

# Report on Non-Financial Matters

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# “Sustainability is our service commitment to the Swiss healthcare system”

Report on Non-Financial Matters

How is sustainability achieved in a company that works day in and day out for an integrated healthcare system for Switzerland? In this interview, the Chair of the Board of Directors of Galenica, Dr Markus R. Neuhaus, and CEO Marc Werner talk about responsibility, vision and specific measures. They explain why sustainability is not merely a strategic obligation for Galenica, but rather a factor that sets it apart – and how innovation, collaboration and clear goals shape the path to continued success and health in future.

GRI 2-22

## Galenica speaks of the “integrated healthcare system of the future”. Is sustainability an obligation or a vision in this context?

**Dr Markus R. Neuhaus, CBD:** Both. Today, sustainability is both a strategic prerequisite and an important distinguishing feature. Our economic success is based on societal, social and environmental responsibility. Sustainability in all its dimensions is a key component of Galenica’s core business. The most important topics include patient safety and a reliable supply of medicines in Switzerland. The Board of Directors bears ultimate responsibility for all sustainability matters – including the climate – and ensures that these are integrated into the strategic axis.

**Marc Werner, CEO:** Operationally, this means that we have a group-wide Sustainability Committee headed by Jürg Pauli, Chief Sustainability, Public Affairs & Transformation. The people with responsibility in this area in the Galenica network collaborate across departments and are responsible for implementing the measures. Objectives are set and coordinated centrally. In this way, we consistently pursue our ambitions based on clear KPIs. I am convinced that sustainability can only be achieved by working together. It must be supported by everyone and regularly placed on the agenda of the Executive Committee.



Dr Markus R. Neuhaus, CBD

## What does ESG mean from a patient's perspective – aside from just reports and ratings?

**CEO:** Patient safety – and thus the social aspect of ESG – is our core Sustainable Development Goal. We rely on the highest quality standards and digital innovations to ensure the safety of our patients at all times. These include consistent compliance with GDP (Good Distribution Practice) guidelines in pharmaceutical logistics, regular audits and digital solutions such as Documedis<sup>®</sup>, which help to avoid medication errors. In 2025, healthcare professionals triggered 553 million CDS.CE Checks; by 2030, we aim to reach 1 billion. Another focus is on continuously increasing customer satisfaction. The high level of employee satisfaction measured in 2025 will help us in this regard.

**CBD:** Security of supply is our second priority. More than 700 medical products are currently unavailable in Switzerland – ranging from simple painkillers to antibiotics and medicines for complex therapies. The causes are manifold and mostly global. In order to guarantee the best possible supply of available medications – our target is 99% on average – Galenica is investing in renewing the infrastructure of logistics companies. Through digitalisation and automation, we are improving planning security and availability. In addition, we are working with industry partners and authorities to strengthen resilience in the event of supply bottlenecks. These include collaborations such as the Safety Stock Initiative with Sandoz and compulsory stock reserves for critical therapeutic products that Alloga manages on behalf of the pharmaceutical industry.

## What else is needed to achieve the Sustainable Development Goals?

**CBD:** Close alignment between investment decisions, management culture and sustainability strategy. Established standards are needed along the entire supply chain so that social, ethical and environmental requirements are taken into account and Galenica can stand up for its values as a company.

**CEO:** Our focus is on the best employees, strong partners and a forward-looking corporate culture. We invest heavily in collaboration and transformation. This includes positioning the pharmacy as the initial point of contact for healthcare advice – in order to relieve the burden on other service providers, including emergency wards. We are expanding consultation services and cooperating with health insurers, thus making an important contribution to stabilising healthcare costs and ensuring high-quality care.

**"We are committed to reducing our greenhouse gas emissions in the future in line with the Science Based Targets."**

Dr Markus R. Neuhaus  
CBD

**What are the most important environmental goals – and where does Galenica stand today?**

**CBD:** We report in accordance with the GRI Standards and structure our sustainability focus according to the principle of dual materiality. We are committed to reducing our greenhouse gas emissions in the future in line with the Science Based Targets and thus making an active contribution to limiting global warming to 1.5°C. This ensures that our reduction path meets the requirements of the Paris Climate Agreement.

**CEO:** We take the environment and climate into account in our day-to-day business. When performing renovations, we focus on energy efficiency, short transport routes through local partners and renewable energy sources such as solar panels on the roofs of our logistics centres. Our vehicle fleet is gradually being converted to renewable drive systems. When renovating our headquarters as well as in the pharmacies, we reuse construction materials and furniture and focus on sustainable materials.

**"In our pharmacies, operational management can also be taken over by a pharmacy specialist."**

Marc Werner  
CEO

**Being an attractive employer is also one of Galenica's strategic objectives and contributes to sustainability. What does that mean specifically?**

**CBD:** As Chair of the Board of Directors, it is important to me that the compensation policy is clear, transparent and strategically aligned. It must promote performance and sustainable value creation, be in line with the market and at the same time provide incentives for long-term corporate goals. Forward-looking succession planning is just as crucial: we think in the long term and insist that key positions be secured by internal managers with strong track records. For me, broad leadership skills and a resilient talent base, innovation and a performance culture that makes Galenica successful in the long term are important for continuity.

**CEO:** We embrace servant leadership and forge attractive development paths. In our pharmacies, operational management can also be taken over by a pharmacy specialist. At the same time, we create modern working environments, such as those at our headquarters in Bern, that foster motivation and collaboration. Diversity is key to us – whether in terms of language, culture, age or gender. Women account for more than 55% of our leadership positions, for example. The health of our employees is our priority – our initiatives are designed to prevent workplace injuries, reduce sickness absences, and create a safe and supportive working environment.



Marc Werner, CEO

## What is the difference between Galenica’s management of ESG topics and “compliance only”?

**CBD:** Integration. Responsibility for sustainability is not limited to one isolated department but is borne by the entire company. From the Board of Directors to the Governance, Nomination and Sustainability Committee and the Sustainability Committee: goals, risks and opportunities are discussed several times a year – and are thus actively managed.

**CEO:** Ongoing training programmes on topics such as artificial intelligence, compliance and data protection are a prerequisite for minimising risks and seizing opportunities safely. We rely on this educational approach and consistently uphold responsible behaviour. This boosts innovation, efficiency and trust among customers and partners – and secures our competitiveness in the long term.

## What are your next steps for Galenica in terms of sustainability?

**CDP:** We ensure that both business risks and environmental and social impacts are taken into account by precisely implementing targets, taking regular steps to double down on dual materiality and transparently disclosing ESG value contributions. At the same time, we aim to achieve net zero emissions by 2050 and align our reduction pathways in line with the Science Based Targets (SBTi).

**CEO:** We are driving forward our transformation in order to inspire customers. To achieve this, we are expanding our healthcare services and extending digital offerings that strengthen the healthcare system and increase convenience for service providers and customers. And we take care of our employees.

## And on a personal level, what drives you?

**CBD:** Responsibility towards society, customers, investors and employees – and the conviction that acting sustainably brings value to the company.

**CEO:** That we strengthen trust with every step: the best advice, the most suitable product, at the right time, on the most sustainable path – for the well-being and health of people in Switzerland.

# Business model

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## Report on Non-Financial Matters

Galenica is active in the healthcare industry and offers healthcare services and products throughout Switzerland. Its customers include patients, pharmacies, drugstores, physicians, hospitals, care homes, home care organisations, health insurers and pharmaceutical companies.

GRI 2-6  
Art. 964b para. 2 no 1.  
CO

The business activities of the Galenica Group comprise two segments.

### "Products & Care" segment

The "Products & Care" segment comprises four business areas with offerings for patients and end customers of pharmacy services, as well as offerings for business customers and partners in the healthcare industry.

### "Logistics & IT" segment

The "Logistics & IT" segment comprises the two business areas "Wholesale" and "Logistics & IT Services". They operate and develop the logistics and IT platforms of the Galenica Group and offer services to all healthcare providers such as pharmacies, drugstores, physicians, hospitals and care homes.

The value chain of the Galenica network comprises the production, logistics, marketing and sale of products and services in the healthcare market.

## Inputs

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### Financial capital

- Equity/shareholders
- Liabilities

### KPIs

2.3x Net debt

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### Produced capital

- Buildings (owned/rented)
- Infrastructure (transport/IT)
- Production equipment (internal/external)
- Vehicle fleet (own/partner)

### KPIs

15% Vehicles with alternative drive systems

381 Pharmacies

CHF 61.1 million Investments in property, plant and equipment and intangible assets (capex)

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**Intellectual/innovation capital**

- Brands
- Distribution licences
- Proprietary software
- Investments in digital services
- Specialist staff

**KPIs**

>80 Own and partner brands

CHF 6.5 million Investments in proprietary software

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**Human capital**

- Number of employees
- Training/further education
- Personnel expenses
- Cultural development

**KPIs**

8,427 Employees

CHF 610.6 million Personnel expenses

CHF 5.9 million Investments in further education

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**Social capital**

- Strong long-term partnerships
- Regulators
- Suppliers
- Customers

**KPIs**

>2,500 Suppliers

>45 Memberships in associations

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**Ecological capital**

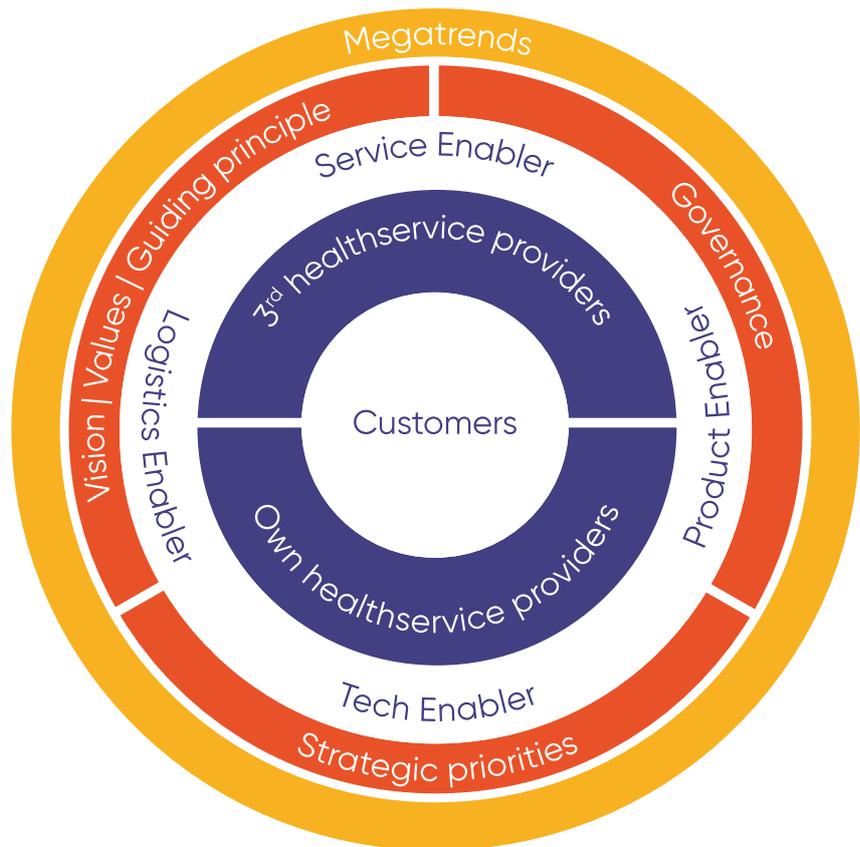
- Energy use
- Fossil fuels
- Renewable resources
- Water
- Land

**KPIs**

100% Electricity from renewable sources

15% Renewable drives for vehicle fleet

## Business model



## Outputs/Impacts

### Financial capital

- Sales/profit
- Operating Cash Flow
- Dividend

### KPIs

- 5.7% ROS
- 2.6% Dividend yield

### Produced capital

- Pharmacy network
- Products
- Security of supply/procurement

### KPIs

- 98.6% Availability of medicinal products

### Intellectual/innovation capital

- Healthcare services in pharmacies
- Licensing of own software
- Consistent customer experience
- Efficient processes
- Patient safety
- Prevention
- Generics substitution

**KPIs**

553 million CDS.CE checks  
368,000 Health services performed

**Human capital**

- Employee satisfaction
- Motivation
- Employer attractiveness
- Safe working environment

**KPIs**

12.7% Turnover rate  
59.9% Women in management  
0.1% Absence rate of work-related injuries  
78 Motivation score  
27 eNPS

**Social capital**

- Broader product range
- Remuneration of health insurers
- Efficiency gains
- Expansion of expertise
- Representation of interests
- Long-term contracts
- Integrity in supply chains
- Reputation
- Customer satisfaction

**KPIs**

>10 Partnerships with health insurers  
78.8% Net Promoter Score (degree of target achievement)

**Ecological capital**

- Emissions
- Water consumption

**KPIs**

24,499 MWh Electricity consumption  
5,024 tCO<sub>2</sub>e GHG emissions (Scope 1+2)

**Outcomes**

**Contribution to the SDGs**



# Our sustainability approach

## Report on Non-Financial Matters

Sustainability is an integral part of Galenica's corporate management. This is based on the steadfast belief that proactive and responsible action contributes significantly to the long-term economic success of a company and has an impact both within and outside a company.

## Our sustainability principles

Our economic success is based on taking responsibility for society and the environment.

This conviction is reflected in the three key sustainability goals of the Galenica Group. Supported by the Executive Committee, they form an essential part of the Group's corporate culture.

### Value of the company

We increase the value of the company in the long term by having a sustainable impact.

### Employees

We oblige our employees to act responsibly and ensure they have a safe, flexible and supportive working environment.

### Resource efficiency

We use resources sparingly and efficiently and reduce negative environmental impacts.

With these guiding principles, we educate and motivate employees to continuously increase our resource efficiency, capacity for innovation and, ultimately, competitiveness. On the other hand, the lively, ongoing dialogue with the various stakeholders helps to identify requirements and expectations at an early stage and to maintain Galenica's strong reputation.

Our key sustainability topics are integrated into our corporate vision and strategic fields of action and are therefore part of our [corporate strategy](#).

GRI 2-12, 2-13, 2-14, 2-17  
Art. 3 CPO

## Sustainability organisation

Sustainability at Galenica is organised in a multi-level manner and is not relegated to a separate department. Sustainability is coordinated via the Sustainability Committee (SC), while responsibility is divided across multiple different levels.

### Sustainability organisation structure

#### Management



#### Planning and coordination



#### Implementation



**GRI 2-16**

Sustainability and its associated responsibilities are discussed by the various committees at regular intervals several times a year.

- The Board of Directors, which approves the Sustainable Development Goals and monitors the progress of target achievement, discussed the topic of sustainability and climate matters four times in 2025, taking into account the assessment of the Governance, Nomination and Sustainability Committee (GNSC).
- The Sustainability Committee (SC) met four times with all members in attendance in the reporting year. The focus was on the climate risk analysis, SBTi, the materiality analysis, customer satisfaction and employee health. In between the full meetings, several meetings were held in individual working groups to discuss the progress of the Sustainable Development Goals and the implementation of measures that were further specified or already implemented directly in the responsible areas in 2025.
- The aspects relevant to the Executive Committee for the implementation of the sustainability strategy were introduced and discussed in this committee by the Chief Sustainability, Public Affairs & Transformation at least four times a year. No critical matters were reported to the Board of Directors during the reporting year.

GRI 2-14, 3-1, 3-2  
Art. 964b para. 2 no 1.  
CO

## Materiality analysis and matrix

As in 2023, we again carried out a materiality analysis based on the principle of double materiality in the reporting year. This ensures that we continue to focus on sustainability topics that are relevant to Galenica. The resulting updated materiality matrix was reviewed and approved by the Executive Committee and the Board of Directors.

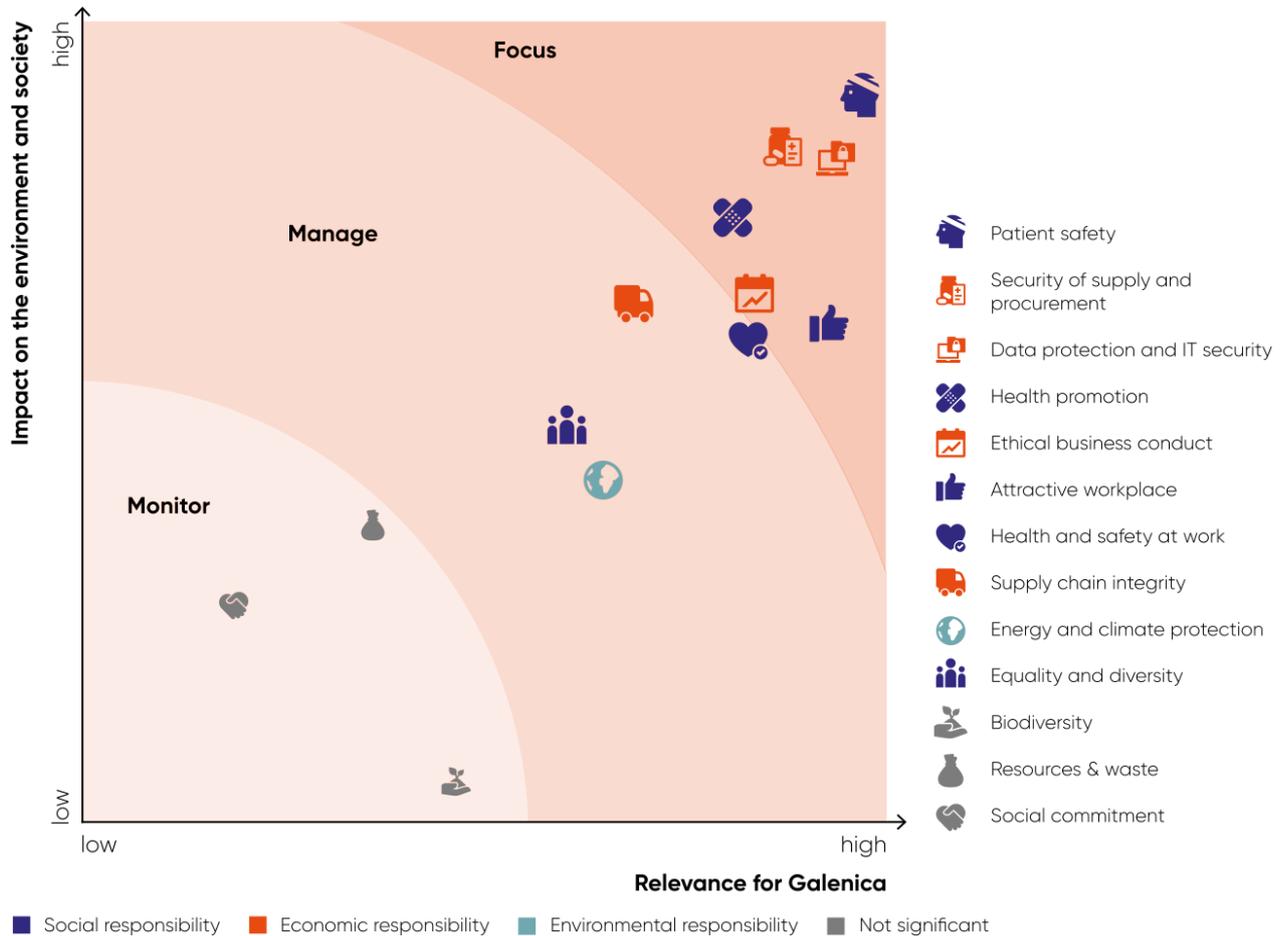
The starting point for the process was a list of around 40 topics consisting of sustainability standards, legal requirements on non-financial reporting, the important topics to date and a peer analysis. This information was broken down into 13 potentially relevant areas, which largely coincided with the previous ones. The selection of topics was checked and confirmed in interviews with industry experts for completeness. Internal and external stakeholders – including investors, partners, suppliers, employees and associations – assessed the potentially important topics from two perspectives based on an online survey in accordance with the principles of double materiality:

- Financial relevance for Galenica (outside-in perspective)
- Relevance for the social, environmental and economic environment of Galenica (inside-out perspective)

The results of the survey are visualised in the matrix below. A topic is considered material if it has a medium to high impact on the environment and society or is of medium to high business relevance. On this basis, ten topics were classified as material. These have been divided into the areas of “Focus” and “Manage” for further strategic prioritisation. The “Focus” topics are of particular strategic relevance to Galenica’s business model. Three of the topics examined are below the threshold and are not currently among the material topics, but will continue to be monitored.

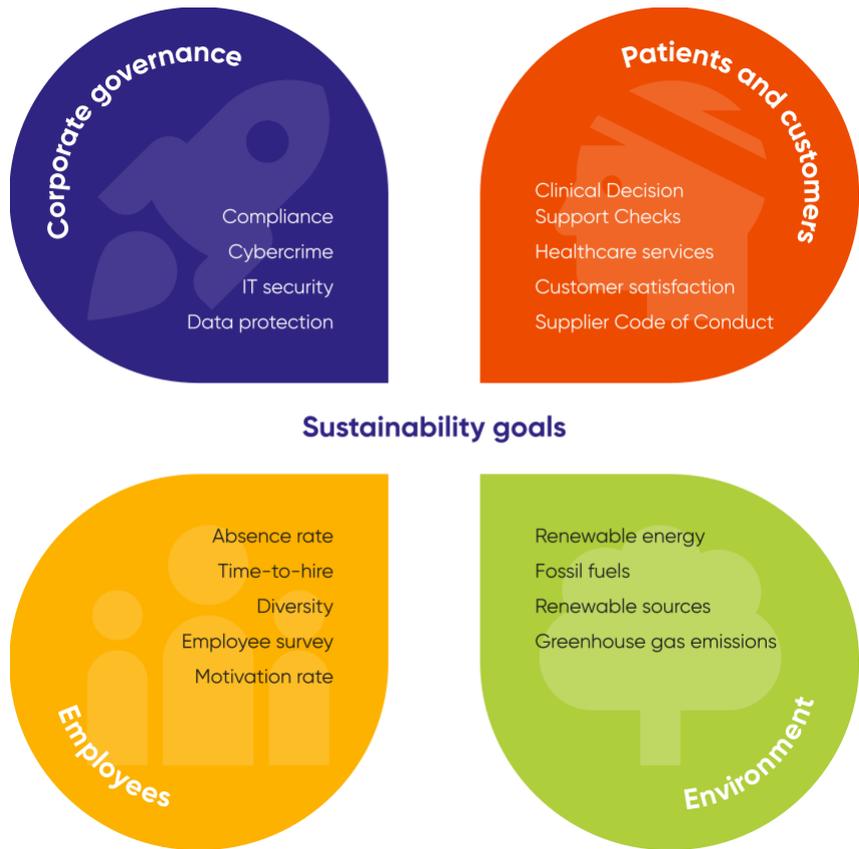
Further information on managing the material topics can be found in the [Sustainability organisation](#) section and in the [GRI Report](#).

**Note on the graphic:** Click on the different icons in the graphic for interactive information.



## Our Sustainable Development Goals

The Sustainability Committee defined specific Sustainable Development Goals, which were approved for the first time by the Board of Directors in late 2021. Since then, these goals have been regularly monitored and modified. Following the revision in 2024, the Sustainability Committee reviewed the goals again in the reporting year and fleshed them out in greater detail – in particular the environmental targets, which are now defined as science-based climate targets in accordance with the requirements of the Science Based Targets initiative (SBTi). The Executive Committee and the Board of Directors have approved all the changes.



## Corporate governance

We raise **awareness of compliance** issues among our employees at least six times a year, tailored to the respective target group.

We raise **awareness of data protection** among our employees at least six times a year, tailored to the respective target group.

We raise **awareness of IT security and cybercrime** among our employees at least six times a year, tailored to the respective target group.

We achieve an annual **service level of 99%** in the pharma sector.

## Patients and customers

We will increase the use of **Clinical Decision Support Checks (CDS.CE)** to 500 million by 2025 and 1 billion by 2030.

We expect our suppliers to comply with the **Supplier Code of Conduct** and verify this with at least 10 random checks per year.

**Customer satisfaction** is at the centre of all activities. The satisfaction of end customers is systematically measured by their willingness to recommend us to others (rNPS) and the gap compared to the average of the competition is determined.

We will increase the number of **healthcare services** provided by 10% each year until 2027 (base year 2023).

## Employees

Employee survey **“Opinio”**: The aim is to achieve a participation rate of over 75% and a motivation rate of between 75 and 80.

We are **reducing** the **time-to-hire** by 10% by 2027 (base year 2023 for Pharmacies Sales, 2024 for all other areas).

We will improve diversity in all units and group companies, keeping the proportion of **women in management positions** at 50% and increasing the proportion of women in senior management to 33% by 2027.

We will **reduce** the **absenteeism rate** due to occupational accidents and illnesses (physical and mental) by 10% (base year 2023).

## Environment

Galenica commits to reducing absolute **Scope 1 and 2 GHG emissions** 65% by 2035 compared to 2023 base year.

We commit to setting science-based targets for 72% of our **supplier volume**, measured by emissions in categories 1 (purchased goods and services) and 4 (upstream transport and distribution) by 2030.

We are committed to achieving **net zero by 2050**, in line with Switzerland’s national climate targets.

Specifically, the following changes were made to the target wordings in the reporting year:

For all three targets in the area of corporate governance, the phrase “several times a year” was replaced with the specific number of times the measures are carried out. This makes the target easier to measure and makes the extent to which the target is achieved more meaningful.

In order to link the material topic of “security of supply and procurement” with a Sustainable Development Goal, the target “We will achieve an annual service level of 99% in the pharma sector” has now been set. We had already identified this figure in the past, but had not linked it to a specific goal.

The target has been adapted to the topic of the “employee survey”. Instead of a continuous annual increase, which is capped, we set a target minimum value. We have also provided the motivation rate with a specific value range, which makes this key figure more relevant. The aim is to maintain the high level of motivation.

In addition to the proportion of women in management positions (management and senior management), the goal relating to equality and diversity was extended to include the target of 33% in senior management in order to embed the spirit of this ambition in senior management positions, too.

From 2026, we will also require consistent compliance with the Supplier Code of Conduct in addition to the annual review of at least 10 suppliers. Violations will result in appropriate action being taken based on the findings.

After completing a full Scope 3 screening for the first time in 2024, we devised science-based reduction targets across all scopes in 2025. The previous energy and emissions targets will be replaced by these new targets, which are currently being validated by SBTi. As a result, the base year is being adjusted from 2021 to 2023.

With the measures taken and implemented in 2025, we were able to achieve most of our targets. Due to new or revised processes and expanded data bases, some targets will be slightly delayed or have been adjusted based on new insights.

Further information on progress towards our Sustainable Development Goals can be found in the GRI Report.

#### Progress of the sustainability goals

GRI 2-29  
Art. 964b para. 2 no 1.  
CO

## Dialogue with stakeholders

Meaningful stakeholder engagement is characterised by continuous two-way communication and depends on the goodwill of all those involved. To promote successful collaboration, we rely on regular dialogue via various communication channels. This allows the various stakeholder groups to proactively voice their concerns and expectations of the company at any time. We address the resulting topics and shape further dialogue in line with the current challenges and needs of our stakeholders. This ensures that the topics are relevant to the target group and that the dialogue brings added value for both sides. The Executive Committee regularly discusses the concerns and priorities of the various stakeholder groups and reports to the Board of Directors. In this way, stakeholder concerns are incorporated into the decision-making process as far as possible.

Stakeholder group	Why we are committed	How we are committed	Topics discussed in 2025
Customers	<ul style="list-style-type: none"> <li>– Increase customer satisfaction</li> <li>– Determine potential for improvement</li> </ul>	<ul style="list-style-type: none"> <li>– Customer surveys</li> </ul>	<ul style="list-style-type: none"> <li>– Satisfaction with healthcare services</li> <li>– Low-threshold access to healthcare services</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>– Increase trust in the company</li> <li>– Cashflow</li> <li>– Galenica as an attractive and secure investment</li> </ul>	<ul style="list-style-type: none"> <li>– Dialogue at AGM</li> <li>– Annual communication via Annual Report</li> <li>– Investor Day and roadshows</li> <li>– Direct investor dialogue</li> </ul>	<ul style="list-style-type: none"> <li>– Galenica’s role in Swiss healthcare</li> <li>– Further development of the company</li> <li>– Innovation and new business areas</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>– Continuous improvement process in quality management</li> <li>– Transparency</li> <li>– Providing a seamless service</li> <li>– Supply chain integrity</li> <li>– Ensuring ability to deliver</li> </ul>	<ul style="list-style-type: none"> <li>– Code of Conduct for Suppliers</li> <li>– Direct dialogue between purchasing and delivery partners</li> <li>– Satisfaction survey of key suppliers</li> <li>– Safety Stock Initiative</li> </ul>	<ul style="list-style-type: none"> <li>– Quality aspects</li> <li>– Costs and prices</li> <li>– Innovations</li> <li>– Supply chain integrity</li> <li>– Product availability</li> </ul>
Scientific institutions	<ul style="list-style-type: none"> <li>– Promoting young talent</li> <li>– Training for healthcare professions</li> </ul>	<ul style="list-style-type: none"> <li>– Financing of the Chair of the University of Bern (Pharmacy)</li> <li>– Co-financing of Professorship of Practice at ETH Zurich</li> <li>– Lectures on vocational training</li> </ul>	<ul style="list-style-type: none"> <li>– Quality of teaching</li> <li>– Attractiveness of healthcare professions (retail pharmacy)</li> </ul>
Current and potential employees	<ul style="list-style-type: none"> <li>– Attracting and retaining qualified employees</li> <li>– Employee satisfaction and motivation</li> </ul>	<ul style="list-style-type: none"> <li>– Active recruitment</li> <li>– Fringe benefits</li> <li>– Fair employment conditions</li> <li>– University marketing/events</li> <li>– Position Galenica as an employer of choice</li> </ul>	<ul style="list-style-type: none"> <li>– Galenica as an attractive employer</li> <li>– Attractiveness of healthcare professions</li> </ul>
Authorities and associations	<ul style="list-style-type: none"> <li>– Political influence</li> <li>– Ensuring sustainable business operations</li> </ul>	<ul style="list-style-type: none"> <li>– Membership of association boards</li> <li>– Regular dialogue with relevant associations</li> <li>– Meetings with politicians, authorities</li> </ul>	<ul style="list-style-type: none"> <li>– Galenica’s role in Swiss healthcare</li> <li>– Opportunities and risks of liberalisation in the healthcare sector</li> <li>– Costs/cost containment</li> </ul>

GRI 2-28

## Memberships of associations and interest groups

Galenica is involved in various healthcare and industry associations in order to represent its interests. Membership in these organisations allows us to help shape the framework conditions for Galenica and strengthen our network. In addition, we gain new insights into our business activities through exchanges with other companies and organisations. In the period under review, Galenica was a member of the following associations and interest groups:

- ASSGP**, Association of the Swiss Self-Medication Industry
- Association QualiCCare**, Association for the Improvement of Quality in Treatment of Chronic Diseases in Switzerland
- ASTAG**, Swiss Commercial Vehicle Association
- Avenir Suisse**, Switzerland’s liberal think tank
- Blistersuisse**, the association of major professional blister packers in Switzerland
- Freedom Healthcare Alliance**
- CAP**, Centre d’Animation des Pharmaciens de Suisse
- FAMH**, Association of Swiss Laboratories
- Fédération des industries Alimentaires Suisses (FIAL)**
- FMH**, professional association for continuing medical education
- GESKES**, Society for Clinical Nutrition in Switzerland
- Gesellschaft für Marketing**, Marketing Society
- GIRP**, European Healthcare Distribution Association
- GRIP-Pharma**, Groupement Romand de l’Industrie Pharmaceutique
- GSASA**, Swiss Association of Public Health Administration and Hospital Pharmacists
- GS1 Switzerland**, organisation for standards and solutions as the basis for digitalisation
- Helvecura Genossenschaft**, compulsory storage organisation for therapeutic products
- IHE Suisse**, association for technical data exchange in healthcare
- Interessengemeinschaft eHealth**, e-health interest group
- International Federation of Clinical Chemistry and Laboratory Medicine (IFCC)**
- KEIS**, Verein Kunststoffentorgung in der Schweiz (Association for Plastic Disposal in Switzerland)
- Medswiss.net** Sponsoring Association, Swiss umbrella association of medical networks
- pharmalog**, Swiss Pharma Logistics Association
- pharmaSuisse**, Swiss Association of Pharmacists
- Refdata**, Refdata Foundation
- SANI**, Swiss Association of Nutrition Industries
- SanteneXt**, the Do Tank of the Swiss healthcare system
- ScienceIndustries**, Business Association for Chemistry-Pharma-Biotech
- SGSH**, Swiss Society of Hospital Hygiene
- Sitem-Insel AG**, research and development activities
- SKW**, Swiss Cosmetics and Detergent Association
- SSCC**, Swiss Society of Clinical Chemistry
- Swiss Healthcare Startups**, leading networking organisation for the Swiss healthcare ecosystem
- Swiss Medtech**, Swiss Medical Technology Association
- Swiss Society for Medical Informatics**
- GFH**, Healthcare Retailers Association
- VEZ**, Electronic Payments Association
- VGUA**, Association of Independent Pharmacies
- VIPS**, Association of Pharmaceutical Companies in Switzerland

**VSV**, Swiss Mail-order Trade Association

**VSVA**, Association of Swiss Mail-Order Pharmacies SMVO, Swiss Medicine Verification Organisation

**SVKH**, Swiss Association for Therapeutic Products in Complementary Medicine

**Swishholdings**, Association of Industrial and Service Groups in Switzerland

**VNL Switzerland**, Verein Netzwerk Logistik e.V. (Network Logistics Association)

**VWG**, National Economic Society of the Canton of Bern

## Our contribution to the Sustainable Development Goals

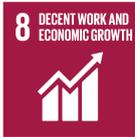
The Sustainable Development Goals (SDGs) form the global reference framework for sustainable development. The Galenica Group is committed to the SDGs. As the largest network in the Swiss healthcare market, we make an important contribution to SDG 3 (Good health and well-being). This goal is at the heart of our business activities and is in line with our vision of doing the best for the health and well-being of our customers every day. In addition, our corporate activities contribute to SDG 5 (Gender equality), SDG 8 (Decent work and economic growth), SDG 13 (Climate action) and SDG 16 (Peace, justice and strong institutions).



The safety, health and well-being of our patients are our top priority. We reinforce this self-image with several Sustainable Development Goals that relate to the following material topics: patient safety, health promotion and security of supply and procurement. The physical and mental health of our employees is also a high priority at Galenica. This is why we take targeted precautions to protect the health and safety of all employees in the workplace.



We are committed to diversity and equal opportunity. The Galenica network brings together people from more than 85 countries and all age groups. Three quarters of our employees are women. Our Code of Conduct states that we do not tolerate any discrimination or harassment. With the Sustainable Development Goal on this topic, we are aiming to improve diversity in all areas and companies and to retain or increase the proportion of women in management positions.



We strive to offer attractive jobs both to bring in and retain the necessary specialists in healthcare professions and IT, and to purposefully promote the next generation of young talent. Our employees are key to our success. We consistently promote employee motivation and development by offering our employees attractive and fair employment conditions, modern and flexible working models and various programmes and opportunities for further development. Through all these measures, we are supporting and contributing to sustainable labour and economic growth in Switzerland. We measure our ambition based on two specific Sustainable Development Goals.



We promote the use of renewable energies in distribution and the use of public transport and electric cars by our employees. We endeavour to increase energy efficiency and are investigating the installation of solar panels. We have also set specific targets for reducing greenhouse gas emissions and replacing fossil fuels, which we measure and report through several targets in this area.



With digitalisation in healthcare, the importance of IT security and data protection is increasing. Galenica protects patient and customer data as well as internal information against unauthorised access and loss. We attach great importance to conducting our business activities in an ethical and legal manner. All of our business activities are conducted in accordance with applicable laws, and respect for human rights is non-negotiable for us. We also ensure that human rights are upheld and require our suppliers to comply with the Supplier Code of Conduct. With all these measures, we strengthen trust and contribute to an inclusive society and strong institutions.

# Climate report (according to TCFD)

## Report on Non-Financial Matters

In addition to the impact of our business model on the environment, we are also looking at the extent to which environmental impacts and climate change affect our locations, operations and value creation along the entire value chain, or may in the future. As part of our legal obligations, we therefore report on the impact of climate-related risks and opportunities in accordance with the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD) and the measures to proactively manage these.

## Art. 3 CPO

### Governance

The analysis of climate-related risks and opportunities is integrated into Galenica's existing governance processes. Details on the responsibilities of the Board of Directors and the Executive Committee can be found in the chapter [Sustainability organisation](#).

### Strategy

Galenica regularly analyses the impact of climate-related risks on the Group. In accordance with the TCFD recommendations, we draw a distinction between physical risks from climate and weather events as well as transition risks or opportunities from decarbonisation and the associated legal, social, economic and technological changes. These may influence our business activities, strategy and financial planning through the necessary measures to reduce CO<sub>2</sub>. At the same time, climate-related opportunities may also arise, for example through efficiency gains and increased competitiveness. Climate-related risks and opportunities are systematically identified, categorised and assessed.

Risks are assessed qualitatively and categorised according to probability of occurrence and financial impact. In addition, the risks and opportunities are classified on a time scale: short-term (1–3 years), medium-term (3–10 years) or long-term (10+ years).

### Factoring in different scenarios

When analysing climate-related risks and opportunities, we take into account various climate scenarios. Drawing on a data-based scenario analysis, the assessment of the future impact of the identified risks and opportunities on the business strategy was refined. To assess resilience to climate change, we consider three different scenarios that are based on the Intergovernmental Panel on Climate Change scenarios and are considered an international standard. These are each made up of a projection on the development of society and the economy (known as "shared socioeconomic pathways", e.g. SSP1) and an associated figure on the greenhouse gas-induced heating output (e.g. 2.6):

- The **"below 2°C"** scenario corresponds to SSP1-2.6, which assumes global warming of below 2 degrees Celsius by the end of the century. SSP1-2.6 implies the most consistent climate-related transition of the economy and is therefore crucial for the analysis of transition risks.
- The **"business as usual"** scenario corresponds to SSP2-4.5, which assumes global warming of just under 3 degrees Celsius, and describes a middle ground.
- The most drastic climate change trend is represented by the **"above 4°C"** scenario (SSP5-8.5), which is suitable for an in-depth examination of physical risks.

#### **"Below 2°C" scenario – SSP1-2.6**

International cooperation promotes joint climate action and the efficient use of resources. A comprehensive switch to renewable energies and the introduction of circular economies reduce emissions and material consumption. Business and society are oriented towards sustainable practices, meaning that companies align their business models accordingly.

- Greenhouse gas emissions are drastically reduced in order to keep global warming below 2°C.
- Tends to be associated with high transition and lower physical risks.

#### **"Business as usual" scenario – SSP2-4.5**

This scenario is characterised by limited international cooperation and only gradual climate action. The energy supply remains heavily dependent on fossil fuels, while renewable alternatives are only slowly introduced. Production models remain predominantly linear and resource-intensive, while recycling is limited. The economy and consumption are still oriented towards conventional practices and sustainable decisions are only made some of the time.

- Greenhouse gas emissions remain high and global warming forecasts are well above 2°C, tending towards almost 3°C.
- Some intensified transition and physical risks.

#### **Extreme value scenario – SSP5-8.5**

International cooperation is weak and technological innovation focuses on efficiency and productivity rather than sustainability. The energy supply remains dominated by fossil fuels, with a strong focus on economic growth and high consumption. Sustainability plays almost no role, resource-intensive consumption grows steadily.

- Emissions continue to rise, leading to massive warming of 4°–5°C and extreme climate risks.
- Tends to be associated with low transition risks, but high physical risks.

### **Climate-related risks and measures**

The risks identified in this way and their potential impact on Galenica are summarised in the following table.

**Climate-related risks and measures**

Category	Risk/opportunity	Impact description
<b>Extreme weather and flooding (physically acute)</b>	Disruptions in the supply chain due to extreme weather events and flooding	Upstream supply chain and own sites
		Loss of sales or increase in costs due to supply problems with medicines, loss of suppliers, disruption in the supply chain, building and material damage, logistics interruptions 1) medium term; 2) medium; 3) medium
	Operating restrictions due to rising temperatures	Own operations
		Lower sales/cost increase due to increasing staff shortages due to heat (in logistics and pharmacies), lower productivity, potential shortening of opening hours 1) medium term; 2) medium; 3) medium
Cooling requirements in pharmacies and logistics	Own operations	
	Increased energy costs, increased staff costs (skills) Requirement for cooling systems (due to rising temperatures) 1) short term; 2) high; 3) high	
<b>Temperature rise and heat stress (physically chronic and acute)</b>	Climate-related health and behavioural changes among consumers	Downstream supply chain
		Lower sales: Absence/reduced impact or postponement of allergy or flu season. People avoid cities and therefore visit pharmacies less (shift offline > online, resulting in lower margins), yet generally increasing demand for medical support due to environmental challenges and demographics 1) short term; 2) medium; 3) medium
	Increase in manufacturing costs for OTC drugs due to regulation	Upstream supply chain
		Increasing regulation: increasing taxes and prices (certain raw materials or increased transport requirements, ESG EU criteria, electricity prices, CO <sub>2</sub> ) 1) short term; 2) medium; 3) medium
<b>Policy</b>	Rising operating costs due to climate action regulations	Own operations
		Higher energy and operating costs Further regulations (CO): corresponding increase in staffing costs 1) short term; 2) high; 3) medium
	Deteriorating transport conditions for delivery services due to CO <sub>2</sub> taxes	Downstream supply chain
		CO <sub>2</sub> tax on transport services could reduce the gross margin for pharmacies. 1) short term; 2) high; 3) medium
<b>Market</b>	Increasing sustainability requirements of business customers	Downstream supply chain
		Increasing costs due to higher demands from the market and the deployment of staff 1) medium term; 2) high; 3) medium
	Innovation in working models triggered by climate change	Own operations and downstream supply chain
		Changes in working time models required by climate change 1) long-term; 2) high; 3) medium
<b>Opportunity</b>	Offers in response to changing disease patterns due to climate change	Downstream supply chain
		Higher temperatures lead to new diseases or diseases that were previously unknown within the scope of our preparations or deterioration of health, especially among vulnerable people. This increases the demand for services and products in pharmacies. 1) medium term; 2) high; 3) medium
	Improved reputation due to focus on sustainability	Own operations and downstream supply chain
		Sustainability as part of the value proposition: Galenica is perceived as an attractive employer and business partner 1) medium term; 2) medium; 3) medium

1) Time horizon: short-term = 1-3 years; medium-term = 3-10 years; long-term = >10 years  
2) Probability of occurrence: Low = low probability <30%; Medium = possible 30% to 70%; High = very likely >70%  
3) Financial impact (cash-out): Low <5 million; Medium 5-15 million; High >15 million;

### **Impact of climate-related risks and opportunities**

The assessment shows that most risks are of a physical nature, such as flooding or landslides, which may cause acute disruptions in pharmacies and in the supply chain. For the Group's own locations, software-based risk values were used to prioritise floods, extreme weather and extreme temperatures, which reflect river floods, storms and heat, among other things. For example, the extreme value scenario shows that the number of tropical nights and the duration of heat waves will more than double, particularly in the south and east of Switzerland and in urban areas (heat island effect).

Chronic physical risks due to long-term temperature changes could impact the entire value chain, especially the production of OTC medicines such as phytomedicine, which could necessitate a relocation of production.

In addition, climate-related changes could lead to productivity losses in the company's own operations and have more serious financial consequences, such as changes in disease patterns or climate-related behavioural changes among consumers. This could lead to lower sales or higher costs due to increased staff shortages caused by heat. However, Galenica could also take advantage of opportunities in the long term if it prepared in good time for new patterns of behaviour or disease. This requires timely investment in alternative sales channels, such as an increased focus on online consultations or the manufacturing and distribution of new medicines.

In the transition to a lower-carbon economy, Galenica may also be exposed to political, legal or market economy risks in order to fulfil the requirements to mitigate and adapt to climate change. The most significant risk is increasing regulation, in particular the CO<sub>2</sub> tax and other regulatory requirements, such as ESG reporting. This affects Galenica's entire value chain and could result in higher purchasing and operational costs as well as shrinking margins and service losses.

### **Sustainability as a competitive advantage**

Opportunities can arise if Galenica takes effective climate action and successfully adapts its business model and strategy to the challenges of climate change. CO<sub>2</sub> taxes could serve as a catalyst for innovative logistics and distribution models. Galenica could improve its customer service, particularly through advanced last-mile concepts that optimise delivery frequencies. Electric vehicle fleets and energy-efficient commercial buildings may also increase the attractiveness of the company as a responsible and forward-thinking business partner.

Galenica has embedded sustainability as a core principle in its corporate strategy and is therefore well prepared for future demands from politicians, customers and partners. These efforts could be key to attracting and retaining talent and fostering stable long-term business partnerships. Overall, sustainability as part of Galenica's value proposition could become a driver for innovative solutions and offerings in an increasingly environmentally conscious market economy.

### **Resilience taking into account different scenarios**

Galenica acknowledges the importance of sustainability and recognises both the opportunities and risks that climate-related changes entail. By taking a proactive and strategic approach, the company ensures that it is prepared for future challenges while at the same time having the opportunity to seize opportunities as they arise.

The analysis shows that Galenica is exposed to both climate-related risks and opportunities. While the "business as usual" scenario (above 2°C) entails risks for the company's infrastructure and supply chain security, these impacts are further in the future and allow Galenica to take preventive action. Galenica is focussing on maintaining a financially sound foundation, a diversified supply chain and protecting and upgrading its sites against climate-related physical risks such as flooding.

The extreme value scenario shows the locations and regions in Switzerland where the physical risks may be most acute. Based on this, Galenica will continue to develop adaptation and action plans and will be able to strategically assess the regional demand for healthcare goods and services in future in a more specific way.

The "below 2°C" scenario, and thus the decarbonisation of the economy, also involves some risks. However, Galenica estimates that their financial impact will be moderate. In addition, the company is well positioned, having already integrated sustainability and climate considerations into its corporate strategy and implementing measures to increase energy efficiency and reduce operational emissions. This enables Galenica to mitigate transition risks while also laying the foundations to harness potential climate-related opportunities.

## Risk management

In 2024, climate-related risks were identified for the first time in accordance with TCFD guidelines and integrated into the Group's risk management process. This first step was based on an analysis conducted during a workshop involving relevant functions from across the Group. The results were incorporated into a risk matrix, which, like the other 13 risk clusters, served as the basis for approval by the Executive Committee and the Board of Directors in autumn 2024.

In the 2025 reporting year, our assessment of climate-related risks went into yet greater depth. A tool-based, quantitative analysis was carried out for the first time for the physical risks. The tool used relies on science-based climate scenarios and enabled a detailed location analysis within the Group. In doing so, we considered different scenarios to assess the potential impact of extreme weather events and long-term climate change on our sites.

Climate-related risks are managed as part of group-wide Risk Management (GRM), as described in the management report (see [Risk management](#)). Specific responsibilities have been defined for the newly introduced "Climate Risks" risk cluster. The specialist areas Sustainability and Controlling work closely together to regularly monitor climate-related risks and make adjustments if necessary. Risk mitigation measures – such as site analyses or scenario analyses – are part of the established risk management process.

Climate risks are assessed based on the same criteria as other strategic and operational risks and included in the risk matrix. The results feed into the half-yearly reporting to the Executive Committee and the Board of Directors and are approved in line with the other risk clusters. This ensures that climate-related risks are continuously monitored and taken into account as part of company-wide risk management.

## Key figures and targets

CO<sub>2</sub> emissions are the key figure for Galenica's climate management. Reducing them not only helps to mitigate climate change, but also reduces the physical risks that may arise from extreme weather events. In addition, a consistent reduction in emissions reduces the transition risks arising from regulatory requirements and market changes. The defined reduction targets are therefore an integral part of our climate transition plan, which is described in detail in the following section.

### Transition plan: Galenica's path to net zero emissions

The identification of climate-related risks and opportunities encourages Galenica to reinforce sustainability as an integral part of its corporate strategy and to systematically reduce its CO<sub>2</sub> emissions. In line with Switzerland's national climate targets, we are committed to achieving net zero emissions by 2050. To achieve this goal, we have defined science-based interim targets (near-term targets as defined by the Science Based Targets Initiative (SBTi)) that are currently in the validation phase at SBTi. These interim targets lay the foundation for our pathway to decarbonisation and ensure that our climate strategy is aligned with global efforts to limit global warming to 1.5°C.

### Targets

- Galenica commits to reducing absolute Scope 1+2 greenhouse gas emissions by 65% by 2035 (base year 2023).
- Galenica is committed to ensuring that 72% of its supplier volumes, measured against emissions in categories 1 (purchased goods and services) and 4 (upstream transport and distribution), will have scientifically sound targets by 2030.

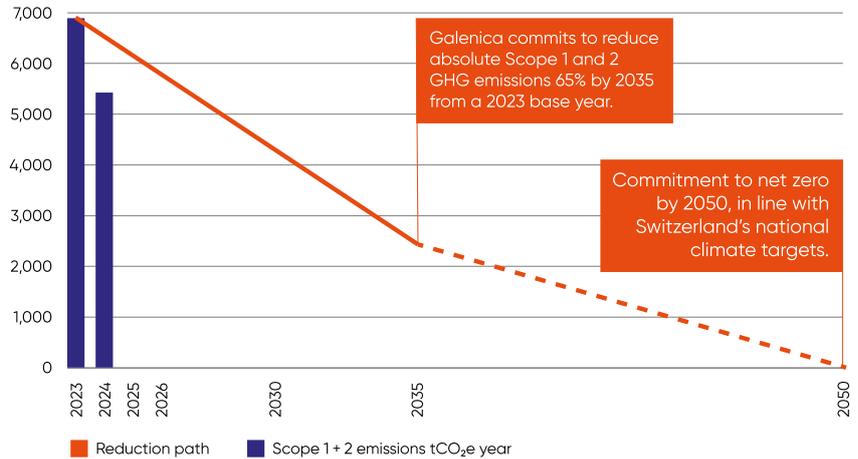
In order to achieve these goals and increase Galenica's resilience to climate-related risks, the Group has addressed sustainability – and therefore also climate-related issues – centrally: Sustainability in all its forms is firmly rooted in the corporate strategy and an integral part of the measures working towards the decarbonisation of the Group. In 2026, Galenica also plans to develop an in-depth climate strategy that includes the reduction of total greenhouse gas emissions (all scopes) by 2050.

**Integration into the corporate strategy:** Sustainability is firmly rooted in the corporate strategy, the business model and the strategic areas of action and priorities. The strategic priority of "Efficiency" in particular aims to use resources sustainably and reduce CO<sub>2</sub> emissions. The definition of group-wide objectives and measures forms the framework for resource-conserving and efficient operations.

**Initiatives to reduce operational emissions:** In order to mitigate potential climate risks and take advantage of the opportunities, Galenica is striving to continuously reduce its operational emissions (Scope 1+2). The activities focus on the following areas:

- Use of renewable energies: From 2025, Galenica will obtain electricity from renewable sources at all operating sites. To this end, Galenica relies on its own photovoltaic systems and heat pumps, among other things.

- Increased energy efficiency: When undertaking renovations, Galenica focuses on measures to increase energy efficiency, such as the renovation and insulation of roofs.
- Reduction of fuel consumption: In distribution, Galenica is increasingly relying on vehicles with more efficient or renewable drive systems. Vehicle capacity utilisation is also being optimised.



### Reduction of Scope 3 emissions

In 2024, Galenica carried out a first complete screening of its Scope 3 emissions. In the current year, the inventory of Scope 3 emissions was further refined and fully disclosed for the first time.

The initial screening served as the basis for developing a reduction path to net zero, the associated measures and for examining a possible SBTi commitment. The main instrument in the efforts made to date in the supply chain has been the Code of Conduct for Suppliers, which also covers environmental aspects. Since 2025, Galenica has been conducting random checks to ensure compliance with the Code.

More information on the management of greenhouse gas emissions and the detailed measures and KPIs can be found in the section on [energy and climate](#) protection.

# GRI report

# Energy and climate protection

## Report on Non-Financial Matters

Galenica is committed to using energy as efficiently as possible and to purposefully reducing the associated environmental impacts and climate-related risks. At the heart of this are the strategic priorities “Efficiency” and “Sustainability”, which pool together group-wide initiatives for the sustainable use of resources – with the clear aim of continuously reducing the CO<sub>2</sub> emissions of the entire Galenica Group.



GRI 3-3  
Art. 964b para. 1 CO  
Art. 964b para. 2 no. 4  
CO

For Galenica, energy is a key factor in the day-to-day operation of logistics centres, pharmacies and IT infrastructure. High quality requirements, compliance with good distribution practices (GDP) and the “same day” distribution of medicines throughout Switzerland require a considerable energy input. Energy consumption and the associated emissions have a direct impact on the environment and society. At the same time, climate change brings with it risks and opportunities for business success. This is why we are committed to reducing energy use and the resulting greenhouse gas emissions along the entire value chain as far as possible.

Impacts, risks & opportunities	Characterisation
Energy use and associated greenhouse gas emissions are the main driver of climate change.	Negative, actual Entire value chain
By reducing greenhouse gas emissions in its own operations and along the value chain, Galenica can nevertheless contribute to meeting the federal government's climate targets.	Positive, potential Entire value chain
Regulatory developments concerning CO <sub>2</sub> levies and stricter energy efficiency requirements can lead to rising costs in connection with energy consumption and emissions.	Risk, in-house operations
Rising global temperatures, extreme weather events and resource shortages, for example, can lead to interruptions in the supply chain or compromise business operations.	Risk, entire value chain
Improvements in the energy efficiency of in-house operations and the introduction of renewable energies can reduce dependence on volatile energy markets.	Opportunity, in-house operations

**GRI 3-3**  
**Art. 964b para. 2 no. 5**  
**CO**

**Our objectives**

In line with Switzerland's national climate targets, we are committed to achieving net zero emissions by 2050. To ensure this goal, we have set science-based interim targets (near-term targets according to the SBTi), which are currently undergoing validation by the SBTi.

Goal	Status	Target year	Measurement parameter	2025	2024
Galenica commits to reduce absolute Scope 1 and 2 GHG emissions 65% by 2035 from a 2023 base year	↗	2035	tCO <sub>2</sub> e reduction to base year (market-based)	-27%	-21%
Galenica also commits that 72% of its suppliers by emissions covering purchased goods and services and upstream transportation and distribution will have science-based targets by 2030	↗	2030	% supplier commitments	54%	n/a

- ↗ Realistic
- Partially delayed/critical
- ↘ Critical
- = Achieved
- × Not achieved

**GRI 3-3**  
**Art. 964b para. 2 no. 2-3**  
**CO**

**Our management approach**

The transition plan – and thus the consistent management of our energy consumption and the associated emissions – is at the core of managing our climate change-related impacts, risks and opportunities. The topic is therefore also embedded in various functions and processes within the Group.

### Transitionsplan

The Galenica Group aims to achieve net zero greenhouse gas emissions by 2050 at the latest. To achieve this objective, science-based interim targets (SBTi) have been defined and are currently in the validation phase. For Scope 1 and Scope 2, the aim is to reduce absolute emissions by 65% by 2035 (base year 2023). In Scope 3, we strive to have at least 72% of our emissions falling under the categories 3.1 and 3.4 covered by science-based CO<sub>2</sub> targets set by our suppliers by 2030. The roadmap includes specific milestones and measures that are reviewed annually and adjusted if necessary.

We are focusing on a wide range of measures to implement the transition plan:

- Electrification and transformation of the vehicle fleet and optimising delivery routes
- Increasing energy efficiency in buildings and infrastructure through technical and structural measures
- Purchase of 100% renewable electricity
- Introduction and further development of a group-wide supplier engagement programme to involve suppliers in the climate strategy

The progress of the individual measures is measured annually based on defined KPIs (e.g. absolute emission reduction, proportion of renewable energies, number of suppliers with science-based CO<sub>2</sub> targets) and published in the sustainability report.

The Executive Committee of the Galenica Group is responsible for implementing and managing the transition plan. Operational implementation is carried out by the respective companies and sites, whereby the energy-intensive sites in particular – Alloga in Burgdorf, Galexis in Lausanne-Ecublens and Niederbipp as well as the Bichsel Group in Interlaken – have defined mandatory reduction pathways for energy consumption together with the Energy Agency of the Swiss Private Sector (EnAW) and the Swiss Federal Office of Energy (SFOE).

The above sites have implemented energy measures in 2025 that will be effective in the future, including:

- Galexis Lausanne-Ecublens: 85,948 kWh/a and 152.6 tCO<sub>2</sub>/a
- Galexis Niederbipp: 368,572 kWh/a and 97.1 tCO<sub>2</sub>/a
- Alloga: 4,855 kWh/a and 0.047 tCO<sub>2</sub>/a

The entire reduction pathway, cumulative to 2034, envisages savings of 1,219 MWh and 0.801 tCO<sub>2</sub> at Alloga, 5,259 MWh and 967 tCO<sub>2</sub> at Galexis Niederbipp and 3,199 MWh and 1,895 tCO<sub>2</sub> at Galexis in Lausanne-Ecublens.

Target attainment is supported by group-wide guidelines and management instruments, such as an Environmental Code of Conduct, which gives all employees specific recommendations on saving energy and using natural resources sparingly at work and when travelling.

As the central steering body, the Sustainability Committee monitors progress and ensures compliance with targets. The integration of climate-related risks and opportunities into Group risk management also ensures the holistic management and continuous development of the transition plan (see [climate report](#)).

### **Sustainability in the vehicle fleet**

Our vehicle fleet is the biggest driver of our Scope 1 and 2 emissions. We have set ourselves the goal of promoting the use of renewable energies in distribution logistics and embedding this in our distribution strategy. Our first priority is using delivery vehicles with alternative drive systems (biogas, electric). If this is not possible, we strive to increase energy efficiency by using vehicles with high energy classes. The drivers also regularly take part in driver training sessions in which they are made aware of environmentally conscious driving practices. These principles also apply to logistics service providers, which has a positive effect on our Scope 3 emissions.

As part of the switch to alternative drive systems, in 2025 we introduced another e-delivery vehicle with GDP standard and corresponding charging infrastructure at the Galexis distribution centre in Lausanne-Ecublens. As a result, at the end of 2025 two vehicles powered by biogas and one electrically powered GDP delivery vehicle were in use – out of a total fleet of 168 GDP vehicles. The conversion of the vehicle fleet to alternative drive systems entails a number of challenges: the limited range and long charging cycles of vehicles and cargo compartment refrigeration units result in an efficiency of only around 50% compared to their service life. From a financial perspective, too, the higher procurement costs are also hampering the rapid company-wide roll-out of a GDP fleet.

In order to increase the energy efficiency of conventional vehicles, our joint venture partner Health Supply is limiting their maximum speed. In lorry deliveries, our pre-wholesale and wholesale partner companies are increasingly using commercial vehicles that meet the highest emission standards (currently Euro VI) and delivery routes are continuously optimised with regard to efficiency (avoidance of empty drives, etc.) in order to make the service provided to customers as sustainable as possible. As a result, well over 100,000 km were saved in 2025, including at Galexis, despite growing transport volumes.

Galenica also supports sustainability initiatives for logistics companies within the framework of associations (e.g. GS1) and in collaboration with authorities and other public institutions (e.g. hospitals). Moreover, the proportion of alternatively powered personal company vehicles is being steadily increased.

Vehicle energy consumption declined further year-on-year to a total consumption of 14,054 MWh, which is equivalent to a decline of 6.1% on the previous year.

### **Focus on increasing energy efficiency during renovations**

To reduce our heat consumption, we continually explore ways to increase the energy efficiency of our buildings and infrastructures. In doing so, we rely on various technical and structural measures that are tailored to the local conditions.

These include the use of district heating, improved insulation, for example the thermal insulation and optimised air compressors in operation at Alloga, as well as energy-efficient construction methods such as the Minergie Eco concept implemented by Lifestage Solutions. Heat pumps are also used at several locations – for example, Galexis in Niederbipp and Alloga in Burgdorf use groundwater as an energy source. In addition, state-of-the-art measurement and control technology ensures precise management and optimisation of energy use at Galexis in Niederbipp. In the reporting year, with consumption of 4,161 MWh, we were able to save around 400 MWh (previous year 4,567 MWh) in electricity purchases, while maintaining our own PV consumption at around 1,650 MWh. Due to a lightning strike, the interruption-free supply of power to the data centre was damaged and had to be supported by the emergency generator (consumption: 938 MWh).

At Galexis in Lausanne-Ecublens, too, we were able to reduce heat consumption (total 474 MWh) by 59 MWh in the reporting year (previous year 533 MWh) by switching to district heating. The district heating is generated by wood pellets and has replaced natural gas heating.

Thanks to these measures, the Galenica Group's heat consumption was further reduced in the reporting year: in 2025, heat consumption amounted to 5,781 MWh (2024: 5,973 MWh).

However, the heat supply to our pharmacy locations can only be influenced to a limited extent, as these are mostly located in rented properties and structural or technical modifications cannot be carried out directly by Galenica. Consequently, the resulting emissions are included in our Scope 3 emissions.

### **Maximising the share of renewable electricity**

Electricity is the most important energy source within the Galenica Group and – excluding heat pumps and electric vehicles – accounts for around 56% of our total energy consumption. Due to the central role of electricity, it was particularly important to decarbonise this area at an early stage. In 2025, Galenica's electricity consumption rose to 24,499 MWh (previous year: 23,341 MWh), which corresponds to an increase of 5.0%. Our companies cover a certain portion of their needs with a variety of renewable energy sources. At six locations, we can obtain some of our electricity from solar panels on the roofs of the buildings. At the Galexis and Bichsel sites, these PV systems are owned by the company. We cannot use all of the solar power we generate ourselves (2025: 1,646 MWh) for our own needs. In 2025, we therefore fed 468 MWh of solar energy back into the grid. Hydropower accounts for the majority of our renewable electricity supply. In 2025, Bichsel purchased 100% hydropower directly from the electricity supplier. Galenica purchases guarantees of origin for certified hydropower every year for its remaining operational and administrative sites. For 2025, we already purchased guarantees of origin for 17,500 MWh in the reporting year. Together with the companies' direct procurement, this results in a share of renewable electricity in total consumption of 89% (this basis was used to calculate the market-based emissions for the reporting year).

In 2021, we set ourselves the goal of sourcing electricity exclusively from renewable sources for our own operation by 2025. To achieve this goal, we will purchase guarantees of origin in the first quarter of 2026 to cover the remaining electricity supply. This approach means that 100% of our electricity supply will come from renewable sources such as hydropower and solar energy.

GRI 302-1, 302-2, 302-3,  
302-4  
Art. 964b para 2 no. 5  
CO

**Total energy consumption**

Total energy consumption within the Galenica Group increased marginally in the reporting year compared to the previous year (44,334 MWh vs. 44,278 MWh in 2024), which, however, corresponds to an increase of just 0.1%. Relative to the size of the company, energy consumption actually decreased, with energy intensity falling by 6.6%.

Aspect	GRI Disclosure	Unit	2025	2024 <sup>1)</sup>	2023 <sup>1)</sup> (Base Year)
<b>Energy consumption within the organisation ▶</b>	<b>302-1</b>	<b>MWh</b>	<b>44,334</b>	<b>44,278</b>	<b>46,048</b>
- Non-renewable sources	302-1	MWh	20,282	21,931	32,189
- Renewable sources	302-1	MWh	24,051	22,347	13,859
- Electricity consumption	302-1	MWh	24,499	23,341	23,557
- Heat energy consumption	302-1	MWh	5,781	5,973	7,661
- Vehicle energy consumption	302-1	MWh	14,054	14,964	14,830
- Employees at reporting date (FTE)		FTE	6,558	6,119	5,907
<b>Energy intensity within the organisation</b>	<b>302-3</b>	<b>MWh/FTE</b>	<b>6.76</b>	<b>7.24</b>	<b>7.80</b>
<b>Energy consumption outside of the organisation ▶</b>	<b>302-2</b>	<b>MWh</b>	<b>26,055</b>	<b>28,013</b>	<b>25,105</b>
- Upstream transport and distribution	302-2	MWh	16,485	18,466	13,528
- Leased real estate	302-2	MWh	9,569	9,547	11,578

▶ 2025 Data externally assured (limited assurance)

<sup>1)</sup> Values restated (compare note calculation basis)

GRI 305-1, 305-2, 305-4,  
305-5  
Art. 964b para. 2 no. 5  
CO  
Art. 3 CPO

**Reduction of operational emissions (Scope 1+2)**

In the reporting year, operational emissions (Scope 1+2) were reduced from 5,433 tCO<sub>2</sub>e to 5,024 tCO<sub>2</sub>e. This corresponds to a decrease of 7.5% compared to the previous year or 27.2% compared to the base year 2023. The main reasons for the year-on-year reduction are lower refrigerant losses and a more environmentally friendly electricity mix (market-based approach) with lower emission factors.

Thanks to the use of a wood pellet heating system at the temporary headquarters in Bern, biogenic emissions (out of scope) increased by around 57.5% to 394 tCO<sub>2</sub>e.

Aspect	GRI Disclosure	Unit	2025	2024 <sup>1)</sup>	2023 <sup>1)</sup> (Base Year)
<b>Direct and indirect GHG emissions (Scope 1+2) ▶</b>		<b>tCO<sub>2</sub>e</b>	<b>5,024</b>	<b>5,433</b>	<b>6,901</b>
Scope 1: fuels and combustibles	305-1	tCO <sub>2</sub> e	4,854	5,150	5,865
Scope 2: electricity and district heat (market-based approach)	305-2	tCO <sub>2</sub> e	171	283	1,036
- Employees at reporting date (FTE)		FTE	6,558	6,119	5,907
<b>Intensity of GHG emissions (Scope 1+2)</b>	<b>305-4</b>	<b>tCO<sub>2</sub>e/FTE</b>	<b>0.77</b>	<b>0.89</b>	<b>1.17</b>
Scope 2: electricity and district heat (location-based approach)	305-2	tCO <sub>2</sub> e	1,459	2,240	2,188

▶ 2025 Data externally assured (limited assurance)  
<sup>1)</sup> Values restated (compare note calculation basis)

GRI 305-3, 305-4, 305-5  
Art. 964b para. 2 no. 5  
CO  
Art. 3 CPO

**Scope 3 emissions**

In 2024, as part of our sustainability strategy, we carried out a comprehensive Scope 3 screening for the first time to systematically record the indirect greenhouse gas emissions resulting from Group processes and flows of goods. This was based on actual consumption data and activity-based values from 2023, supplemented by estimates based on standards and statistical data. At the start of 2025, Scope 3 screening was harmonised and refined to align with the scope of consolidation for financial accounting. This made it possible to cover approx. 98% of Scope 3 emissions.

The results clearly show that category 1 “Purchased goods and services” accounts for the largest share of upstream and downstream emissions, making up 92% of total Scope 3 emissions. Other relevant categories are “Capital goods” (category 2), “Fuel and energy-related activities” (category 3), “Upstream transportation and distribution” (category 4), “Employee commuting” (category 7), “Upstream leased assets” (category 8) and “Investments” (category 15).

As Scope 3 emissions account for almost 99% of total emissions along Galenica’s value chain, their reduction is key to the Group’s climate protection strategy.

Aspect	GRI Disclosure	Unit	2025	2024 <sup>1)</sup>	2023 <sup>1)</sup> (Base Year)
<b>Scope 1+2: Direct and indirect GHG emissions ▶</b>	<b>305-1</b>	<b>tCO<sub>2</sub>e</b>	<b>5,024</b>	<b>5,433</b>	<b>6,901</b>
<b>Scope 3: other GHG emissions ▶</b>	<b>305-3</b>	<b>tCO<sub>2</sub>e</b>	<b>396,400</b>	<b>378,700</b>	<b>374,000</b>
Category 1 – Purchased goods & services	305-3	tCO <sub>2</sub> e	364,000	343,000	339,000
Category 2 – Capital goods	305-3	tCO <sub>2</sub> e	14,000	18,000	19,000
Category 3 – Fuel- and energy-related activities	305-3	tCO <sub>2</sub> e	1,300	1,300	2,000
Category 4 – Upstream transportation & distribution	305-3	tCO <sub>2</sub> e	5,600	6,100	4,800
Category 7 – Employee commuting & home office	305-3	tCO <sub>2</sub> e	4,500	4,100	4,000
Category 8 – Upstream leased real estate	305-3	tCO <sub>2</sub> e	1,800	1,800	1,900
Category 15 – Investments	305-3	tCO <sub>2</sub> e	5,200	4,400	3,300
- Employees at reporting date (FTE)		FTE	6,558	6,119	5,907
<b>Intensity of GHG emissions (Scope 3)</b>	<b>305-4</b>	<b>tCO<sub>2</sub>e/FTE</b>	<b>60.45</b>	<b>61.89</b>	<b>63.31</b>

▶ 2025 Data externally assured (limited assurance)

<sup>1)</sup> Values restated (compare note calculation basis)

### Scope 3 target and roadmap

Based on a refined Scope 3 screening, Galenica has defined a strategic target – a key component of our climate strategy – and a roadmap. The target is in line with the requirements of the Science Based Targets initiative (SBTi) and focuses on supplier engagement. For the particularly emission-relevant categories 1 (“Purchased goods and services”) and 4 (“Upstream transportation and distribution”), we have set ourselves the target of ensuring at least 72% of our emissions in categories 3.1 and 3.4 are covered by science-based CO<sub>2</sub> targets that have been implemented by our service providers and suppliers by 2030.

To achieve this goal, suitable processes and structures must first be established – an aspect that is also reflected in our roadmap. The focus here is on establishing a supplier engagement programme, which will govern systematic collaboration with our suppliers in the area of climate protection from 2026. In addition to supplier engagement, we are striving to improve the basis for calculating Scope 3 emissions, for example by gradually integrating supplier-specific information.

During the evaluation phase for a supplier engagement programme, current coverage was determined for the first time in summer 2025 using consumption data from 2024. According to this first analysis, in the summer of 2025, 54% of supplier volume (measured by category 1 “Purchased goods and services” and 4 “Upstream transportation and distribution”) had science-based climate targets.

**Scope 3 - Roadmap**

2024	2025	2026	2027-2030
- Full Scope 3 screening	-Adjustment of Scope 3 screening -SBTi objective	-Establishment of supplier engagement programme -Expansion of the calculation for product emissions	-Implementation of supplier engagement -Improving the database: from screening to inventory

**Supplier Code of Conduct**

As part of our Scope 3 management, the existing Supplier Code of Conduct is a key tool for reducing indirect greenhouse gas emissions along the value chain. Our supply partners undertake to limit the emissions from their activities as far as technically and economically possible and to regularly review their environmental behaviour to ensure that it complies with the law. They are guided by the goals of sustainable value creation and the responsible use of resources and comply with all relevant regional, national and international environmental regulations. The Supplier Code of Conduct must be signed by all supply partners. Compliance with the requirements is checked annually on a random basis (further information can be found in the chapter [Supply chain integrity](#)).

**Adapted mobility concept from 2026**

In addition to the targets set for categories 1 and 4, Galenica has already developed a targeted concept to reduce emissions in category 7, “Employee commuting”. Galenica promotes the use of public transport and electromobility through financial contributions towards commuting costs and location-specific mobility concepts, for example at its headquarters in Bern or at Galexis in Lausanne-Ecublens. Here, the available parking spaces were reduced as part of renovation work and employees were actively encouraged to form carpools and use public transport. The group-wide company car policy was amended in favour of e-mobility as early as 2022. Furthermore, no new company vehicles will be procured from 2026 onwards – with the exception of vehicles for sales representatives. To further increase the use of public transport, Galenica will be offering all employees a Half Fare travelcard as of 2026.

# Patient safety

Report on Non-Financial Matters

The safety and health of patients is our top priority. With personal, expert advice and a unique range of products and healthcare services, we support our patients in all situations, promote their well-being and enable people of all ages to lead healthy lives. We are committed to ensuring the quality of our products along the entire value chain. Quality management systems and digital solutions help employees increase patient safety.



GRI 3-3  
 Art. 964b para. 1 CO  
 Art. 964b para. 2 no. 4  
 CO

Patient safety first and foremost means ensuring the quality and safety of our products and services along the entire value chain, from the supply chain to infrastructure and processes, right through to the targeted training of our employees. A key contribution is made by the professional advice provided in our pharmacies, where our specialists support the safe and effective use of medicines based on medical history, triage and individual support. Digitalisation also plays an important role. Thanks to state-of-the-art technologies such as clinical decision support systems, we strengthen patient safety and support healthcare professionals in making medication-related decisions.

Impacts, risks & opportunities	Characterisation
Medication errors or losses in the quality of medications can have serious consequences for the health of patients.	Negative, potential Downstream value chain
By preserving and ensuring the quality of its products, advice and services, Galenica is able to contribute to the healthy lives of its patients – and thus make an important contribution to the well-being of the Swiss population.	Positive, potential Downstream value chain
Through the targeted use of digital solutions, processes can be made more efficient and patient safety and well-being can be further enhanced.	Opportunity, in-house operations + downstream value chain
Medication errors or losses in the quality of medications and the resulting health risks for patients can pose legal and reputational risks for Galenica.	Risk, in-house operations

GRI 3-3  
 Art. 964b para. 2 no. 5  
 CO

### Our objectives

We strive for the highest possible level of patient safety and customer satisfaction. Our aim is to ensure trustworthy and effective healthcare through safe products, reliable processes and professional advice.

Goal	Status	Target year	Measurement parameter	2025	2024
We will increase the use of Clinical Decision Support Checks (CDS.CE) to 500 million by 2025 and 1 billion by 2030.	↗	2030	Number of CDS.CE checks (Clinical Decision Support)	553 million ▶	369 million
Customer satisfaction is at the centre of all activities. The satisfaction of end customers is systematically measured by their willingness to recommend us to other (rNPS) and the gap compared to the average of the competition is determined. The ambition is to achieve an rNPS target of 100% every year.	x	Every year	Target achievement rNPS	78.8% ▶	95.50%

▶ 2025 Data externally assured (limited assurance)

- ↗ Realistic
- Partially delayed/critical
- ↘ Critical
- = Achieved
- x Not achieved

GRI 3-3  
 Art. 964b para. 2 no. 2-3  
 CO

## Our management approach

To ensure patient safety, all Galenica Group companies have an extensive quality management system (QMS). Responsibility for this lies with the responsible person of the individual company.

Alloga, Medifilm, Mediservice, UFD and HCI Solutions are certified in accordance with ISO 9001 for quality management systems. Galexis and the companies in the Pharmacies division also work with process management systems that comply with ISO 9001 requirements, but are not currently certified. Bichsel and HCI Solutions meet the requirements of ISO 13485 for medical device manufacturers. Compliance with ISO standards is ensured by means of regular audits.

The Bichsel Group also meets the following requirements: Its quality management system (QMS) is based on the ICH-Q10 guideline, which was published specifically for pharmaceutical quality management systems. Bichsel holds operating licences for the manufacture and wholesale of medicinal products in accordance with the Therapeutic Products Act. For quality control purposes, the company carries out numerous chemical and microbiological analyses every day to check end products, raw materials and packaging materials.

Due to the high requirements in the manufacture of bottled, terminally sterilised and biological medicinal products, official inspections are generally carried out at Bichsel every two years. Inspections involve checking whether the statutory Good Manufacturing Practice and Good Distribution Practice requirements are being sufficiently adhered to. Following the inspection in April 2025, the Bichsel Group was issued with the GMP and GDP certificates applied for.

A new quality management system (QMS) has been in use since 2024 to ensure quality in the Amavita, Sun Store and Coop Vitality pharmacies. The QMS comprises mandatory work instructions (SOPs) for central processes such as drug production and dispensing, data protection, hygiene and disposal. Compliance is regularly checked through audits, test purchases, anonymous calls and inspections by cantonal pharmacists. In addition, our pharmacists receive regular training on the legal principles applicable to pharmacies. In 2025, 110 people completed this training course. For specialised services such as checks or vaccinations, they complete certified training courses, following which they are awarded certificates of competence. In addition, all pharmacy employees have completed quality training on a self-study basis in accordance with their area of responsibility.

Verfora offers training sessions for pharmacies when new medications are launched in order to promote employees' skills and ensure patient safety and health. In 2025, Verfora held 125 training sessions for around 17,000 pharmacy assistants and pharmacists. The number of participants has thus increased by more than 50% compared to the previous year.

### **GDP guidelines for good distribution practice**

We also set the highest standards in logistics to ensure patient safety. Alloga, Galexis, UFD, Pharmapool, Verfora and the Bichsel Group are obliged to consistently comply with the international rules of good distribution practice for medicinal products (Good Distribution Practice (GDP) guidelines). This is intended to prevent counterfeit medicinal products from entering the legal supply chain and to ensure the quality and integrity of the products along the entire distribution chain. The ambient temperature of the medicinal products is continuously monitored from the place of manufacture to delivery; in the event of deviations, measures are initiated immediately in accordance with GDP guidelines. Compliance with these requirements is regularly checked by the regional therapeutic products inspectorates on behalf of Swissmedic.

The GDP guidelines also apply to all logistics service providers contracted by us. In addition to the official controls carried out by Swissmedic, the quality departments of the Galenica companies also check compliance with the guidelines.

Regular employee training on GDP guidelines is carried out in-house and the corresponding process documentation is updated on an ongoing basis. In the context of process and quality management, internal improvement measures based on customer feedback and complaints are also actively initiated and implemented with the aim of continuous improvement.

### **Uninterrupted cold chain for medications**

All Wholesale and Logistics companies, as well as Medifilm, Mediservice and Bichsel, provide an uninterrupted cold chain for the inspection, storage and transport of temperature-sensitive drugs. At Alloga, this also applies to so-called ultra-deep-freeze logistics, in other words, storage and dispatch at  $-80^{\circ}\text{C}$ , the required temperature for a new generation of cancer drugs. Alloga and Galexis also use paraffin-filled cooling elements, which ensure a more stable temperature of the medicinal products over the transportation period.

Galexis, UFD, Pharmapool and the Bichsel Group operate their own vehicle fleets with a total of 178 delivery vans (up to 3.5 tonnes) and three lorries (14 to 22 tonnes). All vehicles are GDP-compliant and are fitted with an air conditioning system in the loading space, which is vital for the safe transport of medicinal products.

**Continuous monitoring of all products**

Product safety is checked and ensured using a variety of approaches. The relevant companies check the competence of the contract manufacturers by means of initial and regularly recurring audits. In the course of this, compliance with the GMP guidelines is assessed so that safe products for the patient can be produced at all times. The products are examined before being placed on the market to ensure that they have been manufactured and tested in accordance with the GMP guidelines and that they meet all applicable specifications. As with all medications, there is also preclinical and clinical data for Verfora products, which guarantees the safety and efficacy of the products.

GRI 416-1, 416-2

**Pharmacovigilance: forwarding of reports**

Following market launch, pharmacovigilance is the focus: Bichsel and Verfora continuously monitor all products and analyse reports of side effects. All employees are obliged to forward such reports in full and on time. Information on the course, dosage and effects is documented and action taken if necessary. New employees receive a checklist on what to do in the event of side effects and receive appropriate training. Annual training for all employees complements this procedure. In addition, Verfora systematically checks advertisements and advertising posters to ensure they are correct and regularly analyses products in the laboratory until the end of their service life in order to identify quality deviations at an early stage.

Aspect	Unit	2025	2024	2023
<b>Pharmacovigilance:</b> forwarding of reports of side effects				
- compliance with deadline for forwarding a report of side effects	%	93	91	97

In 2025, Verfora employees met the deadline for the internal forwarding of reports of side effects in 93% of cases (target: >90%). At Bichsel, the responsible parties met the deadline for forwarding reports of side effects to the authorities in 100% of cases. No violations were identified in the reporting year that would have compromised patient safety in connection with products or services.

Art. 964b para. 2 no. 5  
CO

**Increased patient safety thanks to e-medication solution**

To avoid medication errors, HCI Solutions provides key master data for the Swiss healthcare market and develops digital solutions in the area of e-health. With the process-integrated solution Documedis®, the company makes a significant contribution to a safe and efficient healthcare system by offering specific e-health applications and services relating to the medication process.

Documedis® is an e-health platform based on INDEX data and is already integrated into the medication process in pharmacy, physician and hospital software. Among other things, it offers Clinical Decision Support Checks (Documedis CDS.CE), which healthcare professionals use to check medications for risks, duplicate medications or allergies. There are currently 14 such CDS.CE Checks available. Documedis CDS.CE thus supports service providers when prescribing new medications or when supplementing existing medication.

Since 2023, the Documedis® Vaccination module has been supplementing the platform with functions for documenting and checking vaccinations.

Documedis CDS.CE is key to patient safety: the checks show whether the planned medication involves risks that can be eliminated before it is dispensed to the patient.

In 2025, 553,282,298 CDS.CE Checks<sup>1)</sup> were carried out by service providers, which corresponds to an increase of 50% (previous year: 368,813,628). Target achievement by 2025 and 2030, respectively, is realistic.

In order to increase the number of CDS Checks, HCI held various workshops with clinic information providers.

<sup>1)</sup> ► 2025 Data externally assured (limited assurance)

Art. 964b para. 2 no. 5  
CO

### Customer satisfaction

The satisfaction of our customers is at the heart of all our activities. To measure these, the net promoter score (NPS) provided by customers of the Amavita, Sun Store and Coop Vitality pharmacies is used and the distance compared to the average of the competitor is calculated. The NPS (Net Promoter Score) is a key figure that measures the extent to which customers recommend our pharmacy formats to others. The data collection process takes the form of a twice-yearly representative online market survey and involves asking over 2,000 pharmacy customers about their level of satisfaction and whether they recommend the pharmacy brand they use.

To increase customer satisfaction, Galenica invested in the education and training of pharmacy teams in 2025. The focus was primarily on conveying the importance of satisfied customers for long-term success and the implications of this on the behaviour of pharmacy staff during customer interactions.

Target achievement for 2025 is 78.8%<sup>1)</sup>, meaning the annual target was significantly missed. For competitive reasons, Galenica does not disclose the actual figure or the gap to the best competitor.

<sup>1)</sup> ► 2025 Data externally assured (limited assurance)

# Health promotion

## Report on Non-Financial Matters

Galénica aims to be the first point of contact for healthcare advice for people in pharmacies, digitally or at home, thereby guaranteeing nationwide, low-threshold access to healthcare services. This objective is clearly formulated in the corporate vision: "Health and well-being are at the heart of what we do. They are the reason we give our best every day." It sums up what makes our work across the Galénica network so meaningful.



GRI 3-3  
Art. 964b para. 1 CO  
Art. 964b para. 2 no. 4  
CO

For us, health promotion means being the initial point of contact for health advice for everyone. In addition to the provision of medication and treatment advice, this also includes healthcare services – easily accessible and affordable, whether in pharmacies, digitally or at home. Digital solutions such as healthcare apps or connected healthcare platforms can strengthen personalised healthcare advice in this regard and thus complement existing services in a meaningful way.

Impacts, risks & opportunities	Characterisation
Low-threshold and affordable access to Galenica’s advisory and healthcare services can contribute to the health and well-being of patients and thus of the Swiss population.	Positive, potential Downstream value chain
Galenica is able to increase sales by expanding the healthcare and advisory services offered in pharmacies.	Opportunity, in-house operations
Galenica’s wide range of services – including on digital channels – gives it opportunities to reach patients more easily and quickly and thus tap into new sales markets.	Opportunity, in-house operations
Cooperation with health insurance companies supports the positioning of pharmacies as an important point of contact for the healthcare system, relieving the burden on the healthcare system as a whole.	Opportunity, in-house operations and downstream value chain

GRI 3-3  
Art. 964b para. 2 no. 5  
CO

### Our objectives

We strive to guarantee low-threshold access to healthcare services throughout Switzerland. We currently measure this target based on the number of healthcare services provided in pharmacies.

Goal	Status	Target year	Measurement parameter	2025	2024
We will increase the number of healthcare services provided in our pharmacies by 10% each year until 2027 (base year 2023)	↗	2027	Increase in % compared to previous year	28.7%	32.4%

- ↗ Realistic
- Partially delayed / critical
- ↘ Critical
- = Achieved
- × Not achieved

GRI 3-3  
Art. 964b para. 2 no. 2-3  
CO

### Our management approach

Particularly in view of the ageing population, preventive health care and prevention are important measures to promote the well-being and health of the Swiss population. With our wide range of healthcare services and a broad product range, we create added value for customers and partners. A key aspect of this is providing high-quality and interesting services – whether in person at the pharmacy, digitally or at home. This is centrally anchored in our strategy with the fields of action “Added value in the network” and “Shaping the future”.

The range of healthcare services provided by pharmacies can be divided into the following categories.

- Acute symptoms: Customers with acute symptoms receive the necessary advice from the pharmacy and, if necessary, the appropriate medication, including prescription medication. Advice is straightforward and cost-effective and helps patients to recover.
- Vaccinations: Vaccination is another approach to health promotion. In addition to flu and tick vaccinations, in many cantons other vaccinations such as tetanus, whooping cough and shingles can also be administered at pharmacies. In all cases, the suitability of the

vaccine is clarified and advice given prior to vaccination. Companies are also showing ever more interest in the option of getting flu vaccines in pharmacies. In 2025, we were able to establish partnerships with more than 120 companies that offer free flu vaccinations to their workforce as part of their health initiatives. Thanks to Documedis® Vaccination and Vac Check from HCI Solutions, pharmacies can document vaccinations digitally and check vaccination status electronically. On this basis, clients can be provided with comprehensive advice and recurring vaccination appointments can be scheduled.

- Prevention: Pharmacies in the Galenica network offer various preventive checks in this area – including HerzCheck® (CardioTest), blood pressure and blood sugar measurements as well as allergy tests. The results are discussed directly in person so that customers can be provided with targeted advice and referred if necessary.

The range of healthcare services is subject to continuous development. This goes hand in hand with further training for specialist staff, with measures to promote awareness of the services offered and with investments in discreet consultation zones.

#### **Pharmacies as the first point of contact**

Pharmacies have recently become a key pillar of basic healthcare in Switzerland. In Switzerland, a pharmacy supplies an average of around 5,000 inhabitants, making it the first and most frequent point of contact for many people when it comes to health topics. This proximity to the population is a great strength. This is because the more concerns that can be resolved at the pharmacy, the greater the relief for the entire system – from family doctor practices to emergency wards. This is also increasingly being recognised by policymakers, which is why pharmacies have been given additional competencies in recent years.

We therefore invested at an early stage in the transformation from pure product sales and dispensing medications to advice and healthcare services.

“Consultation plus” is one of the keys to customer enthusiasm – and to value creation. It is a holistic communication and positioning concept for existing and future healthcare services.

“Consultation plus” is not a new service, but a holistic approach to developing and positioning healthcare services in Galenica pharmacies.

To strengthen the role of pharmacies as a central point of contact for health topics, Galenica is working on new care models and the customer experience in pharmacies. To this end, a new pharmacy concept is being developed that links advice, room design and digital support more closely. The first Amavita pharmacy based on the new concept was opened as a pilot in the reporting year. Here, we are gaining a lot of insights into customer behaviour, which will allow us to further develop the concept accordingly and redesign other pharmacies.

In order to strengthen the pharmacy as a central point of contact, especially for consultation and healthcare services, several communication measures were implemented in 2025. For example, patients’ digital journeys were optimised for finding information and

booking appointments, and on-site communication efforts in pharmacies were also stepped up.

The figures show that there is strong demand among customers for both consultation and healthcare services. In the 2025 financial year, 368,000 fee-based advisory and service consultations were held in Galenica pharmacies, 28.7% more than in the previous year. The focus is on consultations for common health topics such as urinary tract infections, skin problems, conjunctivitis and erectile dysfunction.

Art. 964b para. 2 no. 5  
CO

**Healthcare services**

Aspect	Unit	2025	2024 <sup>1)</sup>	2023 <sup>1)</sup> (Base Year)
<b>Healthcare services ▶</b>				
Number of healthcare services	number	368,000	286,000	216,000
Increase of the number of healthcare services compared to prior year	%	28.7	32.4	

▶ 2025 Data externally assured (limited assurance)  
<sup>1)</sup> Values restated (compare note calculation basis)

GRI 203-2

**Cooperation for low-threshold and affordable access**

Galenica relieves the burden on the healthcare system with straightforward and cost-effective consultation services provided directly in pharmacies. This is one of the reasons why we have succeeded in convincing health insurers in recent years to include pharmacies as entry-level partners in alternative insurance models – similar to the role of telemedicine or family doctors. Several of the largest health insurance companies are already among our cooperation partners and provide consultation and healthcare services as part of numerous insurance models. In the reporting year, for example, we were able to further develop our partnerships with Assura, GroupeMutuel, KPT and AXA. We will continue to pursue this approach in order to expand existing partnerships and enter into new ones.

# Attractive workplace

## Report on Non-Financial Matters

Employees are crucial to the success of the Galenica Group. Therefore, as an attractive employer, Galenica offers its employees modern employment conditions and benefits. Galenica also promotes an open and inclusive corporate culture as well as modern workplaces and forms of collaboration.



GRI 3-3  
Art. 964b para. 1 CO  
Art. 964b para. 2 no. 4  
CO

We are committed to creating a working environment that attracts, nurtures and retains talent over the long term. Key elements of employee retention include an appreciative corporate and management culture as well as a wide range of training and development opportunities. In addition, modern and flexible employment conditions, such as workplace design and contemporary working practices and models are offered.

Impacts, risks & opportunities	Characterisation
A modern working environment, flexible working hours and modern working models, especially in pharmacies, can have a positive impact on the health, well-being and social environment of Galenica employees.	Positive, potential Own operations
An appreciative corporate culture can contribute to employee satisfaction.	Positive, potential Own operations
Vocational training and continuing professional development of employees contribute to the qualifications of Galenica staff and offer future prospects.	Positive, potential Own operations
Non-compliance with legal and employment regulations could lead to legal proceedings and sanctions with financial consequences.	Risk, own operations
A shortage of qualified employees may reduce Galenica's productivity and competitiveness.	Risk Own operations
Modern forms and models of work, an appreciative corporate culture and training and development opportunities can strengthen employee motivation, retention and satisfaction, which may in turn have a positive impact on employee turnover and Galenica's innovativeness.	Opportunity, own operations
Attractive working conditions and fair pay can strengthen Galenica's position as an attractive employer on the labour market and attract qualified employees.	Opportunity, own operations

**GRI 3-3**  
**Art. 964b para. 2 no. 5**  
**CO**

### Our objective

Galenica aims to create a working environment that inspires, nurtures and retains employees over the long term.

Goal	Status	Target year	Measurement parameter	2025	2024
The participation rate should be above 75 percent. The motivation rate between 75 and 80 percent.	=	Every year	Motivation rate Participation rate	78/100 (motivation) ▶ 82% (participation) ▶	76/100 (motivation) 76% (participation)
We are reducing the time-to-hire by 10% by 2027. (base year 2023 for Pharmacies Sales, 2024 for all other areas)	↗	2027	Time-to-hire	Overall: 63 days (-29%) Pharmacies: 61 days (-3%)	Overall: 89 days Pharmacies: 92 days

▶ 2025 Data externally assured (limited assurance)

- ↗ Realistic
- Partially delayed/critical
- ↘ Critical
- = Achieved
- × Not achieved

**GRI 3-3**  
**GRI 2-30**  
**Art. 964b para. 2 no. 2-3**  
**CO**

### Our management approach

People & Culture is responsible for organising and designing an attractive workplace at Galenica. In 2023, the Chief People & Culture joined the Executive Committee, which also strengthened the topic strategically. Implementation is carried out by the entire leadership team in accordance with Galenica's "Servant Leadership" management culture. The Galenica Group's personnel policy is based on the corporate values and defines mandatory guidelines for group-wide human resources management. The key elements of a modern and appreciative working environment in terms of dealing with employees and expectations of their conduct are embedded in the Code of Conduct. In addition, the Personnel and Working Time Regulations govern important aspects such as working hours, salary and personnel insurance. In order to promote work-life balance, Galenica offers flexible

working time models, part-time work and work-from-home options, as well as extended parental leave arrangements that go beyond the statutory requirements. Galenica is not subject to collective bargaining agreements, but offers all employees fair and attractive employment conditions.

People & Culture is an important partner for transformation and cultural development within the organisation. Its focal points include advice and coaching for managers, promoting young talent, targeted and sustainable personnel development, establishing services relating to occupational health and promoting an inclusive corporate culture. Positioning Galenica as an attractive and modern employer (employer of choice) is critical in the context of the shortage of skilled workers as well as in terms of attracting young talents. Other relevant topics include the promotion and use of new working forms and methods as well as efficiency gains through the digitalisation of HR processes. After all, an attractive working environment is important for retaining existing employees.

### **Appreciative corporate culture**

A well-established, appreciative corporate culture is key for Galenica in order to promote collaboration, trust and direction in day-to-day work. The three key values – We delight our customers, We act as entrepreneurs and We build trust – form the basis for a common understanding of how employees interact and work together.

To anchor this culture in day-to-day life and strengthen dialogue, Galenica relies on a variety of communication platforms. Personal, direct dialogue between employees from all language regions and nations is actively promoted through physical and digital formats such as information events, management meetings and the G-Net intranet. Additionally, the digital employee magazine “Spot” is published, which can also be accessed externally and gives partners and family members an insight into the world of Galenica. During the “Discover Galenica” induction day, new employees also gain a comprehensive insight into the history, culture and strategy of the Galenica Group and its companies.

Another expression of our dialogue-oriented corporate culture are the staff committees, which serve as important points of contact for employees to submit their concerns. They facilitate dialogue with the Executive Committee on topics of general interest and are consulted on relevant personnel issues. The works committee, consisting of the presidents of all staff committees, meets twice a year with the Chief People & Culture – if necessary, also with other members of the Executive Committee to discuss overarching issues and incorporate the employee perspective into strategic decisions.

**GRI 401-1**

Key personnel figures, such as employee turnover, are collected and analysed across the Group on a monthly basis.

**Art. 964b para. 2 no. 5  
CO**

**“Opinio” employee survey**

The “Opinio” employee survey is a permanent fixture at Galenica. Since 2020, it has been carried out annually rather than just every three years, and has been online since 2023. This enables us to respond more quickly and in a more targeted manner to changes in employee satisfaction and motivation. For example, in the aftermath of the 2024 survey, several measures were implemented over the course of the 2025 financial year, particularly at divisional and team level. Examples include transferring more personal responsibility to logistics employees through appropriate measures such as lean training at Galexis, the targeted use of MS Teams within pharmacy teams and holding various workshops on servant leadership and key skills.

For the 2025 “Opinio”, 82%<sup>1</sup> of all employees took part in the survey, which corresponds to an increase in the response rate of 6 percentage points. The motivation score in the Galenica network has increased by 2 points compared to the previous year and stands at 78<sup>1</sup> out of a possible 100 points. This represents a very pleasing result. Another metric is the eNPS (employee Net Promoter Score (recommendation)). This stands at 27 points, which is significantly better than the previous year (20 points) and well above the average for the retail trade.

<sup>1</sup> ▶ 2025 Data externally assured (limited assurance)

**GRI 404-3**

**Regular performance reviews**

At Galenica, discussions with employees are held not only once a year, but also at several points throughout the year as part of a “dialogue” process. All employees with permanent contracts not only receive structured feedback on their work and development prospects during these meetings, but also the opportunity to contribute their own ideas and goals. Continuing education and training plays a key role here – both in terms of individual development and in terms of strengthening competencies within the company. The discussions create space for mutual feedback, strengthen the relationship between managers and employees and contribute to motivation and long-term loyalty.

**Recruitment strategy/retention of skilled workers**

In Switzerland, the retention of qualified employees represents a major challenge, particularly in the healthcare professions and IT. In addition to the scarcity of employees, the requirements in terms of training and skills are constantly increasing. For Galenica, retaining specialist staff plays a key role, particularly in the Pharmacies unit, as pharmacies need to be managed by good, qualified staff. As the Swiss healthcare system becomes increasingly digitalised, Galenica is becoming more dependent on IT and e-commerce professionals.

Recruitment activities have been centralised across the Group since 2023. In addition to positioning itself as a versatile and modern employer, the increased presence on social media also strengthens access to talented young people.

The promotion and retention of employees within the company as well as the recruitment of skilled workers outside the company are therefore essential. This also enables Galenica to contribute to sustainable labour and economic growth in Switzerland. The key instrument for meeting these challenges is the recruitment strategy. This includes measures relating to the company's image as an employer, its positioning and university marketing for students.

Galenica primarily aims to establish contact with pharmacy students while they are still at university and encourage them to pursue a career within the Galenica Group.

In the reporting year, cooperation with the Universities of Bern, Geneva, Basel and Zurich and the ETH was further expanded. The assistant year programme has been optimised both in terms of content and through more attractive employment conditions.

For the target group of IT specialists, the recruitment and search methodology has been further developed in line with this specific target group. This included the expansion of the social media channel LinkedIn and the targeted development of recruiting skills in the area of active sourcing. As a result, several positions were successfully filled through direct contact with internal specialists, which resulted in significantly shorter filling times.

The key metric in connection with recruitment is "time-to-hire". Data on this is collected monthly in order to check the implementation of the recruitment strategy and the achievement of objectives.

In 2025, the average time to hire across the Group was 63 days (previous year: 89 days) – a reduction of 29%. In the Pharmacies Sales division, the time-to-hire was reduced by 3% compared with the base year of 2023 to an average of 61 days.

### **Employer image**

By defining an employer promise, we strengthened our positioning as an attractive employer in the reporting year. This helps us attract and retain the best talents in the healthcare market and beyond. It is based on the Galenica Story, the needs of the target groups and the perception of existing employees. Together, these elements form the foundation of our employer brand.

## **GRI 404-2**

### **Promoting employee knowledge and exchange**

The continuous development of employees is a key component of Galenica's corporate culture. With the group-wide "Move" personnel development programme, Galenica strategically promotes specialist skills, leadership qualities and personal development. The "Move" seminars are predominantly designed and conducted by internal employees. This strengthens internal expertise, promotes the exchange of knowledge and offers valuable job enrichment through active participation. In 2025, Galenica conducted 47 modules with 634 employees.

Galenica also offers talent management programmes across the Group and at all levels.

- “Explore Galenica”: Talented individuals at employee level are given the opportunity to develop personally and professionally, get to know the Galenica Group better and expand their network. In 2025, 12 employees took part in the programme.
- The “Expert Galenica” talent management programme is for employees at management level and managing directors. The participants design their own personal course of development and are supported by individual workshops along their learning path. In 2025, 22 employees took part in the “Expert Galenica” talent management programme.
- The “Executive Galenica” talent programme, aimed at members of the Senior Management, was also launched for the first time in 2025. Participants benefit from personal and professional development facilitated by external coaches or training partners. The participants engage in project work to develop strategically relevant business cases. This programme is another important addition to our medium- to long-term internal succession planning.

#### **“Pharmacies” training and development**

The creation of the “Pharmacies Academy” in the reporting year marked a major step towards providing centralised continuing education and training opportunities for pharmacy employees. This offer will be available from 2025 on the e-progress learning platform and is supported by revised and harmonised processes. In future, training priorities will be aligned with Galenica’s strategic objectives in collaboration with stakeholders.

The following training and education programmes are key to the development and retention of specialist staff in pharmacies:

- CAS in management: In collaboration with the University of Basel, Galenica offers a degree programme in operational management. 17 employees successfully completed this course in 2025.
- FPH Retail Pharmacy: This further training is required by law for pharmacists who manage a pharmacy. Galenica covers the costs and promotes participation. 105 employees completed the course in 2025.
- FPH patient history in primary care: This further training strengthens participants’ ability to diagnose simple diseases and dispense prescription medications. 750 pharmacists earned this certificate of competence in 2025.
- Other programmes: These include the FPH certificate in vaccinations, training on rapid antigen tests and an e-learning module on the use of software in primary care. In 2025, 899 employees held the certificate of proficiency in vaccination.

Galenica also supports employees with external training by giving them financial aid and/or allowing them the time, provided that the training is related to their current role and offers added value for the company.

### Training and education

In total, Galenica invested around CHF 5.9 million in employee training in the reporting year.

#### Training and education

Aspect	Unit	2025	2024	2023
Investment in training	Mio. CHF	5.9	5.9	6.0
Apprentices in training	number	966	944	896
Completed apprenticeships in year under review	number	327	222	268

### Training apprentices

Galenica is heavily committed to young talents: in 2025, the Group trained 966 apprentices – 854 young women and 112 young men – at its companies. Of these, 327 completed their apprenticeships, many with flying colours. Having qualified, 219 apprentices have since become Group employees.

### Introduction of a new trainee programme

Galenica has been offering a trainee programme for talented young individuals since 2025. The trainee programme offers university graduates a route into the corporate world and thus the opportunity to get to know Galenica from a variety of perspectives. In the process, they purposefully prepare themselves to develop for future key roles. Over the course of twelve months, eight trainees work in two exciting departments, develop on a personal level and network across the Group. In this way, we sustainably promote talented young people and recruit them for Galenica in the long term.

### Employee profit-sharing programme

Galenica shares the success of the company with all employees. The bonus is calculated based on the Group result compared with the previous year. Every year, employees of Galenica living in Switzerland have the opportunity to purchase between 20 and 80 Galenica shares at a preferential price, regardless of their employment level. In 2025, 18.0% of employees participated in the programme (previous year: 15.0%). These shares are blocked for three years after the date of purchase.

Members of the Senior Management (SMT) and Management (MT) receive a profit-sharing bonus pro rata to the annual bonus. This is dependent on attaining quantitative and qualitative targets. The share-based remuneration programme LTI (see Remuneration report) for members of the Executive Committee and certain members of the SMT is geared towards long-term performance, whereby remuneration is withheld for a period of three years. Since 2023, Galenica has had joint bonus-related goals for the Executive Committee, members of the Senior Management and Management. As well as financial targets, these also relate to customer and employee satisfaction and are intended to strengthen the concept of networking and the focus on social objectives.

GRI 2-7, 2-8, 401-1

**Employment**

Aspect	GRI Disclosure	Unit	2025	2024	2023
<b>Employees<sup>1)</sup></b> ▶	2-7	number	8,427	7,971	7,902
by gender	2-7				
- women	2-7	number	6,311	5,958	5,916
- men	2-7	number	2,116	2,013	1,986
by degree of employment	2-7				
- full-time	2-7	number	4,727	4,511	4,459
- full-time (women)	2-7	%	64.8	65.0	64.5
- part-time (<90%)	2-7	number	3,700	3,460	3,443
- part-time (women)	2-7	%	87.8	88.1	n/a
- non-guaranteed hours	2-7	number	317	303	293
- non-guaranteed hours (women)	2-7	%	57.1	78.1	72.7
<b>Employee Turnover</b> ▶	401-1	%	12.7	10.8	12.0

▶ 2025 Data externally assured (limited assurance)  
<sup>1)</sup> Number of employees (headcount) as of 31 December

Galenica continued to grow in 2025. At the end of 2025, the Galenica Group had 8,427 employees, an increase of 5.7% on the previous year. The growth can be explained, among other things, by the acquisition of the Labor Team group. All employees work in Switzerland, which we regard as one region. The data is exported and consolidated from the various personnel management systems. The workforce of the Galenica Group does not undergo significant seasonal fluctuations.

The proportion of women is around 75% and has remained relatively constant over the past five years. 44% of employees work part time, i.e. with a workload below 90%. The proportion of part-time employees has remained stable. The proportion of managers (management and senior management level) among all employees increased slightly in 2025 to 10%. From 2020 to 2025, the proportion of female managers rose from 51% to 55%. Employee turnover at Galenica was 12.7% in 2025, up by close to 2% points on the previous year. The turnover rate of 12.7% refers to resignations; taking into account retirements and cases of deaths, employee turnover stands at 13.4% for the 2025 financial year.

In addition to the company’s own employees, temporary employees are also recruited on an hourly basis if necessary, particularly in logistics and transport. These are sourced via partners and are under contract with them. More detailed information on temporary employees is not available as it is not recorded in all our personnel systems. There are seasonal fluctuations during the reporting year, with temporary employees being particularly in demand prior to the Christmas trading period. Most of the business activities are carried out by employees of the Galenica Group.



Galenica does not provide a breakdown of newly hired employees by region. Furthermore, due to the different personnel systems, there is no breakdown of employee turnover by age group, gender or region.

# Health and safety at work

## Report on Non-Financial Matters

Galenica is committed to protecting the physical and mental integrity of its employees in the workplace and endeavours to identify potential health risks at an early stage and to ensure a swift return from illness or accident. A safe and healthy workplace increases employee satisfaction and efficiency. We are convinced that by avoiding accidents and work-related illnesses, we can save significant costs.



GRI 3-3  
Art. 964b para. 1 CO  
Art. 964b para. 2 no. 4  
CO

The health of employees is a top priority at Galenica. Appropriate measures are aimed at preventing physical and psychological damage and actively promoting health in the workplace, especially in areas with an increased risk of accidents, such as Wholesale & Logistics and Pharmacies. We strive to avoid health risks and enhance the overall well-being of our employees. Rapid reintegration after an illness or accident helps to promote personal well-being while minimising costs.

Impacts, risks & opportunities	Characterisation
In all business areas, work can influence the economic, psychological and emotional situation of employees.	Negative, potential Own operations
Particularly in logistics, workflows can lead to physical injuries.	Negative, potential Own operations
A high absenteeism rate due to accidents or occupational diseases would impair Galenica's productivity – and thus also its economic performance.	Risk, own operations
Depending on the nature and severity, misconduct in this area can have consequences under employment law, result in high staff turnover or penalties and damage Galenica's reputation as an employer.	Risk, own operations
A safe working environment and the promotion of employee health can support employee retention. This in turn increases the productivity of the company and reduces the costs associated with staff turnover.	Opportunity, own operations

**GRI 3-3**  
**Art. 964b para. 2 no. 5**  
**CO**

**Our objective**

We strive to minimise any negative impact on the physical or mental health of our employees as much as possible.

Goal	Status	Target year	Measurement parameter	2025	2024
We will reduce the incidence of occupational accidents and illnesses (physical and mental) by 10%. (base year 2023)	→	2027	Absence rate (comparison of target hours/lost hours)	occupational accidents: 0.1% illnesses: 4.48%	occupational accidents: 0.10% illnesses: 4.05%

- ↗ Realistic
- Partially delayed / critical
- ↘ Critical
- = Achieved
- × Not achieved

**GRI 3-3, 403-1, 403-4**  
**Art. 964b para. 2 no. 2-3**  
**CO**

**Our management approach**

We take a holistic approach that encompasses safety in day-to-day operations as well as the long-term health promotion of our employees. The protection of health and safety is set out in the [Code of Conduct](#). People & Culture bears responsibility and regularly analyses employee absences to support the implementation of appropriate measures.

We put in place measures to protect employee health and maintain safety in the workplace pursuant to the directives of the Federal Coordination Commission for Occupational Safety (FCOS). At the end of 2024, Galenica developed a company-wide workplace health management (WHM) concept – with the involvement of a diverse group of employees on relevant WHM topics – and introduced it in the reporting year. In addition, feedback is collected on selected measures such as health training or mental health offers.

Galenica promotes health and well-being through flexible working models, paid breaks, a family-friendly policy and the option of purchasing additional days of holiday. Depending on the activity,

procedures to support ergonomics and other measures complement this approach.

Employee representation at Galenica is organised on several levels – from local representatives to the works committee, which is in direct contact with the Executive Committee. The committees represent the interests of employees and raise concerns on topics such as working conditions, health protection and HR policy.

GRI 403-2, 403-3, 403-5  
GRI 403-6

### **Long-term health promotion**

The holistic approach at Galenica brings together workplace health management and issues relating to diversity and inclusion under one roof.

The services are divided into four thematic areas: “Occupational health and safety”, “Absence management”, “Workplace health promotion” and “Diversity and inclusion”. These cover aspects of health care, employee services, protection of personal integrity, anonymous external advice centres, equal opportunities, training and absence management.

As a preventive health protection measure, we offer a health check to all permanent employees aged 40 and over. Checks are carried out by the external partner Health & Medical Service Ltd. In 2025, 35 employees took advantage of the offer. Galenica also offers all employees a free flu vaccination every year. Pharmacy staff, as a particularly exposed group, also benefit from the COVID vaccination offer.

A wide range of health-related training programmes, e.g. resilience, managing one’s own health or psychological safety, is available to employees. In addition, partnerships have been established with fitness and wellness providers and hotels, where employees benefit from special conditions.

As well as physical health, at Galenica we also aim to focus on mental health. With the “Mental Health Days”, we launched an initial pilot project in the reporting year with the aim of raising employee awareness of the topic.

Galenica also operates a system of preventive case management in collaboration with the daily sickness allowance insurance in order to identify potential health risks for employees and introduce appropriate measures before an absence occurs. If an absence has already occurred, the classic system of case management applies: this tool is deployed within the first 30 days of absence. The top priority is to ensure that the employee can return to work quickly following an illness or accident.

Galenica is working with the organisations Movis and Carelink to improve health protection. Carelink offers emergency psychological support in crisis situations, for example following a robbery of a pharmacy. Movis offers support for employees in various areas of life, including in protecting their personal integrity as well as to coping with stress and preventing burnout.

The total number of cases of long-term absences (>30 days) due to mental illness is known. In order to ensure anonymity, however, Galenica only receives the proportion of cases due to mental illness from the daily allowance insurance records in the event of a large number of cases. The exact illness-related reason for the absence is unknown. This means that no conclusions can be drawn and privacy protection is guaranteed.

Compared to the previous year, the number of cases due to mental illness continued to rise. However, with an increase of 13.7%, the increase compared to the increase between 2023 and 2024 was significantly lower.

#### GRI 403-2, 403-3, 403-5

#### **Occupational safety and accident prevention**

To ensure the safety of our employees, safety officers have been appointed in the Pharmacies and Wholesale & Logistics divisions who are responsible for the implementation and further development of occupational safety practices. In the pharmacies, two specially trained employees perform this role. Crisis management processes define group-wide contact persons for each business area. Fire protection officers and help teams at all sites also ensure evacuation safety and first aid.

Due to the increased risk of accidents, Galexis and Alloga have an integrated reporting system for safety incidents that includes systematic absence management to identify safety-relevant situations and systematically record and present accident reports transparently. Reports are submitted via the online form. Interviews on returning to work after prolonged absences and in the event of conspicuous absences are an integral part of this system. Together with Suva, regular training courses on accident prevention and safety culture are offered – including courses on ergonomics and tripping hazards. Galexis and Alloga have been members of the Suva Safety Charter since 2024.

External safety consultants conduct safety audits at least every two years to regularly review the safety systems, particularly in the Wholesale & Logistics division. At Alloga and Galexis, internal safety audits (inspections) are also carried out on a monthly basis with the corresponding department heads, and measures to improve occupational safety are identified and documented. In the reporting year, 204 audits were carried out across all operational departments. These aim to make employees aware of operational risks.

Awareness-raising measures were carried out to reduce the number of workplace accidents, including driving safety and ecodrive courses for drivers, elimination of tripping hazards during deliveries, poster campaign "Clever solution saves time and pain", remodelling of postal shipping area with a focus on improved conveyor technology and ergonomics and adaptation of the crate loading point to improve ergonomics. Organisational (e.g. process or storage space optimisation) and personal (e.g. conduct, order, training) measures were also implemented.

GRI 403-9, 403-10  
 Art. 964b para. 2 no. 5  
 CO

**Work-related injuries and illnesses**

Aspect	GRI Disclosure	Unit	2025	2024	2023 (Base Year)
<b>Accidents</b>	403-9	number	932	1,089	1,233
Occupational accidents	403-9	number	149	195	215
Absence rate of work-related injuries (accidents)	403-9	%	0.10	0.10	0.09
Non-occupational accidents		number	783	894	1,018
<b>Illnesses</b>	403-10				
Cases of illness (long-term, entitled to daily sickness benefits)	403-10	number	453	499	419
Absence hours due to illness	403-10	number	657,834	571,887	546,097
Absenteeism rate	403-10	%	4.48	4.05	3.97
<b>Case Management</b>					
Return to work rate		%	75	76	67

# Equality and diversity

## Report on Non-Financial Matters

The diversity of our employees is a key success factor for us. The Galenica network comprises people from over 85 countries and of all ages – around three quarters of whom are women. Diversity not only strengthens our innovative strength, but also our attractiveness as an employer.



GRI 3-3

Art. 964b para. 1 CO

Art. 964b para. 2 no. 4

CO

For Galenica, equality and diversity mean a varied and inclusive corporate culture that offers all employees the same opportunities and development prospects – regardless of age, ethnic origin, nationality, gender identity, religion, world view, sexual orientation or social origin. This includes respectful interaction, concepts for protecting personal integrity in the workplace and ensuring equal pay.

Impacts, risks & opportunities	Characterisation
A working environment that promotes diversity and equal opportunities can help employees feel comfortable and valued.	Positive, actual & potential Own operations
By promoting equality and diversity beyond its own organisation, Galenica can indirectly contribute to the elimination of discrimination in society as a whole.	Positive, actual & potential Entire value chain
By ensuring diversity and equal opportunities, Galenica can be perceived as an attractive employer and the company can reach a larger group of potential employees.	Opportunity Own operations
A diverse workforce can positively influence the diversity of ideas, working methods and methods, which can increase Galenica’s innovative capacity and success.	Opportunity Own operations

GRI 3-3  
Art. 964b para. 2 no. 5  
CO

### Our objective

Our aim is to continuously improve diversity in all areas and companies of the Galenica Group and to permanently maintain the proportion of women in management at 50% and to increase it to 33% in senior management by 2027.

Goal	Status	Target year	Measurement parameter	2025	2024
We will improve diversity in all units and group companies, keeping the proportion of women in management positions at 50% and increasing the proportion of women in senior management to 33% by 2027.	↗	Every year	Proportion of female managers (MT) and Senior Management (SMT)	59.9% (MT) ▶ 31.6% (SMT) ▶	58.2% (MT) 31.3% (SMT)

▶ 2025 Data externally assured (limited assurance)

- ↗ Realistic
- Partially delayed/critical
- ↘ Critical
- = Achieved
- × Not achieved

GRI 3-3  
Art. 964b para. 2 no. 2-3  
CO

### Our management approach

Employees are the foundation of Galenica’s success. This is why the People & Culture department actively promotes a respectful and safe working environment. There is zero tolerance for discrimination and harassment of any kind. All Galenica employees have the right to the protection of their personal integrity in the workplace. With this focus in mind, supplement 5 to the Personnel Regulations and the Galenica Group Code of Conduct were developed. This supplement complies with the current guidelines of the State Secretariat for Economic Affairs (SECO). Further information on the Code of Conduct can be found in the section [“Ethical business conduct”](#).

### GALivida programme: promoting diversity, inclusion and health

An appreciative approach to diversity increases the well-being of employees because they feel respected and have a sense of belonging. This sense of belonging can reduce stress, increase motivation and decrease the risk of psychological distress, which has a positive impact on mental and physical health. With our holistic GALivida programme, we implement group-wide measures to promote diversity, inclusion and the health of our employees. The further development and

implementation of GALivida is a participatory process, involving working groups made up of volunteer employees from different areas and companies.

#### GRI 406-1

##### **Protection of personal integrity in the workplace**

Bullying, discrimination and sexual harassment are examples of problematic behaviour that can lead to violations of personal integrity. A violation of personal integrity in the workplace affects the well-being of the person concerned and puts their health and ability to work well with others within the company at risk. As an employer, Galenica is legally obliged to protect the privacy of its employees pursuant to the Swiss Code of Obligations (CO). The Galenica Group does not tolerate any violations of personal integrity; it prohibits all forms of bullying, sexual harassment, discrimination, violence and threats, and is committed to non-violent and harassment-free interactions at all levels of the hierarchy. New employees receive appropriate training when they join the company. The content of the online training is also integrated into the internal compliance framework of Legal Services, which ensures ongoing awareness-raising. To protect their personal integrity, employees have the option of contacting their People & Culture contact person or the external advice centre Movis if necessary. Due to the protection of personal integrity, no official statistics are kept on reported cases in the People & Culture area. Depending on the case, individual measures are agreed and implemented – serious violations can also lead to dismissals without notice.

**GRI 405-2****Equal pay**

Pursuant to the requirements of the Federal Act on Gender Equality (GEA), in 2021 Galenica carried out an equal pay analysis using the Logib method for companies with more than 100 employees. In 2023, Galenica voluntarily commissioned another comprehensive analysis. The analysis shows that the principle of "equal pay for equal work" is met in all ten companies surveyed. Nine out of ten companies surveyed have also received the "We pay fair" label. The fact that one company did not receive the label is due to imbalances in the distribution of roles. Imbalances in the distribution of roles can lead to employees being divided into the same hierarchical levels and competence levels that are only comparable to one another to a limited extent due to their different roles.

The aspect of equal treatment and diversity among employees is key for Galenica. That is why Galenica is committed to continuous improvement in this area as well. It is planned to carry out the voluntary equal pay analysis on a regular basis.

The statutory formal review of the equal pay analysis was carried out by the statutory auditor Ernst & Young Ltd. According to their reports, the analyses comply with legal requirements in all respects.

GRI 405-1

Diversity of governance bodies and employees

Aspect	GRI Disclosure	Unit	2025	2024	2023
<b>Board of directors</b>	405-1	number	7	6	7
by gender ▶	405-1				
- women	405-1	%	57.1	50.0	42.9
- men	405-1	%	42.9	50.0	57.1
by age	405-1				
- < 30 years	405-1	%	–	–	–
- 30 – 50 years	405-1	%	14.3	16.7	14.3
- > 50 years	405-1	%	85.7	83.3	85.7
<b>Executive Committee</b>	405-1	number	9	9	8
by gender ▶	405-1				
- women	405-1	%	22.2	22.2	25.0
- men	405-1	%	77.8	77.8	75.0
by age	405-1				
- < 30 years	405-1	%	–	–	–
- 30 – 50 years	405-1	%	55.6	44.4	37.5
- > 50 years	405-1	%	44.4	55.6	62.5
<b>Senior Management</b>	405-1	number	133	134	144
by gender ▶	405-1				
- women	405-1	%	31.6	31.3	31.2
- men	405-1	%	68.4	68.7	68.8
by age	405-1				
- < 30 years	405-1	%	0.7	–	–
- 30 – 50 years	405-1	%	56.4	58.2	56.2
- > 50 years	405-1	%	42.9	41.8	43.8
<b>Management</b>	405-1	number	675	637	595
by gender ▶	405-1				
- women	405-1	%	59.9	58.2	56.6
- men	405-1	%	40.1	41.8	43.4
by age	405-1				
- < 30 years	405-1	%	4.1	4.2	2.4
- 30 – 50 years	405-1	%	64.2	64.1	66.7
- > 50 years	405-1	%	31.7	31.7	30.9
<b>Employees <sup>1)</sup></b>	405-1	number	7,236	6,888	6,862
by gender ▶	405-1				
- women	405-1	%	77.0	78.1	78.6
- men	405-1	%	23.0	21.9	21.4
by age	405-1				
- < 30 years	405-1	%	35.4	37.1	37.4
- 30 – 50 years	405-1	%	43.6	42.0	42.4
- > 50 years	405-1	%	21.0	20.9	20.2

▶ 2025 Data externally assured (limited assurance)

<sup>1)</sup> Without temporary employees

# Ethical business conduct

## Report on Non-Financial Matters

As a company operating in the healthcare market, the Galenica Group bears a social responsibility towards customers, patients, partners, employees, shareholders and the general public. This also means that Galenica is required to adhere to the applicable laws at all times, respect fundamental values and commit to ethically sustainable action.



GRI 3-3

Art. 964b para. 1 CO

Art. 964b para. 2 no. 4

CO

Commitment to compliance with the law and guidelines, as well as to acting with integrity, is a fundamental part of Galenica's corporate culture and a constant focus of our corporate management. The obligation to comply with the law during day-to-day operations begins with every employee. This is how we contribute to a peaceful and inclusive society.

Impacts, risks & opportunities	Characterisation
Unethical business practices have a direct negative impact on employees, customers and suppliers or can harm their interests.	Negative, potential Entire value chain
Ethical and transparent corporate governance can lead to more fairness and responsibility, which can strengthen trust in the company and the industry in general.	Positive, potential Entire value chain
Unethical conduct can lead to legal risks in connection with corruption and anti-competitive conduct, which can result in financial and reputational damage.	Risk In-house operations

GRI 3-3  
Art. 964b para. 2 no. 5  
CO

### Our objectives

We pursue the clear objective of consistently preventing any form of breaches of the law, corruption and unethical behaviour. In order to live up to this requirement, we rely on a preventive and effective compliance system, which is geared in particular towards regular, target group-oriented training and awareness-raising measures for employees.

Goal	Status	Target year	Measurement parameter	2025	2024
We raise awareness of compliance issues among our employees at least six times a year, tailored to the respective target group.	=	Every year	Number of measures	9	7

- ↗ Realistic
- Partially delayed/critical
- ↘ Critical
- = Achieved
- × Not achieved

GRI 2-23, 2-24, 2-25,  
2-26  
GRI 3-3  
Art. 964b para. 2 no 2-3  
CO

### Our management approach

For Galenica, compliance forms the basis of trust, integrity and sustainable corporate success. We are committed to act with integrity and consistent compliance with all relevant laws, guidelines and standards – including internal and industry codes. These include, for example, legal requirements arising from therapeutic product, data protection, health insurance, labour, antitrust, tax and criminal law as well as international standards such as ISO 14001 or Good Distribution Practice. In addition, we uphold human rights in all our business activities. The Legal Department of the Galenica Group advises all companies and divisions on the correct interpretation and application of legal provisions. It also supports the implementation of new legal provisions within the company. In addition, Galenica Group employees increasingly have access to digital tools that help them to act in compliance with the law.

GRI 2-1, 2-9, 2-10, 2-11,  
2-15  
GRI 2-18, 2-19, 2-20

### Corporate governance

The Galenica Group attaches great value to responsible and ethical corporate governance. Galenica Ltd., the ultimate parent company, has its registered office at Untermattweg 8, 3027 Bern, Switzerland. Galenica is listed on the SIX Swiss Exchange and has subsidiaries in Switzerland, Germany and Austria. Details of the Group structure can be found in the [Corporate Governance Report](#). In order to uphold responsible corporate governance, the organisation of the Board of Directors as the supreme

management body is clearly regulated. In addition, binding rules and processes ensure that no conflicts of interest arise. Further information can be found in the [Corporate Governance Report](#). In addition, the remuneration policy and the procedures for determining remuneration are also transparent. The performance evaluation process and the remuneration systems for the Board of Directors and the Executive Committee are described in detail in the [Remuneration Report](#).

GRI 2-15, 2-23, 2-24  
Art. 964b para. 1 CO

**Code of Conduct**

The central instrument is the [Code of Conduct](#) of the Galenica Group, which, in addition to the relevant legal provisions, sets out the ethical rules and standards that all employees must uphold. It was approved by the Audit and Risk Committee of the Board of Directors and must be accepted by all employees as part of the employee handbook upon commencement of their employment. Among other things, the Code includes provisions on conflicts of interest, insider dealing or corruption, as well as on environmental protection. The Code also contains clear commitments to human rights, such as fair working conditions, the exclusion of child or forced labour, discrimination and the health and safety of employees. The Code of Conduct thus contributes to the removal of taboos from certain grey areas.

Managers are responsible for addressing and dealing with specific conflict situations in day-to-day business.

The Pharmacies division also has a specific code of conduct, which serves as a binding internal work instruction devised to ensure the pharmaceutical independence of pharmacists at all times and thus to always give priority to the health and wishes of patients.

GRI 205-3, 206-1  
Art. 964b para. 1 CO

**Prevention of corruption and anti-competitive behaviour**

As Switzerland’s largest healthcare network, combating corruption and preventing anti-competitive behaviour are key issues for Galenica. Both topics are governed by the [Code of Conduct](#). In addition to the Group’s Code of Conduct and that for [Suppliers](#), the [Anti-Corruption Policy](#) also sets out principles and guidelines for combating corruption and governs their implementation by employees and business partners of the Galenica Group. Any form of corrupt conduct towards or bribery of public officials and private individuals, whether directly or via third parties, is prohibited. Galenica has a zero-tolerance approach to corruption and bribery on the part of employees, partners, suppliers and representatives of third parties.

The Galenica Group is not aware of any cases of corruption in the reporting year. Furthermore, there were no new legal actions due to anti-competitive behaviour or violations of anti-trust and anti-competitive law.

GRI 2-27, 205-2

**Training on compliance and ethical conduct**

To ensure compliance and ethical conduct, we rely on a comprehensive approach in the areas of prevention, detection and response. Training and awareness-raising measures on laws, guidelines as well as internal and industry codes, and policies are a key tool for prevention. The aim is

to train employees on the various topics several times a year in a way that is appropriate for the target group they represent.

In 2025, nine compliance awareness-raising measures and training sessions were carried out, thus achieving the target. In addition, these training sessions were supplemented by additional measures, including targeted internal communications, the development of legal maps, continuous improvement and the development of new processes and templates. In doing so, we raise awareness of compliance and promote principled conduct in our day-to-day work.

In 2025, all Galenica Group companies acted in compliance with the law. In the two competition-related proceedings already underway prior to the reporting year, the sanctions imposed were significantly lower than originally expected.

GRI 2-16, 2-25, 2-26

### **Whistleblower reporting office**

The Whistleblower Reporting Office plays a decisive role in uncovering unethical behaviour and breaches of the law. Internal and external stakeholders may raise concerns about Galenica's business activities through the external [Whistleblower Reporting Office](#). This offers all employees and business partners the opportunity to anonymously report suspected breaches of the rules. All reports are investigated. Reports of corruption and bribery must also be reported to the committee appointed by the Board of Directors. As well as this, various channels and points of contact are available to employees through which they can report concerns or matters of key importance. These include the People & Culture department, staff committees, the employee survey and annual staff appraisals. The Executive Committee deals with key and critical points from the employee survey or the staff committee and introduces effective measures.

In 2025, an incident of discrimination was reported via the Whistleblower Reporting Office. The internal investigations had already been initiated, meaning the necessary steps for clarification and implementation could be taken promptly.

# Data protection and IT security

## Report on Non-Financial Matters

As a healthcare service provider, both data protection and information security are top priorities at Galenica. We ensure that the personal rights and privacy of customers, patients, employees and other persons are protected at all times. We take appropriate security measures to protect both, this sensitive data and internal company information from unauthorised access, manipulation or loss.



GRI 3-3  
Art. 964b para. 1 CO  
Art. 964b para. 2 no. 4  
CO

With the ongoing digitalisation of the Swiss healthcare system, the importance of data protection and information security as well as the legal requirements for handling data are growing. The aim of data protection is to protect the privacy of those people whose data is processed. Information security ensures the protection of sensitive information through effective measures.

We determine our security measures based on the risks that may arise from unauthorised access, unauthorised modification, loss or unavailability of information and attacks on our infrastructure – both for data subjects and for the Galenica Group.

We build trust among all stakeholders by ensuring that the principles of data protection, in particular with regard to transparency and security, are adhered to

Impacts, risks & opportunities	Characterisation
Data protection and data security incidents can compromise the privacy of customers, patients and employees, have financial, legal or contractual consequences and damage trust in Galenica in the long term, both among business partners and the general public.	Negative; potential In-house operations
Establishing strong data protection and security standards builds trust among customers, patients and business partners and strengthens Galenica's reputation as a responsible healthcare provider.	Positive; differentiation and trust advantage in the market
Cyber attacks on Galenica's IT systems can affect the availability and integrity of business-critical processes, particularly in logistics and pharmacies, and require additional measures to stabilise and secure operations.	Risk, potential In-house operations
Proactive information security strategies and investments in resilience increase operational security and enable a stable digital transformation process that supports new services and efficiency gains.	Opportunity, potential In-house operations, downstream value chain

GRI 3-3  
Art. 964b para. 2 no. 5  
CO

### Our objectives

We not only pursue the goal of protecting sensitive data and information through technical security standards, but also take organisational measures, such as raising awareness among our employees. We carry out information campaigns and provide training on how to handle data in compliance with data protection regulations as well as on identifying possible cyber attacks, for example, and supporting information security.

Goal	Status	Target year	Measurement parameter	2025	2024
We raise awareness of data protection among our employees at least six times a year, tailored to the respective target group.	=	Every year	Number of measures	12	9
We make our employees aware of IT security and cybercrime at least six times a year, tailored to the respective target group.	=	Every year	Number of measures	14	11

- ↗ Realistic
- Partially delayed / critical
- ↘ Critical= Achieved
- × Not achieved

GRI 3-3  
Art. 964b para. 2 no. 2-3  
CO

### Our management approach

The topics of data protection and information security are highly relevant at Galenica and are distinctly embedded in organisational terms.

The Chief Information Security Officer (CISO) is responsible for information security. The underlying responsibilities and governance structures are regularly reviewed and, if necessary, adapted to current

regulatory and organisational requirements. The CISO chairs the IT Security Board, which acts as an advisory body. The Board supports the strategic focus of the information security measures, ensures the reconciliation of interests between IT and the business units and coordinates security-relevant topics as well as measures implemented by the Board members in their respective areas. In addition, the Board decides on measures to be taken in the event of critical vulnerabilities or risks. The aim is reliable and efficient information security across the Group. The Board meets quarterly and has been active since 2023.

To ensure data protection, Galenica has a professionally qualified, independent and impartial internal data protection officer. In addition, the interdisciplinary Data & AI Governance Board was established in 2024 to create clear framework conditions for the responsible use of data and AI applications and ensure the coordination of governance requirements with Galenica's data strategy and values. The Board is chaired by the internal Data Protection Officer, supported by experts from Information Security, Enterprise Architecture, Data Strategy, AI and a member of the Executive Committee.

#### **Clear guidelines and processes govern operations**

The objectives of information security are set out in several target group-specific policies and regulations. The Information Security Policy defines the objectives of the information security programme, the relevant competencies and responsibilities as well as the information security principles of the Galenica Group. The Policy applies to all companies of the Galenica Group and forms the basis for all information security directives. General rules for using ICT devices and applications are set out for all internal and external employees or consultants in the Acceptable Use Policy.

Galenica records and manages governance and risk management issues as part of an information security management system (ISMS). Part of this is a central risk register in which identified vulnerabilities are recorded, evaluated and assigned to the responsible product teams for attention.

Galenica has an established incident response process designed to deal with security incidents in a structured manner. The process governs the roles, responsibilities and procedures in the event of an incident and ensures coordinated collaboration with internal units and external partners, including the Security Operations Center

The Data Protection Policy forms the overarching framework for ensuring compliance with data protection principles and requirements in connection with processing data which is subject to confidentiality protection, and is supplemented by regulations and directives on specific topics. All employees and other auxiliary persons are obliged to comply with the Data Protection Policy. Data security incidents are handled and data protection risks addressed in close coordination with Information Security and Risk Management.

### **Raising awareness and employee training**

People are one of the greatest risk factors in connection with cyber attacks, as many cyber attacks target employees, for example by means of fraudulent e-mails (phishing). The cooperation of all employees is therefore required to ensure information, data and IT security. New employees are made aware of the key elements of the ICT user regulations on their induction day.

Regular e-learning courses are the key tool for promoting safety awareness. We provide specific modules on topics such as data security, phishing and dealing with cyber threats. These e-learning courses are complemented by phishing simulations, which further raise awareness and help to measure and understand the effectiveness of the various awareness-raising topics.

Fourteen awareness-raising measures were carried out on the subject of information security. This year's highlights included the hosting of three live security events – two webinars and a series of short films on security published on the intranet – as well as the launch of an InfoSec page on the intranet to raise awareness of information security issues among all employees.

The responsible handling of data and awareness of specific data protection issues are also ensured through training courses and a transparently structured information platform. The data governance managers, who were appointed in 2023, are the first point of contact in the corporate divisions and Group companies. They are regularly informed about developments, trained and supported in advance.

In 2025, a total of twelve awareness-raising measures were carried out on the subject of data protection. The focus was on strengthening the responsible data culture through personal interaction with employees, visiting the data governance teams at eleven Group companies and holding an all-day workshop for all data governance managers, as well as further increasing accessibility and transferring knowledge by offering the transparently structured information platform in four languages and developing new training courses.

**GRI 418-1****Regular review**

To ensure compliance with legal provisions and high standards in the handling of data and information, Galenica continuously monitors ongoing developments in legislation and practices relating to data protection, information security and regulations applicable to the use of digital technologies.

Regular internal and external reviews ensure that information security and data protection risks can be identified at an early stage, assessed through standardised means and addressed.

In the reporting year, there were no substantiated complaints relating to data protection breaches, and there were no official investigations into cases of data theft or loss.

# Security of supply and procurement

## Report on Non-Financial Matters

Supply bottlenecks in the pharmaceutical supply chain are becoming more and more frequent worldwide, including in Switzerland. We make every effort to ensure the greatest possible availability of medicinal products in order to guarantee the reliability of supplies to the population. We work closely with suppliers to ensure the greatest possible availability of medicines. An IT-based scheduling system also helps us to optimise procurement and logistics processes.



GRI 3-3  
Art. 964b para. 1 CO  
Art. 964b para. 2 no. 4  
CO

The global availability of medicines is an increasing challenge – including in Switzerland. The COVID-19 pandemic has clearly shown how disruptions in global supply chains can exacerbate local bottlenecks. The reasons for this include the highly centralised production at only a few locations as well as quality problems or failures in the value chain. We counter these risks by continuously optimising our procurement and logistics processes in order to strengthen the resilience of our supply chain and ensure the reliable supply of medicinal products to the population.

Impacts, risks & opportunities	Characterisation
Supply bottlenecks or failures or quality problems in the value chain can lead to a lack of supply of medicinal products to patients. This can have consequences for the health and well-being of the Swiss population.	Negative, potential Downstream value chain
Yet another contribution to security of supply is the preparation of medicines in pharmacies, which enables individually required medications to be made available quickly – especially in the event of supply bottlenecks or special patient needs.	Positive, potential In-house operations and downstream value chain
Disruptions or interruptions in the supply / supply chain can lead to lower sales for Galenica.	Risk Upstream supply chain
Supply bottlenecks, failures or gaps can weaken relationships with partners and also have a negative impact on Galenica's reputation.	Risk In-house operations and downstream supply chain

GRI 3-3  
Art. 964b para. 2 no. 5  
CO

### Our objectives

The reliable supply of medicinal products to the general public is a top priority for us. We are therefore committed to maintaining the availability of these products at the highest possible level.

Goal	Status	Target year	Measurement parameter	2025	2024
We achieve an annual service level of 99% in the pharma sector.	x	Every year	service level	98.6%	99.0%

- ↗ Realistic
- Partially delayed / critical
- ↘ Critical
- = Achieved
- x Not achieved

GRI 3-3  
Art. 964b para. 2 no. 2-3  
CO

### Our management approach

The way the company works with its suppliers can impact the resilience of the supply chain or cause supply bottlenecks. Causes of the increasing supply bottlenecks include centralised manufacturing at just a few locations in the world as well as failures and quality problems in the value chain. As a leading fully integrated healthcare provider, Galenica depends on the ability of manufacturers to deliver. As a result, the reliable procurement and supply of medicines to the population are becoming increasingly important for Galenica. The challenges posed by the COVID-19 pandemic have further reinforced the relevance of reliable procurement and a reliable supply chain. A reliable supply of medicines is crucial to the health and well-being of the Swiss population. The main responsibility for this issue lies with the Galaxis purchasing organisation.

#### Scheduling system and cooperation

Galenica works closely with suppliers to ensure the greatest possible availability of medicines. An IT-based scheduling system helps Galenica optimise its procurement and logistics processes. In addition, monthly communication takes place between pharmacies, Category

Management, Logistics and Purchasing in order to ensure responses to changing market situations can be initiated quickly.

The “Safety Stock” initiative launched at the end of 2022 was continued in 2025. The initiative is a joint solution between Galaxis and Sandoz intended to increase the safety stocks of Sandoz generic medicines for treating chronic diseases in order to bridge short- and medium-term supply bottlenecks in Switzerland in the best possible way. This extended inventory range enables a successful response to temporary supply shortages in the market.

**Responding to critical bottlenecks in good time**

The logistics companies of the Galenica Group review the inventory range in the pharmaceutical sector on a daily basis, enabling them to respond in good time to bottlenecks and increased demand. In the event of critical bottlenecks or increased demand for certain products, logistics companies quickly adapt their operations. The delivery of non-essential products, such as cosmetics or perfumes, is temporarily discontinued if this is necessary to guarantee the supply of essential products. In addition, the amount that each customer can order is reduced to prevent panic buying.

**Availability of medications**

Aspect	Unit	2025	2024	2023
<b>Reliable procurement and supply chain</b>				
Service level: Availability of medicinal products on average	%	98.6	99.0	98.8

The availability of medications is a major global challenge and naturally also affects the Swiss market. This makes it all the more important that medications that are available in principle or will be available again can be delivered to service providers as quickly as possible. Here, Galenica’s logistics operations are able to make and keep over 98.6% of these medications available throughout Switzerland within 24 hours.

# Supply chain integrity

## Report on Non-Financial Matters

Galenica is committed to ensuring that, in addition to the companies in the network, their business partners also comply with international and national laws, standards, industry-specific standards and human rights. With these measures, we strive to ensure that all business practices are carried out ethically and responsibly – all to strengthen the trust of our customers and partners and make a positive contribution to society.



GRI 3-3  
 Art. 964b para. 1 CO  
 Art. 964b para. 2 no. 4  
 CO

Supply chain integrity means taking sustainability aspects into account when procuring raw materials, goods and services. These include local procurement, environmental and social criteria, in particular compliance with labour and human rights, the prohibition of child labour, the exclusion of forced or compulsory labour and due diligence when dealing with conflict minerals in the upstream supply chain.

The purchase of medicinal products accounts for the largest share of procurement volumes. Galenica procures these products through a broad supplier structure.

Impacts, risks & opportunities	Characterisation
Failure to adopt a responsible procurement policy can have a negative impact on the environment and on respect for human and labour rights along the entire supply chain.	Negative, potential Entire value chain
Through responsible procurement, Galenica can contribute to ensuring decent work, fair wages and equality in the supply chain.	Positive, potential Entire value chain
Supply chain management and the procurement of raw materials/products are an important cost and risk factor for Galenica and thus influence the company's economic success.	Risk In-house operations
Failure to comply with due diligence obligations in the supply chain may have legal and reputational consequences for Galenica.	Risk In-house operations

GRI 3-3,  
GRI 308-1, 308-2  
GRI 414-1, 414-2  
Art. 964b para. 2 no. 5  
CO

### Our objectives

We are committed to responsible procurement that upholds environmental and social standards along the entire supply chain.

Goal	Status	Target year	Measurement parameter	2025	2024
We require our suppliers to comply with the Supplier Code of Conduct and verify this with at least 10 spot checks per year.	=	Every year	Number of spot checks	12	11

- ↗ Realistic
- partially delayed / critical
- ↘ Critical
- = Achieved
- × Not achieved

GRI 3-3  
Art. 964b para. 2 no. 2-3  
CO

### Our management approach

Ensuring integrity in the supply chain is a key concern for us. This ensures decent work, fair wages and equality in the supply chain, which has a positive effect on the industry and promotes sustainable economic growth in Switzerland.

GRI 2-23, 2-24, 2-25  
GRI 308-2, 414-2

### Supplier Code of Conduct

One of our key tools is the [Supplier Code of Conduct](#). The aim of the Code is to increase transparency in the company's own supply chain and thus ensure that it can fulfil its own responsibilities. The Code of Conduct refers to internationally embedded human rights standards and the applicable core conventions of the International Labour Organization (ILO) and contains, in particular, guidelines on compliance with labour and human rights, ethical business practices, fair wages and environmental, health and quality regulations. The Code of Conduct applies to suppliers, service providers and consultants of the Galenica Group. It is available on the company website and forms an integral part of all newly concluded contracts. The Legal Department is always involved and regularly reviews the contract templates of the Galenica

Group to check for compliance risks. Purchasing department employees also receive training covering the content of the Code of Conduct.

One of our objectives is to check compliance with our Supplier Code of Conduct on an annual basis by means of spot checks. In 2024, standardised supplier surveys were conducted using random sampling for the first time. This supplier audit was also carried out in 2025, the results of which were positive. Of the 12 reviews performed, 11 were signed or confirmed. A multinational company referred to its own Code of Conduct, which is consistent with ours. Measures were also drawn up in the event of non-compliance with the Code.

## GRI 2-26

### **Integrity through whistleblowing**

Internal and external stakeholders may raise concerns about Galenica's business activities through the external [Whistleblower Reporting Office](#). This offers all employees and business partners the opportunity to anonymously report suspected breaches of the rules. All reports are investigated. Violations result in sanctions. No suspected cases were reported in the reporting year.

## GRI 408-1, 409-1 Art. 964j CO DDTrO

### **Due diligence obligations and transparency in relation to minerals and metals from conflict-affected areas, child labour and forced and compulsory labour**

Galenica fulfilled its audit obligations regarding the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour in 2025. In particular, internal and external investigations were carried out to determine the extent to which Galenica is affected by conflict minerals and child labour. There are no points of contact with conflict minerals, which is why Galenica is exempt from its reporting obligations in this regard.

Galenica has written to the most important suppliers with regard to child labour and had them documented. As part of this random inspection, the place of manufacture of the products was requested and checked against the UNICEF Child Labour Index. In the case of risk countries, further documentation and on-site audits were requested. Investigations have shown that there are no reasonable grounds to suspect child, forced or compulsory labour and Galenica is therefore also exempt from its reporting obligations in this regard.

# Calculation basis

## Report on Non-Financial Matters

Through systematic data collection and analysis, we aim to provide transparent insights into our environmental, social and economic impacts.

### GRI 2-3

## Reporting principles

Galenica's sustainability reporting is carried out annually and covers the period from 1 January to 31 December 2025. This report was approved by the Board of Directors on 5 March 2026 and published on 10 March 2026. It follows the Global Reporting Initiatives (GRI) 2021 Standards, supplemented by the requirements of the revised Swiss Code of Obligations (Art. 964a et seq.) and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The [GRI content index](#), the [TCFD index](#) and the [Transparency on non-financial matters index](#) provide an overview of the relevant disclosures.

The list of material topics based on the principle of dual materiality was drawn up in 2023 and revised in the current financial year and is disclosed in the [Our sustainability approach](#) section of the annual report.

### GRI 2-2, 2-3

## Organisational system boundaries

The sustainability report of Galenica Ltd. covers all subsidiaries that are fully consolidated in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB). Associated companies and joint ventures are excluded from this in principle; any deviations from this principle are disclosed under the corresponding key figure.

Further details on the Group companies can be found in [note 31 "Group Companies"](#) to the consolidated financial statements. Exceptions to the scope of this reporting are explicitly marked.

## Acquisitions and divestments

Newly acquired or sold companies in the current financial year are not included in the key figures unless this is explicitly stated in the notes to the report. Accordingly, no data is included for the Labor Team Group, which was acquired on 9 September 2025.

## Data collection process

Each key figure is based on defined internal guidelines, processes, controls and responsibilities. The data originates either from the internal systems of the Galenica Group or, if necessary, from the systems of third

parties. Unavailable data is estimated in line with recognised processes and industry standards.

## Assumptions and estimates

For each estimate used, the underlying method is disclosed in the following sections.

GRI 302-1, 302-2, 305-1,  
305-2, 305-3  
Art. 3 CPO

## Data on our environmental impact

As Galenica is constantly optimising the system of environmental indicators and gradually expanding the system boundaries (due to primarily inorganic corporate growth), the data are only comparable to a limited extent from year to year.

Greenhouse gas emissions (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs and PFCs, excluding NF<sub>3</sub> and SF<sub>6</sub>, for which there is no consumption) are calculated in accordance with the Greenhouse Gas (GHG) Protocol. The consolidation approach of financial control is used to define the organisational boundaries, which means that all companies and sites over which Galenica exercises financial control are taken into account.

Greenhouse gas emissions from joint ventures and associated companies are recognised under Scope 3, Category 15 (Investments), as there is no financial control.

GRI 302, 305

## Energy and emissions

The detailed underlying data for individual energy consumption is described in the following sections on the emissions survey.

GRI 302-1, 302-2, 302-3,  
302-4

## Consolidation and recognition of energy consumption

Energy consumption within the organisation is divided into three main categories:

Electricity consumption includes purchased electricity (except for electric vehicles and heat pumps). In addition, any self-generated electricity is included in this category (unless used for the operation of heat pumps). This category also includes emergency power from heating oil and diesel generators and a heating oil-powered sprinkler pump.

Heat consumption includes the use of natural gas, heating oil (excl. sprinkler pump), district heating and electricity for heat pumps for space heating.

Vehicles' energy consumption includes energy consumption in connection with the use of the company's own vehicle fleet. This involves diesel, petrol, compressed natural gas (CNG) and electricity.

The proportion of renewable and non-renewable energy sources consumed is also shown. The following energy sources are assumed to be renewable: self-produced and self-used solar energy; purchased hydropower energy or grid electricity covered by guarantees of origin;

district heating; biogenic components in diesel (assumption: 7%) and compressed natural gas (CNG; assumption: 20%).

GRI 305-1, 305-2, 305-4,  
305-5  
GRI 2-4

### **Data collection & conversion factors for emissions under Scope 1+2**

The emissions from activities and energy consumption associated with the company's own operations are calculated and recognised methodically using the definitions in accordance with the Greenhouse Gas Protocol (GHG Protocol; World Resources Initiative (WRI) and World Business Council for Sustainable Development (WBCSD)).

### **Scope 1 – Fuels and refrigerants**

#### **Scope and underlying data**

Galenica Group companies collect individual data on their consumption of heating oil, (compressed) natural gas, wood pellets, diesel, petrol and refrigerant leaks. The energy sources are used for space heating and transport, as well as for emergency power generation. Heat consumption for rented properties is not recognised under Scope 1 as Galenica has no financial control over it.

#### **Conversion and emission factors used**

The greenhouse gas emissions resulting from energy consumption are calculated using recognised conversion and emission factors (heating oil, natural gas, diesel, petrol: Swiss greenhouse gas inventory from the Federal Office for the Environment; biogas, biodiesel, wood pellets: UK Department for Environment, Food & Rural Affairs). The global warming potentials of the IPCC are used to calculate the greenhouse gas effect of refrigerant losses.

#### **Calculation methodology and key assumptions**

The resulting greenhouse gas emissions are calculated separately for each data point of energy consumption. Biogenic components in diesel used (assumption: 7% biodiesel) and CNG (assumption: 20% compressed biomethane) and wood pellets are not recognised in the scope.

#### **Restatements**

In the reporting year, heating fuels consumed in rented properties (heating oil, natural gas) were no longer accounted for within the organisational boundaries. As a result, the related emissions are no longer included in Scope 1, but now in Scope 3, Category 8. The adjustment was also made retroactively for the base year and the 2024 financial year. In addition, minor value adjustments were made for 2024 in line with delayed data submissions.

## Scope 2 – Purchased electricity and district heating

### Scope and underlying data

The electricity consumption data for Group companies is collected centrally by a service provider and reported to Galenica. Group companies also collect individual data on the consumption of heat pumps, consumption from district heating and the mileage of electric vehicles in kilometres. Heat consumption for rented properties is not recognised under Scope 2 as Galenica has no financial control over it.

### Conversion and emission factors used

The greenhouse gas emissions resulting from energy consumption are calculated using recognised emission factors (district heating: UK Department for Environment, Food & Rural Affairs; grid power Switzerland: International Energy Agency (IEA; international electricity trading was taken into account), hydropower Switzerland: [Alig, M., Tschümperlin, L., & Frischknecht, R. (2017). Greenhouse gas emissions of the electricity and district heating mixes in Switzerland according to the GHG Protocol. Commissioned by Sustainerv GmbH, UBS Fund Management, Swiss Post and pom+ Consulting. treeze Ltd., Uster.] p. 7, Table 3.1; Domestic production > Renewables > Hydropower (consumer electricity mix), Scope 2 (value normalised to 100%).

### Calculation methodology and key assumptions

Galenica purchased 17,500 MWh of guarantees of origin for hydropower from Europe for the 2025 financial year. These are purchased from Swenex – Swiss Energy Exchange Ltd. as unbundled energy attribution certificates and certified by Pronovo Ltd. These certificates are split between Group companies in such a way that they contribute an equal percentage for each reported form of electricity consumption – which means that electricity consumption is already split accordingly to reflect hydropower and grid electricity purchases. This does not apply to electric vehicles, which, due to a lack of detailed information, are assumed to be charged via external charging infrastructure using grid electricity available in Switzerland (based on average availability). The energy provided is calculated on the basis of aggregate mileage with a vehicle efficiency factor of 0.42694 kWh/km.

The resulting greenhouse gas emissions are calculated separately for each data point associated with energy consumption. For calculations involving the “location-based” approach, the emission factor for average grid electricity in Switzerland is applied to all electricity consumption. For the “market-based” approach, a lower emission factor is used for the certified hydropower share specific to the type of production in Switzerland.

### Restatements

In the reporting year, district heating purchases in rented properties were no longer accounted for within the organisational boundaries. As a result, the related emissions are no longer included in Scope 2, but now in Scope 3, Category 8. The adjustment was also made retroactively for the base year and the 2024 financial year. In addition, minor value adjustments were made for 2024 in line with delayed data submissions. In particular, the estimated value used for 2024 for electricity consumption of pharmacies was replaced by effective consumption data.

**GRI 305-3****GRI 2-4****Data collection & conversion factors for emissions under Scope 3**

The emissions from activities and energy consumption in Galenica's value chain are calculated and recognised methodically using the definitions in accordance with the Greenhouse Gas Protocol (GHG Protocol Corporate Value Chain Standard; World Resources Initiative (WRI) and World Business Council for Sustainable Development (WBCSD)).

Unless explicitly stated, the data used to calculate Scope 3 emissions is not based on information provided by suppliers or other partners.

Although some Scope 3 categories were calculated by Galenica, they turned out to be insignificant overall. They are therefore excluded from reporting. This applies to emission sources for the disposal of own waste (Category 5), business trips (Category 6), downstream transport and distribution (Category 9), product usage (Category 11) as well as the disposal of products at the end of their life cycle (Category 12).

Due to the numerous assumptions and estimates, Scope 3 values are rounded (for values  $\geq 10,000$  to the nearest 1,000 tCO<sub>2</sub>e, values between 1,000 and 10,000 to the nearest 100 tCO<sub>2</sub>e).

**Category 1 – Purchased goods and services****Scope and underlying data**

The financial expenses for goods and services purchased in the reporting year serve as the basis for calculating upstream emissions from the supply chain. These correspond to the financial reports of all companies directly referred to in the consolidated financial statements for the reporting year. The expenses are categorised according to the area of activity of the respective supplier or service provider and in line with the NACE classification (Version 2.0).

**Emission factors**

The emission factors used come from the EXIOBASE database (in tCO<sub>2</sub>e/million euro, 2020) and are assigned to the NACE classes. Currency conversion is based on the ECB reference rates and the harmonised consumer prices provided by the Federal Statistical Office (FSO).

**Calculation methodology and key assumptions**

Financial expenses are categorised by the type of goods and services and multiplied by emission factors from the EXIOBASE database (expenditure-based calculation method). The factors (in tCO<sub>2</sub>e/million euro) are converted to Swiss francs and adjusted for inflation since the EXIOBASE base year. The conversion rates come from the European Central Bank (ECB) and the inflation rates from the Federal Statistical Office (FSO).

**Restatements**

This key figure was reported for the first time in the reporting year. The comparative figures from the base year and the previous year are calculated using the same method.

## Category 2 – Capital goods

### Scope and underlying data

The financial expenses for investments in capital goods in the reporting year serve as the basis for calculating upstream emissions from the supply chain. These correspond to the financial reports of all companies directly referred to in the consolidated financial statements for the reporting year. The expenses are categorised according to the area of activity of the respective supplier or service provider and in line with the NACE classification (Version 2.0).

### Emission factors

The emission factors used come from the EXIOBASE database (in tCO<sub>2</sub>e/million euro, 2020) and are assigned to the NACE classes. Conversion is based on the ECB reference rates and the harmonised consumer prices provided by the FSO.

### Calculation methodology and key assumptions

Financial expenses are categorised by the type of goods and services and multiplied by emission factors from the EXIOBASE database. The factors (in tCO<sub>2</sub>e/million euro) are converted to Swiss francs and adjusted for inflation since the EXIOBASE base year. The conversion rates come from the European Central Bank (ECB) and the inflation rates from the Federal Statistical Office (FSO).

### Restatements

This key figure was reported for the first time in the reporting year. The comparative figures from the base year and the previous year are calculated using the same method.

## Category 3 – Fuel- and energy-related activities

### Scope and underlying data

The so-called “well-to-tank” (WTT) emissions from the procurement of energy sources at Galenica are not included in Scope 1 and 2 and are therefore recognised under Scope 3 – Category 3. The underlying data corresponds to the aggregate energy consumption (see Scope 1-2).

### Emission factors

Upstream greenhouse gas emissions from the purchase of energy sources are calculated using recognised emission factors (UK Department for Environment, Food & Rural Affairs). The market-based method was used to calculate upstream emissions for renewable electricity, according to which no WTT emissions are generated and emissions from grid losses are zero or negligible.

### Calculation methodology and key assumptions

The emissions are calculated from the consumption data for the energy sources and multiplied by the corresponding “well-to-tank” emission factors. The underlying assumptions correspond to those used for energy consumption (Scope 1-2).

### Restatements

This key figure was reported for the first time in the reporting year. The comparative figures from the base year and the previous year are calculated using the same method.

## Category 4 – Upstream transport & distribution

### Scope and underlying data

The Group companies Galexis, Alloga and Pharmapool collect individual data on the diesel consumption of their transport service providers. In addition, Galenica calculates raw data for goods procured by suppliers themselves. This information includes the mode of transport (truck, boat and air), weight and distance ex works from the supplier for the manufacturing companies Bichsel, Spagyros, Padma and Verfora as well as for the wholesalers Galexis, Pharmapool and Unione. Other Group companies do not procure any transport services from third parties themselves and do not have any relevant incoming goods that are delivered directly by third parties.

### Emission factors

The greenhouse gas emissions resulting from the energy consumption of transport service providers are calculated using recognised conversion and emission factors (direct emissions: Swiss greenhouse gas inventory from the Federal Office for the Environment; well-to-tank (WTT) emissions: UK Department for Environment, Food & Rural Affairs). Factors from the Mobitool database (Version 3.0; truck: goods transport, diesel, fleet average; ship: goods transport, container ship; aircraft: goods transport, aircraft, average) are used to estimate transport emissions by suppliers. These also take into account upstream emissions for transport.

### Calculation methodology and key assumptions

The resulting greenhouse gas emissions for each Group company are calculated for the diesel consumption of the transport service providers (2025: in total 92.8% of emissions in Category 4). A distinction is made between emissions from Health Supply and other service providers. Biogenic components in diesel used (assumption: 7% bio diesel) are not recognised in the scope. The transport performance of suppliers is calculated in tonne-kilometres (weight × distance) and the ratio of the different modes of transport is estimated. It is assumed that the goods will be transported by average trucks, container ships and aircraft (see Mobitool database).

### Restatements

A value adjustment of Health Supply's diesel consumption for 2024 also leads to a significant increase in fuel consumption by service providers (in MWh) and the corresponding emissions compared to the published value. In the reporting year, this key figure is reported for the first time including deliveries by third parties and WTT emissions. The comparative values from the base year and the previous year are adjusted using the same method.

## Category 7 – Employee commuting & home office

### Scope and underlying data

The calculation takes into account all modes of transport that are, on average, relevant to commuters in Switzerland according to the Swiss Confederation's statistical survey. Galenica does not have its own calculation bases with regard to means of transport and commuting distances. Emissions from work on days spent working from home are also taken into account. The calculation is based on the key employee figures from the Human Resources department expressed in full-time equivalents.

### Emission factors

The emission factors for the use of cars (fleet average), motorcycles (petrol, fleet average), railways (Swiss railways, regional and long-distance transport average), public transport by road (urban bus (13 m), hybrid diesel, single-decker), e-bikes (average), bicycles (conventional, urban) and working from home (Work@Home, green electricity mix CH, based on an 8-hour day) come from the Mobitool database (Version 3.0). These also take into account upstream emissions for their use.

### Calculation methodology and key assumptions

The calculation uses the statistical breakdown between modes of transport according to the survey by the Federal Statistical Office (FSO) on commuter mobility in Switzerland. In addition, the statistical mean for the average commuting distance is used. Two commuting journeys are assumed for each working day. The number of working days in question is calculated as statutory working days minus weekends, public holidays and leave. The more people work from home, the lower the number of journeys.

### Restatements

This key figure was reported for the first time in the reporting year. The comparative figures from the base year and the previous year are calculated using the same method.

## Category 8 – Upstream leased real estate

### Scope and underlying data

At Galenica, emissions from the use of leased assets arise from the heating of rented spaces, particularly in pharmacies. As Galenica has no control over this energy consumption, the corresponding greenhouse gases are not included in Scope 1 and 2. Some Group companies collect data on heat consumption via the landlord in the same way as the energy consumption they monitor themselves. The heat consumption of 9 sites as well as the type of heating and its size are recorded on the basis of the retail space (2025: total 99.0% of relevant energy consumption for emissions in Cat. 8).

### Emission factors

The greenhouse gas emissions caused by heat consumption are calculated using recognised conversion and emission factors (heating oil and natural gas: Swiss greenhouse gas inventory from the Federal Office for the Environment; wood pellets, district heating: UK Department for Environment, Food & Rural Affairs; heat pump: International Energy Agency (IEA; international electricity trading was taken into account)).

### Calculation methodology and key assumptions

For pharmacies, heat consumption is extrapolated for all sites based on a representative sample of sites. Assuming that pharmacies are heated to a similar level on average, this is done via the ratio of the total space associated with the samples to the total retail space for all pharmacies.

### Restatements

The previous methodology for recording heat consumption has been revised. The premises are leased at most Galenica sites, so it has no direct influence on heat generation. In line with the recommendations of REIDA (Real Estate Investment Data Association), a non-profit organisation for investment properties in the Swiss real estate market, Galenica therefore does not seek to control emissions from the energy sources used by landlords. From this reporting year, the corresponding greenhouse gases will therefore be recognised under Scope 3. In all cases where Galenica purchases its own energy sources from producers, the resulting emissions are reported under Scope 1 (heating oil, natural gas, wood pellets) and Scope 2 (district heating, heat pump).

This adjustment results in a restatement of the previous year's figures. In 2023, emissions from the use of heating oil (503.8 tCO<sub>2</sub>e), natural gas (730.1 tCO<sub>2</sub>e), district heating (638.2 tCO<sub>2</sub>e) and heat pumps (0.6 tCO<sub>2</sub>e) were moved from Scope 1+2 to Scope 3, Category 8. For 2024, the shift amounted to 724.6 tCO<sub>2</sub>e for heating oil, 675.4 tCO<sub>2</sub>e for natural gas, 339.4 tCO<sub>2</sub>e for district heating and 0.7 tCO<sub>2</sub>e for the use of heat pumps.

### Category 15 – Investments

#### Scope and underlying data

The calculation takes into account all associated companies and joint ventures according to the financial statements that are not already included in Scope 1 or Scope 2. The data is based on the financial information included in the consolidated financial statements of the Galenica Group in accordance with IFRS. Investments are classified according to industry activity (retail trade excl. motor vehicles, transport services, health and social services, education and other services).

#### Emission factors

The emission factors used come from the PCAF database (Partnership for Carbon Accounting Financials, in tCO<sub>2</sub>e/million euro, 2019). Conversion is based on the ECB reference rates and the harmonised consumer prices provided by the FSO.

### Calculation methodology and key assumptions

The emissions financed by investments are calculated methodically in accordance with the guidelines of the Partnership for Carbon Accounting Financials (PCAF) using the approach for business loans and unlisted equity interests. Economic activity data is used to calculate the relevant shares of emissions of the companies that are not included in Galenica's scope of consolidation for financial control purposes. The factors (in tCO<sub>2</sub>e/million euro) are converted to Swiss francs and adjusted for inflation since the PCAF base year. The conversion rates come from the European Central Bank and the inflation rates from the Federal Statistical Office.

**Restatements**

This key figure was reported for the first time in the reporting year. The comparative figures from the base year and the previous year are calculated using the same method.

- GRI 2-7, 2-8
- GRI 401-1, 401-10
- GRI 403-9, 403-10
- GRI 405-1
- GRI 2-4

**Data on our employees and diversity among staff**

The key figures on the number of employees (GRI 2-7) include all companies of the Galenica Group with a majority holding as of 31 December 2025 (including apprentices, interns and temporary employees).

However, more detailed key figures on employees, such as information on diversity (GRI 405-1), employee turnover (GRI 401-1), accidents (GRI 403-9) and illnesses (GRI 403-10), refer exclusively to companies that are fully integrated into the Galenica Group HR system, and the necessary information is available. For this reason, employees of the Labor Team Group in particular are not included in the detailed disclosures for 2025. Detailed key figures on employees cover 95.6% of the total employee population.

**Data on employee turnover**

Employee turnover is determined in two stages. On the one hand, employee fluctuation is determined on the basis of resignations, but also takes into account retirements (ordinary and early) and deaths.

**Data on the "Opinio" employee survey**

The "Opinio" employee survey is conducted annually by an external body in a standardised online format. In 2025, the survey took place between 14 October and 14 November, based on the number of employees as of September. All employees were surveyed, including apprentices and interns, but excluding temporary and external employees. Data from the "Opinio" employee survey also includes associated companies and joint ventures Coop Vitality, Coop Vitality Management, Curarex swiss, Mediservice and Emeda as well as employees of the Galenica Pension Fund. However, companies that are not fully integrated into the Galenica Group's HR system, such as the employees of Aquantic, the newly acquired Labor Team Group and Dr. A&L. Schmidgall are not included. A total of 9,032 employees were surveyed.

The key figure for employee motivation is calculated from the arithmetic average of 16 questions from the "Opinio" employee survey. This average is then converted into a scale from 0 to 100.

**Customer satisfaction data**

Twice a year, an external market research institute is commissioned to survey the Net Promoter Score (NPS) by means of representative market surveys. Data is collected via online interviews as part of panels. Data is collected from over 2,000 pharmacy customers who are asked how likely they are to recommend a pharmacy format to others. People answer with a number between 0 (highly unlikely) and 10 (highly likely). Responses between 0-6 are classed as "detractors", 7-8 are classed as "indifferent" and 9-10 are classed as "promoters". To calculate the NPS, the percentage of "promoters" is subtracted from the percentage of "detractors". The NPS can therefore be between -100 (very poor) and

+100 (very good). The regular Net Promoter Score (rNPS) positions the NPS of Galenica in relation to the NPS of competitors. For competitive reasons, Galenica does not disclose the actual figure or distance to the best competitor.

The NPS is collected for the Amavita, Sun Store and Coop Vitality pharmacy formats and is included in the key figure accordingly. The measurement point relevant to the achievement of the objective is the average of the two measurements in the year. The degree of target achievement is based on the calculated rNPS for the second measurement point compared to the rNPS target defined by the Board of Directors.

### **Data on number of healthcare services**

The healthcare services disclosed are provided in the Amavita, Sun Store and Coop Vitality formats' pharmacies and charged to the customer via the healthcare system. A Pharmacode is stored for each service. This way, the number of healthcare services performed can be calculated and monitored accordingly. Values are rounded to the nearest thousand.

### **Restatement**

The definition of the number of healthcare services was adjusted in 2025. In the past, the focus was on the number of services provided in acute care (primary care). From 2025, a broader view was taken, which includes services in the areas of vaccination services and other healthcare services such as heart checks and wound care. The previous year's figures have been adjusted accordingly in accordance with the new definition.

## **GRI 2-4**

### **Correction or restatements of information**

The report includes detailed disclosures on key environmental, social and governance figures, including definitions, methods used and relevant assumptions, in particular in the area of key environmental figures and restatements where necessary.

We strive to keep the definition and calculation of our key sustainability figures consistent over time. Nevertheless, key figures or targets may be adjusted to best reflect our strategic priorities or changes to standards. In such cases – as well as in the case of material corrections from the previous year – the comparative figures are restated accordingly. The decision on a restatement is based on an overall assessment of the impact on the report.

Unless otherwise stated, the published key figures refer to the financial year and to actual data for the period January to December. Due to unavailability of data, some estimates have to be made.

## GRI 2-5

**Independent audit**

Ernst & Young Ltd. was appointed by Galenica to perform a limited independent audit of selected key figures in the GRI report. Ernst & Young Ltd. is also the external statutory auditor of the [Remuneration report](#), the [consolidated financial statements](#) in accordance with IFRS and the [statutory financial statements of Galenica Ltd.](#)

Further details on the audit can be found in the [independent assurance report](#).

All audited figures in the sustainability reporting are marked in the report with the symbol ►.



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To the Board of Directors of  
**Galenica Ltd., Bern**

Berne, 5 March 2026

## **Independent Assurance Report on selected KPIs in the Sustainability Report 2025**

We have been engaged to perform assurance procedures to provide limited assurance on selected disclosures, indicators and non-financial information (including GHG emissions) included in Galenica AG's and its consolidated subsidiaries' (the Group's) Sustainability Report 2025 included in the Annual Report (the Report) for the reporting period from 01 January 2025 to 31 December 2025.

Our limited assurance engagement focused on selected disclosures, indicators and non-financial information (including GHG emissions) (the Indicators) presented in the Report and the Content Index of the Report and marked with the check mark ►.

We did not perform assurance procedures on other information included in the Report, other than as described in the preceding paragraph, and accordingly, we do not express a conclusion on that information.

### **Applicable criteria**

The Group defined as applicable criteria (the Applicable Criteria):

- As defined by the Group and summarized in the Disclosure chapters and the chapter "Calculation basis"
- Global Reporting Initiative Sustainability Reporting Standards (GRI Standards)

A summary of the standards is presented on the GRI homepage.

### **Inherent limitations**

The accuracy and completeness of selected disclosures, indicators and non-financial information (including GHG emissions) are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the non-financial matters indicators is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the emissions factors and the values needed to combine e.g. emissions of different gases. Our assurance report should therefore be read in connection with the Group's "Calculation basis" chapter including its definitions and procedures on non-financial matters reporting therein.

### **Responsibility of the Board of Directors**

The Board of Directors is responsible for the selection of the Applicable Criteria and for the preparation and presentation, in all material respects, of the selected disclosures, indicators and non-financial information (including GHG emissions) in accordance with the Applicable Criteria. This responsibility



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includes the design, implementation, and maintenance of internal control relevant to the preparation of the Report that are free from material misstatement, whether due to fraud or error.

#### **Independence and quality control**

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies ISQM 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### **Our responsibility**

Our responsibility is to express a conclusion on the disclosures, indicators and non-financial information (including GHG emissions) based on the evidence we have obtained.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected disclosures, indicators and non-financial information (including GHG emissions) are free from material misstatement, whether due to fraud or error.

#### **Summary of work performed**

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The Greenhouse Gas (GHG) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

Our limited assurance procedures included, amongst others, the following work:

- Assessment of the suitability of the Applicable Criteria and their consistent application
- Interviews with relevant personnel to understand the business and reporting process, including the sustainability strategy, principles and management



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- Interviews with the Group's key personnel to understand the sustainability or non-financial reporting system during the reporting period, including the process for collecting, collating and reporting the disclosures, indicators and non-financial information (including GHG emissions)
- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Applicable Criteria
- Analytical review procedures to support the reasonableness of the data
- Identifying and testing assumptions supporting calculations

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

#### **Conclusion**

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected disclosures, indicators and non-financial information (including GHG emissions) in the Report of Galenica AG have not been prepared, in all material respects, in accordance with the Applicable Criteria.

Ernst & Young Ltd

Mathias Zeller  
Executive in charge

Daniel Zaugg  
Partner

# Appendix

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# GRI content index



**CONTENT INDEX ESSENTIALS SERVICE**

**2026**

Galenica Ltd. has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was provided for the German version of the report.

**GRI 1 used:** GRI 1: Foundation 2021

**Applicable GRI Sector Standards:** None

GRI Standard / other source	Disclosure	Information / location	Omission
<b>The organization and its reporting practices</b>			
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate governance	
	2-2 Entities included in the organization's sustainability reporting	Organisational system boundaries	
	2-3 Reporting period, frequency and contact point	Reporting principles	
	2-4 Restatements of information	Correction or restatements of information	
	2-5 External assurance	Independent audit	
<b>Operations and workers</b>			
GRI 2: General Disclosures 2021		Business model Website	
	2-6 Activities, value chain and other business relationships	Value chain	
	2-7 Employees	Employment	
	2-8 Workers who are not employees	Employment	
<b>Governance</b>			
GRI 2: General Disclosures 2021		Board of Directors Members of the Board of Directors Organizational Regulations	
	2-9 Governance structure and composition	Corporate governance	
		Board of Directors	
	2-10 Nomination and selection of the highest governance body	Corporate governance	
		Members of the Board of Directors	
	2-11 Chair of the highest governance body	Corporate governance	
		Sustainability organisation	

2-12 Role of the highest governance body in overseeing the management of impacts	Articles of Association
2-13 Delegation of responsibility for managing impacts	Sustainability organisation
2-14 Role of the highest governance body in sustainability reporting	Sustainability organisation Materiality analysis and matrix
2-15 Conflict of interest	Group structure and shareholders Board of Directors Other remuneration Code of Conduct
2-16 Communication of critical concerns	Corporate governance Whistleblower Reporting Office
2-17 Collective knowledge of the highest governance body	Sustainability organisation Letter from the Chair of the Remuneration Committee
2-18 Evaluation of the performance of the highest governance body	Corporate governance Principles and responsibility in setting compensation Articles of Association
2-19 Remuneration policies	Corporate governance Remuneration system of the Board of Directors Remuneration system of the Corporate Executive Committee Corporate governance
2-20 Process to determine remuneration	Articles of Association
2-21 Annual total compensation ratio	Restriction due to confidentiality obligations: This information is not disclosed. Due to the heterogeneity of occupational fields and remuneration models, as well as existing confidentiality obligations, consistent determination is currently not possible. Future disclosure is being reviewed.

**Strategy, policies and practices**

GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Interview with Chairman and CEO
		Code of Conduct
		Supplier Code of Conduct
		Ethical business conduct
	2-23 Policy commitments	Supply chain integrity
		Code of Conduct
		Supplier Code of Conduct
		Ethical business conduct
2-24 Embedding policy commitments	Supply chain integrity	
	Ethical business conduct	
2-25 Processes to remediate negative impacts	Supply chain integrity	
	Ethical business conduct	
2-26 Mechanisms for seeking advice and raising concerns	Integrity through whistleblowing	
2-27 Compliance with laws and regulations	Training on compliance and ethical conduct	
2-28 Membership associations	Memberships of associations and interest groups	

**Stakeholder engagement**

GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Dialogue with stakeholders
	2-30 Collective bargaining agreements	Our management approach

**Material Topics**

GRI 3: Material Topics 2021	Process to determine material topics	Materiality analysis and matrix
	List of material topics	Materiality analysis and matrix

**Energy and climate protection**

GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and climate protection
GRI 302: Energy 2016		Total energy consumption
	302-1 Energy consumption within organization	Calculation bases
		Total energy consumption
	302-2 Energy consumption outside of the organization	Calculation bases
	303-3 Energy intensity	Total energy consumption
	303-4 Reduction of energy consumption	Energy
GRI 305: Emissions 2016		Emissions
	305-1 Direct (Scope 1) GHG emissions	Calculation bases
		Emissions

305-2 Energy indirect (Scope 2) GHG emissions	Calculation bases
	Emissions
305-3 Other indirect (Scope 3) GHG emissions	Calculation bases
	Emissions
305-4 GHG emissions intensity	Scope 3 emissions
	Reduction of operational emissions (Scope 1+2)
305-5 Reduction of GHG emissions	Scope 3 emissions

**Patient safety**

GRI 3: Material Topics 2021	3-3 Management of material topics	Patient safety
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Pharmacovigilance: forwarding of reports
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Pharmacovigilance: forwarding of reports
Own KPIs	Number CDS.CE Checks	Increased patient safety thanks to e-medication solution
	Target achievement NPS	Customer satisfaction

**Health promotion**

GRI 3: Material Topics 2021	3-3 Management of material topics	Health promotion
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Cooperation for low-threshold and affordable access
Own KPIs	Number of health services provided	Healthcare services

**Attractive workplace**

GRI 3: Material Topics 2021	3-3 Management of material topics	Attractive workplace
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Promoting employee knowledge and exchange
	404-3 Percentage of employees receiving regular performance and career development reviews	Regular performance reviews
Own KPIs	Motivation & Participation rate in employee survey	Opinio employee survey
	Time-to-hire	Recruitment strategy/retention of skilled workers

**Health and safety at work**

GRI 3: Material Topics 2021	3-3 Management of material topics	Health and safety at work
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our management approach
		Long-term health promotion

	403-2 Hazard identification, risk assessment, and incident investigation	Occupational safety and accident prevention
		Long-term health promotion
	403-3 Occupational health services	Occupational safety and accident prevention
	403-4 Worker participation, consultation, and communication on occupational health and safety	Our management approach
		Long-term health promotion
	403-5 Worker training on occupational health and safety	Occupational safety and accident prevention
	403-6 Promotion of worker health	Long-term health promotion
	403-9 Work-related injuries	Work-related injuries and illnesses
	403-10 Work-related ill health	Work-related injuries and illnesses
Own KPIs	Absenteeism rate due to occupational accidents and illnesses	Long-term health promotion

**Equality and diversity**

GRI 3: Material Topics 2021	3-3 Management of material topics	Equality and diversity
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity of governance bodies and employees
	405-2 Ratio of basic salary and remuneration of women to men	Equal pay
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Protection of personal integrity in the workplace

**Ethical business conduct**

GRI 3: Material Topics 2021	3-3 Management of material topics	Ethical business conduct
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Training on compliance and ethical conduct
	205-3 Confirmed incidents of corruption and actions taken	Prevention of corruption and anti-competitive behaviour
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Prevention of corruption and anti-competitive behaviour
Own KPIs	Number of awareness-raising measures	Training on compliance and ethical conduct

**Data protection and IT security**

GRI 3: Material Topics 2021	3-3 Management of material topics	Data protection and information security
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Regular review
Own KPIs	Number of awareness-raising measures	Raising awareness and employee training

**Security of supply and procurement**

GRI 3: Material Topics 2021	3-3 Management of material topics	Security of supply and procurement
Own KPIs	Service-level	Availability of medications

**Supply chain integrity**

GRI 3: Material Topics 2021	3-3 Management of material topics	Supply chain integrity
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Due diligence obligations and transparency regarding minerals and metals from conflict affected areas, child labour, and forced and compulsory labour
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Due diligence obligations and transparency regarding minerals and metals from conflict affected areas, child labour, and forced and compulsory labour
Own KPIs	Number of audits	Supplier Code of Conduct

# Transparency on non-financial matters (CO 964a-Index)

## Appendix

The table below refers to individual non-financial report contents in the Annual Report 2025.

Art. 964b content requirement	Section in the report
	Business model
	Materiality analysis and matrix
Business operations	Most important risk clusters and measures
	Energy and climate protection
Environmental matters	Climate report
	Dialogue with stakeholders
	Patient safety
	Security of supply and procurement
Social issues	Health promotion
	Attractive workplace
	Health and safety at work
Employee-related issues	Equality and diversity
	Ethical business conduct
Respect for human rights	Supply chain integrity
Combating corruption	Anti-corruption
Due Diligence and Transparency in relation to Mineral and Metals from Conflict-Affected Areas and Child Labour	Due diligence obligations and transparency
Appendix	Calculation bases

# TCFD-Index

TCFD Disclosure	Recommended disclosures	
Governance	A Describe the board's oversight of climate-related risks and opportunities	Governance
	B Describe management's role in assessing and managing climate-related risks and opportunities	Sustainability organisation Governance
Strategy	A Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	Sustainability organisation Responsibilities and processes Climate-related risks and opportunities
	B Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning	Climate-related risks and opportunities
	C Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Resilience taking into account different scenarios
Risk management	A Describe the organisation's processes for identifying and assessing climate-related risks	Risk management Sustainability organisation
	B Describe the organisation's processes for managing climate-related risks	Risk management
	C Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	Risk management
Metrics and targets	A Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Key figures and targets Energy Emissions
	B Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks	Emissions Climate-related risks and opportunities Key figures and targets
	C Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Key figures and targets Greenhouse gas emissions and resources

## Impressum

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### Forward-looking statements

The combined Annual and Sustainability Report 2025 is published on 10 March 2026. It is published once a year and covers the reporting period from 1 January to 31 December. This Annual Report contains forward-looking statements. In this Annual Report, such forward-looking statements include, without limitation, statements relating to our financial condition, results of operations and business and certain of our strategic plans and objectives. Because these forward-looking statements are subject to risks and uncertainties, actual future results may differ materially from those expressed in or implied by the statements. Many of these risks and uncertainties relate to factors which are beyond Galenica's ability to control or estimate precisely, such as future market conditions, currency fluctuations, the behaviour of other market participants, the actions of governmental regulators and other risk factors detailed in Galenica's past and future filings and reports, in past and future filings, press releases, reports and other information posted on Galenica Group Companies' websites. Readers are cautioned not to put undue reliance on forward-looking statements, which speak only of the date of this communication. Galenica disclaims any intention or obligation to update and revise any forward-looking statements, whether as a result of new information, future events or otherwise.