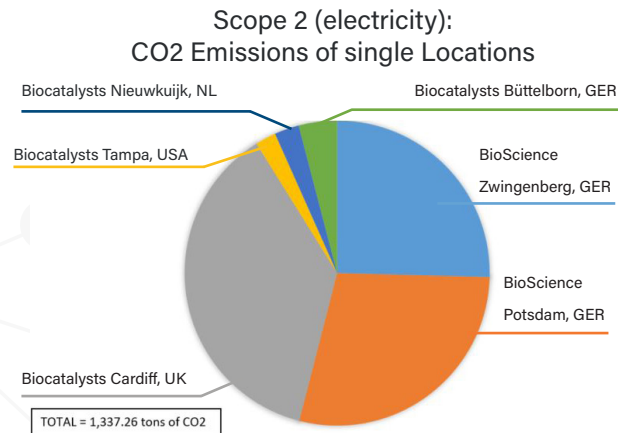
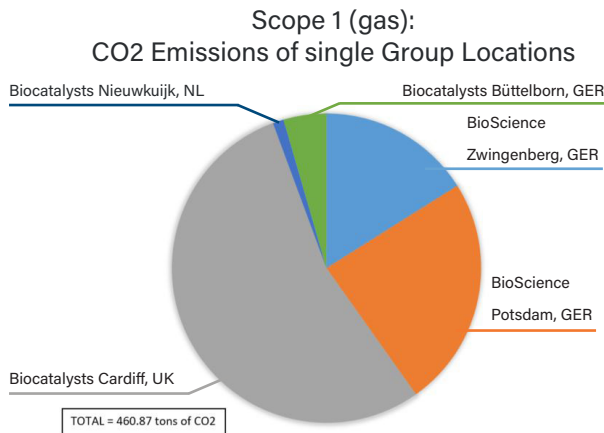
Detailed Actions are:

- Switch to regenerative sourcing of primary energy, where possible
- Building renovation and change of cooling/heating design, where possible
- Electrification





# Our Emissions in a Nutshell



## Sources: Scope emissions

Biocatalysts Ltd reports Scope 1 and Scope 2 emissions for the Group. We intend to incorporate Scope 3 emissions at a later point in time. We have utilized the following sources for the calculation of our Scope 1 & 2 emissions:

[https://www.umweltpakt.bayern.de/energie\\_klima/fachwissen/217/berechnen-sie-ihre-treibhausgasemissionen-mit-co2-rechner](https://www.umweltpakt.bayern.de/energie_klima/fachwissen/217/berechnen-sie-ihre-treibhausgasemissionen-mit-co2-rechner)

Excel Sheet: IZU: CO2 Rechner für Scope 1 und Scope 2 (Stand September 2023) Applied emission factors: UBA 2022: Emissionsbilanz erneuerbarer Energien

**Scope 1:** In the reporting year the direct (Scope 1) GHG emissions count 585.31 tons of CO<sub>2</sub> equivalent. 498.5 tons are due to gas consumptions, mainly natural gas, – the remaining 87 tons come from fuels for mobility and heating oil in one subsidiary (heritage building).

There are no significant changes to name. The scope 1 emissions increased by 7.6% compared to the base year (2020/21), which is due to our company growth. Biocatalysts showed an increase in their total operating performance from 53.07 million euros to 57.14 million euros in the last year, which is an exact growth rate of also 7.6%. The largest gas consumers within the Group are our sites Biocatalysts UK with two large scale

fermenters as well as BRAIN Biotech Zwingenberg and BRAIN Biotech Potsdam.

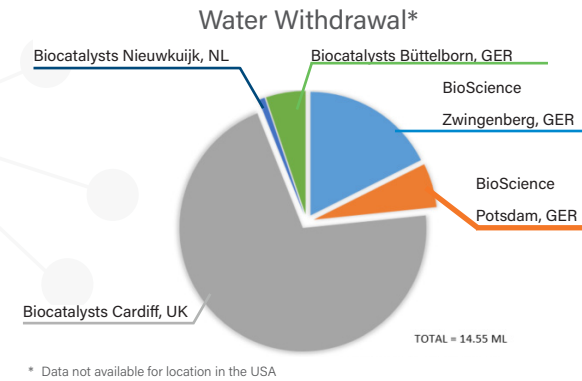
**Scope 2:** In the reporting year the direct (Scope 2) GHG emissions count 1,337 tons of CO<sub>2</sub> equivalents. Scope 2 was calculated from the energy we use for our production sites, R&D locations and within our vehicle fleet. For the CO<sub>2</sub> equivalent GHG emissions we assumed the standard German energy mix. We do not have detailed information on the energy mix of the different subsidiaries and therefore do not know which energy sources are used in the respective production sites.

The emissions in the base year (2020/21) amounted to 971.79 tons of CO<sub>2</sub> equivalent. Scope 2 emissions increased by 37% compared to the base year, which is on the one hand due to our company growth of 7.6% (see explanation on scope 1). However, the major factor was that we used a smaller emission factor before. From FY2021/22 to FY2022/23, where we used the same emission factors, our Scope 2 emissions decreased by 3% even if we grew by 7.6%. This shows that our energy reduction approaches from the last two years already count in.



**Total water withdrawal and consumption 2022/2023**

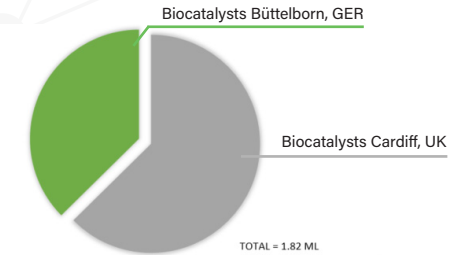
Water	Amount in mega liters
<b>Total water withdrawal</b>	<b>14.55</b>
Surface water	0.88
Groundwater	0.00
Seawater	0.00
Produced water	0.00
Third-party water	13.67
<b>Total water consumption</b>	<b>1.82</b>
Surface water	0.68
Groundwater	0.00
Seawater	0.00
Produced water	0.00
Third-party water	1.14



The calculation of the water consumption results from the monthly statements of the respective waterworks utility. Biocatalysts Ltd is located in different regions/ countries. No manufacturing or R&D location is located in an area of water stress and we have no out-sourced production sites from companies in areas with water stress. The total water withdrawal in the fiscal year 2022/23

amounted to 14.55 mL and the total water consumption to 1.82 mL. The difference between water withdrawal and water consumption results from the fact that water is partly used for the manufacturing of our products (e. g. enzyme products) (#consumption), but is mainly treated and recirculated in the water systems (#withdrawal). We only use surface water in drinking water quality or water, which is provided by municipal water suppliers (third party water). The water withdrawal and consumption rates are comparable to the fiscal year 2021/22. Highest amounts of water (70 %) are used at #Biocatalysts UK, where we produce enzymes in several fermenters up to two 10 m<sup>3</sup>.

**Water Consumption\***



\* Data not available for location in the USA

**Water sources**

Water quality sheet for BRAIN Biotech AG: → [www.ggew.de/...](http://www.ggew.de/...)

Water quality sheet for AnalytiCon Discovery GmbH: → [www.swp-potsdam.de/...](http://www.swp-potsdam.de/...)

Water quality sheet for WeissBioTech GmbH: → [www.wasserwerk-gerauer-land.de/...](http://www.wasserwerk-gerauer-land.de/...)

Water quality sheet for Biocatalysts Ltd: → [corporate.dwrcymru.com/...](http://corporate.dwrcymru.com/...)

**"TRANSFORMING ROOF SPACE INTO REVENUE: THE POWER OF SMART SOLAR SOLUTIONS"**

INSTALLED DC POWER	ENERGY GENERATION	CARBON REDUCTION
<b>162KWP</b>	<b>137 MW</b> <small>(Per Year)</small>	<b>26T</b> <small>(co<sup>2</sup> per year)</small>

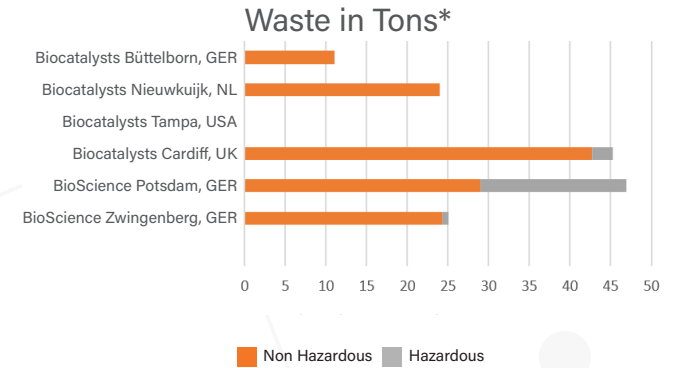
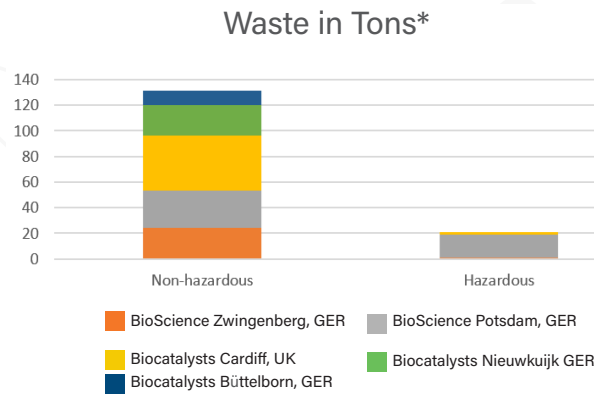




**Total amount of waste, 2022/23**

Type of waste	t
Non-hazardous waste	131.05
Hazardous waste	21.19
<b>Total weight of waste</b>	<b>152.24</b>

The total amount of waste generated for the reporting period is 152.24 tons. This figure is based on the following waste types and subsidiaries:



\* Data not available for location in the USA

The data collection was carried out via queries to the subsidiaries and invoices from the respective waste management companies. In addition, our biggest production site #Biocatalysts Ltd UK is certified as a zero waste to landfill site, where all non-hazardous waste is recycled.

As a B2B supplier and service provider for industrial partners primary packaging doesn't build a material factor in our environmental footprint. We use recycled cardboard and re-use used packaging wherever possible. In our products business specially designed transport containers are cleaned and reused in a circular system wherever possible and legally allowed.

Hazardous and non-hazardous waste is sorted and professionally treated according to the applicable local regulations.





# Biocatalysts Ltd's Roadmap to Net Zero

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Biocatalysts Ltd's Roadmap to Net Zero outlines the company's comprehensive, multi-decade strategy to achieve carbon footprint reduction and net-zero emissions by 2050. This roadmap is centred on a clear timeline of environmental actions, milestones, and corporate commitments aimed at reducing greenhouse gas emissions, improving energy efficiency, and embedding sustainability into every aspect of operations.

This roadmap reflects Biocatalysts Ltd's dedication to addressing climate change through proactive planning, continuous innovation, and operational transformation. Each milestone builds on the previous steps, driving meaningful reductions in emissions and fostering sustainable business practices aligned with global environmental goals.



**January**

- Energy efficient hand dryers

**September**

- LED lighting
- Energy efficient laboratory equipment
- PIR Operated taps

**December**

- PIR lighting
- Reduced volume cisterns

**March**

- Continued, significant increase in Bioscience royalty income as a percentage of sales
- Building renovation and change of cooling/heating design
- Electrification of processes and transport

**November**

- Establish employee best idea contest on cost, energy savings and process optimisation
- Establish cycle to work schemes across all sites

**September**

- Reduce scope 1-2 GHG emissions by 30% relative to 2022 baseline
- Proportion of women in leadership positions above 30%
- Successful launch of impact products and services from current incubator
- Lost time injury frequency rate (LTIFR) per 1 million hours worked < 3

**2024****October**

- Improved outdoor storage for EMP chemicals
- EMP external waste tank increase size
- Improve lagging and labelling of hot pipework
- LED lighting installation
- Solar PV installations complete

**2025****April**

- Zero waste to landfill across all sites
- Thermo heating
- Building management system upgrade

**August**

- Waste management analysis

**November**

- Electric vehicle car charging

**December**

- Rainwater recovery
- Ecovadis/Sedex accreditation

**2030****June**

- Switch to sustainable sourcing of primary energy

**August**

- Complete product life cycle analysis, engaging with vendors and clients to reduce scope 3 emissions to zero

**November**

- Full fleet of electric vehicles across sites

**December**

- Packaging reduction and use only from recyclable, sustainable materials

**2032****2040****2050****February**

- Implement renewable energy sources (wind)

**March**

- Install ground source heat pumps

**January**

- Reduce scope 1-2 GHG emissions to net zero
- Launch of additional impact products from the incubator



# Our ambition is to become climate neutral by 2050

## 2024 Initiatives:

**Energy Efficiency Improvements:** Biocatalysts Ltd plans to upgrade outdoor storage for EMP chemicals and expand waste tank sizes to improve waste handling. Additional efforts include improvements in lagging and labelling hot pipework to reduce heat loss and install energy-efficient LED lighting.

**Renewable Energy Deployment:** Completion of solar PV installations to reduce dependence on non-renewable energy sources.

## 2025 Milestones:

**Lighting Upgrades:** The company will install PIR lighting systems and reduce volume cisterns to further enhance energy efficiency.

**Laboratory and Building Enhancements:** Continued focus on energy-efficient laboratory equipment and PIR-operated taps, alongside LED lighting installations across all areas.

## 2026 Targets:

**Zero Waste to Landfill:** Biocatalysts Ltd aims to achieve zero waste to landfill across all sites by April, demonstrating its commitment to sustainable waste management.

**Electric Vehicle Integration:** Introduction of electric vehicle charging points as part of the company's shift to electrification and reduction of transportation emissions.

## 2032 Commitments:

**30% Reduction in GHG Emissions:** By 2032, Biocatalysts commits to reducing Scope 1 and 2 GHG emissions by 30% relative to the 2022 baseline.

**Sustainability in Leadership:** Commitment to increase the proportion of women in leadership positions above 30%, highlighting a focus on social responsibility and diversity.

## 2040 Vision:

**Regulatory Compliance:** Biocatalysts Ltd aims to achieve zero violations of regulations and operational procedures by 2040, maintaining the highest standards in corporate governance.

**Comprehensive Product Life Cycle Analysis:** Engaging with customers and suppliers to extend sustainable practices across the supply chain, reducing Scope 3 emissions and promoting circularity in product life cycles.

## 2045 to 2050 Net Zero Achievement:

**Renewable Energy Integration:** By 2045, Biocatalysts Ltd will implement large-scale renewable energy sources, such as wind and ground-source heat pumps.

**Final Transition to Net Zero:** By 2050, Biocatalysts Ltd commits to achieving full net-zero emissions for Scope 1 and 2 GHG emissions and will continue launching new products and services that support sustainable and circular economy practices.

This roadmap reflects Biocatalysts Ltd's dedication to addressing climate change through proactive planning, continuous innovation, and operational transformation. Each milestone builds on the previous steps, driving meaningful reductions in emissions and fostering sustainable business practices aligned with global environmental goals.

# Social: Livable & Satisfying Employment

## Detailed employee breakdown, end of FY 2023/24

Group	Sep 24
Executive Board and Managing Directors	9
<b>Total employees</b>	<b>332</b>
thereof salaried employees	313
thereof industrial employees	24
Temporary employees	12
Trainees	7
Students	8

The collection of our employee data takes place every three months with our quarterly reporting. The employee data shown here is status end of fiscal year 23/24. We have included data from the following Group companies: Analyticon Discovery GmbH, Biocatalysts Ltd., Biosun Biochemicals Inc., Breatec B.V., BRAIN Biotech AG Headquarter Zwingenberg, WeissBioTech GmbH.



## Employees: Hires and exits by age group, end of FY 2023/24

We have also used our financial year reporting period for a better comparability of the employee statistics. The average age for all employees in FY 2023/24 was 39.5 years.

### Hires

Number	61
Average age	34.58

### Exits

Number	60
Average age	38.88



## Diversity and inclusion in the BRAIN Biotech

### Group, FY 2023/24

Total number of employees	332
Total number of unlimited employees	313
Total number of temporary employees	12
Total number of trainees	7
Total number of students	8
<hr/>	
Total number of woman	166
Total number of men	166
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Total number of male full-time employees	153
Total number of female full-time employees	105
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Total number of male part-time employees	13
Total number of female part-time employees	61



We established novel definitions for leadership positions within the BRAIN group in order to distinguish between leadership levels and with respect to calculate an adjusted gender pay gap.

In FY22/23, we had a share of 45% female employees within our general management. In more, senior levels we had a share of 34% (middle management) and 31% (senior management). In the coming years, the parity-based composition of our General Management will be a strong basis for filling senior positions in order to further increase the proportion of women on this level.

1. Senior Management = participation in corporate strategies, professional and disciplinary management (e.g. Managing Directors, Head Of Finance or Head of R&D...)
2. Middle Management = professional and disciplinary management (e.g. Unit Heads, Team Leads, Platform Leads, Head of Quality...)
3. General Management = professional management either in science, e.g. project leaders or project managers or in organizational topics, e.g. staff positions like QM, Manager IP, Manager ESG..)

## Women in management positions in the BRAIN

### Biotech Group, FY 2023/24

	Male	Female	Total
<hr/>			
<i>Total numbers</i>			
Senior Management*	15	7	22
Middle Management**	19	10	29
General Management***	37	31	68
<hr/>			
<i>Percent [%]</i>			
Senior Management*	68,2	31,8	100
Middle Management**	65,5	34,5	100
General Management***	54,4	45,6	100

\* Participation in corporate strategies, professional and disciplinary management, e.g MD, Head Of Finance, Head of R&D...

\*\* Professional and disciplinary management, e.g Unit Heads, Team Leads, Platform Leads, Head of Quality...

\*\*\* Professional management either in science, e.g. project leaders or project managers or in organizational topics, e.g. staff positions like Quality Manager, Manager IP

**Adjusted gender pay-gap at Biocatalysts, FY 2023/24\***

Average salaries	GPG [%]
Senior Management position <sup>1</sup>	17.95
Middle Management position <sup>2</sup>	19.10
General management or leadership position <sup>3</sup>	8.49
Engineering or administrative positions <sup>4</sup>	5.68
(Technical) Assistant positions	-2.52

\* Due to small number of employees within certain brackets limited statistical relevance

- 1 Participation in corporate strategies, professional and disciplinary management, e.g MD, Head Of Finance, Head of R&D...
- 2 Professional management either in science, e.g. project leaders or project managers or in organizational topics, e.g. staff positions like Quality Manager, Manager IP...
- 3 e.g. engineers in science or production or administrative employees with Master degree or experienced employees with lower degrees...
- 4 e.g. employees in production, science or administrative positions with assistant tasks, probably holding bachelor degrees or lower

**Figures explained**

Our employees are our most valuable resource. As a knowledge-driven enterprise our employees have a high level of education, and ongoing on-the-job-training as well as lifelong learning are key elements to stay competitive. We also educate students and trainees to give youth a head start to their careers and to increase our available labor pool for entry job positions. Therefore, the Group supports science master students, doctoral degrees and selectively MBAs.

The BRAIN group is an equal opportunity employer. We are about to develop a higher share of female employees into management positions. Female and male employees can take parental leave, financial support for childcare, generous leave arrangements in case of illness of children or care of relatives. We do support flexible working models and mobile working arrangements. Part-time workers are involved in the same way as full-time workers.

In our first ESG Report 2022, we set ourselves the goal of having more women in management positions by 2032, at least 30% to be precise. The data, which is shown under GRI SRS-405-1 is indicating that we already reached this goal and are on a really good way for even more improvement



# Charity Support

Through the establishment of a Charity Giving Scheme, the Company has made it possible for its workers to make regular contributions to four different charities in a manner that is highly tax-efficient.

Charity organisations such as Oxfam, Tenovus, The Jennifer Trust for Spinal Muscular Atrophy, and Ty Hafan Children's Hospice are among those that we have currently put forth for consideration. Annual reviews will be carried out, and all employees who are participating in the program will be given the opportunity to suggest charity organisations that are not currently being supported. There will be a ballot form that will be distributed, which will include both the existing charities and the suggested charities.

The charities that are nominated for the following year will be determined by the majority vote. Biocatalysts Ltd will match any employee donation, up to a maximum of five thousand pounds per year for the entire amount of company contributions. Additionally, the entire donation is eligible for Gift Aid, which means that the charity will receive a value of £2.44 for every single

pound that is contributed by an employee.

A number of our employees regularly participate in charitable events, such as running or walking a 10K, shaving their hair, growing beards, baking cakes, and providing meals for the staff. These activities are all done in support of local and national causes. All of the revenues are given to a variety of charitable organisations that provide assistance to family members and friends who are coping with cancer and other life-threatening illnesses.

Donations also help some of our employees' children pursue their local sporting interests, providing crucial money for football and rugby kits, prizes, and local animal sanctuaries. These contributions are made possible by the contributions of our employees.

During the holiday season, we hold a raffle to generate funds for Ty Hafan, a local hospice for children. The entire amount of money that is raised is then donated to this charitable organisation. A charitable organisation known as Genes for Jeans is committed to providing assistance to

families and children who are affected by genetic diseases. Every year, we put on our jeans in order to contribute to the fundraising efforts for this vital cause.

## Corporate Citizenship

BRAIN Biotech Group entities engage in fundraising and social initiatives to benefit their local communities.

BRAIN #BioScience Zwingenberg is a founder member of the "Kulturstiftung Bergstraße" and provides funds to the local Youth Fire Department and DRK organisation. To support our creative business in molecular biology, genetics, microbiology, and biotechnology (fermentation), we employ undergraduate and graduate students from universities and technical institutions to enhance their talents in these subjects. This enhances the biotechnology network between academia and industry, attracting fresh talent to the BRAIN company.

Regional associations focused on biodiversity and social youth initiatives receive donations from BRAIN #BioScience Potsdam (Analyticon).

# Governance

## Human Rights

Since 2023, the BRAIN Biotech Group has been a member of the UN Global Compact and the new UN Global Compact Netzwerk Germany, with active CoP status. We adhere to an ethics code on human rights.

The BRAIN Biotech group has a low risk of human rights violations due to its services and production operations in developed countries like as Germany, the Netherlands, the UK, and the USA.

- 90% of our supply chain is located in industrialised countries with major or worldwide partners.
- We have further supply chain requirements at the entity level.
- We utilise highly skilled labour.

We believe the dangers to human rights from our operations are minimal and not material to our business. BRAIN assesses the risk of human rights abuses in our company as minimal. This applies to both our labour methods and products. Hence, no goals have been set in this area.

The BRAIN Biotech Group adheres to the UN Global Compact and Code of Conduct

for human rights.

Our manufacturing assets and business activities are mostly focused on developed and highly industrialised regions, resulting in a low risk of human rights violations. Our business activities and operations target Continental Europe, UK, and US.

## Supply chain

We purchase laboratory and raw materials for our services and production process, ultimately resulting in manufactured products. Our goal is to establish consistent and reliable supplier connections.

We prioritise partners and suppliers with excellent environmental and social standards. Specific supplier irregularities are reported and examined directly. Upon confirmation, an action plan is created to address the issues or find alternate sources. Purchase choices are typically made by operating units, but we have centralised them in the #BioIndustrial section in the past two years. This will lead to standardisation and increased economies of scale. About 90% of BRAIN Biotech Group products are sourced from industrialised countries with

high labour and social standards, such as the EU, UK, US, and others. The majority comes from large or international vendors. About 10% of our products come from emerging countries, mostly China, with the share dropping in recent years. Developing markets demand special attention to supply chain standards, particularly on human rights.

Biocatalysts #BioProducts Cardiff, a UK enzyme production company, uses a common Supplier Approval Questionnaire (SAQ) for all suppliers. The SAQ is used for SEDEX or comparable certifications. Additionally, Biocatalysts enforces supplier risk assessment, approval, and monitoring procedures.

As our business is diversified, each entity has its own supplier management. We have taken these precautions: Approx 90% of BRAIN Biotech Group products are sourced from industrialised countries with high labour and social standards, such as the EU, UK, US, and others. Large or international suppliers provide most of this.



# Governance

## Governance

Good Corporate Governance involves responsible, value-based, and sustainable management and control. This involves effective cooperation between the Management Board and Supervisory Board, protection of employee and shareholder interests, open communication, and risk management.

BRAIN and Biocatalysts Ltd want to achieve perfect operational alignment with legal obligations and its own principles. To ensure corporate success, protecting our Intellectual Property (IP) is crucial.

SME

 CDP

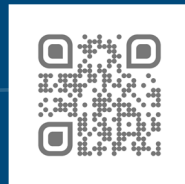
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For more information on our ESG report, email :  
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Or contact our Business Management team directly



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Director of Sales - Food







# **BIOCATALYSTS**

**BRAIN Biotech Group**