
AMGROS'

SUSTAINABILITY REPORT 2025

Together, we promote a more sustainable supply of pharmaceuticals, hearing aids, and pharmaceutical-related solutions.



A TIME OF SIGNIFICANT CHALLENGES

We live in a time of significant challenges. The World Health Organization (WHO) identifies climate change as a fundamental threat to global public health¹. In the Danish regions' joint carbon accounting, pharmaceuticals account for 24 percent of the total CO₂e footprint. However, climate change is not the only challenge facing the healthcare sector. Increased demand for pharmaceuticals can lead to supply shortages. The amount of waste generated by Danish hospitals is substantial – plastic waste alone amounts to 4,000 tonnes annually. Pharmaceutical residues in wastewater contain substances that are harmful to humans and animals. The growing prevalence of antimicrobial resistance is further challenging treatment options.

Amgros supplies pharmaceuticals to public hospitals with an annual procurement value of approximately DKK 10 billion. We must use this position to help our owners, the Danish regions, achieve our climate goals. Amgros also holds the marketing authorizations for the SAD medicines produced by the hospital pharmacies. Therefore, together with the hospital pharmacies, we will work towards more sustainable production practices.

The countries of the world have adopted the United Nations Sustainable Development Goals (SDGs) for global sustainable development, and the Paris Agreement commits countries to limiting global temperature rise to well below two degrees Celsius. In Denmark, the government has set a target of achieving climate neutrality by 2045. In 2023, Amgros established an ambition for more sustainable supply. Together with the Danish regions, Amgros also shares a common strategy for greener hospitals.

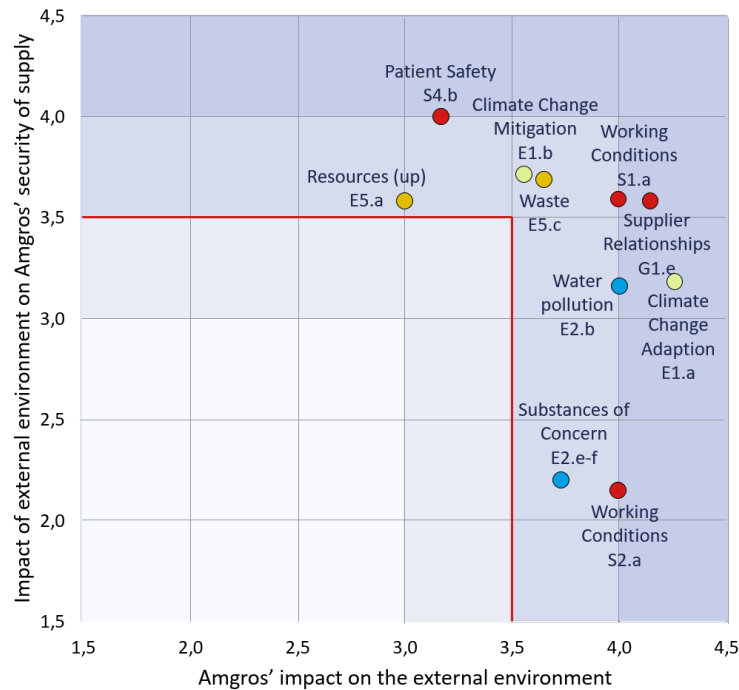
Amgros' objective is that, through requirements and criteria in our procurement agreements and in collaboration with the Danish regions, we will reduce CO₂e emissions by 50 percent by 2035 compared with 2022 levels and achieve climate neutrality by 2050 – in line with the Joint Regional Strategy for Green Hospitals.

This report provides a status update on progress towards the goals set out in our ambition for a more sustainable supply chain. Achieving these goals requires focused efforts in three key areas: our procurement activities, climate impact calculations, and collaboration with relevant stakeholders across the healthcare sector.

¹ World Health Organization: Climate change.

MOVING TOWARDS COMPREHENSIVE ESG REPORTING

In 2025, Amgros conducted a double materiality assessment (DMA) for the first time as the foundation for our ESG reporting. The DMA evaluates both how our activities impact the environment and society (impact materiality) and how sustainability-related matters affect Amgros' business and supply security (financial materiality).



Amgros' DMA identifies the topics that are most material to our business and require particular attention.

The results show that ten of the 37 topics assessed are particularly material to Amgros, including climate change, the circular economy, pharmaceutical residues in wastewater, antimicrobial resistance, and responsible business conduct. Of these, only climate adaptation is not currently included in Amgros' ambition for a more sustainable supply chain. More specifically, this relates to climate resilience. In this area, we are considering engaging with our suppliers to understand how they plan to ensure the continuity of supply in the event of wildfires, flooding, and other climate-related disruptions affecting their production sites.

The DMA ensures that we prioritise our efforts where they can make the greatest difference. It provides the foundation for our future sustainability reporting and strategic roadmap. Through these initiatives, we are strengthening our commitment to corporate responsibility and establishing a clear direction for a more sustainable and resilient supply chain in the future.

Amgros engages in voluntary sustainability reporting

Amgros is not subject to the reporting requirements set out in §99a and §99b of the Danish Financial Statements Act regarding corporate social responsibility disclosures, nor to the EU Corporate Sustainability Reporting Directive (CSRD). Nevertheless, we have chosen to report on our sustainability efforts in order to promote transparency and support sustainable business development.

OUR AMBITION COMPRISES FOUR FOCUS AREAS

In Amgros' ambition for a more sustainable supply chain, we have identified four areas on which to focus our efforts. These reflect our commitment to integrating responsible and sustainable business practices across our organisation. Each of the four focus areas is supported by specific targets and initiatives designed to ensure that Amgros remains on track to achieve its ambition for a more sustainable supply chain.



Climate

The Paris Agreement commits countries around the world to limiting temperature increases and mitigating global warming. The Danish regions and Amgros have developed a joint strategy for green hospitals with a strong focus on reducing greenhouse gas emissions. Consequently, climate action is a high priority for us. We aim to reduce the negative climate impact of pharmaceuticals, hearing aids, and pharmaceutical-related solutions throughout the entire supply chain. The procurement and healthcare sectors are subject to extensive regulation. Therefore, in collaboration with the Danish regions, Amgros is exploring which sustainability criteria can be incorporated into procurement processes and assessing the potential climate benefits of these criteria.



Circular Economy

Amgros contributes to promoting a circular economy by increasing the reuse and recycling of packaging, consumables, and medical devices, as well as reducing pharmaceutical waste. We do so because Danish hospitals and hearing clinics generate large amounts of waste, particularly packaging waste. Together with the Nordic regions, we have developed common Nordic packaging criteria for the healthcare sector. These criteria have been applied in our procurement processes since 2022. The criteria help promote a circular economy, and in this way Amgros supports the United Nations Sustainable Development Goal on Responsible Consumption and Production.



Pharmaceutical Residues in Wastewater and Antimicrobial Resistance

We work to prevent pharmaceutical residues in water environments and antimicrobial resistance associated with the manufacture of pharmaceuticals. We do so because the World Health Organization (WHO) estimates that approximately five million people die directly or indirectly each year because of antimicrobial resistance worldwide², and this number is increasing. In addition, wastewater containing pharmaceutical residues is harmful to humans and wildlife. In this way, we support the United Nations Sustainable Development Goals on Clean Water and Responsible Production.



Responsible Business Conduct

At Amgros, we conduct our business in accordance with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This means that

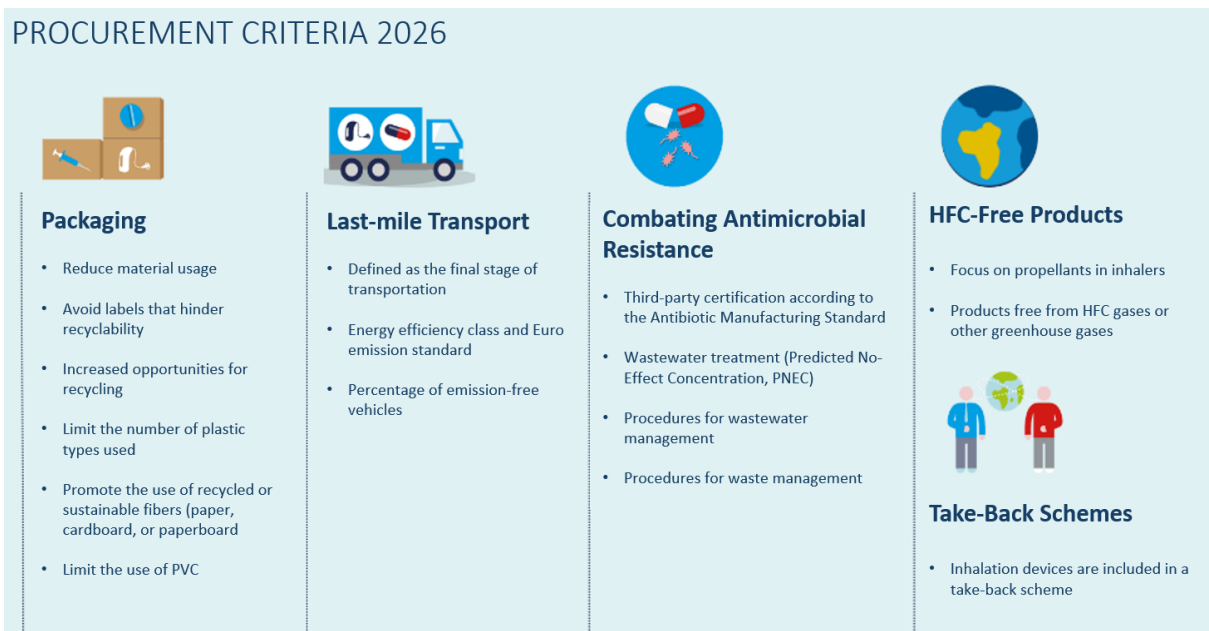
² World Health Organization: Antimicrobial resistance , Global burden of bacterial antimicrobial resistance in 2019: a systematic analysis.

we actively work to prevent or mitigate adverse impacts on human rights and the environment arising from our operations and supply chain.

GREEN CRITERIA SUPPORT CLIMATE GOALS

Amgros plans and conducts the procurement of pharmaceuticals, hearing aids, and pharmaceutical-related solutions. It is therefore natural for us to include green requirements and criteria in our tenders to support the joint regional climate goals and promote a more sustainable supply chain. By doing so, we increase the availability of more sustainable products and solutions while influencing the market in a more sustainable direction for the benefit of hospital pharmacies, the regions, patients, and the environment.

Our focus areas – climate, circular economy, and pharmaceutical residues in wastewater – are an integral part of our sustainability criteria. These criteria cover a range of different topics. Some are generic criteria, such as last-mile transportation and packaging, which can be applied across most tenders. Others are used only in specific procurements, for example criteria aimed at combating antimicrobial resistance in the production of antibiotics or the use of propellants with a lower climate impact in inhalers. When evaluating tenders, sustainability criteria are weighed alongside price and other qualitative criteria.



Goals

- We will apply sustainability criteria in 40% of the tenders we publish in 2026 - and in 75% of the tenders we publish in 2030.
- We will apply sustainability criteria in joint Nordic procurement procedures.
- We will continue to apply the Antibiotic Manufacturing Standard, or equivalent standards, to combat antimicrobial resistance in our antibiotic procurements.

Actions



In 2025, Amgros included sustainability criteria in 36% of the contract lots put out to tender³. The sustainability criteria were weighted at 20-30% alongside price and any other qualitative criteria in the tender evaluation. The resulting contracts will commence in April 2026. Based on this, we expect to achieve our target of applying sustainability criteria in 40% of the tendered lots in 2026.



Together with the Danish regions, Amgros developed common criteria for last-mile transportation in 2024. The criteria are intended to support a gradual transition towards emission-free transport for the final stage of deliveries from suppliers to hospital pharmacies and Amgros' strategic warehouse. This means that, towards 2030, we will reward suppliers that transition to electric vehicles. At the same time, we have criteria requiring diesel- and petrol-powered vehicles to have low emissions of health-harming particles (approved under Euro 6 standards). The criteria will be implemented gradually through to 2031.



Amgros focuses on promoting take-back schemes for medical devices in tenders for respiratory medicines. We do this to encourage the recycling of materials from medical devices and to support the transition towards a circular economy.



Amgros incorporates the Nordic packaging criteria into its procurement procedures to reduce packaging volumes and ensure that secondary and tertiary packaging is designed for recyclability while increasing the use of recycled or sustainable materials. The criteria were developed through collaboration among stakeholders responsible for green public procurement in the Nordic healthcare sector. By working together to develop and implement these packaging criteria, a strong signal is sent to the market while providing suppliers with a clear direction for future developments.



In its hearing aid agreement, which entered into force in 2025, Amgros reduced the number of weekly delivery days to a maximum of two, replacing daily deliveries to hearing clinics. In addition, Amgros introduced requirements to phase out environmentally harmful plastics, including PVC.



Amgros has incorporated criteria to combat antimicrobial resistance into 58 tendered lots with contracts commencing in 2026.

³ Tenders for pharmaceuticals assessed by the Danish Medicines Council are not covered by these criteria.

MEASURING OUR RESULTS

It is essential that we can quantify the climate impact of the initiatives we implement. This is a prerequisite for documenting whether we achieve our target of a 50% reduction in CO₂ emissions by 2035 compared with the 2022 baseline. The Joint Regional Strategy for Green Hospitals states that pharmaceuticals accounted for 24% of the regions' total climate impact in 2024 - equivalent to nearly 800,000 tonnes of CO₂e. This corresponds to approximately 2.4 million return flights between Copenhagen and London.

Goals

- We will develop improved emission factors for hospital pharmaceuticals in 2025 for use in the regions' greenhouse gas inventories and climate management model, thereby enhancing the quality of climate impact calculations.
- We will continuously improve the data underpinning our climate initiatives for use in the regions' climate management model and greenhouse gas inventories.

Actions



Amgros is actively working to develop a more accurate method for calculating the climate footprint of pharmaceuticals. We are collaborating with external consultants and the regions' climate data group to develop weight-based emission factors for hospital pharmaceuticals. Today, climate calculations for pharmaceutical consumption are based on expenditure. As a result, when overall spending on pharmaceuticals increases, the calculated climate footprint increases accordingly. The new emission factors will be used to improve climate calculations in both Amgros' and the regions' greenhouse gas inventories. Hospitals and hospital pharmacies will also be able to use them to assess the climate impact of initiatives, such as measures aimed at reducing pharmaceutical consumption and waste. The project is expected to be completed by mid-2026.

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WORKING TOGETHER TO ADVANCE GREEN HOSPITALS

As a central player in the healthcare sector, we will use our influence to support the green transition across the healthcare system and throughout the supply chain—from raw materials and manufacturing to distribution and patient treatment. This is not a challenge we can address alone. Success depends on collaboration with all relevant stakeholders in the healthcare sector—both within and beyond Denmark’s borders. For several years, Amgros has been working to make the supply of hospital pharmaceuticals more sustainable. We work closely with the Danish regions—particularly the hospital pharmacies—which focus on reducing pharmaceutical consumption and waste. Together with the hospital pharmacies, we will work to promote more sustainable production practices.

We collaborate with stakeholders who share our ambition to make the supply of hospital pharmaceuticals and hearing aids more sustainable. Through the Nordic Pharmaceutical Forum, we work together to develop and implement sustainability criteria in public procurement. We also maintain close collaboration with the Danish regions under the Joint Regional Strategy for Green Hospitals—particularly with the Region of Southern Denmark on the two lead areas aimed at promoting greener procurement and more sustainable use of pharmaceuticals.

Goals

- In 2024, in collaboration with the Region of Southern Denmark, we will establish the Implementation Group for the Green Transition through the Interregional Forum for the Coordination of Medicines.
- During the period 2024–2027, we will engage in dialogue with other national procurement organisations on the use of the Antibiotic Manufacturing Standard, or equivalent standards, as procurement criteria to combat antimicrobial resistance.

Actions



Since 2024, the Implementation Group for the Green Transition (IGO) has held four meetings annually. Within IGO, participants exchange experiences from projects with the potential to be scaled to reduce pharmaceutical consumption and waste, as well as other initiatives aimed at minimising the overall climate footprint of pharmaceuticals. The group consists of representatives from hospitals, hospital pharmacies, and the regions’ sustainability teams. The Region of Southern Denmark and Amgros jointly coordinate the group.



We collaborate with procurement organisations within the Nordic Pharmaceutical Forum to develop and promote procurement criteria aimed at combating antimicrobial resistance in the manufacturing process. In addition, we are engaged in discussions on a joint initiative with a number of procurement organisations in countries including the Netherlands, France, Belgium, and the United Kingdom. We also continue our dialogue with the organisations behind the Antibiotic Manufacturing Standard, BSI, and the AMR Industry Alliance.



Amgros participates in a Nordic working group established by the Nordic Council of Ministers to secure the supply of narrow-spectrum antibiotics to the Nordic market through a subscription-based procurement model. This initiative forms part of the Danish Government's national action plan to combat the spread of antimicrobial resistance.

WE ADHERE TO INTERNATIONAL GUIDELINES

In accordance with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, Amgros has developed a Responsible Business Conduct Policy⁴. Amgros has integrated the policy into its internal procedures and workflows. We also train our employees to comply with the policy and to report any significant adverse impacts of which they become aware.

Goals

- From 2024 onwards, we will implement a due diligence process at Amgros in line with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.
- From 2024 onwards, we will require our suppliers of hearing aids and pharmaceuticals to comply with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.
- By 2027 at the latest, we will require all our suppliers to comply with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.
- As part of our due diligence process, we will follow up on our supplier agreements and contracts using a risk-based approach.

Actions



In 2025, we completed the implementation of due diligence processes across our organisation. This means that we now have processes in place to identify, prevent, and mitigate potential and actual adverse impacts on human rights, anti-corruption, and the environment arising from our operations and business relationships. We have carried out risk assessments and developed mitigation action plans across each area of our business for the period 2023–2025.



Amgros has established a grievance mechanism called Speak Up. Through this mechanism, external and internal stakeholders can raise concerns if they have knowledge of or suspect that Amgros or its business relationships cause, contribute to, or are directly linked to adverse impacts on human rights or the environment. In 2024, we received a concern regarding one of Amgros' suppliers. In accordance with Amgros' case management procedure, the

⁴ Find politikken her: <https://amgros.dk/media/nfrextl/politik-for-ansvarlig-virksomhedsadfaerd-i-amgros.pdf>

complaint was referred to the business partner's grievance mechanism. Amgros has continuously followed up on the handling of the case and kept the complainant informed. The case is expected to be concluded in early 2026. No new cases were reported in 2025.



Amgros expects its suppliers to comply with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights. Since 2024, we have applied this requirement to suppliers within our core business areas of hearing aids and pharmaceuticals. We are now in the process of incorporating the same requirement into agreements with suppliers of supporting services, including IT providers.



Amgros expects its business partners to have due diligence processes in place. We expect them to address adverse impacts on human rights, anti-corruption, and the environment should they arise—and to be able to account for their due diligence processes. During the autumn of 2025, we held dialogue meetings with five selected pharmaceutical suppliers and all hearing aid suppliers. The purpose of these meetings was to take stock of how they work with responsible business conduct, including which material impacts they have identified in their supply chains relating to human rights, the environment, and corruption, and how they manage these impacts. The meetings were characterised by constructive and productive dialogue. All suppliers demonstrated that they have due diligence processes in place for human rights and are committed to responsible business conduct. The level of maturity varied among suppliers, which is to be expected, as due diligence is still a relatively new area of focus for many companies. We view these developments positively and expect suppliers' due diligence efforts to become stronger in the years ahead.



Amgros became a member of the Pharmaceutical Supply Chain Initiative (PSCI) in 2025. The membership supports Amgros' collaboration with and follow-up on suppliers of raw materials used in the production of SAD medicines manufactured by hospital pharmacies. PSCI provides, among other things, a shared set of principles for responsible business conduct, a programme for joint supplier monitoring and engagement, as well as tools and activities aimed at building supplier capabilities in areas including human rights, environmental management, and governance.

GOALS AND KEY NUMBERS – OVERVIEW

Goals	Status	Comments
	Tenders	
	Sustainability criteria in 40% of the tendered lots published in 2026, and 75% in 2030	Tendered lots for pharmaceuticals not assessed by the Danish Medicines Council
	Collaboration with the Danish Medicines Council from 2025 on developing sustainability criteria models and exploring their application	Process for pharmaceuticals assessed by the Danish Medicines Council over the coming years
	Incorporate specific sustainability criteria into at least one tender each year from 2024 onwards	Combat antimicrobial resistance, improve energy efficiency, reduce propellant use, promote take-back schemes
	We apply sustainability criteria in Joint Nordic Tenders (JNT)	JNT with sustainability criteria in 2022, 2025
	Climate	
	50% reduction in CO ₂ emissions by 2035 compared with 2022 – and climate neutral by 2050	Awaiting measurement data
	Establish the Implementation Group for the Green Transition through the Interregional Forum for the Coordination of Medicines	4 annual meetings
	Develop emission factors for hospital pharmaceuticals for the use in the regions' greenhouse gas inventories and climate management model to improve climate impact calculations	Phase 1 completed in 2026
	Ongoing improvement of data for our climate initiatives for use in the regions' climate management model and greenhouse gas inventories	To be completed in 2026
	Circular Economy	
	Nordic criteria for more sustainable packaging are applied in our procurement procedures	Tendered lots for pharmaceuticals not assessed by the Danish Medicines Council
	Requirements and criteria in tenders, with contracts commencing in 2030, requiring PVC-free packaging	Secondary and tertiary packaging for pharmaceuticals. 100% for hearing aids
	Explore opportunities to promote take-back schemes across Amgro's business areas, with particular focus on hearing aids and pharmaceutical-related solutions, by 2026	-
	Antimicrobial resistance	
	Combat AMR through procurement criteria based on the Antibiotic Manufacturing Standard or equivalent standards	Antibiotic Manufacturing Standard is a criterion in all tendered lots for antibiotics not assessed by the Danish Medicines Council
	Dialogue with European procurement organisations on the use of Antibiotic Manufacturing Standard or equivalent standards to combat antimicrobial resistance (2024-2027)	Dialogue with procurement organisations in the Netherlands, France, UK, Germany, Sweden, Finland and others – with Iceland and Norway
	Responsible Business Conduct	
	Implement a due diligence process at Amgro's in accordance with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights by 2024	Process established across all business areas. It has now transitioned into operations
	Requirements for suppliers of hearing aids and pharmaceuticals to comply with the OECD and UN's guidelines by 2024	-
	Requirements for all suppliers to comply with the OECD and UN's guidelines by 2024	-
	Follow-up on suppliers' due diligence processes	First supplier dialogue meetings held in 2025 (hearing aids and pharmaceuticals)

AMGROS 2025
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