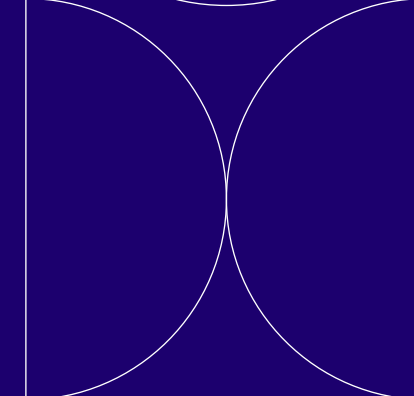
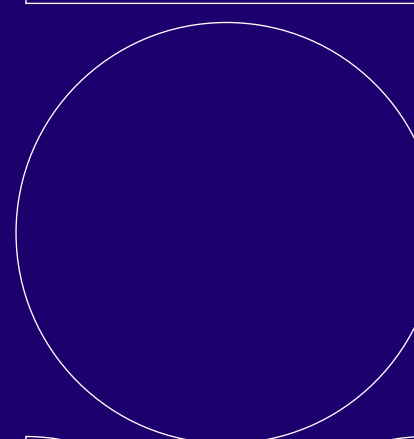
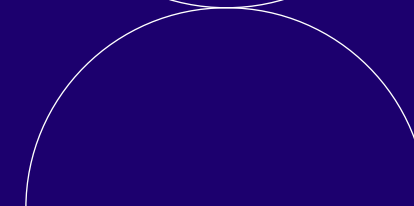
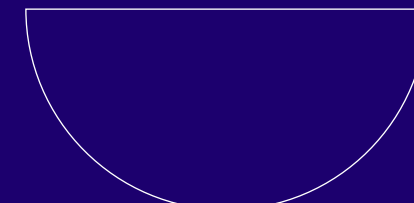




ESG 2024 Report

Swixx BioPharma – Dedicated
to Improving Lives Guided
by Ethics, Compliance, and
Sustainability

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Message from the CEO



Dear Stakeholders,

Since the founding of Swixx Biopharma in 2014, we have remained dedicated to our mission: unlocking patient access to innovative medicines from our partners, thereby striving to ensure a healthier future for all.

As we continue to grow, we recognize the broader impact of our operations on people, communities, and the environment. Guided by Environmental, Social, and Governance (ESG) principles, we are forging a path toward a more sustainable, inclusive, and prosperous future. ESG is not simply an initiative, it is embedded in how we operate, make decisions, and create long-term value.

In 2024, we published the Swixx ESG Framework for 2023, establishing our sustainability priorities and guiding the integration of ESG into our business strategy. Building on that foundation, we are proud to present our first comprehensive ESG Report, showcasing our 2024 commitments, progress, and impact across the five ESG building blocks, and marking a key milestone in transparency and accountability.

Put People First

- 100% of employees completed initial HSE trainings
- Signed the “Working with Cancer” pledge (Nov 2024)
- 100% of affiliates apply flexible working policies

Preserve the Environment

- 100% of our warehouses use certified waste service providers
- Company-wide plastic ban fully implemented
- Commitment letter to the Science-Based Targets initiative (SBTi) submitted and accepted

Access to Medicines

- 4,427 diagnostic tests performed through our rare disease program
- Sustainable and timely access to innovative medicines ensured across our region
- 98 positive reimbursement decisions achieved across Central and Eastern Europe

Sustainable Corporate Governance

- 10 internal audits conducted, covering approx. 30% of our portfolio
- Achieved ISO certifications:
 - ISO 37001:2016 (Anti-bribery)
 - ISO 14001:2015 (Environmental management)
 - ISO 9001:2015 (Quality management)
- Maintained robust whistleblowing system with quarterly incident reporting to the Swixx Board

Strengthen Community Partnerships

- Swixx Patient Academy pilot implemented in 2 countries
- 5 new patient testimonials created as part of the MyRareJourney project
- Company volunteering officially endorsed and encouraged

We are honored to be recognized as one of the **Best Managed Companies** in the region, receiving the **PAMEA Award** - a milestone that reflects our commitment to excellence and integrity.

Over the past two years we have developed our ESG capabilities by building the internal team, hiring key personnel, and embedding ESG awareness across the company. This period of active learning, communication, and culture-building has transformed ESG from external requirements into a core part of Swixx's DNA.

Looking Ahead to 2025

With this foundation in place, we are ready to elevate our ambitions. We are moving forward with deeper expertise, higher expectations, and bolder ESG objectives. We are confident that by aligning our business priorities with our ESG goals, we can create long-term value for our stakeholders and a lasting positive impact on the societies we serve.

Sincerely,

Jean-Michel Lespinasse
Chief Executive Officer

SWIXX BIOPHARMA

PRESENT IN
46
COUNTRIES



1,600
EMPLOYEES



RARE
DISEASES

4
STRATEGIC
THERAPEUTIC
AREAS



VACCINES



ONCOLOGY
/ HEMATOLOGY



SPECIALTY
CARE



NET SALES:
+38% VS 2023

2024 MARKED THE
10-YEAR
ANNIVERSARY
OF SWIXX BIOPHARMA'S
OPERATIONS

About Swixx - Driving Sustainable Growth Through Strategic Expansion

OUR PURPOSE AND FOCUS

Swixx BioPharma was founded to replace the subsidiaries of biopharma, OTC, and medical device multinationals in countries or therapeutic areas where our partners choose not to enter or decide to exit, with the purpose of ensuring access to the best medical solutions, upholding the highest ethical standards, and focusing on high unmet medical needs - helping people live healthier, better lives and creating healthier futures for all.

From this foundation, Swixx has grown rapidly into one of the largest and most dynamic dedicated commercialization platforms. As of 2024, we are present in **46 countries**, spanning Central and Eastern Europe, Russia, Eurasia, the Middle East, and Latin America. We are proud to employ over **1,600 professionals**, with **72% women in our workforce** and **30% female representation in the Executive Committee**, reflecting our commitment to diversity and inclusion.

Our net sales have reached **€1.25 billion**, +38% increase versus 2023, a testament to our continued growth and impact.

Swixx Biopharma focuses on launching highly innovative medicines in four strategic therapeutic areas:

- **Rare Diseases** – our heritage focus, now covering nearly twenty rare conditions.
- **Oncology / Hematology** – we provide therapies for breast, renal, non-small cell lung, head and neck cancers, melanoma, and hematologic malignancies through our numerous partnerships with innovative biotech companies.
- **Specialty Care** – dedicated to providing medicines to patients with chronic diseases in various therapeutic areas, including cardiovascular diseases, diabetes, and multiple sclerosis.
- **Vaccines** – a broad portfolio, ranging from flu and travel vaccines to primary vaccination and boosters.

Additionally, in selected markets, we commercialize Consumer Healthcare products through a dedicated CHC business unit.

Our Vision and Mission

Our Vision is to be the partner of choice for biopharma companies pursuing an indirect route to market – helping improve patient outcomes across the regions we serve. By offering best-in-class pharma services, built on deep industry expertise and strong, collaborative relationships with partners, patient representatives, and the broader healthcare community, we aim to shape a healthier future for all. Our Mission is to work closely with our partners and local healthcare systems to unlock access to innovative treatments for patients in need. Our goal is to make a lasting and meaningful impact on individual lives and public health in every country in which we operate.

Our Growth & Achievements

At Swixx, we take pride in being a strategic driver of expansion for global biopharma, offering an agile, high-performance platform to launch and expand access to treatments in complex or underserved regions.

2024 marked the **10-year anniversary** of Swixx BioPharma's operations. We look back on a year of growth, achievement, and impact, including:

- **Expansion into Latin America**, through a strategic combination with Biopas, extending our global reach and launching operations in new markets.
- **Nine new partnerships** signed across LATAM, bringing life-saving medicines to more patients.
- **Strong performance in CEE**, unlocking access for 98 new innovative medicines in the region.
- **Strengthened presence in MENA**, preparing to deliver vital therapies to more communities.
- **Launch of the Swixx ESG Strategy Framework**, reflecting our deep commitment to sustainability, transparency, and accountability.
- **Recognition and awards**, including:
 - Inclusion in the **FT1000 list of Europe's fastest-growing companies**.
 - PMEA Awards:** Winner in Excellence in Engagement through Digital Channels and New Technology for the Swixx Rare Disease Academy; Highly Commended in Excellence in Rare Diseases.

Swixx continues to pursue its mission with passion, expanding access to innovation and creating an impact that reaches far beyond business.

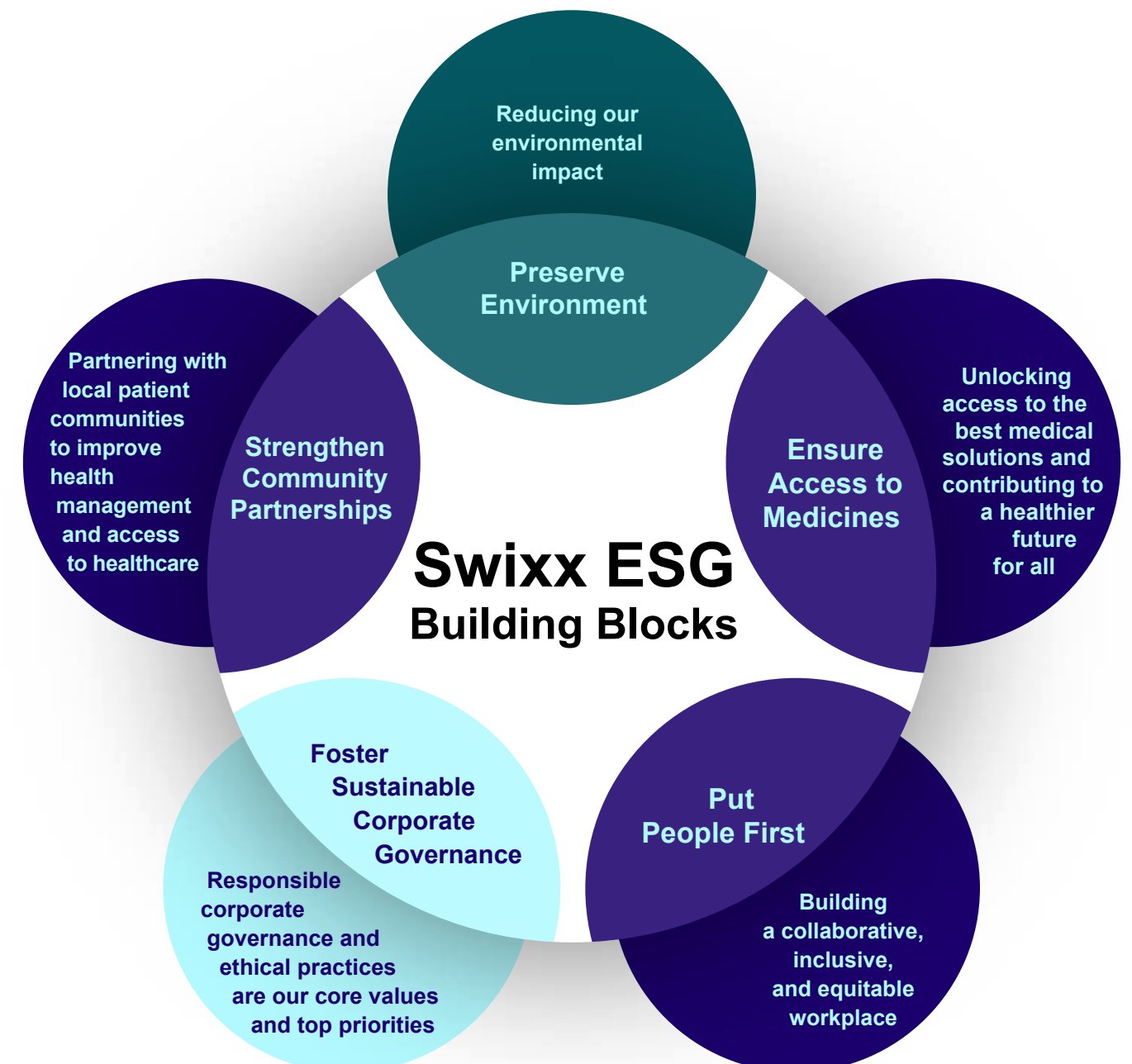
Our Approach to ESG

At Swixx BioPharma, Environmental, Social, and Governance (ESG) principles are deeply embedded in how we operate and how we define success – extending far beyond financial performance. Our commitment to responsible and sustainable business practices was formalized last year with the launch of the Swixx ESG Framework, a strategic foundation that reflects both our ambition and accountability.

ESG Building Blocks

Through collaboration with our stakeholders, we have defined our key sustainability priorities, reflected in five ESG building blocks that form the foundation of our sustainability strategy and support the achievement of the United Nations Sustainable Development Goals. These building blocks challenge us to deliver positive social, environmental, and economic outcomes. Each pillar has defined specific goals and milestones that direct our efforts and guide our activities to ensure the responsible delivery of our business strategy.

● **E** – Environment
 ● **S** – Social
 ● **G** – Governance



ESG Governance

To drive this commitment forward, we established an interdisciplinary ESG team, bringing together experts from across the organization, including functions that define objectives and work on project implementation: Communication, Finance, Health, Safety and Environment, Human Resources, Internal Audit, Quality Assurance, Public Affairs, Supply Chain, and country representatives, ESG-passionate volunteers, all dedicated to advancing our ESG agenda in a structured and meaningful way. The team is led by a Board Member. Under her leadership, the ESG team collaborates to ensure that our initiatives are not only ambitious but also actionable, measurable, and aligned with a consistent and impactful approach.

At Swixx, we view ESG not just as a future regulatory requirement but as an opportunity to increase transparency and accountability. Our goal is to create a positive impact on the quality of life for our employees and the people living in the communities where we operate, while minimizing our environmental footprint. Progress and updates on ESG objectives and achievements, as well as future plans, are regularly reported to the Swixx Board during the quarterly Board meetings, reinforcing the strategic importance of ESG across all levels of the organization and ensuring continued alignment with our long-term vision.

ESG Report

As part of our ESG report, we have also defined clear and concrete KPIs, key initiatives, and milestones for each ESG objective within our strategic building blocks. These guide our actions and allow us to monitor progress toward tangible outcomes – ensuring that our efforts lead to real, lasting impact.

The report communicates our purpose and future plans, serves as a tool to track our progress, and promotes the sustainable and responsible practices we stand for – while helping our stakeholders understand Swixx's broader impact on society and the environment.

Progress in 2024 – Our Achievements

In 2024, Swixx continued to grow and strengthen its business, enabling initiatives across all key ESG priority areas – the building blocks of our sustainability strategy. We are proud of the progress we have made in expanding access to innovative therapies, creating meaningful opportunities for our colleagues, supporting patient communities, and upholding strong governance practices and environmental stewardship.

Put People First

To ensure a safe and flexible working environment, a diverse culture, and the fostering of employee well-being, assuring employee satisfaction, overall company success, and long-term sustainability.

100%
of affiliates

apply flexible
working
policies

This building block is essential to us at Swixx, as it reflects our belief that a healthy, supported workforce is key to sustainable growth. We strive to foster a positive, inclusive, and resilient work environment by promoting physical and mental health, work-life balance, and personal development.

- **Diverse and Inclusive Workplace:** Swixx employs over 1,600 professionals representing 40+ nationalities. We promote equal opportunity hiring and inclusive leadership.
- **Learning & Growth:** We provide regular training in ethics & compliance, leadership, therapeutic knowledge, and digital tools.
- **Work-Life Balance:** Employee well-being is central to our HR philosophy. In 2024, hybrid work models were officially introduced across the organization, offering employees greater flexibility.
- **Health & Well-being:** Regular medical checkups with a universal scope across all countries will be made available in 2025 in all geographies where we operate.

Our key achievements in 2024 include:

Working with Cancer Pledge

signed in November 2024

Swixx BioPharma will provide continuous support and foster well-being of employees, continuously raise awareness, and encourage collaboration among all stakeholders with the goal of addressing and eliminating the stigma associated with cancer in the workplace.

Barbara Kosir, NED, Board Member,
Ethics & Compliance Committee Chair
and Audit Committee Chair, Swixx
BioPharma AG

- Safety performance monitoring – occupational injuries, number of lost time days due to injuries, number of fatalities, and accident frequency rate.
- 0 critical observations recorded during the internal HSE audit
- Budget secured for unified scope of medical check-ups for all employees, with planned implementation of the program in 2025
- Certification of established Quality Management System according to ISO 14001 (Environmental Management System) in Serbia.

100%
initial HSE
trainings
completed

Preserve Environment

to minimize direct environmental impact and carbon footprint through responsible and sustainable operations.

Swixx BioPharma recognizes the importance of minimizing its ecological footprint and has taken steps to operate responsibly.

- Paperless Office Initiatives: Across all affiliates, digitalization has significantly reduced the use of paper through electronic documentation and workflow systems.
- Plastic ban: From October 2024, our affiliates no longer purchase or supply the single-use plastic (SUP) items
- Sustainable Facilities: Office buildings across Swixx countries are increasingly equipped with energy-efficient lighting and waste separation systems.

Our key achievements in 2024 include:

ISO 14001 certification maintained for the Swixx affiliate in Serbia

Only authorized service providers used for waste collection.

Audit plan for the product destruction service provider executed on time

Established monitoring of utility consumption in distribution centers

Preparations for the reduction plan are ongoing, with main distribution centers reporting electricity and natural gas usage

45% of employees installed digital signatures.

Car fleet: renewed car policy issued and effective as of November 2024. The policy has defined the environmental aspect and guidance for countries on car selection.

3 campaigns performed in 2024

1. Communication on single-use plastic ban in all Swixx affiliates
2. Environmental trainings launched in Serbia
3. Environmental trainings launched in Bosnia and Hercegovina. Trainings aim to educate employees on how they can contribute to the reduction of electricity consumption, waste, car fuel, water, etc.



100%
Certified
waste service
providers
for our
warehouses

**Plastic
ban**
fully
implemented

**Commitment
letter to the
SBTi**
(Science-Based
Targets initiative)

Ensure Access to Medicines

to enhance the quality of life in communities where we operate by making medicines available.

4,427
tests

performed via a supportive program for rare disease diagnostics

Sustainable and timely access

to the medicines of our partners for patients across our countries

98

positive reimbursement decisions in CEE

This building block is critical for the company as it translates our mission to practice. By enabling access to medicines of our partners, we ensure that patients in Swixx markets have sustainable and timely access to the treatments they need. We also support access to healthcare diagnostics for rare disease to build on the equity in healthcare services across markets.

Our key achievements in 2024 include:

- Efficiency of the supply chain significantly improved by introducing a new process:
 - a/ slow-moving and obsolete stock monthly control
 - b/ Sales & Operational meetings
 - c/ Demand Review meetings with key partners
 - d/ new structure within supply chain with clear roles and responsibilities
 - e/ improved daily collaboration between markets and the supply chain team
- Baseline metrics established and monitored on a monthly basis.
- Supportive service for the diagnosis of rare disease continuation



Foster Sustainable Corporate Governance

to build and maintain a responsible and progressive organization for an increasingly complex, diverse and interconnected world, supporting our long-term success and sustainability.

We foster sustainable corporate governance and adhere to the highest standards to ensure transparency, responsibility, accountability, and fairness. Our Compliance organization reports to an independent Board committee and is committed to achieving the highest ethical and professional standards. Our Ethical Business Practices include:

- Zero Tolerance for Corruption: Swixx implemented strict anti-bribery and anti-corruption policies, which are regularly reinforced through mandatory training, and compliance with those policies is regularly monitored.
- Compliance Framework: Swixx maintains rigorous procedural documents covering different areas such as promotional and non-promotional activities and interactions with healthcare professionals, promotional and non-promotional materials, interactions with patient organizations, pharmacovigilance, data privacy, etc.
- Certification: several Swixx affiliates are already certified with the ISO 37001:2016 ABMS (Anti-Bribery Management System) certificate
- Grievance Mechanism Reporting: Swixx implemented a comprehensive, anonymous, 24/7 whistleblower reporting system for employees and third parties
- Data Protection: Compliance with GDPR and local data protection laws is monitored across all countries.
- Transparency: Swixx values transparency and long-term trust with our partners, governments, and healthcare stakeholders. We publish Codes of Conduct and maintain open channels for ethical reporting.
- An independent Internal Audit function has been established to assess the effectiveness of governance controls across the organization, with direct reporting to the Board.
- Swixx also discloses the transfer of value as required by the laws or EFPIA in the countries in which Swixx operates.

Key achievements in 2024 include:

- Annual risk assessment in place since 2015 and also performed in Q4 2024
- Voluntary bi-annual ISAE 3402 audit performed by an external auditor (Big 4)
- Internal awareness initiative "Morning Coffee with Compliance" implemented in 2024 to nurture a compliant and ethical culture among employees
- Training plan execution monitored
- Maintenance of a rigorous Conflict of interest process to safeguard our integrity and reputation: no major incidents reported with established monitoring
- Internal policies and practices continuously enhanced to protect and manage data privacy and sensitive information: no major incidents or non-compliance with policies after monitoring was performed
- ESG included in the Code of Business Conduct (Standard 2)



Strengthen Community Partnerships

**2
countries**

Implemented the
Swixx Patient
Academy pilot
program

**5
new
testimonials**

created as part of the
MyRareJourney
project



**Company
volunteering
endorsed
internally**



To build trust and collaboration, while addressing community needs.

Swixx is built on a patient-centric culture and collaboration with various stakeholders in our markets.

Our key achievements in 2024 include: Patient-Centered Initiatives

- Educational program to support Patient Advocacy Groups (PAGs) in the development of skills and capabilities, "Swixx Patient Academy", piloted in two countries in 2024. Participant feedback was very positive and improvements identified.
- Based on engagement with external stakeholders, several awareness campaigns have been launched internally and externally, including marking Rare Disease Day and EU Flu Day. "MyRareJourney" project in collaboration with the Patient organization continued, developing patient video testimonials voicing their challenges and needs, available on Swixx corporate website and Rare disease HCP portal "Rare Disease Academy."
- Corporate citizenship and charitable initiatives: internal endorsement for company volunteering was achieved in 2024

ESG Reporting

We prepared an internal project to perform financial materiality and finalize the double materiality assessment in accordance with CSRD requirements during 2025, with support from external advisors.

We are preparing an Environmental Risk Assessment SOP at the corporate level to manage environmental risks and environmental aspects in accordance with a defined methodology.

IMS / Environmental Policy renewal is also planned until the end of 2025, to more clearly identify the environmental and sustainability commitments of our company.

Looking Ahead – Our 2025 ESG Objectives

ESG BUILDING BLOCK	ESG AREA	OBJECTIVES 2025
Put People First	Health and Safety	Ensure that 100% of employees are trained and retrained in accordance with local legislation – Achieve (0) zero work-related fatalities
	Well-being	Ensure the implementation of the universal scope of preventive medical check-ups for all CEE, CIS and MENA employees, including key diagnostics/examinations for early cancer detection as committed in the Working with Cancer Pledge program Preparation of a comprehensive company employee well-being program
	Certification	Maintain valid certification under the ISO 14001 standard in Serbia and obtain new certification in Slovenia by end of 2025
	Optimize Waste Management	Optimize waste management in distribution centers: ensure implementation of appropriate waste disposal plan in Slovenia
Preserve Environment	Optimize Energy Consumption	Monitor energy consumption in distribution centers in Slovenia and Serbia and prepare an action plan for reduction
	Environmental Policies and Procedures	1) Renewal of environmental policy 2) Develop a relevant SOP on the identification and evaluation of environmental aspects and perform a risk assessment 3) Update KPIs covering relevant environmental topics
	Reduce Paper Consumption	Implement internal awareness campaigns: • on reducing printing • on the installation and use of digital signatures
	Optimize Carbon Footprint	Establish carbon footprint measurements Prepare a carbon footprint reduction plan and set targets according to SBTi requirements (within 24 months)
Ensure Access to Medicines	Culture of Environmental Awareness	Organize employee training on environmental issues for all employees
	Resilient Supply Chain	Continuously develop a resilient supply chain to achieve the best-in-class delivery of medicines to patients • defined FCA (sales forecast accuracy) per country group • defined target FCB (sales forecast bias) +/-5% Continuously improving the efficiency of our supply chain • Established days-on-hand and write-offs baseline metrics and developed an improvement plan for 2025
	Support the Equity of Access to Healthcare in Rare Disease	Continues supporting healthcare communities in the diagnosis of rare disease with improved access to tests

Looking Ahead – Our 2025 ESG Objectives

ESG BUILDING BLOCK	ESG AREA	OBJECTIVES 2025
Foster Sustainable Corporate Governance	ESG Reporting	Prepare and communicate the corporate 2024 ESG report Conduct a double materiality assessment that will be the basis for future ESG objectives and activities Implement the ESG tool Watershed and begin data collection CSRD reporting: define and prepare data points needed for CSRD reporting
	Sustainable Procurement Management System	Suggest and define ESG principles to be integrated into the existing procurement policy Develop sustainable procurement KPIs Embed ESG principles into the Third-Party Code of Business Conduct Develop the ESG section of the third-Party due diligence questionnaire Develop ESG-related contractual wording / appendices as part of standard agreements with suppliers
Strengthen Community Partnerships	Partner with local patient communities to improve health management and access to healthcare	Swixx Patient Academy program continuation: • Module 1 (Media and Communication Training) to be launched in up to 4 new countries • Module 2 to be developed in pilot countries (BLG, SER) Continuation of collaboration with Patient Advocacy Groups and other external stakeholders across our countries, in alignment with partners Continuation of MyRareJourney patient testimonials project Continuation of the support for initiatives raising patient education and cross-country collaboration Implement a company-wide Volunteering SOP, enabling up to two days of volunteering time off per employee per year. • Establish volunteering monitoring via Workday and regularly communicate updates on valuable volunteering initiatives.
	Encourage a circular economy to reduce environmental impact and promote a sense of responsibility within the organization	Technical equipment (computers, mobile phones, etc.) that has reached the end of its “useful life” at Swixx is offered to employees at a symbolic price, allowing them to continue using it for private purposes.

Appendix with KPIs

ENVIRONMENT						
Definition	UN SDG	Unit	2024	2023	2022	Comment
GHG emissions						
Fugitive emissions (R-404a, R407a of refrigerants recharges, air-conditioning) at Swixx managed warehouses (SLO and RS)	12,13	kg	15	0	1	Refrigerants recharges for cold chambers and air conditioning are used in 2 warehouses: Serbia: R407c - 3 kg, R404a - 2 kg; Slovenia: R410a - 10 kg;
Fuel consumption (Diesel) used for backup generators at warehouses (SLO and RS)	12,13	Liters	195	72	35	Serbia: 175 lit; Slovenia: 20 lit;
Diesel consumption by company fleet vehicles	12,13	Liters	253,331	468,398	479,815	Diesel consumption in 2024 has been reduced by 46% due to the switch to petrol engines.
Petrol fuel consumption by company fleet vehicles	12,13	Liters	1,104,647	832,875	615,319	Petrol consumption in 2024 has been increased by 25% due to switch from diesel to petrol engines.
Percentage of eco-vehicles from total company fleet (purchased electric and plug in hybrid vehicles)	11,12, 13	%	2%	1%	0,3%	Percentage of Eco vehicles 2024 vs 2023 (total fleet) has been increased for 1%.
Number of eco vehicles (Electric Vehicles, full & plug in hybrids...)	11,12, 13	Number	21	6	2	12 PHEV (Plug in hybrids), 8 FH (Full hybrids), 1 EV (electric vehicles) represent eco vehicles in total Swixx fleet.
Number of petrol cars	12,13	Number	697	614*	432	The same comment is valid as for fuel consumption
Number of diesel cars	12,13	Number	180	282*	321	The same comment is valid as for fuel consumption
*BY, AL, MNG, NMK, UZ were not in scope in 2022 ==> + 60 cars						

Energy						
Purchased electricity at warehouses (SLO & RS)*	12	KWh	318,637	315,795	318,121	+1% of energy was used in 2024 vs 2023 2024; Serbia: 238,808 kWh, Slovenia: 79,829 kWh 2023; Serbia: 242,307 kWh, Slovenia:73,448 kWh
Natural gas (SLO& RS)	12	KWh	222,502	241,539	254,205	-9% of natural gas was used in 2024 vs 2023 due to less consumption in Slovenia. 2024; Serbia: 87,520 kWh, Slovenia: 134,982 kWh 2023; Serbia: 79,253, Slovenia:162,286
*Data available from Swixx managed warehouse facilities in Slovenia and Serbia						

Waste						
Ensure certified waste and destruction providers for each Distribution Center*	11, 12, 13	%	100%	N/A	N/A	Objective has been 100% achieved. Approved destruction service providers are selected in Slovenia, Serbia, Russia, Kazakhstan and Greece
Perform Due Diligence of critical GxP subcontractors with high impact on E compliance	11, 12, 13	Number	n/A	n/A	n/A	ESG Questionnaire draft has been prepared but not approved in 2024. Objective postponed to 2025.
Number of Swixx sites with banned single use plastic***	11, 12, 13	Number	26	0	0	100% implemented on all sites.
% of sites from total number of sites where SUP is fully implemented	11, 12, 13	%	100%	N/A	N/A	
Medicinal products**	11, 12, 13	kg	42,525	18,957	43,645	Serbia: 4,074.5 kg. Slovenia: 38,450.5 kg
Supplements, cosmetics, medical devices	11, 12, 14	kg	4,997	947	2,337	Serbia: Cosmetics 41 kg, Dietetics 2,329 kg, Medical devices 2,627 kg.

ENVIRONMENT						
Definition	UN SDG	Unit	2024	2023	2022	Comment
Waste						
Paper and cardboard	11, 12, 13	kg	6,184	5,680	5,264	Slovenia: Cardboard 5,110 kg; Serbia: 1,074 kg;
Foil and Plastic	11, 12, 13	kg	5,738	8,054	5,446	Slovenia: Plastic 4,670 kg. Serbia: 1,068 kg
**Waste consumption related to Swixx managed warehouses (Slovenia and Serbia) and refers to finished pharmaceutical products from our partners.						
** Waste quantities consumption related only to Amicus Serbia warehouse since no waste classification has been received for Slovenia (only total for medicinal products)						
*** Sites in CEE and CIS countries						

Certification						
ISO 14001 certified site*	13	Number	1	n/A	n/A	Certification according to ISO 140001 standard has been done in Serbia in November 2024 . Annual surveillance audit for 2025 for Amicus SRB company will be done in November 2025. New certification for Slovenia to be obtained until end of 2025.
*Objective is set up for 2024						

Environment preservation / culture initiatives						
Reduce paper consumption - % of employees with installed Digital signature *	12,13	Number	45%	n/A	n/A	616 successfully implemented digital signatures from total of 1377, based on assessment performed by mid of November 2024. Low acceptance rate in Russia, Serbia and Slovakia (implemented DS vs total number of employees). Action to be reinforced in 2025.
Number of internal awareness / communication campaigns promoting "green" behavior	12,13	Number	3	0	0	3 campaigns were launched in 2024. 1) Plastic ban has been implemented in all countries from October 2024. 2) Environmental awareness training launched in LMS (Serbia and Bosnia and Hercegovina). In 2025, objective is to implement this training as mandatory to all employees/ all countries in September 2025.
*Digital signature installation rate is related to office functions only. Digital signature is not possible on SF iPads. Result for 2024 including number of digital signatures implemented across all countries and BUs & functions.						

SOCIAL							
	Definition	UN SDG	Unit	2024	2023	2022	Comment

COMMUNITY PARTNERSHIP							
ACCESS TO HEALTHCARE	Access to healthcare						
	Positive market access decisions - new therapies and/or indications (CEE region)	17	Number	98	49	47	
	Number of tested samples in Swixx diagnostics program	17	Number	4,427	2,903	934*	
	*Digital signature installation rate is related to office functions only . Digital signature is not possible on SF iPads. Result for 2024 including the number of digital signatures implemented across all countries and BUs & functions.						

SWIXX EMPLOYEES							
GENERAL DEMOGRAPHIC SNAPSHOT	Workforce by type of engagement						
	Employees (workers under employment contract) at year end	8	Number	1,333	1,295	1,137	
	Full-time equivalent employees	8	%	99.3%	99%	n/A	
	Part-time employees	8	%	0.7%	1%	n/A	
	Total number of Full Time Employees (FTE Headcount, 12 months average)	8	Number	1,305	n/A	n/A	
	Contingent workers (under service contracts - contractors or consultants) at year end	8	Number	29	19	17	
	Total number of workers at year end	8	Number	1,362	1,314	1,154	
	Employees by type of contract						
	Permanent contract for indefinite period (PC)	8	%	97.6%	98.2%	n/A	
	Fixed-term contract (FTC)	8	%	1.4%	0.4%	n/A	
	Temporary substitution of absent employee	8	%	0.8%	1.2%	n/A	
	Apprentices	8	%	0.3%	0.2%	n/A	
	Employees by job family group and job family						
	Commercial (Business Development, Commercial Operations, Marketing, Sales, Trade, Market Access, External affairs)	8	%	59%	60%	59%	
	Corporate Functions (Administration, Compliance, Finance, HR, IT, Legal, Procurement, Quality Assurance)	8	%	17%	16%	16%	
	R&D (Medical, Pharmacovigilance, Regulatory)	8	%	16%	16%	16%	
	Supply Chain (Customer Service, Logistics, Warehouse)	8	%	8%	7%	9%	
GENERAL DEMOGRAPHIC SNAPSHOT	Workforce by geographical regions						
	CEE (Central and Eastern Europe)	8	%	67.5%	66%	68%	
	EU	8	%	45.7%	47%	46%	
	Non EU	8	%	21.8%	20%	22%	
	ROW (Eurasia, MENA, LATAM)	8	%	32.5%	34%	32%	
	Eurasia	8	%	32.3%	34%	32%	
	LATAM	8	%	n/A	n/A	n/A	
	MENA	8	%	0.2%	0.08%	n/A	
	Other	8	%	n/A	n/A	n/A	

SOCIAL							
	Definition	UN SDG	Unit	2024	2023	2022	Comment

SWIXX EMPLOYEES							
EMPLOYEE HIRING	Hires						
	Total number of new hires (external & internal)	8	Number	348	312	617	
	External New Hires	8	%	261	312	617	There is no statistical data for the number of internal hires for 2022 and 2023, therefore the total number of hires equals the number of external hires.
	Internal hires (vacant positions filled internally - job changes)	8	%	87	n/A	n/A	Manually calculated based on feedback from countries.
	External hires	8	Number	75%	100%	100%	
	Hires by age (average age)	8	%	39.5	40	n/A	
	Under 21 years	8	%	6.7%	0.3%	n/A	
	21 to 25 years	8	%	6.7%	4.5%	n/A	
	26 to 30 years	8	%	12.3%	13.1%	n/A	
	31 to 40 years	8	%	33.5%	34.0%	n/A	
	41 to 50 years	8	%	29.2%	34.9%	n/A	
	51 to 60 years	8	%	10.9%	12.2%	n/A	
	Over 60 years	8	%	0.7%	1.0%	n/A	
EMPLOYEE RETENTION	Employee turnover annualised						
	Total turnover rate (permanent contracts)	8;3	%	13.4%	10.8%	13.6%	197 reported in Meriux report; 6 of them terminated on 31-12-2023
	Resignation rate (permanent contracts) - annualized	8;3	%	84.4%	n/A	n/A	
	Employee turnover annualised						
	< 1 year	8;3	%	14.7%	n/A	n/A	% employees from terminated employees, split by tenure.
	1 to 3 years	8;3	%	72.3%	n/A	n/A	
	4 to 5 years	8;3	%	10.5%	n/A	n/A	
	6 to 10 years	8;3	%	2.6%	n/A	n/A	
	Turnover rate during probation	8;3	%	6.3%	n/A	n/A	% of terminations within probation divided over all terminations.
	Voluntary termination rate (annualized)						
	Resignation	8;3	%	81.7%	87%	n/A	Counted here also Mutual agreement initiated by employee.
	Mutual agreement initiated by employer	8;3	%	6.8%	4%	n/A	
	End of fixed-term contract	8;3	%	3.1%	5%	n/A	
	Retirement	8;3	%	0.5%	1%	n/A	
	Involuntary terminations						
	Economic (reorganization/redundancy)	8;3	%	5.8%	0%	n/A	
	Disciplinary	8;3	%	0.0%	1%	n/A	
	Poor performance	8;3	%	0.5%	1%	n/A	
	Termination during probation period initiated by employer	8;3	%	0.5%	0%	n/A	
	Other	8;3	%	1.0%	2%	n/A	

SOCIAL							
	Definition	UN SDG	Unit	2024	2023	2022	Comment
SWIXX EMPLOYEES							
EMPLOYEE DIVERSITY	Proportion of female employees						
	In the total employee population	5	%	73.7%	71%	n/A	
	In People Managers	5	%	67%	64%	n/A	
	In Senior Leaders	5	%	62.1%	59%	n/A	
EMPLOYEE DIVERSITY	Workforce by age						
	20 and under	8;3	%	0.1%	0.1%	n/A	
	21 to 30	8;3	%	1.7%	9.8%	n/A	
	31 to 40	8;3	%	7.6%	30.6%	n/A	
	41 to 50	8;3	%	28.7%	40.9%	n/A	
	51 to 60	8;3	%	41.6%	17.1%	n/A	
	61 to 64	8;3	%	18.3%	1.3%	n/A	
	65 and over	8;3	%	2.1%	0.3%	n/A	
	Average age snapshot	8;3	Number of years	43.1	42.5	n/A	
	Workforce by seniority (tenure at Swiix)						
	> 21 years of seniority	8;3	%	0%	0.0%	n/A	
	16 to 20	8;3	%	0%	0.0%	n/A	
	11 to 15	8;3	%	0%	0.0%	n/A	
	6 to 10	8;3	%	11%	9.2%	n/A	
	4 to 5	8;3	%	12%	7.3%	n/A	
	1 to 3	8;3	%	60%	60.1%	n/A	
	< 1 year	8;3	%	18%	23.4%	n/A	
	Average seniority snapshot	8;3	Number of years	2,44	1,87	n/A	
	Employees with disabilities						
	Employees with disabilities in the total population	8;3	Number & %	n/A	n/A	n/A	
	Gender pay equity						
	Gender Ratio - Female	5	%	n/A	71%	n/A	
	Gender Ratio - Male	5	%	n/A	29%	n/A	
	Gender pay gap by management level	5	%	n/A	n/A	n/A	
	EMPLOYEE ENGAGEMENT	Employee Engagement					
Global response rate / all employees		3	%	n/A	93%	n/A	First Employee engagement survey was conducted in 2023, is planned to be conducted every 2 years.
Global engagement score		3	%	n/A	80%	n/A	
EMPLOYEE VOLUNTEERING	Community engagement						
	Engagements with Patient Associations*	16	Number	70	70	58	Number TBC with Medical (on-going, Vedrana)
	Employees involved in volunteering**	16	Number	n/A	n/A	n/A	
	Average Voluntary hours/days per employee**	16	Hours	n/A	n/A	n/A	
*Data includes engagements in CEE markets via grants and donations. **Corporate Volunteering policy effective as of February 2025, data to be reported in 2026 ESG report.							

SOCIAL							
	Definition	UN SDG	Unit	2024	2023	2022	Comment
SWIXX EMPLOYEES							
EMPLOYEE VOLUNTEERING	Occupational Health Safety						
	Number of occupational/work related accidents (with injuries) reported to authorities (12 months)*	3	Number	4	3	n/A	Occupational injuries registered in 2024 due to: Albania (1)-Slip Trip and Fall, Bosnia and Herzegovina (1)-,Car accident, North Macedonia (1)-Slip, Trip and Fall, Poland (1) - Car accident.
	Accident frequency rate*	3	Number	1,8	n/A	n/A	Calculation has been done based on methodology for frequency rate (please see the legend below)
	Number of days lost due to injury	3	Number	41	40	n/A	Not significant increase in number of lost days due to occupational injuries, which remains almost the same.
	Occupational fatalities*	3	Number	0	0	0	Achiving zero work-related fatalities
	Ensure that 100% of employees are trained and re-trained in accordance with local legislation	3	%	100%	n/A	n/A	100% of employees trained via F2F or online, by contracted OHS consultants in each country. This information has been verified by signed (GM and HSE correspondent) country regulatory self-compliance self-assessments which are performed every year in March.
	*Only work-related accidents/incidents/injuries/fatalities are reported.						
	Absenteeism						
Absenteeism rate (total nb of absences/ total nb of available working days)	8;3	%	0.0007	n/A	n/A	CEE, CIS & MENA 2 661 sick leave days = 21 888 sick leave hours 3 807 168 working days = 30 457 344 working hours. The FTE number applies to Swixx regions where Workday is implemented — CEE, CIS, and MENA.	
*Methodology for frequency rate : (Number of work-related injuries * 1 000 000) / (8 * 220 * FTE) where 8 is the number of hours worked per day and 220 is the number of days worked during the year.							

GOVERNANCE & BUSINESS ETHICS

Definition	UNSDG	Unit	2024	2023	2022
Governance					
Number of Board members	16	Number	5	4	4
Women in the Board	5, 10, 16	%	20	25	25
Number of independent Board members	16	Number	0	0	0
Responsible procurement					
Number of external stakeholders (critical GxP contractors and wholesalers) assessed on their ESG performance, including human rights	5, 8, 10, 16	Number	0	0	0
Compliance hotline					
Number of alerts	3, 5, 8, 10, 16	Number	8	5	3
- Substantiated cases	3, 5, 8, 10, 16	Number	1	4	3
- Dismissals and resignations related to misconduct	3, 5, 8, 10, 16	Number	0	0	0
Number of violations of human rights and equal opportunities reported via the whistleblowing line	3, 5, 8, 10, 16	Number	5	3	3
Number of violations of human rights and equal opportunities resolved	3, 5, 8, 10, 16	Number	5	3	0
Business ethics trainings (including fighting corruption)					
% of employees who have received at least one Ethics & Business Integrity training	16	%	100	100	100
% of employees who completed Ethics and Business Integrity trainings	16	%	100	100	100
Internal GxP audits					
Internal GxP audits	16	Number	9	12	10
Completion rate of the internal GxP audit plan*	16	%	100	109	100
Internal audits					
Internal audits	16	Number	10	2	n/A
Completion rate of the internal audit plan*	16	%	100	100	n/A
*Excluding force majeure					
Certification					
ISO 37001 - Anti-bribery Management System	16	Number	4	2	1
ISO 9001 - Quality Management System	16	Number	4	4	4
ISO 27001 - Information Security Management System	16	Number	0	0	0

*Specific KPIs do not include the LATAM region.