



ten23 health Publishes its 2025 Fairstainability Report, Reinforcing Commitment to Transparency and Industry Leadership

Basel, Switzerland – June 22, 2026 – ten23 health®, the human-centric and sustainable strategic CDMO partner of choice for the pharmaceutical industry and biotech start-ups today announced the release of its 2025 Fairstainability Report, underscoring the company’s commitment to transparency, accountability, and responsible innovation across the pharmaceutical services industry.

As a certified B Corp, ten23 health continues to champion a business model that balances delivery to patients, scientific excellence and measurable social and environmental impact. The 2025 report provides a detailed overview of the company’s progress, goals, and challenges across environmental, social and governance topics (ESG), including sustainability, employee wellbeing, ethical partnerships, and operational responsibility – what ten23 calls Fairstainability, from ‘fairness’ and ‘sustainability’.

“At ten23 health, we believe transparency is a company responsibility,” said Alissa Monk, Fairstainability Lead. *“Our 2025 Fairstainability Report reflects both the significant progress we are proud of and the areas where we continue improving further. We hope this level of transparency helps raise expectations across the industry and encourages more companies to embrace accountability as a driver of innovation and trust.”*

The company also reaffirmed its belief that the pharmaceutical and biotech sectors have a unique opportunity and obligation to lead with integrity, especially at a time when stakeholders increasingly expect measurable action rather than broad commitments.

By publishing detailed metrics, methodologies, and areas for future improvement, ten23 health aims to contribute to greater industry-wide transparency and collaboration.

“We want to be a role model for what modern pharmaceutical services companies can look like,” added Hanns-Christian Mahler, CEO of ten23 health. *“Being a B Corp means continuously challenging ourselves to operate with purpose, openness, and accountability. We believe businesses can create exceptional outcomes for our customers and their patients, while also creating positive impact for people and the planet.”*



Key Fairstainability and ESG Highlights (2025) – ten23 health include:

Company Growth

- Celebrated its **4th year of operations**.
- Expanded to **240 employees** across three facilities by 31 Dec 2025.
- Opened the new **VIVA2® facility in Visp**, which includes the QC Microbiology labs as well as Line 2 and Line 3 sterile production lines, contributing to ten23's growth however increasing the environmental reporting footprint.

Sustainability & Reporting

- Continued voluntary sustainability reporting using the **VSME standard** "as a framework" despite being a non-listed SME.
- Advanced development of a **2030 sustainability roadmap** and science-based climate targets

Environmental Performance

- **Exceeded 2025 climate targets**, for the second consecutive year.
- Achieved a **65% reduction in Scope 1 and 2 GHG emissions intensity (per revenue)** versus the 2021 baseline, surpassing the 50% target.
- **96 MWh** of renewable electricity **produced** in 2025
- **105% compensation** of our total operational, unavoidable **GHG emissions**
- Reached **200% plastic offsetting** of unavoidable waste sent to incineration through partnerships with Seven Clean Seas and The Plastic Collective.

People & Diversity

- Maintained near gender parity:
 - **49% women employees**
 - **46% women in leadership positions**
- Successfully recertified the **Swiss LGBTI Label**, improving the score by 14 points to **49/60**.
- Maintained a **zero Serious Injury or Fatality** record.
- Workforce represents **27 nationalities**.

Governance & Ethics

- Introduced a formal **Code of Ethics** covering:
 - Anti-corruption
 - Anti-bribery
 - Responsible marketing



- Whistleblower protection
- Further embedded company values into governance structures.

Strategic Initiatives

- Established the **Patients, People and Planet Advisory Board**, bringing fresh perspectives and accountability to sustainability strategy.
- Hosted the first company-wide **“ten23 day”**, focused on the company’s impact on Patients, People, and Planet.

You can read the full Report here: [Patients, People, Planet | ten23 health](#)

About ten23 health

ten23 health®, located in Basel and Visp, Switzerland and with commercial presence in the USA and offices in Tokyo, Japan, is the human-centric and sustainable strategic partner of choice for the pharmaceutical industry and biotech start-ups: we develop, manufacture, and test modern medicines. We support our clients in developing differentiated, stable, usable, and safe injectable treatment options for patients.

ten23 health® combines the latest scientific findings with proven and tested world-class industry and regulatory expertise to forge new paths for supporting clients. We provide our innovative services in a fair and sustainable manner, respecting people’s health and the future of our planet. ten23 health® is a B Corp member and solidly financed through the long-term commitment of 3i Group, an internationally reputable equity partner.

About the company’s name

The numeric value for the number of molecules in a sample of one mol is called Avogadro constant and equals $6.022 \cdot 10^{23}$. Gram quantities of material contain the incredible number of 10^{23} atoms, which was an important discovery to understand the composition of matter: The world is built from small units, and not a homogeneous mass.

About 3i Group

3i is an investment company with two complementary businesses, Private Equity and Infrastructure, and invests in mid-market companies headquartered in Europe and North America. 3i’s Private Equity team provides investment solutions for growing companies, backing entrepreneurs and management teams of companies with an EV typically between €100m - €500m. 3i backs international growth plans, providing access to its network and expertise to accelerate the growth of companies across the consumer, healthcare, industrial and private label, and services and software industries.

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