ESG Strategy Framework

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

Content

About Swixx BioPharma

Message from the CEO

Dear stakeholders,

Since the start of Swixx Biopharma's operations back in 2014, we have remained firmly committed to our mission of unlocking patient access to innovative medicines from our partners, dedicated to ensuring a healthier and more sustainable future for all. Over the past decade, Swixx has evolved into a leading pharma commercialization platform, employing over 1,600 employees and collaborating with over 75 partners in 44 countries in CEE, Eurasia, MENA and since June 2024 through Biopas, s Swixx BioPharma company, in Latin America. Our heritage focus therapeutic areas are Rare Diseases and Onco-Hematology, with a significant footprint also in Specialty Care, Vaccines and OTC.

With this document, we proudly present our Environmental, Social, and Governance (ESG) Strategy Framework, developed based on the materiality assessment with our key stakeholders. This framework sets the stage for future detailed ESG reports, transparently communicating our company's commitments, goals, progress, and milestones. Conscious of the worldwide efforts to integrate ESG in any business practices, we have decided to embark on this journey as a company focusing on responsible and sustainable value creation for our partners, patients, and communities.

Our ESG direction reflects our business priorities and values, in areas where we can create positive impact. Swixx priorities are reflected in five ESG building blocks:

- **Put People First** by promoting collaboration, well-being, safety, inclusivity, and equity in the workplace.
- **Ensure Access to Medicines** and a reliable supply of innovative products from our partners, unlocking access to the best medical solutions and contributing to a healthier future for all.
- **Strengthen Community Partnerships** by empowering patient advocacy groups and collaborating with all relevant stakeholders dedicated to enhancing health management, healthcare accessibility, and improving health outcomes.
- **Preserve the Environment** by implementing sustainable practices to minimize our environmental footprint, including responsible waste management and optimization of our car-fleet carbon footprint.
- **Foster Sustainable Corporate Governance:** Swixx strives to build a culture of compliance and implement the highest standards of corporate governance.

At Swixx, we are committed to and convinced that we can positively contribute to all those five areas, and we invite all our colleagues to join this journey.

Sincerely,

Jean-Michel Lespinasse

Swixx BioPharma at a Glance

OUR PURPOSE AND FOCUS

The purpose of Swixx BioPharma is to ensure access to the best medical solutions so that everyone can live healthier and better lives. We are committed to pursuing the highest ethical standards and the culture of a multinational pharmaceutical company, to create healthier futures for all, and to focus on therapeutic areas with high unmet needs.

Swixx BioPharma was founded to fully replace the subsidiaries, business units, or therapeutic areas of multinational biopharma, OTC, and medical device companies in CEE region and beyond, where these companies choose not to be directly present. We have swiftly grown into one of the largest and most rapidly expanding dedicated commercialization platforms for biopharma, with presence in 44 markets across Central and Eastern Europe, Russia, multiple Eurasian countries, and, more recently, the Middle East, and Latin America.

Swixx BioPharma's focus is on four strategic therapeutic areas, launching highly innovative new therapies in Rare Diseases, Oncology/ Hematology, Specialty Care, and Vaccines. In selected markets, we also commercialize Consumer Healthcare products via a dedicated CHC business unit.
The Rare Disease therapeutic area is a heritage focus of Swixx BioPharma, enabling treatment for almost twenty rare diseases. In Oncology/ Hematology, we provide treatments for breast, renal, non-small cell lung, head and neck cancers, melanoma, and many hematologic malignances through our numerous partnerships with innovative biotech companies. Our Specialty Care Business Unit is dedicated to bringing medicines to patients with chronic diseases in various therapeutic areas, including cardiovascular diseases, diabetes, and multiple sclerosis. Swixx represents a large Vaccines portfolio, from flu and travel vaccines to primary vaccination and boosters.

More than **1,600** employees

Achieved **> 900m** EUR sales in 2023

OUR VISION AND MISSION

Our vision is to become the partner of choice for biopharma companies when they choose an indirect route to market, thereby improving patient outcomes. By providing best-in-class pharma services, building on our deep industry knowledge and fostering professional and collaborative relationships with our partners, patients' representatives, and the entire healthcare community, we believe we can create a healthier future for all.

Our mission is to work closely with our partners and the broader healthcare communities to unlock access to innovative treatments for patients in need. Our ultimate goal is to make a meaningful and lasting impact on the health of individuals and communities in the countries where we operate.

Present in **44** countries

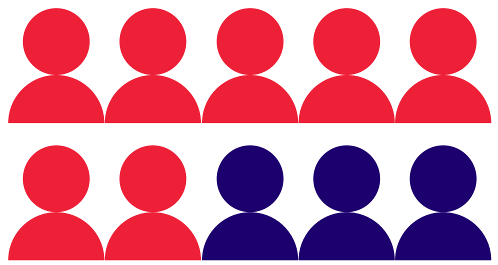
Operations across **4** continents

Vaccines

Specialty Care

Hemato-Oncology

Rare disease



71% of Women in our workforce

59% of women in senior leaders positions

Our Approach to ESG

About ESG Strategy Framework Document

Purpose of this document is to set the stage for the detailed ESG report while outlining Swixx's ESG strategy, initiatives, and milestones, to communicate our purpose and plans, track progress, and promote our sustainable and responsible practices, while helping our stakeholders understand our role and impact on the world beyond just financial performance.

ESG Strategy Framework Executive Summary

Swixx BioPharma is deeply committed to unlocking access to modern medicines from our partners while upholding accountability, compliance, sustainability, and ethical business practices. Since we started operations in 2014, our company's values have been an integral part of our mission to provide access to innovative medicines and ensure a healthier future for all. Swixx's ESG strategy framework reflects our consistency and dedication to environmental stewardship, social responsibility, and governance excellence.

This framework was prepared based on a comprehensive materiality assessment. A comprehensive engagement of internal and external stakeholders was instrumental in shaping our direction. Aware of the importance of ongoing improvement in sustainability performance, we will regularly monitor, adapt, and evaluate our initiatives to ensure the sustainability of our business operations.

We will prioritize environmental responsibility by minimizing our ecological footprint through implementing eco-friendly measures, reducing carbon emissions, and optimizing waste management practices. Social impact initiatives will enhance employee well-being and engagement, reinforcing our commitment to ensure access to medicines, and foster community partnerships, including educational and healthcare support programs. Our governance excellence is upheld through robust governance frameworks, certifications, and whistleblower systems, reinforcing our anti-bribery measures and showcasing our dedication to ethics and compliance.

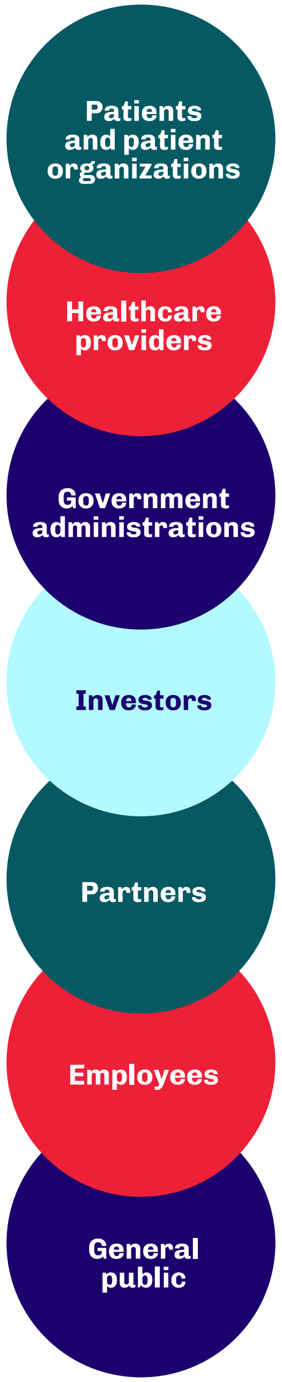
Aligned with the UN Sustainable Development Goals, Swixx aims to contribute to global objectives while reporting transparently on its ESG progress. The framework emphasizes our commitment to enhancing sustainability practices for long-term value creation. Through open and multichannel communication, Swixx is dedicated to making positive changes toward a more sustainable future, providing access to innovative medicines, ensuring a positive impact, and creating a better and healthier future for all.

Stakeholder Engagement

At Swixx Biopharma, we recognize that our success and sustainability are deeply intertwined with the diverse perspectives and needs of our stakeholders. As we embark on crafting our Environmental, Social, and Governance (ESG) strategy framework, engaging with key stakeholders forms the cornerstone of our approach. Our commitment to stakeholder engagement is not merely procedural; it's integral to our ethos of responsible business practices and long-term value creation.

We define "stakeholders" as individuals or groups impacted by our operations and products, as well as those with a vested interest in, or the ability to influence, how we manage our businesses. Across our value chain, we identify various stakeholder groups and assess our relationships with them based on factors such as responsibility, dependency, influence, and proximity. This helps us understand their needs and determines the level and methods of engagement that are most effective.

Our engagement with stakeholders encompasses a wide spectrum, including employees, partner companies, customers, suppliers, investors, patients, regulators, healthcare professionals, and local communities. We tailor our approaches to engagement according to each stakeholder group's specific characteristics and preferences, which may range from structured interviews, surveys, meetings, and events.



ESG Materiality Assessment

With the aim to shape our ESG direction in the most meaningful way, we undertook a broad landscape review and engaged with a comprehensive list of stakeholders. Our materiality report assesses how ESG-related issues impact our business and how our activities impact society and the environment.

We prepared the report on sustainability matters based on a comprehensive materiality assessment. In our approach, we have identified and prioritized main issues from the perspective of the company and its stakeholders, aligned in principle with global reporting standards, such as Global Reporting Initiative (GRI). The inclusion of a comprehensive list of relevant stakeholders is a crucial component of this process. We aimed to identify what areas of responsibility and spheres of action are particularly relevant in the view of our stakeholders, to ensure a sustainable growth of the company in the coming years.

In the outcomes of our analysis, we considered a sustainability matter as material from an impact perspective when it pertains to the company's material actual or potential, positive, or negative impacts on people or the environment over the short, medium, and long-term time horizons.

In assessing impact materiality and determining the material matters to be reported, we have considered the following four steps:

(a) understanding of the context in relation to its impacts, including its activities, business relationships, sustainability context, and stakeholders;

(b) identification of actual and potential impacts (both negative and positive), through engaging with relevant stakeholders and experts;

c) assessment of the materiality of its actual and potential impacts; and

d) determination of the material matters.

Two main groups of stakeholders were involved in the process of the materiality assessment:

a) affected stakeholders: individuals or groups whose interests are affected or could be affected – positively or negatively – by the company's activities and its direct and indirect business relationships across its value chain;

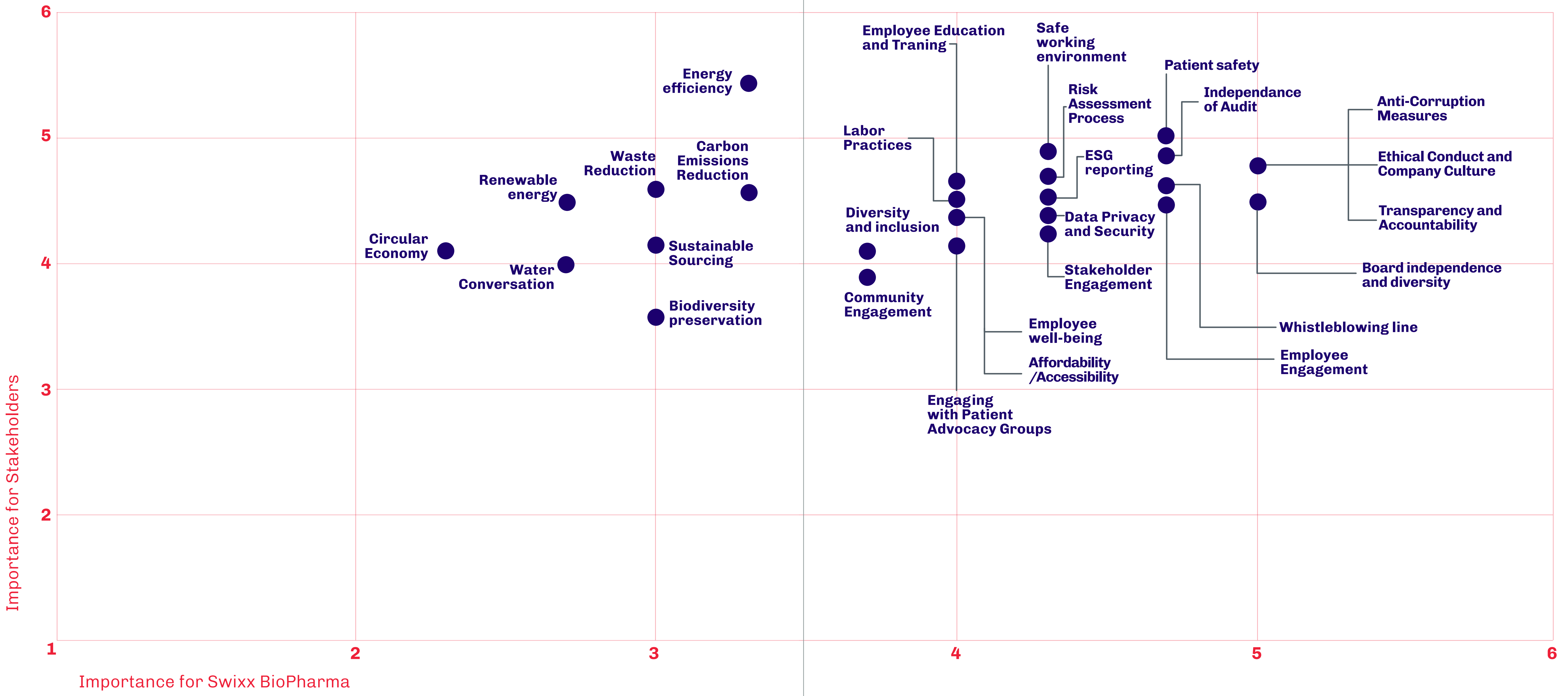
b) users of sustainability statements: primary users of general-purpose reporting as well as other users, including the company's business partners.

And the following forms of the information collection were used:

- Structured Online Survey sent to stakeholders (business partners, company Top management, investors)
- Structured online interviews (two largest company business partners)
- Face-to-face brainstorming sessions about the importance of ESG topics among 123 management-level employees across all countries in the company.
- Relevant results from the recent Employee Engagement Survey

In 2024, we undertook a formal Materiality Assessment aimed at identifying key components of our future ESG strategy, intersecting the expectations from our stakeholders and the company's business priorities.

Through this comprehensive process, we strive to ensure that our ESG priorities and reporting practices are aligned with the expectations and concerns of our stakeholders, ultimately driving sustainable business practices and positive impacts on society and the environment.



Our Approach to ESG

At Swixx, we are committed to maximizing value creation through environmental, social, and governance (ESG) strategy that aligns with our core values and long-term business objectives. Our vision is to become not only the partner of choice for biopharma companies but also to be recognized as a responsible healthcare partner in the communities where we operate.

While the cornerstone of our corporate responsibility is our unwavering commitment to compliance, we strive to minimize our environmental impact, create an inclusive and equitable workplace for our employees as well as unlock patient access to innovative medicines of our partners, thus promoting a healthier future for all.

Environmental Responsibility

We strive to be environmentally conscious and minimize our overall environmental impact by implementing responsible and eco-friendly practices throughout our operations.

This includes reducing our carbon footprint, monitoring and optimizing energy consumption, optimizing waste management, and encouraging environment-savvy culture in our company. This entails reinforcing responsible usage of paper and plastic as well as implementing "green" initiatives in our everyday operations.

We are committed to a proactive approach to environmental management and ongoing environmental improvements. In 2024, we aim to certify at least two Swixx affiliates with ISO 14001:2015 EMS (Environmental Management Systems) certificate and to conduct due diligence of critical GxP subcontractors with potentially high environmental impact.

Social Impact

As our organization continues to evolve, with over 1,600 employees across 44 countries, we are dedicated to fostering a safe, collaborative, inclusive, and equitable workplace for all our employees.

We take active steps to ensure and monitor gender equality, including adhering to equal pay principles. We are proud to report that in 2023, women represented 71% of Swixx BioPharma employees and 59 % of senior leaders positions. Additionally, we prioritize and continuously work on high employee engagement.
We support the health and well-being of our employees by enabling a safe and flexible working environment and by implementing the employee health and well-being program across all countries, supporting employees to adopt and sustain a healthy lifestyle. Furthermore, we actively support community initiatives, education programs, healthcare, and access to medicine projects to make a positive impact and fulfill our purpose of enhancing health and quality of life in the communities where we operate.

Governance Excellence

We foster sustainable corporate governance and adhere to the highest standards to ensure transparency, responsibility, accountability, and fairness.

Compliance and an ethically driven corporate culture are top priorities and core identifiers of Swixx. Since our foundation, we have prioritized building robust compliance and quality systems throughout our organization. Our Compliance organization reports to an independent Board committee and is committed to achieving the highest ethical and professional standards. Our compliance systems are constantly reviewed and updated to ensure alignment with the evolution of the organization, industry standards and regulations. Two Swixx affiliates are already certified with ISO 37001:2016 ABMS (Anti-Bribery Management System) certificate, and we plan to certify at least one more in 2024. The ISO certificate anchors Swixx's commitment to anti-bribery and anti-corruption and reinforces the trust that internal and external stakeholders already have in us.

We have developed a continuously improving training program on ethical behavior practices and business processes and policies.

We have a comprehensive, anonymous, 24/7 whistleblower reporting system in place available to all employees and third-party representatives. Among our key focus areas are risk management process, data privacy and security, conflict of interest, and resilient supply chain.

We regularly assess and enhance our governance framework to align with evolving global and industry best practices, assuring long-term company and stakeholder value and trust.

Aligned with the UN Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which represent an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. [2]

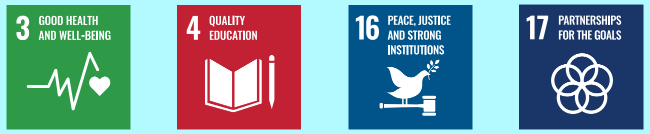
By aligning our ESG strategy with the UN Sustainable Development Goals (SDGs), we demonstrate our commitment to shared global objectives. We have carefully reviewed all 17 SDGs and are focusing on those where we can positively impact our stakeholders, society, and environment thereby contributing to a more sustainable future.

Preserve Enviroment

Ensure Access to Medicine

Put People First

Strengthen Community Partnerships



Foster Sustainable Corporate Governance

Our ESG Direction

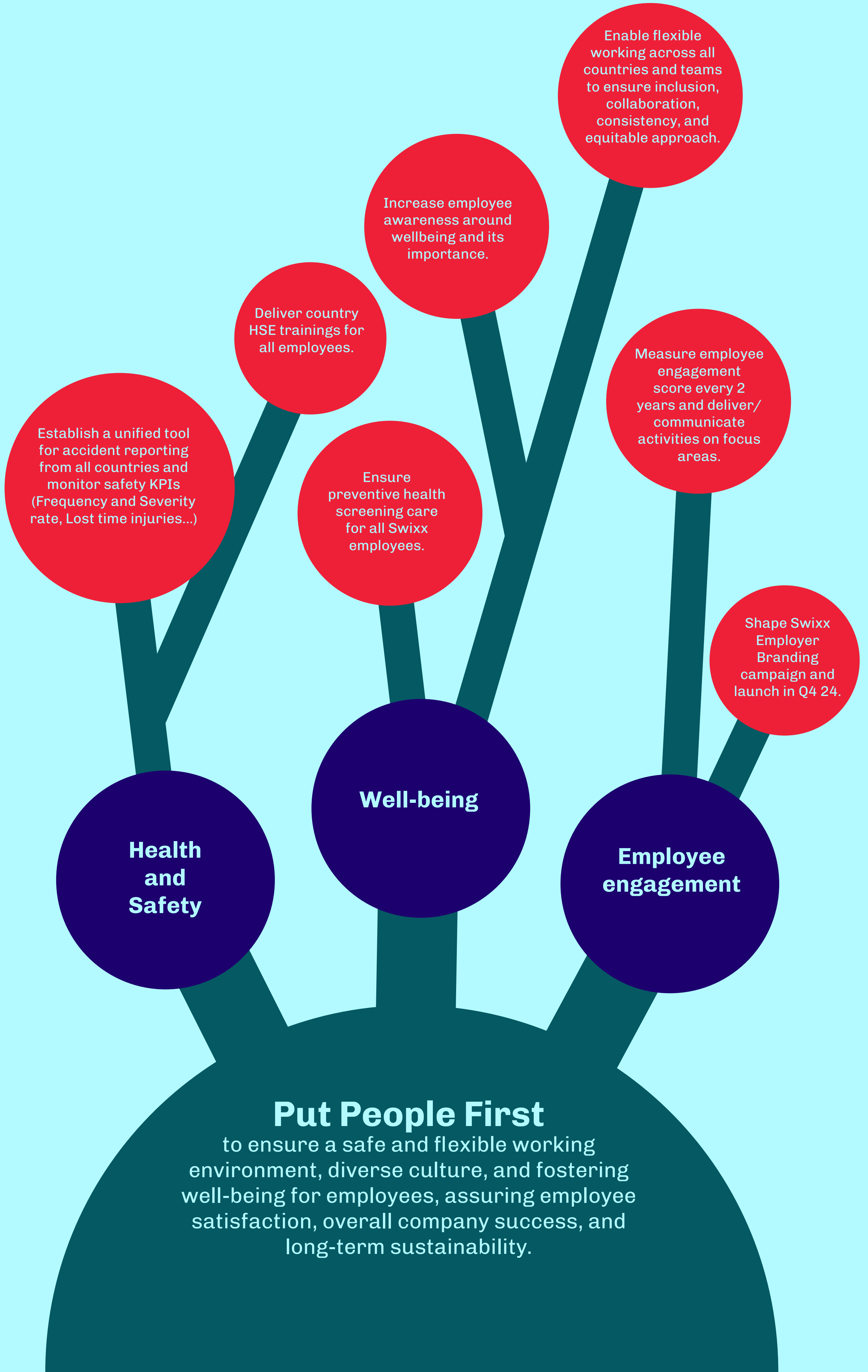
Key ESG Goals and Objectives

With this strategic ESG Framework document, Swixx intends to build a robust ESG approach on solid foundations. By reshaping our existing practices, we have defined key ESG focus areas and actions for 2024. We plan to report on our achievements in our first ESG report in 2025.

ESG commitment

ESG Priorities / Area

2024 Measurables



ESG committment

ESG Priorities / Area

2024 Measurables

Ensure Access to Medicines

enhance quality of lives in communities where we operate by making medicines available.

Resilient Supply Chain

Establish baseline metrics and develop improvement plan

Continuously improve efficiency of our supply chain.

Support the Equity of Access to Healthcare in Rare disease

Continue providing supportive service for the diagnosis of rare disease

Strengthen Community Partnerships

build trust and collaboration, while addressing community needs.

Corporate citizenship and charitable initiatives

Support activities and organizations that contribute to the well-being of vulnerable populations through Swixx Service Day

Encourage and support volunteering of employees.

Partner with local Patient communities to improve health management and access to healthcare

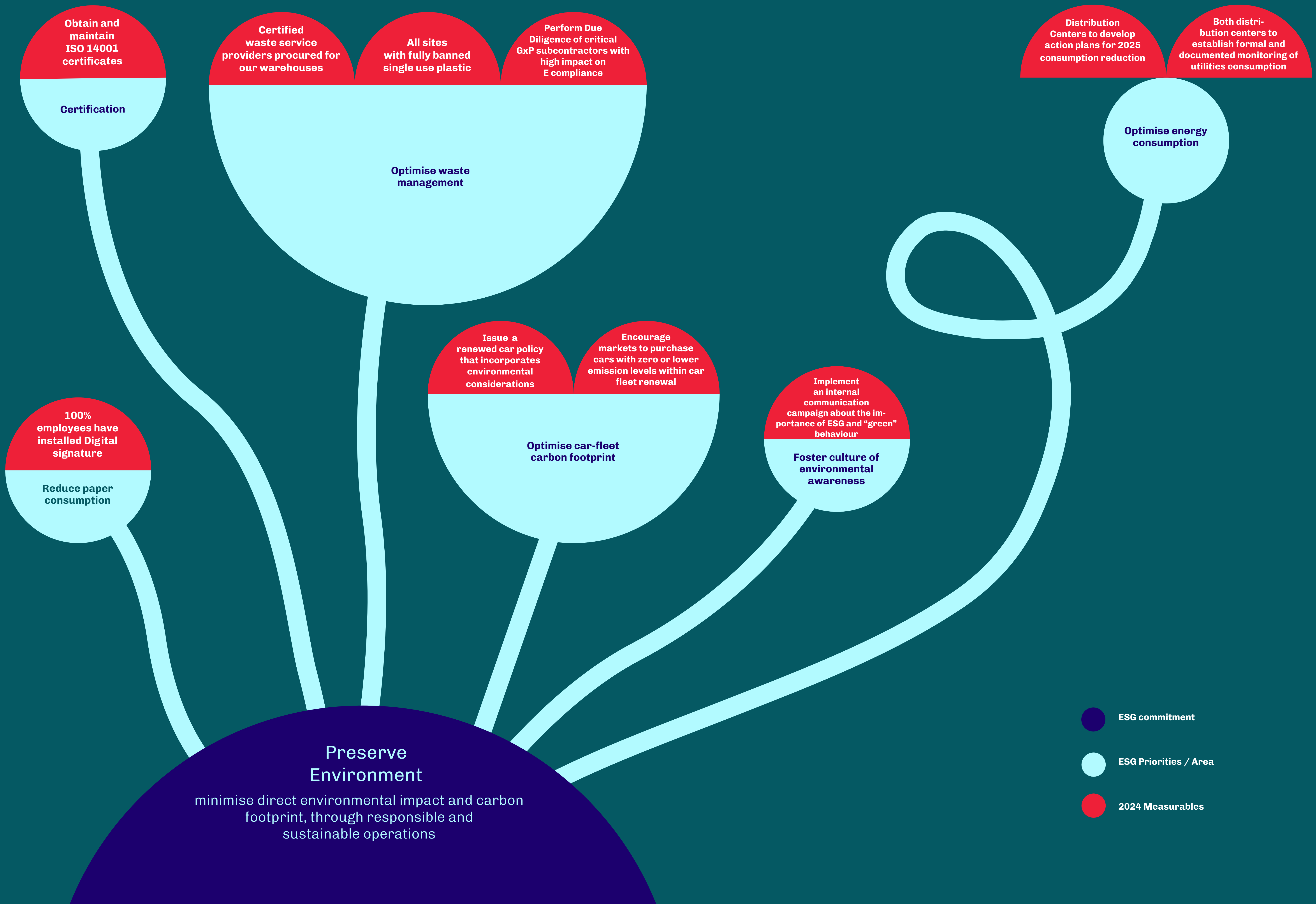
Set up and implement the first module of Swixx Patient Advocacy Academy

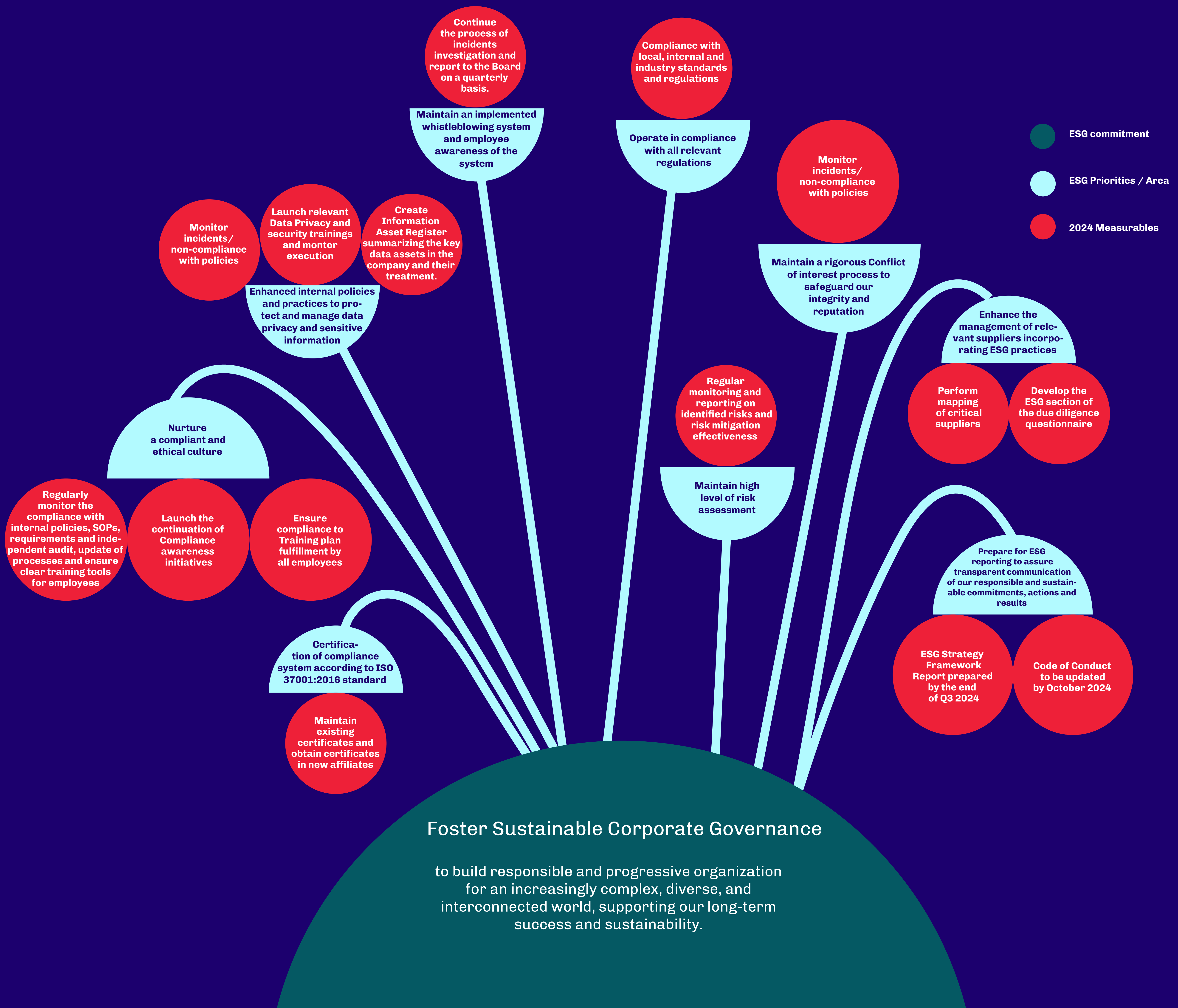
Engagement with Patient Advocacy organizations and other stakeholders such as Medical/Pharmacy Universities around public health initiatives

Launch vaccination, rare disease campaign, and other public health initiatives in collaboration with external stakeholders.

Encourage circular economy to reduce environment impact and promote sense of responsibility within organization.

Initiate a process to offer retired IT equipment to employees of the useful life/or donate equipment


Obtain and maintain ISO 14001 certificates
Certification
Certified waste service providers procured for our warehouses
All sites with fully banned single use plastic
Perform Due Diligence of critical GxP subcontractors with high impact on E compliance
Optimise waste management
Distribution Centers to develop action plans for 2025 consumption reduction
Both distri-bution centers to establish formal and documented monitoring of utilities consumption
Optimise energy consumption
Issue a renewed car policy that incorporates environmental considerations
Encourage markets to purchase cars with zero or lower emission levels within car fleet renewal
Optimise car-fleet carbon footprint
Implement an internal communication campaign about the im-portance of ESG and "green" behaviour
Foster culture of environmental awareness
100% employees have installed Digital signature
Reduce paper consumption
Preserve Environment
minimise direct environmental impact and carbon footprint, through responsible and sustainable operations
ESG commitment
ESG Priorities / Area
2024 Measurables


ESG commitment
ESG Priorities / Area
2024 Measurables
Foster Sustainable Corporate Governance
to build responsible and progressive organization for an increasingly complex, diverse, and interconnected world, supporting our long-term success and sustainability.
Nurture a compliant and ethical culture
Regularly monitor the compliance with internal policies, SOPs, requirements and independent audit, update of processes and ensure clear training tools for employees
Launch the continuation of Compliance awareness initiatives
Ensure compliance to Training plan fulfillment by all employees
Enhanced internal policies and practices to protect and manage data privacy and sensitive information
Monitor incidents/ non-compliance with policies
Launch relevant Data Privacy and security trainings and montor execution
Create Information Asset Register summarizing the key data assets in the company and their treatment.
Maintain an implemented whistleblowing system and employee awareness of the system
Continue the process of incidents investigation and report to the Board on a quarterly basis.
Operate in compliance with all relevant regulations
Compliance with local, internal and industry standards and regulations
Certification of compliance system according to ISO 37001:2016 standard
Maintain existing certificates and obtain certificates in new affiliates
Maintain high level of risk assessment
Regular monitoring and reporting on identified risks and risk mitigation effectiveness
Maintain a rigorous Conflict of interest process to safeguard our integrity and reputation
Monitor incidents/ non-compliance with policies
Enhance the management of relevant suppliers incorporating ESG practices
Perform mapping of critical suppliers
Develop the ESG section of the due diligence questionnaire
Prepare for ESG reporting to assure transparent communication of our responsible and sustainable commitments, actions and results
ESG Strategy Framework Report prepared by the end of Q3 2024
Code of Conduct to be updated by October 2024

Environment

Environmental KPIs are measurable indicators used to track progress toward reaching our company goals to Preserve Environment. Specifically, environmental performance indicators examine environmental issues such as climate, energy, waste, resource use, environmental education, and others. They are quantifiable and measurable indicators that reflect environmental performance and are used to track progress toward reaching those goals.

Environmental KPIs will be used to:

- measure and demonstrate progress in achieving environmental objectives.
- compare our environmental performance to industry standards and best practices using ESG reporting.
- communicate our commitment to social responsibility, addressing climate change and sustainable development to internal and external stakeholders.
- align investment decisions in relation to suppliers, products or services with our environmental objectives and targets and drive a more sustainable economy.

Sources of quantitative information that may be used and useful to collect data and measure performance include:

- Qualification audit reports (e.g. done for GxP providers - waste management activities)
- External audits report for critical GxP providers (e.g. related to medical waste destruction process)
- Energy bills – kilowatt hours (kWh)
- Waste management bills – e.g. waste collections per month
- Office supply bills and purchasing records (e.g. single-use plastic items, reams of paper purchased)
- ITS reports (to identify % of employees using Digital Signature)
- Leasing invoices or finance reports (to understand the percentage of newly purchased cars e.g. within recommended WLTP emission threshold, electric cars, hybrids...)
- Communication and digital awareness campaigns (e.g. campaign reach, number of campaigns launched to increase employee environmental awareness)

Societal

Societal KPIs are measurable indicators used to assess and enhance Swixx Biopharma's impact on its workforce and society. We trust that employee engagement is the right path to unlock the potential of our people for a strong contribution to serving partners' objectives, customer, and patient needs, whereas community engagement is making a far-reaching positive impact on society.

Societal KPIs related to Ensuring Access to Medicines will be used to:

- Build a resilient supply chain by establishing metrics and an improvement plan:
  - measuring the agility in responding to changes in demand and disruptions in supply and regulatory requirements
  - optimizing inventory levels to ensure sufficient stock while reducing stockouts
  - monitoring the performance of key suppliers and assessing their resilience to risks
- Support the Equity of Access to Healthcare in Rare disease by continual ly supporting the diagnosis of rare disease

Societal KPIs related to Putting People First will be used to:

- Measure our employee engagement (engagement score shows the readiness of employees to stay in the organization in the coming years, advocate for it, and strive in pursuing its goals. It also shows the extent to which employees think positively about certain areas in the organization (such as processes, communication, and leadership).

In April 2023, Swixx conducted its first Employee Engagement Survey for our CEE team "Your Voice Counts", with the objective of listening to the feedback of our teams and gaining valuable insights on where we are strong, and in which areas we need to drive improvements in the company. We are committed to building on the feedback from our employees by implementing meaningful actions in the coming months and years.

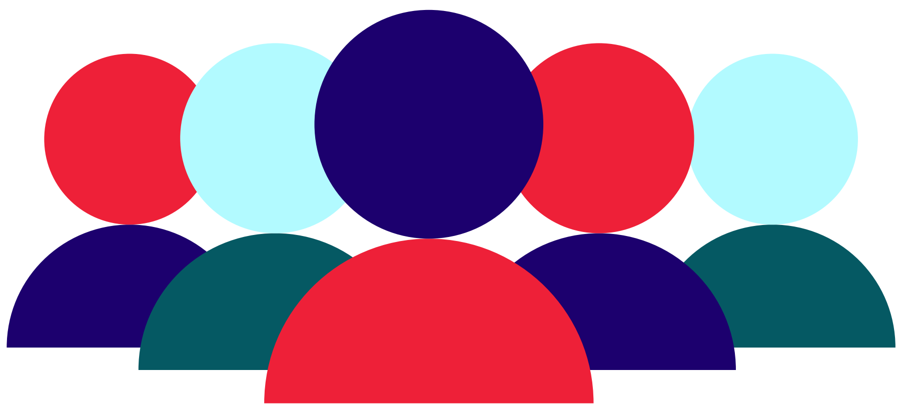
- Employee well-being is the first priority for Swixx Biopharma, as we believe our people come to work as their whole selfves, and their life and sense of contentment matter the most.
  - Our baseline is to ensure a safe working environment for Swixx employees, which is measured by high standard working conditions and no work accidents.

We encourage our colleagues to adopt and sustain a healthy lifestyle by raising their awareness around self-responsible choices they can make in any aspect of their life (physical, emotional, mental health, professional growth, giving).

- Swixx employer brand is based on our strive to ensure a meaningful employee experience. It reflects the best of what Swixx Biopharma is special with and aligns with our customer brand and operating model. It is measured by the EVP (Employer Value Proposition) and reputation in the job market. Being the employer of choice is our key goal.

Societal KPIs related to Strengthening Community Partnerships will be used to measure success of:

- Partnership projects with patient communities and other healthcare stakeholders launched to educate and improve health management and access to healthcare
- Corporate citizenship and charitable initiatives
- Encouraging circular economy initiative to reduce environmental impact and promote responsible behavior



Governance

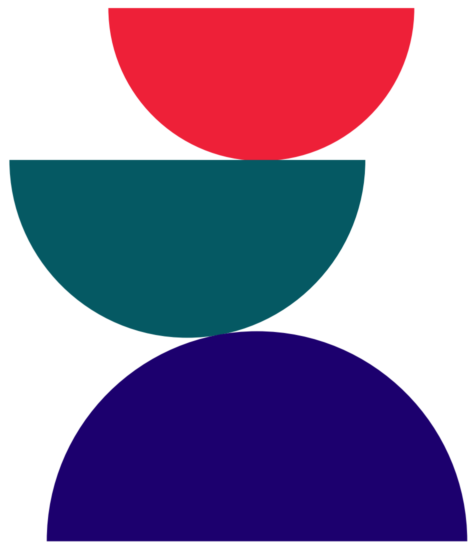
Governance KPI's are qualitative and quantitative indicators that assess the effectiveness of our governance practices and help Foster Sustainable Corporate Governance. Governance performance indicators examine matters such as ethics, transparency and accountability, compliance with internal and external regulations and industry standards, oversight, risk assessment, and others.

Governance KPI's will be used to:

- Assess and measure the effectiveness of our governance practices
- Demonstrate our transparency and accountability to stakeholders
- Provide information about our compliance to ethical standards, regulatory compliance, and our corporate responsibility to internal and external stakeholders
- Ensure alignment with our overall goals, regulatory framework, and industry best practices

Sources of information that may be used and useful to collect data and measure performance include:

- Regulatory documents to ensure compliance with legal requirements
- Internal documents to ensure compliance with internal regulations
- Financial and other reports to assess transparency, performance, and financial management
- Risk management reports to evaluate the effectiveness of risk mitigation strategies
- Whistleblower reports to identify potential misconduct or compliance issues
- Employee surveys to assess our culture and ethical behavior
- Stakeholder feedback to measure stakeholder satisfaction and trust



Transparency, Communication and Reporting

As for the **Swixx ESG communication strategy,** we:

1. **Defined Our Audience:** including our key stakeholders who play a critical role in Swixx long-term success. Most of them are clear (investors, employees, customers, partner companies), while some of them involve a broader community. Each group may have different expectations and interests regarding ESG matters.

2. **Set Clear Goals and Action Plans:** Swixx has strong commitments and plans related to ESG issues. We are open about them and communicate clearly how we address environmental, social, and governance challenges.

3. **Establish Transparent Annual Communications:** ESG progress shall be communicated transparently and regularly to stakeholders. The ESG report would be part of the Annual reports

4. **Use Multichannel Approach:** We shall use a mix of communication channels to reach a broad audience. Swixx will consider the internet, intranet, posters, email, newsletters, social media, webinars, and more.

5. **Measure and Evaluate:** We shall regularly assess the impact of our ESG initiatives. report outcomes and progress. The data reported will also be audited by our Internal Audit Department.

Continuous Improvement

We are convinced that transparency, responsibility, and accountability are the foundations of a sustainable company, and our commitment to ongoing and long-term oriented improvement of our sustainability performance is crucial for fulfilment of our purpose.

ESG strategy is an integral part of our business model, and we are dedicated to continuously adapting and improving it in our attempt to make a positive impact on the environment and people while creating long-term value for our stakeholders:

- **Regular monitoring and assessment** of existing ESG strategy, responding to any emerging and relevant ESG challenges, regulatory issues, and stakeholder engagements, as those are key elements for successful improvements of our sustainability.
- **Preserve the environment:** regular assessments and updating of environmental impact goals, like reduction of carbon footprint, investing in eco-friendly initiatives, etc.
- **Social Responsibility:** invest in employee well-being, prioritize diversity and inclusion, and strengthen engagement of local patient and healthcare communities to improve health management and access to healthcare and build trust.
- **Ensure access to medicines:** explore partnerships and affordability programs and continuously evaluate and update strategies to ensure broad access to medicines.
- **Sustainable corporate governance:** foster transparency and accountability, regularly review and update ethical guidelines, and regularly assess governance practices to align with evolving industry standards and stakeholder expectations.

References

1. Swixx Biopharma. 2022-2024. Available: https://www.swixxbiopharma.com/ [Accessed 12th February 2024]
2. United Nations, Department of Economic and Social Affairs, Sustainable Development. The 17 Goals. Available: https://sdgs.un.org/goals [Accessed 13th February 2024]
3. EU regulation link:

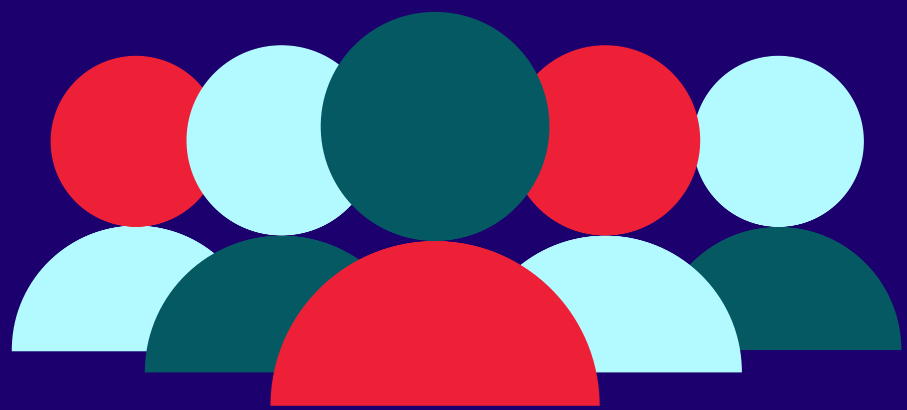
   Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting

   Directive - 2022/2464 - EN - CSRD Directive - EUR-Lex (europa.eu)

ESG KPI report 2022/2023

aligned with United Nations Sustainable Development Goals (UN SDG)

Appendix 1



ENVIRONMENT

Definition	UN SDG	Unit	2023	2022
GHG emissions				
Fugitive emissions (R-404a of refrigerants recharges, air-conditioning) at Swixx managed warehouses (SLO and RS)	12,13	kg	0	1
Fuel consumption (Diesel) used for backup generators at warehouses (SLO and RS)	12,13	Liters	72	35
Diesel fuel consumption by company fleet vehicles	12,13	Liters	468,398	479,815
Petrol fuel consumption by company fleet vehicles	12,13	Liters	1,394,313	615,319
Total distance covered/travelled (in km) by fleet vehicles	12,13	km	5,379,178	4,870,978
Total business distance covered/travelled (in km) by fleet vehicles*	12,13	km	3,765,425	3,409,685
Fuel cost (EUR) related to company vehicles	12,13	EUR	1,535,584	1,430,430
Percentage of eco-vehicles from total company fleet (purchased electric and plug in hybrid vehicles)	11,12,13	%	1%	0.3%
Number of eco vehicles (Electric Vehicles, plug in hybrids...)	11,12,13	Number	6	2
Number of Petrol cars	12,13	Number	614**	432
Number of Diesel cars	12,13	Number	282**	321

Swixx is not operating with production / manufacturing facilities.
*Figures related to distance covered by company cars in 2022 and 2023 are based on the estimated business mileage from total distance covered by the whole fleet (sales force/field, office/benefit cars). Based on this estimation, we assume that 70% is business related.
**BY, AL, MNG, NMK, UZ were not in scope in 2022 => + 60 cars

Definition	UN SDG	Unit	2023	2022
Energy				
Purchased electricity at warehouses (SLO& RS)*	12	KWh	315,795	318,121
Natural gas (SLO& RS)	12	KWh	241,539	254,205
Renewable electricity purchased (% of total Swixx sites with purchased energy comming from solar, wind, hydro)**	7	%	N/A	N/A
Other source of energy**	12	KWh	N/A	N/A
Purchased heat or steam**	12	KWh	N/A	N/A
Number of DC's with developed action plan for reduction of electricity and gas consumption***	7,11,12, 13	Number	0	0

*Only from Swixx managed wharehouse facilites
**Not used/identifed yet, to be explored in 2024
***Objective set for 2024 (2 by end of 2024)

Definition	UN SDG	Unit	2023	2022
Waste				
Ensure certified waste and destruction providers for each Distribution Center*,**	11,12,13	Number	N/A	N/A
Perform Due Diligence of critical GxP subcontractors with high impact on E compliance**	11,12,13	Number	N/A	N/A
Number of Swixx sites with banned single use plastic**	11,12,13	Number	0	0
% of sites from total number of sites were SUP is fully implemented**	11,12,13	%	N/A	N/A
Medicinal products*	11,12,13	kg	18,957	43,645
Cytostatics (Hazard waste)***	11,12,13	kg	26	29
Supplements and cosmetics (Non Hazard waste)***	11,12,14	kg	947	2,337
Packaging waste (the waste which will become waste on customer point)***	11,12,13	kg	357,983	303,544
Paper and cardboard (Non Hazard waste)*	11,12,13	kg	5,680	5,264
Foil and Plastic (Non Hazard waste)*	11,12,13	kg	8,054	5,446
Metal (Non Hazard waste)*	11,12,13	kg	N/A	N/A
Wood (Non Hazard waste)*	11,12,13	kg	N/A	N/A
Glass (Non Hazard waste)*	11,12,13	kg	N/A	N/A

*Swixx waste cosumption related to waste in Swixx managed warehouses (Slovenia and Sebia) and refers to finished pharmaceutical products from our partners.
**Objective is set up for 2024
***Reported KPIs refer to Swixx BioPharma warehouse in Serbia

Definition	UN SDG	Unit	2023	2022
Certification				
ISO 14001 certified site*	13	Number	1	0

*Objective is set up for 2024

Definition	UN SDG	Unit	2023	2022
Environment preservation / culture initiatives				
Reduce paper consumption - % of employees with installed Digital signature*,**	12,13	Number	N/A	N/A
Reduce paper consumption - Purchased rims per year (used for copy machines and printing) to establish a baseline in 2024	12,13	Number	N/A	N/A
Number of internal awareness / communication campaigns promoting "green" behavior**	12,13	Number	0	0

*Digital signature installation rate is related to office functions only . Digital signature is not possible on SF iPads. **Objective is set up for 2024

SOCIAL

Definition	UN SDG	Unit	2023	2022
GENERAL DEMOGRAPHIC SNAPSHOT				
Workforce by type of engagement				
Employees (workers under employment contract) at year end	8	Number	1,295	1,137
Full time equivalent employees	8	%	99%	N/A
Part time employees	8	%	1%	N/A
Total number of Full Time Employees (FTE Headcount, 12 months average)	8	Number	N/A	N/A
Contingent workers (under service contracts - contractors or cosultants) at year end	8	Number	19	17
Total number of workers at year end	8	Number	1,314	1,154
Employees by type of contract				
Permanent contract for indefinate period (PC)	8	%	98.2%	N/A
Fixed-term contract (FTC)	8	%	0.4%	N/A
Temporary substitution of absent employee	8	%	1.2%	N/A
Apprentices	8	%	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	%	60%	59%
Corporate Functions (Administration, Compliance, Finance, HR, IT, Legal, Procurement, Quality Assurance)	8	%	16%	16%
R&D (Medical, Pharmacovigilance, Regulatory)	8	%	16%	16%
Supply Chain (Customer Service, Logistics, Warehouse)	8	%	7%	9%
Workforce by geographical reagions				
CEE (Central and Eastern Europe)	8	%	**66%**	**68%**
EU	8	%	47%	46%
Non EU	8	%	20%	22%
ROW (Eurasia, MENA, LATAM)	8	%	**34%**	**32%**
Eurasia	8	%	34%	32%
LATAM	8	%	N/A	N/A
MENA	8	%	0.08%	N/A
EMPLOYEE HIRING				
Hires				
Total number of new hires*	8	Number	312	617
Internal hires (vacant positions filled internally - job changes)	8	%	N/A	N/A
External hires	8	%	100%	100%
Hires by age (average age)	8	Number	40	N/A
Under 21 years	8	%	0.3%	N/A
21 to 25 years	8	%	4.5%	N/A
26 to 30 years	8	%	13.1%	N/A
31 to 40 years	8	%	34.0%	N/A
41 to 50 years	8	%	34.9%	N/A
51 to 60 years	8	%	12.2%	N/A
Over 60 years	8	%	1.0%	N/A

*The total number of hires for 2022 and 2023 equals the number of external hires.

Definition	UN SDG	Unit	2023	2022
EMPLOYEE RETENTION				
Employee turnover annualised				
Total turnover rate (permanent contracts)	8;3	%	**10.8%**	13.6%
Resignation rate (permanent contracts) - annualized	8;3	%	N/A	N/A

Definition	UN SDG	Unit	2023	2022
Turnover rate by tenure	8;3	%	N/A	N/A
Turnover rate during probation	8;3	%	N/A	N/A
Voluntary termination rate (annualized)	8;3	%	**96%**	N/A
Resignation	8;3	%	87%	N/A
Mutual agreement initiated by employer	8;3	%	4%	N/A
End of fixed-term contract	8;3	%	5%	N/A
Retirement	8;3	%	1%	N/A
Involuntary terminations	8;3	%	4%	N/A
Economical (reorganization/redundancy)	8;3	%	0%	N/A
Disciplinary	8;3	%	1%	N/A
Poor performance	8;3	%	1%	N/A
Termination during probation period initiated by employer	8;3	%	0%	N/A
Other	8;3	%	2%	N/A
EMPLOYEE DIVERSITY				
Proportion of female employees				
In the total employee population	5	%	71%	N/A
In People Managers	5	%	64%	N/A
In Senior Leaders	5	%	59%	N/A
Workforce by age				
20 and under	8;3	%	0.1%	N/A
21 to 30	8;3	%	9.8%	N/A
31 to 40	8;3	%	30.6%	N/A
41 to 50	8;3	%	40.9%	N/A
51 to 60	8;3	%	17.1%	N/A
61 to 64	8;3	%	1.3%	N/A
65 and over	8;3	%	0.3%	N/A
Average age snahpshot	8;3	Number of years	42.5	N/A
Workforce by seniority (tenure at Swixx)				
> 21 years of seniority	8;3	%	0.0%	N/A
16 to 20	8;3	%	0.0%	N/A
11 to 15	8;3	%	0.0%	N/A
6 to 10	8;3	%	9.2%	N/A
4 to 5	8;3	%	7.3%	N/A
1 to 3	8;3	%	60.1%	N/A
< 1 year	8;3	%	23.4%	N/A
Average seniority snapshot	8;3	Number of years	1.87	N/A
Employees with disabilities				
Employees with disabilities in the total population	8;3	Number & %	N/A	N/A
Gender pay equity				
Gender Ratio - Female	5	%	71%	N/A
Gender Ratio - Male	5	%	29%	N/A
Gender pay gap by management level	5	%	N/A	N/A
EMPLOYEE ENGAGEMENT				
Employee Engagement				
Global response rate / all employees	3	%	93%	N/A
Global engagement score	3	%	80%	N/A
First Employee enganement survey was conducted in 2023, is planned to be conducted every 2 years.				

Definition	UN SDG	Unit	2023	2022
COMMUNITY ENGAGEMENT AND EMPLOYEE VOLUNTEERING				
Community engagement				
Engagements with Patient Associations*	16	Number	70	58
Employees involved in volunteering**	16	Number	N/A	N/A
Average Voluntary hours/days per employee**	16	Hours	N/A	N/A
*Data include engagements in CEE markets. **Volunteering policies and monitoring to be implemented in 2024/2025				
EMPLOYEE HEALTH AND SAFETY				
Occupational Health Safety				
Number of occupational/work related accidents reported to authorities (12 months)*	3	Number	3	N/A
Number of LTI (Lost time injuries with absence from work, which occured in a year (car accidents, slip trip and falls, etc.)	3	Number	N/A	N/A
Frequency rate (Number of accidents with sick leave x 1,000,000 / number of hours worked during the year)	3	Number	N/A	N/A
Number of days lost due to injury	3	Number	40	N/A
Severity rate (Number of lost workdays x 1.000.000/number of hours worked during the year)	3	Number	N/A	N/A
Occupational fatalities*	3	Number	0	0
Total MVA (Motor Vehicle Accidents/car accidents)	3	Number	N/A	N/A
% of the MVA (Total Motor Vehicle Accidents)/car accidents	3	%	N/A	N/A
*Only work-related accidents/incidents/njuries/fatalities are reported.				
Absenteeism				
Absenteeism rate (total nb of absences/total nb of available working days)	8, 3	%	N/A	N/A
ACCESS TO HEALTHCARE				
Swixx diagnostcs program				
Number of tested samples in Swixx diagnostcs program	16	Number	2,903	934*
*Data for 2022 include number of tests from Apr-Dec.				

GOVERNANCE & BUSINESS ETHICS

Definition	UN SDG	Unit	2023	2022
Governance				
Number of Board members	16	Number	4	4
Women in the Board	5, 10, 16	%	25	25
Number of independendant Board members	16	Number	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
Compliance hotline				
Number of alerts	3, 5, 8, 10, 16	Number	5	3
- Substantiated cases	3, 5, 8, 10, 16	Number	4	3
- Dismissals and resignations related to misconduct	3, 5, 8, 10, 16	Number	0	0
No of violations of human rights and equal opportunities reported via the whistleblowing line	3, 5, 8, 10, 16	Number	3	3
No of violations of human rights and equal opportunities resolved	3, 5, 8, 10, 16	Number	3	0
Business ethics trainings (including fighting corruption)				
% of employees who have received at least one Ethics & Business Integrity training	16	%	100	100
% of employees that completed Ethics and Business Integrity trainings	16	%	100	100
Internal GxP audits				
Internal GxP audits	16	Number	10	13
Completion rate of the internal GxP audit plan*	16	%	100	100
Internal audits				
Completion rate of the internal audit plan*	16	%	100	N/A
*Excluding force majuere.				
Certification				
ISO 37001 - Anti-bribery Management System	16	Number	2	1
ISO 9001 - Quality Management System	16	Number	3	4
ISO 27001 - Information Security Management System	16	Number	0	0