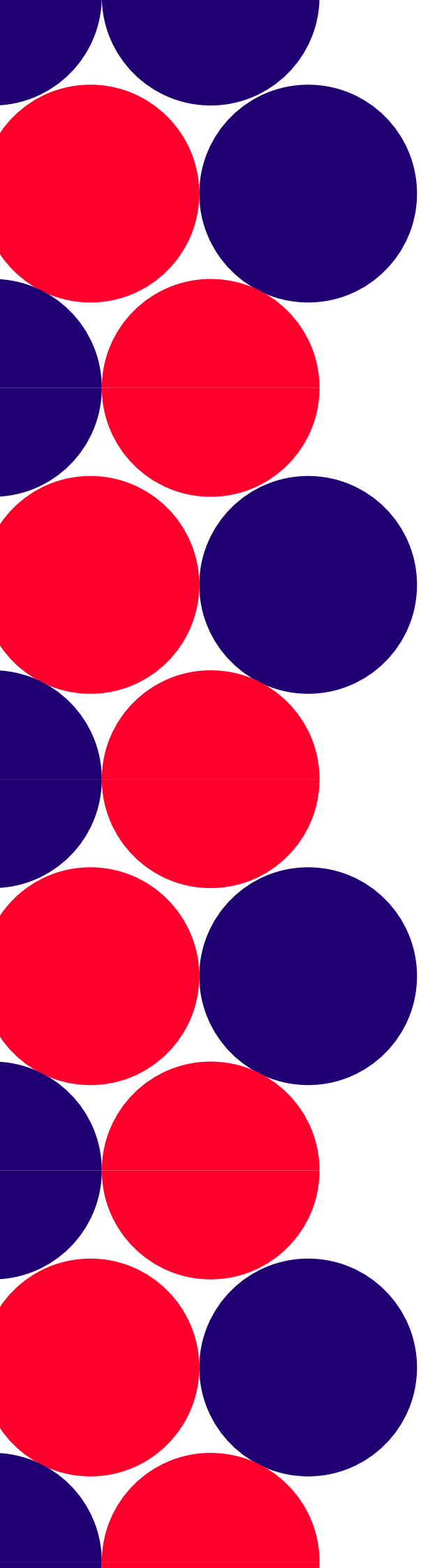




ESG 2025 Report

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



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Message from the CEO



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Dear Stakeholders,

In 2025, Swixx BioPharma moved from building sustainability foundations to demonstrating measurable progress. Our focus remained clear: improving patients' lives by broadening access to innovative medicines while strengthening the way we operate across our markets.

This year's Sustainability Report reflects a more mature and data-driven approach to sustainability, with stronger governance, clearer priorities, and progress across five strategic building blocks. It also comes in a year in which Swixx was once again recognized externally for the strength of its management and business model, having been named one of Switzerland's Best Managed Companies by Deloitte. During the year, Swixx also entered a new phase of growth, supported by SK Capital's strategic investment.

Preserve the Environment

- ▶ Completed the first Group-wide carbon footprint measurement covering Scopes 1, 2 and 3 emissions
- ▶ Initiated the Science Based Targets initiative (SBTi) target-setting process and decarbonization planning
- ▶ Maintained ISO 14001 certification in Serbia and achieved certification in Slovenia for the first time

Put People First

- ▶ Expanded our team to 1,632 colleagues across our markets, strengthening our capabilities and supporting continued business growth
- ▶ Maintained a strong commitment to workforce stability, with 97.5% of employees employed under permanent contracts
- ▶ Enhanced employee well-being by expanding preventive medical check-up programs across most countries in the CEE, CIS and MENA regions during the initial implementation phase, with a broader rollout planned across the remaining regions, including LATAM.
- ▶ Fostered an inclusive and collaborative culture where diverse backgrounds, experiences and perspectives are valued, and people-related decisions are guided by objective professional criteria

Strengthen Community Partnerships

- ▶ Continued implementation of Patient Academy initiatives
- ▶ Strengthened collaboration with patient organizations across the regions we serve
- ▶ Promoted dialogue and education to better understand patient needs and support patient-centered healthcare

Access to Medicines

- ▶ 6,219 rare disease diagnostic tests enabled through diagnostic support programs, an increase of more than 40% compared to the previous year
- ▶ Supported 91 positive market access decisions across Central and Eastern Europe, while continuing to advance patient access initiatives across all Swixx regions
- ▶ Expanded patient access to innovative therapies that can improve and extend lives

Foster Sustainable Corporate Governance

- ▶ Published our first ESG Report, completed our first ESRS-aligned Double Materiality Assessment, implemented the Watershed ESG platform, and completed our first Group-wide greenhouse gas inventory
- ▶ Maintained full coverage of ethics and anti-corruption training and recorded no confirmed corruption or bribery incidents
- ▶ ISO 37001 Anti-Bribery Management System remained in place across Switzerland, the Czech Republic, Serbia, Colombia, and Brazil
- ▶ Embedded ESG principles into the updated Third-Party Code of Conduct and due diligence activities

The results we achieved in 2025 show how sustainability is embedded in our business through clear governance, measurable environmental data, responsible third-party standards, employee-focused practices, and patient access initiatives, making our approach more actionable, practical, and data-driven. They also reflect the commitment of our employees, partners, and stakeholders across the regions we serve. As we look ahead, with the support of our new strategic investor and continued confidence in Swixx's strategy, we will keep building on our ambition to be the preferred commercialization platform for biopharma companies while translating our sustainability commitments into concrete action. We will maintain a clear focus on accountability, resilience and long-term value for patients, communities, employees, partners and society.

Sincerely,

Jean-Michel Lespinasse, Chief Executive Officer

Our Approach to Sustainability

About Swixx

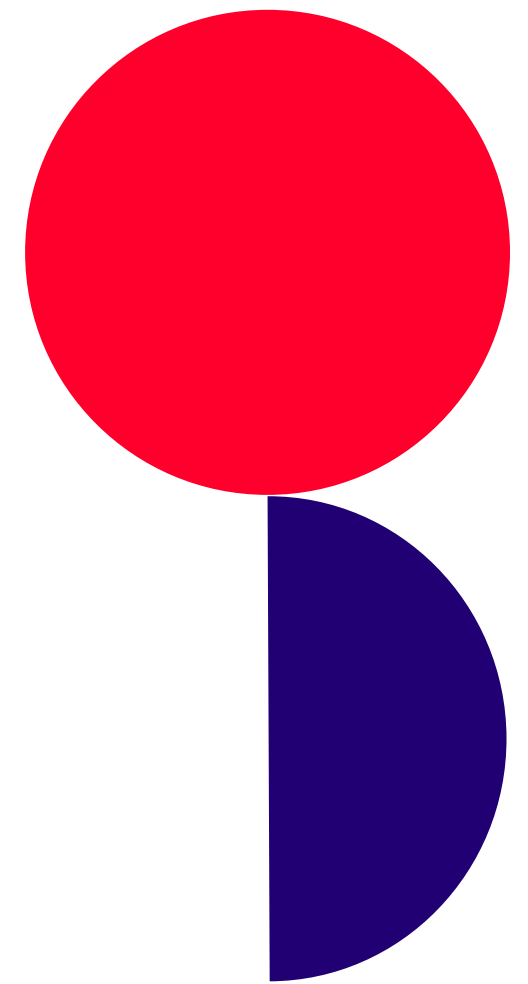
Swixx BioPharma helps bring innovative healthcare solutions closer to patients by providing access to medicines, medical devices, and healthcare services in markets where global healthcare companies do not have a direct presence. Swixx's mission is to ensure access to the best medical solutions, uphold the highest ethical standards and focus on areas of high unmet medical need – **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 2025, we operate in **46 countries**, spanning Central and Eastern Europe, Eurasia, the Middle East, and Latin America. We are proud to employ over **1,600 professionals**, with **70% women in our workforce and 30% female representation in the Executive Management team**, reflecting our commitment to diversity and inclusion.

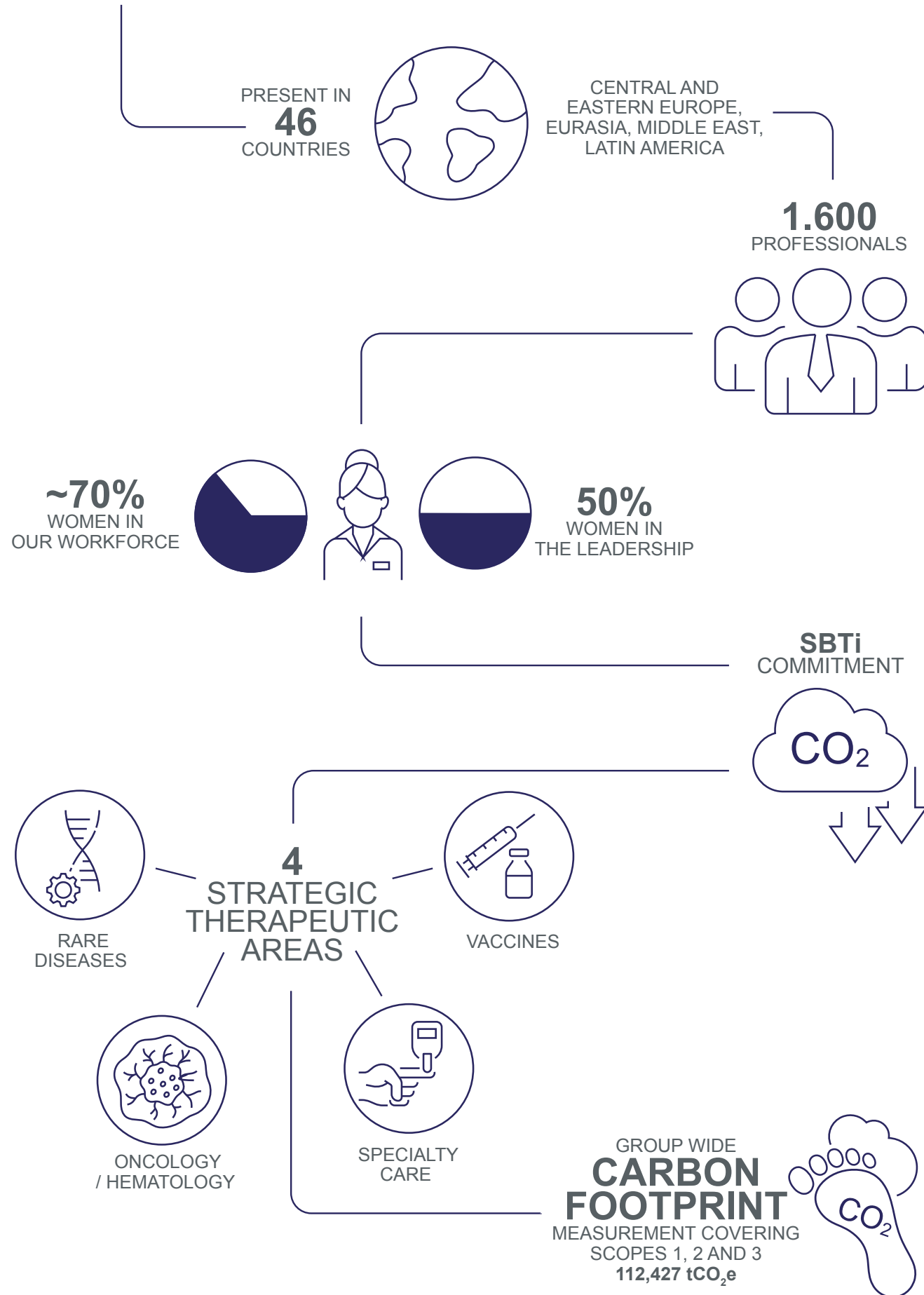
Our annual revenue reached €988 million, representing a 24% increase compared with 2024, a testament to our continued growth and impact.

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 multinational and biotech companies.
- **Specialty Care** – dedicated to providing medicines to patients with chronic diseases in various therapeutic areas, including cardiovascular diseases, CNS, diabetes, and multiple sclerosis.
- **Vaccines** – a broad portfolio, ranging from flu and travel vaccines to primary vaccination and boosters.



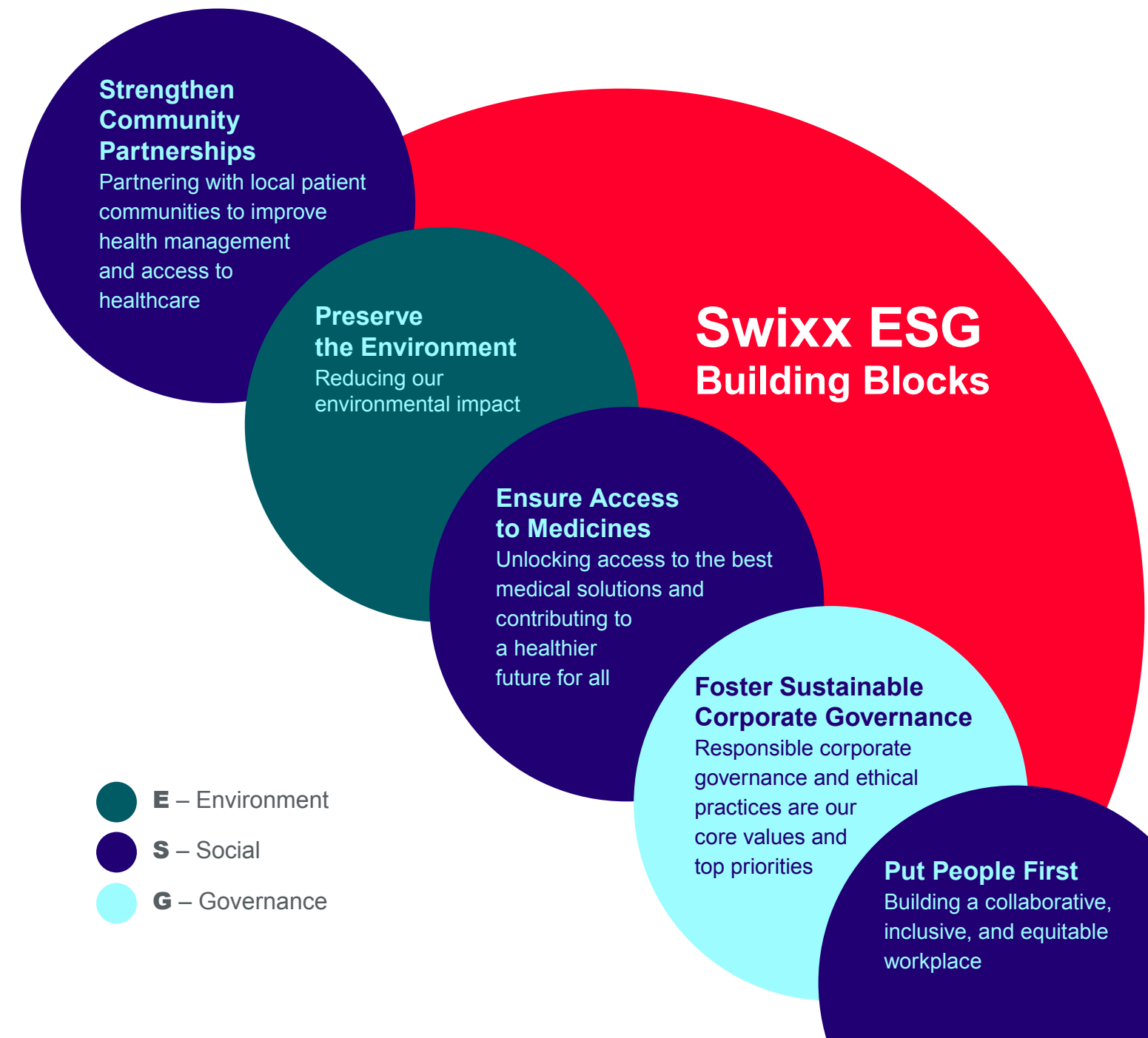
SWIXX BIOPHARMA



ESG Strategy Framework

Swixx's ESG Strategy Framework provides the foundation for integrating sustainability into the Group's business model and decision-making processes. Developed through stakeholder engagement and a materiality assessment, the framework focuses on five strategic building blocks: **Put People First, Ensure Access to Medicines, Strengthen Community Partnerships, Preserve the Environment, and Foster Sustainable Corporate Governance.**

These pillars reflect Swixx's commitment to creating long-term value for patients, employees, business partners, communities, and the environment while supporting ethical business conduct, responsible growth, and sustainable healthcare outcomes. Guided by the **UN Sustainable Development Goals** and a commitment to continuous improvement, the framework enables Swixx to manage its environmental, social, and governance impacts, risks, and opportunities in a transparent and accountable manner.



General Statement

This Sustainability Report presents the environmental, social, and governance (ESG) disclosures of Swixx BioPharma AG and its subsidiaries (collectively “Swixx”, or “Group”) for the period from 1 January 2025 to 31 December 2025. The reporting boundary is aligned with the consolidated financial statements.

The preparation of this report requires the use of estimates, assumptions and professional judgment, particularly where ESG data is not yet fully available or standardized across the Group. Where relevant, key methodologies, assumptions and limitations are described in the respective sections.

This report includes forward-looking statements, such as targets, ambitions and planned actions, which are based on current expectations and may be affected by future developments and uncertainties.

Swixx is committed to continuously improving the quality, consistency, and scope of its sustainability disclosures and further aligning its reporting with evolving ESRS requirements.

Sustainability Governance

Swixx has established a governance framework to oversee and advance sustainability across the Group. Sustainability matters are overseen at the Board level, with Board member Barbara Košir leading the interdisciplinary ESG team and ensuring integration of sustainability into strategic decision-making. ESG progress, priorities, impacts, risks and opportunities are regularly reported to the Board through quarterly updates.

At the operational level, the ESG team brings together representatives from key functions, including Finance, HR, HSE, Internal Audit, Quality Assurance, Supply Chain, Public Affairs, Communications, and country organizations. This cross-functional approach supports consistent ESG implementation across the Group.

The Corporate ESG Lead, supported by the ESG Reporting Specialist, is responsible for ESG reporting, sustainability strategy, regulatory compliance, target setting and ESG risk management. The ESG function is part of the Finance organization, ensuring alignment with financial reporting, internal controls and business strategy.

Sustainability-related impacts, risks and opportunities are identified through the Group's double materiality assessment and managed through collaboration across relevant business functions. Management is responsible for integrating material sustainability topics into operations, while the Board receives regular updates on key sustainability developments and risks.

Strategy, Business Model and Value Chain

Swixx is an international pharmaceutical services company providing commercialization, distribution, regulatory and market access support to pharmaceutical and healthcare partners. The Group operates as a service provider and is not involved in pharmaceutical manufacturing.

Swixx works with pharmaceutical partners, manufacturers, logistics providers, healthcare organizations and distribution partners across Central and Eastern Europe (CEE), CIS/Eurasia, the Middle East and North Africa (MENA), and Latin America (LATAM).

The Group contributes to patient access to medicines while maintaining a strong focus on quality, compliance and responsible business conduct. During the reporting period, there were no significant changes to the business model, services, markets or customer groups.

As part of the healthcare sector, Swixx is exposed to sustainability topics including product quality and safety, ethical business conduct, regulatory compliance, responsible supply chains, employee well-being, data protection and environmental impacts associated primarily with logistics and greenhouse gas emissions.

Interests and Views of Stakeholders

Swixx engages regularly with employees, pharmaceutical partners, shareholders, suppliers, healthcare professionals, regulators, patients and local communities.

Stakeholder engagement takes place through communication and feedback channels, business interactions, supplier and partner discussions, regulatory exchanges and targeted consultations. These activities help identify and manage material sustainability impacts, risks and opportunities.

Stakeholder perspectives are regularly communicated to management and the Board and are considered in strategic decision-making and sustainability management.



Double Materiality Assessment

Swixx has identified its **material sustainability impacts, risks and opportunities (IROs)** through a structured double materiality assessment covering its own operations and the entire value chain. The identified material topics include Climate Change, Own Workforce, Communities, Patients, and Business Conduct, with additional impacts arising in upstream and downstream activities such as Pollution, Water, and Circular Economy.

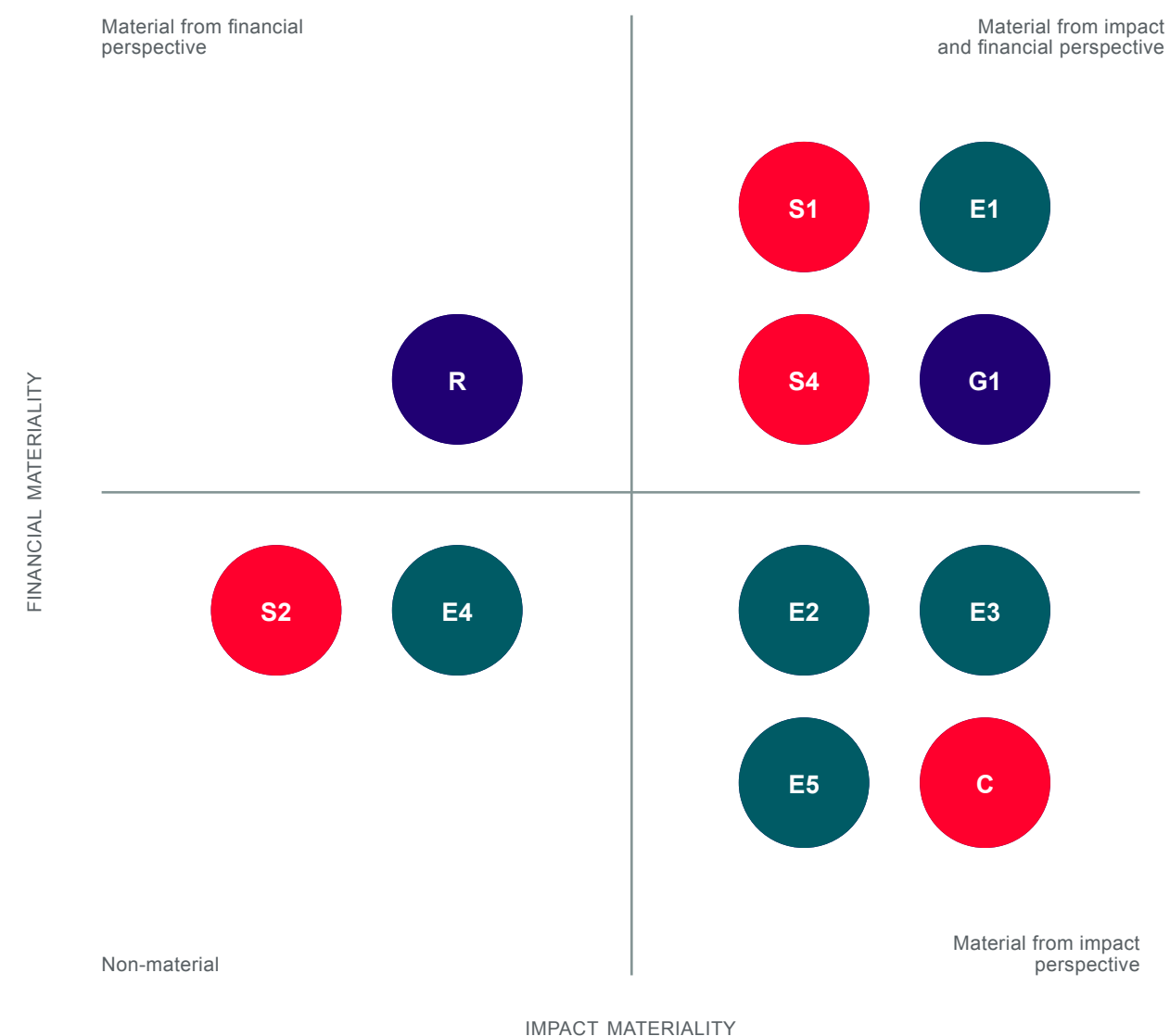
The assessment confirms that a significant part of Swixx's material impacts and risks is linked to its upstream value chain, particularly in relation to the manufacturing of pharmaceutical products, logistics, and packaging. This reflects the nature of Swixx's business model as a distributor and commercialization partner.

Material IROs are considered across short-term (up to 1 year), medium-term (1 to 5 years), and long-term (more than 5 years) horizons and include both actual and potential impacts. These IROs are integrated into Swixx's ESG strategy and serve as a basis for setting targets, defining actions, and monitoring performance.

The outcomes of the double materiality assessment (DMA) inform Swixx's strategic priorities, including the management of supply chain risks, responsible business conduct, employee-related matters, and environmental impacts linked to distribution and packaging.

The DMA was performed in accordance with ESRS requirements and EFRAG guidance and followed a structured, multi-step process integrating both impact and financial materiality perspectives.

Materiality of ESRS topics



E1 - CLIMATE CHANGE

Climate change mitigation;
Climate change adaptation; Energy

E2 - POLLUTION

Pollution of air

E3 - WATER AND MARINE

Water withdrawals

E5 - CIRCULAR ECONOMY

Resource outflows; Waste

G1 - BUSINESS CONDUCT

Protection of whistleblowers;
Management of relationships with suppliers;
Prevention and incidents of corruption and bribery;
Corporate Culture

S1 - OWN WORKFORCE

Working conditions: Working time.
Adequate wages, Secure employment,
Work-life balance

Equal treatment and opportunities for all: Gender equality and equal pay,
Training and skills development,
Diversity

Other work-related rights: Privacy

S4 - CONSUMERS

Health and safety; Access to products;
Privacy

R - ENTITY SPECIFIC

Regulations and business standards

C - ENTITY SPECIFIC

Community Partnership

Preserve the Environment

Climate change

Climate change was identified as a material topic through Swixx's double materiality assessment. Key impacts, risks and opportunities relate to greenhouse gas (GHG) emissions from energy consumption, transport, and logistics activities across the value chain, as well as regulatory and market expectations associated with the transition to a low-carbon economy.

Swixx addresses climate change through its Quality, Health, Safety, Environmental and Sustainability (QHSES) Policy, supplier due diligence processes, procurement requirements and supporting operational policies, including the Car Policy. These measures aim to promote energy efficiency, responsible fleet management, emissions reductions, and environmentally responsible business practices throughout the value chain.

KEY ACTIONS AND MEASURES IN 2025

- ▶ Established the Group's first comprehensive carbon **footprint covering Scope 1, Scope 2 and relevant Scope 3 emissions** in accordance with the GHG Protocol.
- ▶ Initiated the development of science-based greenhouse gas reduction targets in line with the **Science Based Targets initiative (SBTi)**.
- ▶ Continued implementation of **ISO 14001-certified** environmental management systems and successfully completed certification audits in Serbia and Slovenia without non-conformities.
- ▶ Improved energy monitoring and resource management in warehouses and offices, including warehouse optimization measures in Slovenia and Serbia.
- ▶ Delivered environmental awareness training to employees across the Group.
- ▶ Continued implementation of environmental criteria within fleet management and vehicle selection.

COMMITMENTS

- ▶ Finalize decarbonization plan and submit science-based targets for validation under SBTi.
- ▶ Expand ISO 14001 certification to headquarters locations.
- ▶ Improve environmental data availability and monitoring of energy consumption.
- ▶ Strengthen employee environmental awareness through regular training.
- ▶ Increase the share of low-emission vehicles within the corporate fleet in line with the Group's decarbonization objectives.



TOTAL GROSS GHG EMISSIONS OF SCOPE 1, 2 AND 3	
tCO ₂ e	2025
Scope 1 GHG emissions	
Gross Scope 1 emissions	3 066
% of Scope 1 GHG emissions from regulated emission trading schemes	0
Scope 2 GHG emissions	
Gross location-based Scope 2 emissions	169
Gross market-based Scope 2 emissions	226
Total Scope 1 & 2 (market-based)	3 292
Scope 3 GHG emissions ¹	
Total Scope 3	109 135
1. Purchased goods and services	99 429
2. Capital goods	1 917
3. Fuel- and energy-related activities	996
4. Upstream transportation and distribution	2 649
5. Waste generated in operations	357
6. Business travel	1 944
7. Employee commuting	1 232
8. Upstream leased assets	571
9. Downstream transportation and distribution	6
12. End-of-life treatment of sold products	32
TOTAL GHG EMISSIONS	
Total GHG emissions (location-based)	112 370
Total GHG emissions (market-based)	112 427
1 Only significant (relevant and material) categories are listed.	
GHG Intensity based on net revenue*	
tCO ₂ per € 1000	
Location-based	0.11373
Market-based	0.11379
* The total annual revenue of Swixx in 2025 was € 988 038 thousands.	



Pollution

Pollution was identified as a material topic primarily within Swixx's upstream value chain, particularly in relation to manufacturing, logistics, and waste management activities performed by suppliers. No material pollution impacts were identified within Swixx's own operations due to Swixx's role as a pharmaceutical services and distribution provider.

Swixx manages these impacts through supplier due diligence, onboarding procedures, contractual requirements, and the Third-Party Code of Business Conduct. Environmental considerations are integrated into supplier evaluation processes to promote regulatory compliance, transparency, and responsible environmental performance.

KEY ACTIONS AND MEASURES IN 2025

- ▶ Continued risk-based supplier due diligence, and environmental assessments.
- ▶ Strengthened ESG requirements and supplier evaluation criteria.
- ▶ Prepared enhanced sustainable procurement requirements for key suppliers.

COMMITMENTS

- ▶ Further strengthen supplier engagement, due diligence and sustainable procurement practices to promote responsible environmental management throughout its value chain.

Water and Marine Resources

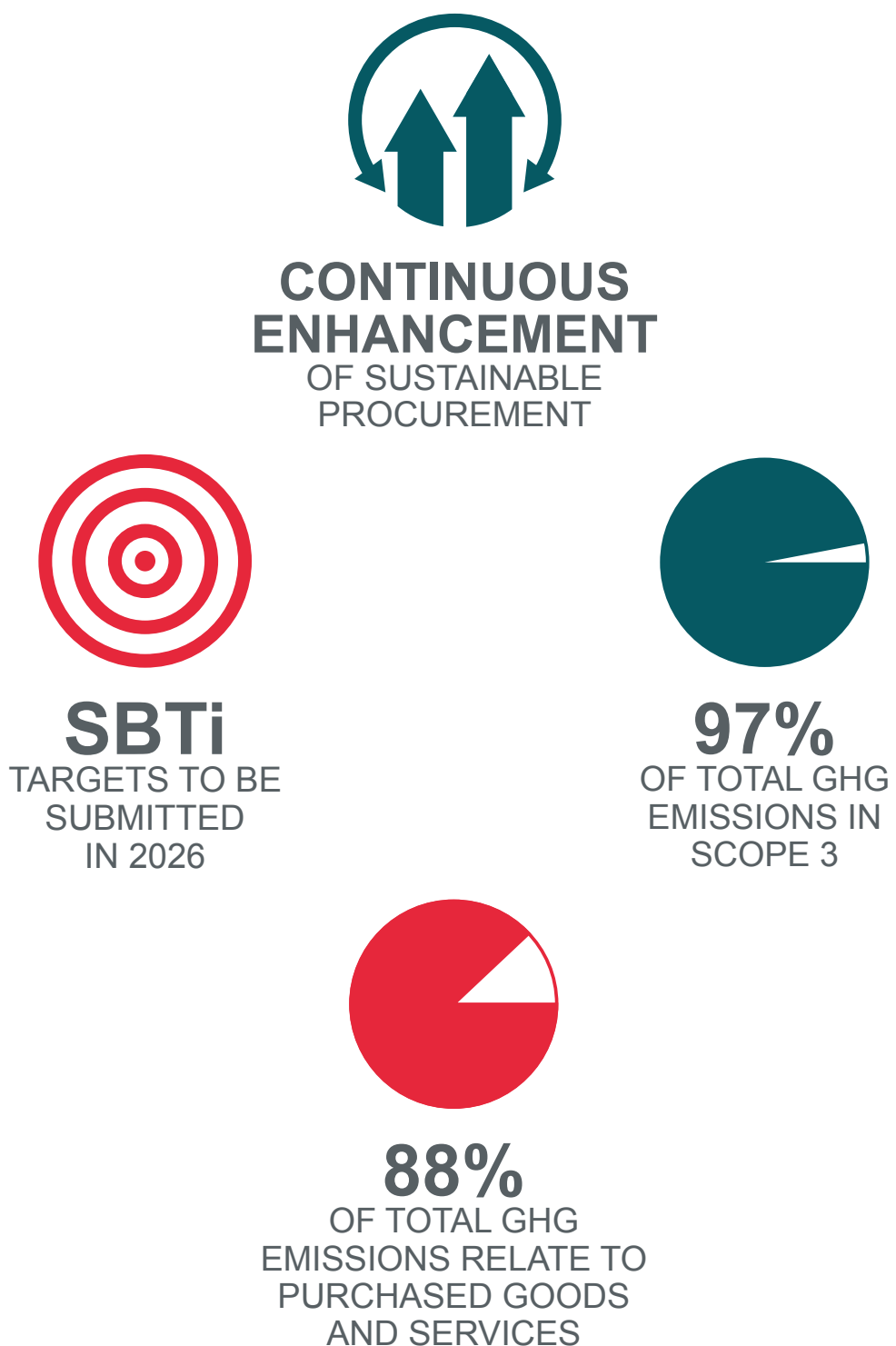
Water-related impacts were identified primarily within the upstream value chain, particularly in connection with pharmaceutical manufacturing and related supplier activities. No material water-related impacts were identified within Swixx's own operations, which are not water intensive. Water-related considerations are addressed through supplier due diligence, contractual requirements and the Third-Party Code of Business Conduct, which promote responsible resource management and environmental compliance.

KEY ACTIONS AND MEASURES IN 2025

- ▶ Integrated environmental and resource management considerations into supplier assessments and due diligence activities.
- ▶ Developed enhanced ESG-related supplier requirements and procurement criteria.

COMMITMENTS

- ▶ Strengthen supplier engagement and sustainable procurement practices to support responsible water management and mitigation of water-related impacts within the value chain.



Circular Economy

Circular economy was identified as a material topic due to impacts associated with packaging materials, operational waste and the management of pharmaceutical products throughout their lifecycle.

Swixx addresses these topics through the QHSES Policy, supplier due diligence processes, procurement requirements and operational measures focused on waste prevention, efficient resource use and packaging optimization.

KEY ACTIONS AND MEASURES IN 2025

Reduction of medical waste and product write-offs

- ▶ Implemented enhanced inventory management processes focused on sales forecasting, stock optimization and prevention of obsolete inventory.
- ▶ Established monthly Sales and Operations Planning (S&OP) processes and enhanced monitoring of slow-moving and obsolete stock.
- ▶ Introduced quarterly stock provision reviews and clearer accountability for inventory management.

Packaging optimization

- ▶ Continued packaging standardization and multi-market packaging solutions to reduce material consumption and repackaging activities.
- ▶ Assessed 365 product SKUs and implemented optimization measures for 46 SKUs.
- ▶ Implemented electronic patient information leaflets (ePIL) for selected vaccine products, eliminating paper leaflets and reducing packaging materials.

COMMITMENTS

- ▶ Continue improving inventory management processes to reduce product waste and write-offs while monitoring relevant planning and stock management KPIs.
- ▶ Implement packaging optimization and digitalization initiatives to reduce resource consumption and waste generation across the value chain.

Put People First

People are at the core of Swixx's success. Through the double materiality assessment, the Group identified material topics relating to working conditions, remuneration, secure employment, work-life balance, employee well-being, training and skills development, diversity and inclusion, and employee privacy.

As an international pharmaceutical services company operating across multiple markets, Swixx recognizes that its operating model may contribute to potential negative impacts related to workload peaks, work-related stress, and work outside regular working hours. At the same time, it supports positive impacts through providing stable employment, continuous learning and development opportunities, flexible working arrangements and a diverse and inclusive work environment.

Employee perspectives are considered through employee surveys, management dialogue, HR processes and grievance mechanisms. These insights informed the Double Materiality Assessment and contributed to the identification of workforce-related impacts, risks and opportunities, supporting the development of people-related policies, practices and initiatives. This feedback continues to inform the management of material workforce topics and the continuous improvement of employee programs.

Policies and Commitments

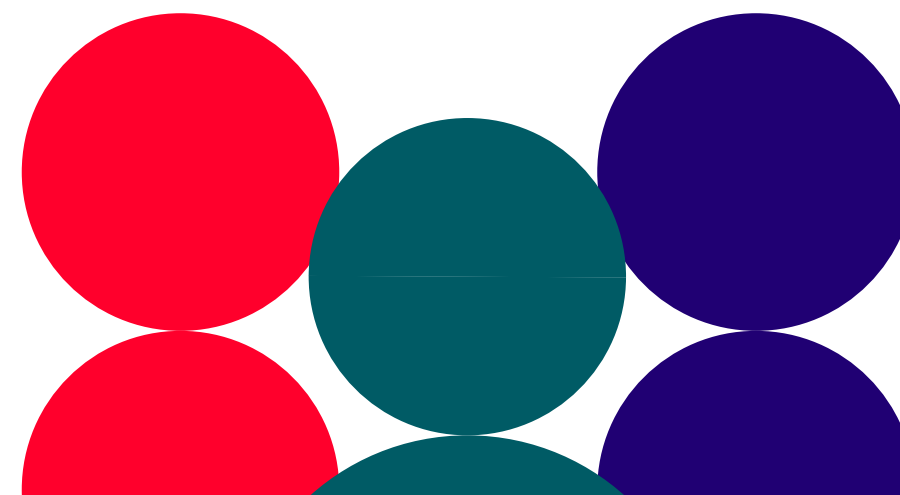
Swixx is committed to providing fair, inclusive and supportive working conditions through its **Human and Labor Rights Corporate Policy** and related corporate policies, including the Code of Business Conduct, Recruitment Procedure, Privacy Policy and Business Ethics Reporting Procedure.

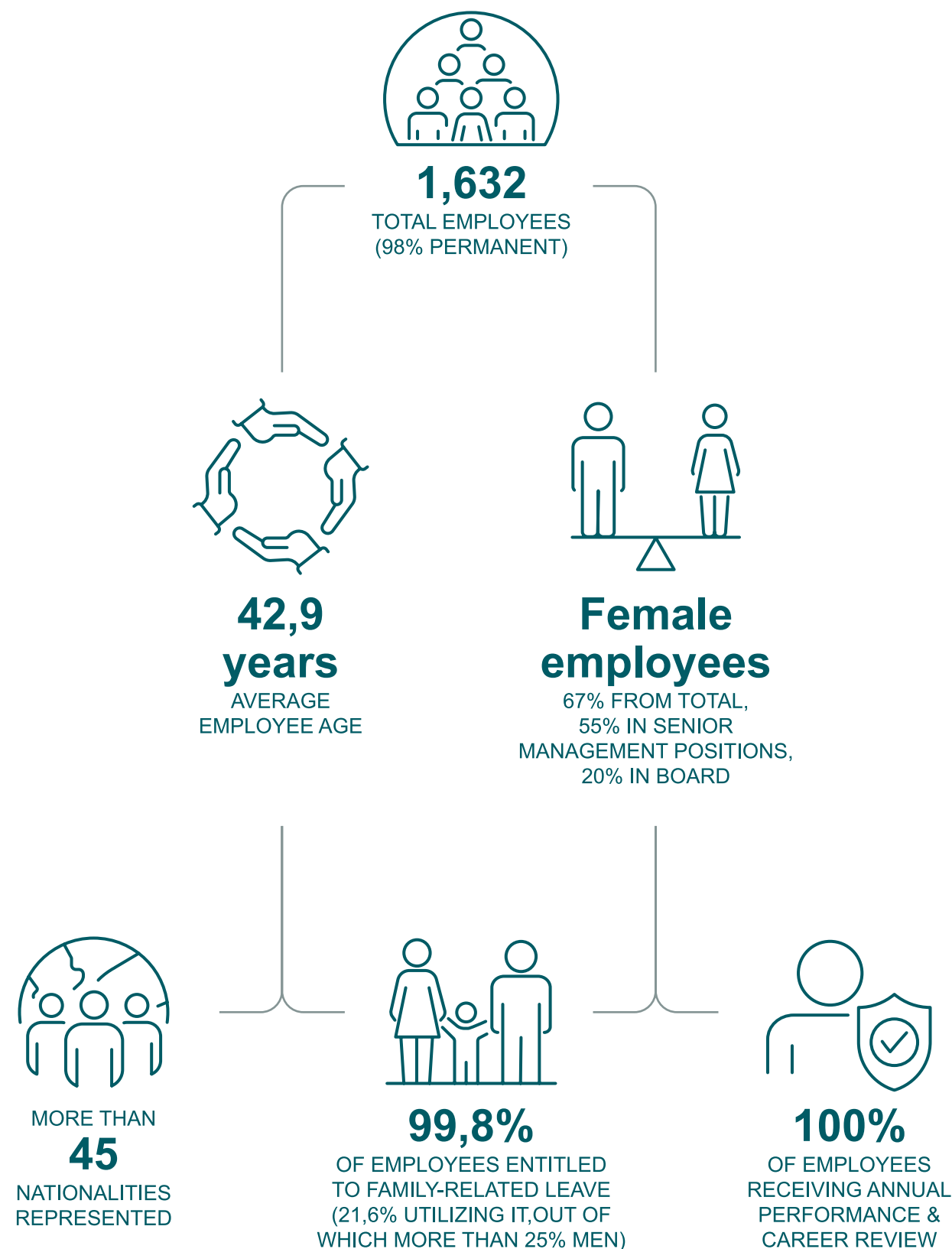
These policies support fair and secure employment; diversity, equal opportunities, and non-discrimination; fair remuneration practices; work-life balance and employee well-being; learning and professional development; and the protection of employee rights and personal data.

Employee Engagement

Swixx engages with employees through regular communication, performance discussions, HR processes and employee feedback mechanisms. Employees may raise concerns through established reporting channels, including the confidential whistleblowing system, which allows anonymous reporting, where permitted by law.

A Group-wide employee survey conducted in 2023 provided insights into employee engagement and working environment and continues to inform people-related initiatives. Employees also have access to grievance and whistleblowing mechanisms, ensuring concerns related to workplace conduct, ethics, labor rights or compliance can be raised and addressed appropriately.





KEY ACTIONS AND MEASURES IN 2025

Fair and Attractive Working Conditions

Swixx continued to ensure stable employment, flexible working arrangements, fair compensation practices and employee well-being initiatives. Workforce planning, adherence to local working time requirements, and employee feedback mechanisms help identify and address workload pressures and work-life balance challenges, while supporting workforce stability and long-term employee engagement.

Diversity and Equal Opportunities

As a multinational organization representing more than 45 nationalities across 46 countries, Swixx values a workforce that reflects diverse backgrounds, perspectives and experiences. The Group promotes an inclusive and merit-based workplace where people-related decisions are based on objective professional criteria and equal opportunities throughout recruitment, development, promotion and remuneration processes.

Learning and Development

Swixx supports employees' professional growth through structured onboarding, role-specific training and continuous learning opportunities. In addition to formal learning programs, the Group's diverse portfolio and dynamic business environment provide employees with broad exposure and opportunities to develop valuable expertise. All employees participate in the annual performance and development process.

Employee Well-being

Recognizing that a dynamic business environment and high-performance expectations may impact employee well-being and work-life balance if not appropriately managed, Swixx continued to strengthen its wellbeing approach. During 2025, the Group expanded preventive medical check-up programs, including examinations supporting early cancer detection under the Working with Cancer Pledge, as part of the initial rollout of a broader Group-wide wellbeing initiative. The Group also initiated the development of a Group-wide wellbeing framework aimed at supporting employee wellbeing, raising awareness of well-being and encouraging personal resilience, with further rollout of wellbeing initiatives planned across all regions.

Privacy and Employee Rights

To protect employee privacy and personal data, Swixx maintains a framework of policies, technical safeguards and compliance controls covering information security, incident management, responsible technology use and data protection.

COMMITMENTS

- ▶ Maintain secure employment and attractive working conditions.
- ▶ Support employee well-being and work-life balance.
- ▶ Promote diversity, inclusion and equal opportunities.
- ▶ Provide continuous learning, skills development and career growth opportunities.
- ▶ Complete and further enhance the preventive medical check-up program and introduce a corporate well-being framework.
- ▶ Protect employee data privacy and maintain effective data protection controls.

Strengthen Community Partnerships

Community engagement is an integral part of Swixx's mission to improve health outcomes and healthcare accessibility across the regions where it operates. Through its double materiality assessment, Swixx identified community partnership as a material positive impact, reflecting Swixx's contribution to patient empowerment, disease awareness and access to healthcare services.

Swixx works closely with **Patient Advocacy Groups (PAGs)**, patient organizations, healthcare professionals and other stakeholders to better understand patient needs, strengthen advocacy capabilities and foster dialogue on healthcare challenges and opportunities. These activities help ensure that community perspectives are reflected in patient-focused initiatives and support programs.

Swixx's engagement with patient communities is governed by the **Corporate Policy on Interactions with Patient Advocates and Organizations**, which promotes transparent, ethical and compliant collaboration with patient organizations while safeguarding their independence.

KEY ACTIONS AND MEASURES IN 2025

Swixx Patient Academy

Swixx continued to expand the Swixx Patient Academy, an educational program designed to strengthen the capabilities of Patient Advocacy Groups (PAGs) through training in various skills required for effective advocacy activities. Following successful pilots in Bulgaria and Serbia, the program was expanded to additional countries and further enhanced based on participant feedback.

Partnership with Patient Advocacy Groups

Swixx continued to collaborate with Patient Advocacy Groups on initiatives aimed at improving patient outcomes. The My Rare Journey project continues to amplify patient voices and strengthen collaboration across the healthcare ecosystem. In 2025, Swixx recorded **72 engagements with Patient Advocacy Groups**, compared to **70 engagements in 2024**, demonstrating its continued commitment to stakeholder dialogue and community partnerships.

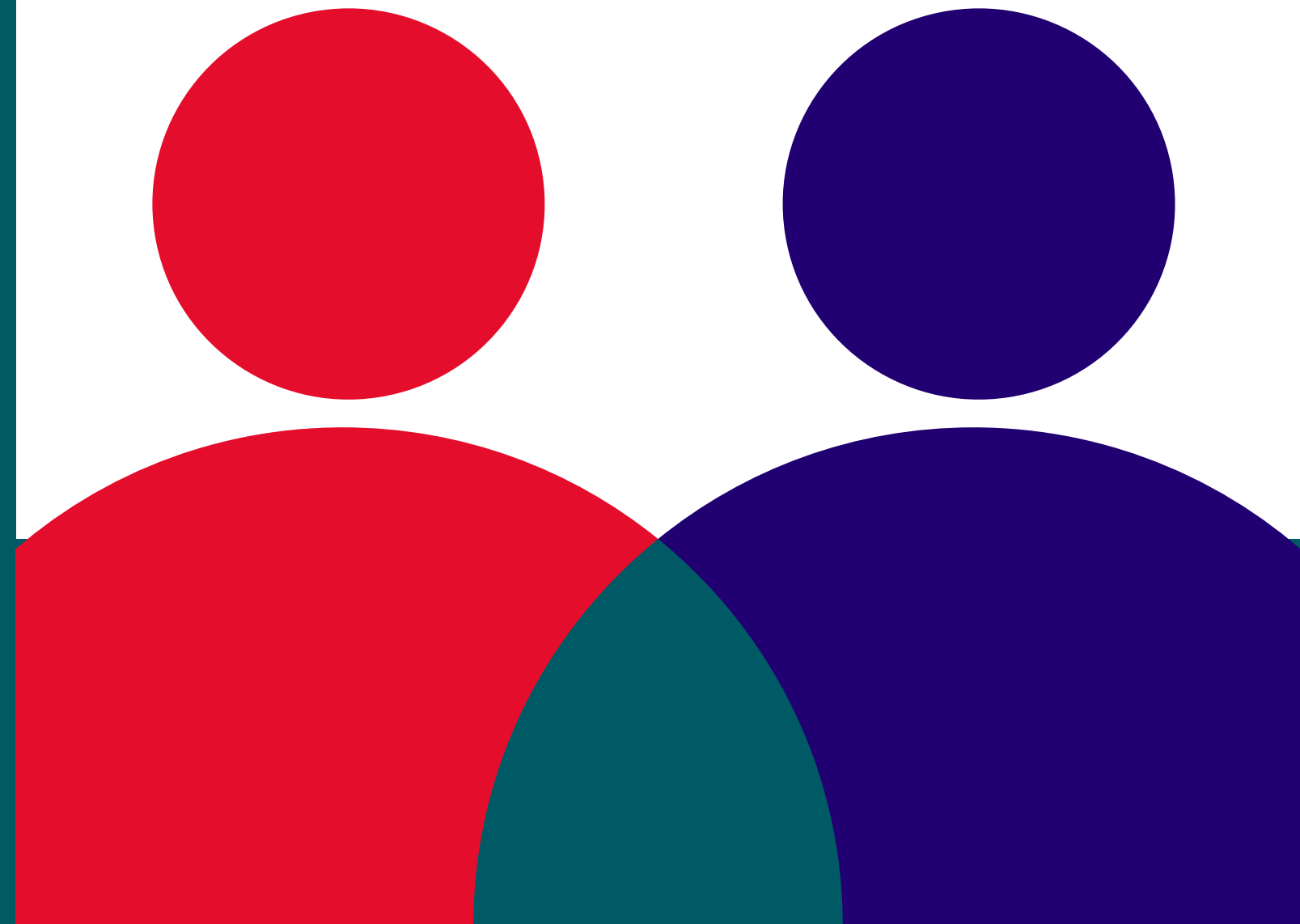
COMMITMENTS

Swixx aims to further strengthen partnerships with Patient Advocacy Groups and other healthcare stakeholders by continuing educational programs, patient engagement initiatives and disease-awareness activities. Through initiatives such as the Swixx Patient Academy, advisory boards and patient-centered projects, Swixx seeks to support patient empowerment, improve healthcare accessibility and contribute to stronger healthcare communities across its regions of operation.

72

engagements with
Patient Advocacy
Groups

**Ensure
Access to
Medicines**



**BRINGING
INNOVATION
CLOSER TO
PATIENTS**

6,219

rare disease diagnostics
tests enabled through
diagnostics
support programs

91

positive market
access decisions

Improving patient outcomes is at the core of Swixx's business model. Through commercialization and distribution of pharmaceutical products, Swixx contributes to improving access to medicines and healthcare solutions across Central and Eastern Europe (CEE), CIS, MENA and Latin America, including in markets where access to innovative treatments may be challenging.

Swixx delivers on this commitment by ensuring a sustainable and reliable supply of medicines across its markets, so patients can count on consistent access to the treatments they need. In parallel, Swixx enables access to healthcare diagnostics, supporting timely and accurate diagnosis, particularly for rare diseases.

Beyond supply and diagnosis, Swixx works closely with its partners to expand patient access to innovative therapies by supporting reimbursement and market access processes across Central and Eastern Europe, CIS, MENA and Latin America, helping translate scientific innovation into treatments patients can obtain.

KEY ACTIONS AND MEASURES IN 2025

Improving Access to Rare Disease Diagnosis

Swixx supported healthcare professionals and patient communities by facilitating access to specialized diagnostic tests for rare diseases. In 2025, the Group enabled **6,219 diagnostic tests**, compared to **4,427 in 2024** (40% increase), helping improve early diagnosis and access to care. Swixx also continued to support disease awareness and education through healthcare stakeholder engagement and the **Swixx Rare Disease Academy**.

Strengthening Supply Chain Resilience

Swixx continued strengthening supply chain performance through its Sales and Operations Planning (S&OP) process, demand review meetings and inventory management initiatives. The Group achieved a **Forecast Bias of 0%** within the scope of its established forecasting performance monitoring and further improved forecasting and inventory monitoring, supporting reliable medicine availability across its markets.

COMMITMENTS

Swixx aims to further strengthen supply chain resilience through improved forecasting, inventory management and planning processes, ensuring reliable and timely access to medicines for patients across its regions of operation. In parallel, the Group will continue enabling access to healthcare diagnostics, supporting earlier and more accurate diagnosis for patients in need.

Swixx will also continue working closely with its partners to advance access to innovative therapies, supporting reimbursement and market access processes across Central and Eastern Europe, CIS, MENA and Latin America, and helping ensure that patients benefit from the medicines available to them.

Foster Sustainable Corporate Governance

Swixx promotes sustainable corporate governance and upholds high standards of transparency, responsibility, accountability, fairness. The Compliance organization reports to an independent Board Committee and supports the identification and management of material impacts, risks and opportunities related to business conduct, including ethics, anti-corruption and responsible value chain management. Strong governance practices help reduce compliance and reputational risks while strengthening stakeholder trust and long-term business resilience.

Business Conduct Policies and Corporate Culture

Swixx maintains a comprehensive governance framework designed to promote ethical behavior, integrity and transparency across its operations. Key policies include the **Code of Business Conduct, Third-Party Code of Business Conduct, Anti-Bribery and Anti-Corruption Policy, Conflict of Interest Policy, Sanctions Compliance Policy and Privacy Policy**, supported by procedures covering third-party due diligence, business ethics reporting and internal monitoring.

The compliance framework addresses key risk areas relevant to pharmaceutical commercialization and distribution, including interactions with healthcare professionals and organizations, promotional activities and data protection. Ethical standards are reinforced through employee training, compliance monitoring and Anti-Bribery Management Systems certification (ISO 37001) in selected entities.

Swixx promotes a transparent and ethical corporate culture through mandatory policies, regular training and communication initiatives that encourage responsible decision-making and awareness of ethical risks.

Protection of Whistleblowers

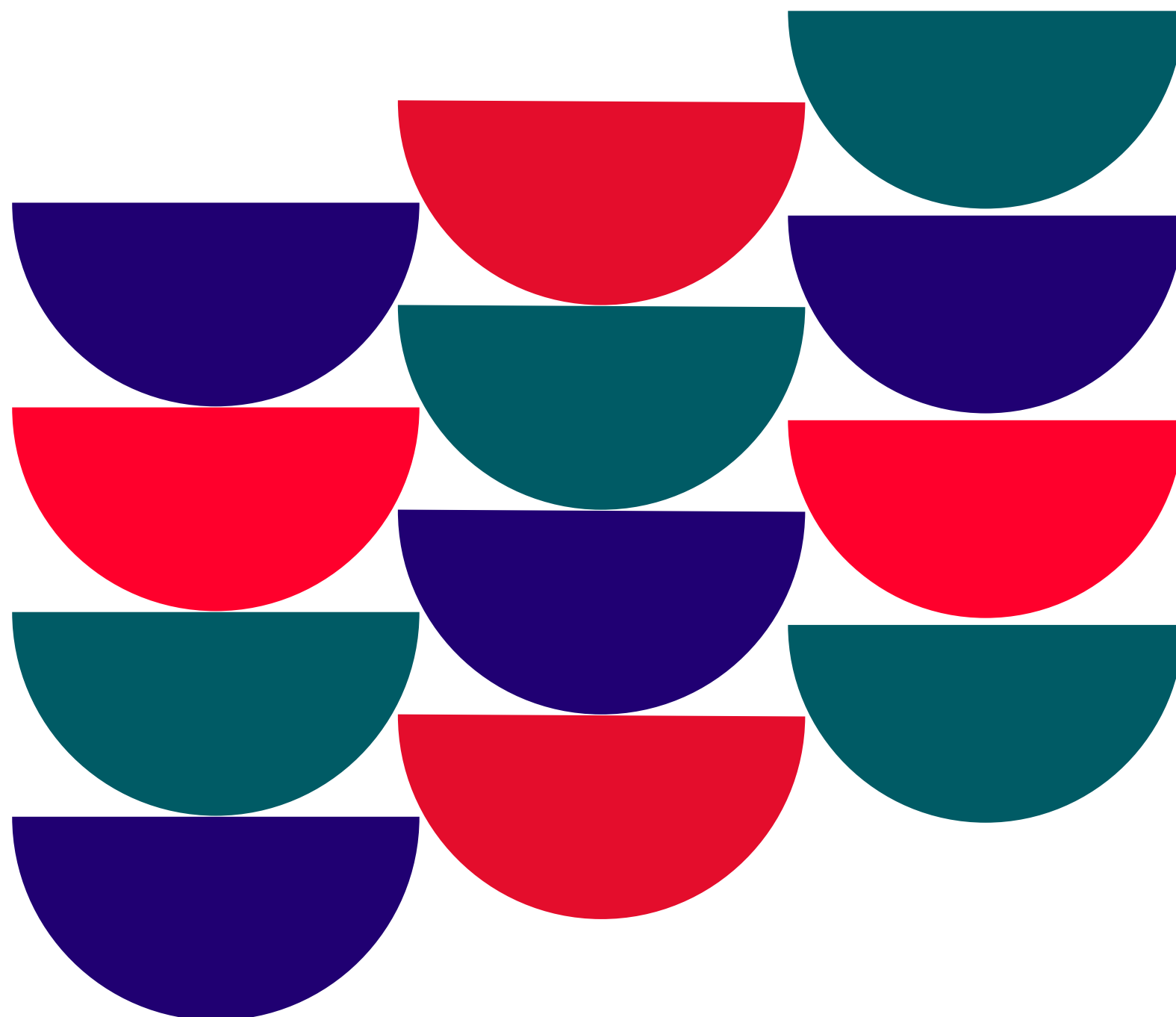
Swixx provides secure and confidential reporting channels for employees and external stakeholders to report concerns related to misconduct or policy violations. Reports may be submitted anonymously, and the Group maintains a strict non-retaliation approach. All reported concerns are assessed and investigated in accordance with established procedures, with corrective actions implemented where necessary.

Supplier Relationship Management

Swixx manages supplier relationships through its Third-Party Due Diligence process and Third-Party Code of Business Conduct. Suppliers are expected to comply with ethical, environmental and social standards aligned with Swixx's policies and applicable regulations.

Swixx continues to strengthen sustainable procurement by integrating ESG criteria into supplier selection, due diligence and monitoring processes, with a focus on environmental performance, human rights and business ethics.

Swixx is also committed to fair payment practices and timely settlement of supplier obligations, supporting long-term and trust-based business relationships.



Prevention and Detection of Corruption and Bribery

Swixx maintains a zero-tolerance approach to corruption and bribery through its Anti-Bribery and Anti-Corruption Policy and broader compliance framework. Employees are required to follow clear rules governing gifts, hospitality and interactions with business partners and public officials. Mandatory anti-corruption training is provided during onboarding and through regular refresher programs.

Confidential reporting channels are available to employees and external stakeholders to raise concerns. In 2025, **no incidents of corruption or bribery were reported.**

KEY ACTIONS AND MEASURES IN 2025

ESG Reporting and Regulatory Readiness

Swixx strengthened its sustainability reporting framework through publication of the 2024 ESG Report, completion of the double materiality assessment, implementation of the Watershed platform and further development of ESG governance, data collection, and reporting processes. These activities improved the quality, consistency and transparency of ESG information across the Group.

Sustainable Procurement

Swixx advanced the integration of sustainability considerations into supplier management through enhanced supplier requirements, ESG due diligence criteria, contractual clauses and procurement KPIs. These developments provided the foundation for the Sustainable Procurement Policy adopted in 2026.

Anti-Bribery Management System

Swixx continued strengthening its Anti-Bribery Management System (ISO 37001), supported by internal controls, compliance monitoring, employee training and confidential reporting mechanisms. No corruption or bribery incidents were recorded during the reporting period.

COMMITMENTS

Swixx aims to further strengthen sustainability governance, reporting quality and regulatory readiness by enhancing ESG data collection, governance controls and integration of all regions into reporting processes.

The Group will continue expanding sustainable procurement practices, increasing ESG assessment coverage of key suppliers, strengthening due diligence processes and maintaining employee training on sustainable procurement.

Swixx will also continue developing its Anti-Bribery Management System through additional ISO 37001 certifications, enhanced compliance controls, employee awareness activities and continued commitment to a zero-tolerance approach to corruption and bribery.

PRESERVE ENVIRONMENT							
KPI	Unit	ESRS	SDGs	2023	2024	2025	SCOPE
GHG emissions							
Total gross Scope 1 GHG emissions (tons of CO ₂ equivalent)	tCO ₂ e	E1-6	12, 13	N/A	3,164	3,066	2024: whole Group structure effective as of the year 2024 (excl. LATAM) 2025: whole Group including LATAM
Total gross Scope 2 GHG emissions (market-based) (tons of CO ₂ equivalent)	tCO ₂ e	E1-6	12, 13	N/A	352	226	
Total gross Scope 2 GHG emissions (location-based) (tons of CO ₂ equivalent)	tCO ₂ e	E1-6	12, 13	N/A	228	169	
Total gross Scope 3 GHG emissions (tons of CO ₂ equivalent)	tCO ₂ e	E1-6	12, 13	N/A	104,525	109,315	
Energy consumption							
Total energy consumption (Total energy consumption in line with ESRS E1-5 includes all energy consumed for energy purposes within the undertaking's own operations, covering electricity, heating, cooling, steam, and fuel consumption, including fuel used in company-owned or controlled vehicles, in line with the Scope 1 and 2 reporting boundary. *)	MWh	E1-5	12, 13	N/A	13,897	12,497	whole Group
Percentage of total energy consumption from renewable sources (from the Total energy consumption, including consumption of company-owned or controlled vehicles) *	%	E1-5	12, 13	N/A	0,50%	0,80%	whole Group
Purchased electricity at warehouses (SLO&RS) (facilities where Swixx has operational control over the consumption)	kWh	E1-5	12	315,795	318,637	223,478	distribution centers in Slovenia, Serbia only
Natural gas at warehouses (SLO&RS) (facilities where Swixx has operational control over the consumption)	kWh	E1-5	12	241,539	222,502	154,812	distribution centers in Slovenia, Serbia only
Energy intensity at the warehouses (SLO&RS) (facilities where Swixx has operational control over the consumption)	kWh/m ²	E1-5	12	72	70	49	distribution centers in Slovenia, Serbia only
*This metric covers total energy consumption in line with the ESRS E1-5. The consumption is calculated for the whole Swixx Group. Where data about energy consumption were not available, the estimations were done.							
Car fleet							
Diesel fuel consumption by Swixx fleet vehicles *	l	E1-5	12, 13	468,398	253,331	331,417*	whole Group
Petrol fuel consumption by Swixx fleet vehicles	l	E1-5	12, 13	832,875	1,104,647	859,599*	whole Group
Percentage of eco-vehicles from total Swixx fleet (purchased electric and plug-in hybrid vehicles)	%	E1-5	11, 12, 13	1%	2%	4%	whole Group
Number of eco vehicles (electric vehicles, full & plug in hybrids...)	no.	E1-5	11, 12, 13	6	21	31	whole Group
Number of petrol cars	no.	E1-5	12, 13	614*	697	515	whole Group
Number of diesel cars	no.	E1-5	12, 13	282*	180	219	whole Group
*Data about fuel consumption available for approx. 97% of vehicles.							

PRESERVE ENVIRONMENT							
KPI	Unit	ESRS	SDGs	2023	2024	2025	SCOPE
Waste							
Percentage of waste and destruction providers in Distribution Centers that we qualified by the Quality Department	%	E5-5	11, 12, 13	N/A	100%	100%	Central and Eastern Europe, CIS
Medicinal products	kg	E5-5	11, 12, 13	18,957	42,525	67,816	distribution centers in Slovenia, Serbia and Kazakhstan only
Reduce paper consumption - % of employees with a digital signature installed*	%	E5-5	12, 13	N/A	45%	48%	whole Group excluding LATAM
Percentage of total waste from Swixx operations diverted from landfills	%	E5-5	12, 13	N/A	N/A	11%	distribution centers in Slovenia and Serbia only; covers waste that is recycled or composted (organic waste)
Total weight of hazardous waste	kg	E5-5	12, 13	19,000	50,214	63,075	distribution centers in Slovenia and Serbia only
Total weight of non-hazardous waste	kg	E5-5	12, 13	N/A	N/A	94,661	distribution centers in Slovenia and Serbia only
Total weight of waste recovered	kg	E5-5	12, 13	N/A	N/A	17,489*	*distribution centers in Slovenia and Serbia only; covers waste that is recycled or composted (organic waste)
Number of collaborations with business partners on Portfolio Streamlining Project (Packaging optimization)	no.	E5-2, E5-3	11, 12, 17	N/A	N/A	20	EU entities only
Number of SKUs converted from paper PIL to ePIL / number of planned SKUs for the implementation of ePIL	no.	E5-2, E5-3	11, 12, 17	N/A	N/A	9 / 9	EU entities only
*Digital signature installation rate is related to office functions only.							
Certifications and awareness							
Number of ISO 14001 certified sites	no.	ESRS 2	12, 13	N/A	1	2	whole Group excluding LATAM
Number of internal awareness / communication campaigns / public affairs promoting "green" behavior	no.	ESRS 2	12, 13	0	3	5	whole Group

PUT PEOPLE FIRST							
KPI	Unit	ESRS	SDGs	2023	2024	2025	SCOPE
Workforce by type of engagement							
Employees (workers under employment contract) at year-end (headcount)	no.	S1-6	8	1,295	1,333	1,632	whole Swixx Group
Contingent workers (under service contracts – contractors or consultants) at year end (headcount)	no.	S1-6	8	19	29	33	whole Swixx Group
Total number of workers at year end (headcount)	no.	S1-6	8	1,314	1,362	1,665	whole Swixx Group
Employees by job family group and job family							
Commercial (Business Development, Commercial Operations, Marketing, Sales, Trade, Market Access, External affairs)	%	S1-6	8	60%	59%	57%	whole Swixx Group
Corporate Functions (Administration, Compliance, Finance, HR, IT, Legal, Procurement, Quality Assurance)	%	S1-6	8	16%	17%	21%	whole Swixx Group
R&D (Medical, Pharmacovigilance, Regulatory)	%	S1-6	8	16%	16%	15%	whole Swixx Group
Supply Chain (Customer Service, Logistics, Warehouse)	%	S1-6	8	7%	8%	7%	whole Swixx Group
Hires and retention							
Total number of new hires (external & internal)	no.	S1-6	8	312	348	690	whole Swixx Group
External New Hires	no.	S1-6	8	312	261	535	whole Swixx Group
Internal hires (vacant positions filled internally - job changes)	%	S1-6	8	N/A	25%	155	whole Swixx Group
External hires	%	S1-6	8	100%	75%	77.54%	whole Swixx Group
Employee turnover annualized							
Total turnover rate (permanent contracts)	%	S1-6	8, 3	10.80%	13.40%	11.56%	whole Swixx Group
Resignation rate (permanent contracts) - annualized	%	S1-6	8, 3	N/A	84.40%	76.63%	whole Swixx Group
Workforce by age							
20 and under	%	S1-9	8, 3	0.10%	0.10%	0.18%	whole Swixx Group
21 to 30	%	S1-9	8, 3	9.80%	1.70%	12.15%	whole Swixx Group
31 to 40	%	S1-9	8, 3	30.60%	7.60%	27.32%	whole Swixx Group
41 to 50	%	S1-9	8, 3	40.90%	28.70%	37.45%	whole Swixx Group
51 to 60	%	S1-9	8, 3	17.10%	41.60%	20.20%	whole Swixx Group
61 to 64	%	S1-9	8, 3	1.30%	18.30%	1.84%	whole Swixx Group
65 and over	%	S1-9	8, 3	0.30%	2.10%	0.86%	whole Swixx Group
Average age snapshot	no.	S1-9	8, 3	42.5	43.1	42.87	whole Swixx Group

PUT PEOPLE FIRST							
KPI	Unit	ESRS	SDGs	2023	2024	2025	SCOPE
Proportion of female employees							
In the total employee population	%	S1-9	5	71%	73.7%	67.03%	whole Swixx Group
In People Managers	%	S1-9	5	64%	67%	55.12%	whole Swixx Group
In Senior Leaders	%	S1-9	5	59%	62.10%	55.46%	whole Swixx Group
In Board	%	S1-9	5	25%	20%	20%	whole Swixx Group
External hires	%	S1-6	8	100%	75%	77.54%	whole Swixx Group
Occupational Health & Safety							
Number of occupational/ work-related accidents (with injuries) reported to authorities (12 months)	no.	S1-14	3	3	4	3	whole Swixx Group
Accident frequency rate (per one million hours worked)	no.	S1-14	3	N/A	1.8	0.86	whole Swixx Group
Number of days lost due to injury	no.	S1-14	3	40	41	8	whole Swixx Group
Occupational fatalities	no.	S1-14	3	0	0	0	whole Swixx Group
Employees enrolled in training and re-training in accordance with local legislation	%	S1-14	3	N/A	100%	100%	whole Swixx Group
Absenteeism rate (total number of absences/total number of available working days)	%	S1-14	3	N/A	0.07%	0.53%	whole Swixx Group
Access to Medicine							
Positive market access decisions – new therapies and/or indications (CEE region)	no.	S4-2	17	49	98	91	CEE region
Number of tested samples in Swixx diagnostics program	number	S4-2	17	2,903	4,427	6,219	CEE region
Strengthen Community Partnerships							
Engagements with Patient Associations *	no.	N/A	16	70	70	72	CEE region
Employees involved in volunteering	no.	N/A	16	N/A	N/A	47	CEE region
Total hours spent on volunteering	no.	N/A	16	N/A	N/A	235	CEE region
*Data includes engagements in CEE markets via grants and donations.							

FOSTER SUSTAINABLE CORPORATE GOVERNANCE							
KPI	Unit	ESRS	SDGs	2023	2024	2025	SCOPE
Governance							
Number of Board Members	no.	G1-GOV1	16	4	5	5	whole Swixx Group
Number of independent Board Members	no.	G1-GOV1	16	0	0	0	whole Swixx Group
Compliance hotline							
Number of alerts	no.	G1-1	3, 5, 8, 10, 16	5	6	9	whole Swixx Group
- Substantiated cases	no.	G1-1	3, 5, 8, 10, 16	5	5	3	whole Swixx Group
- Dismissals and resignations related to misconduct	no.	G1-1	3, 5, 8, 10, 16	0	0	0	whole Swixx Group
Violations of human rights and equal opportunities reported via the whistleblowing line	no.	G1-1	3, 5, 8, 10, 16	2	4	2	whole Swixx Group
Violations of human rights and equal opportunities resolved	no.	G1-1	3, 5, 8, 10, 16	2	4	2	whole Swixx Group
Business ethics							
% of employees enrolled in at least one Ethics & Business Integrity training	%	G1-4	16	100%	100%	100%	whole Swixx Group
% of employees who completed at least one Ethics & Business Integrity training	%	G1-4	16	100%	100%	100%	
Total number and nature of confirmed incidents of corruption or bribery	no.	G1-3, G1-4	16	0	0	0	whole Swixx Group
Total number and nature of confirmed information security incidents	no.	S4-4	8	0	0	0	whole Swixx Group
Internal GxP audits							
Internal GxP audits	no.	G1-5	16	12	9	12	whole Swixx Group
Completion rate of the internal GxP audit plan (of internal GxP audits performed/Total # of internal GxP audits planned in the relevant six-month period (Jan-Jun and Jul-Dec))*	%	G1-5	16	100%	100%	100%	whole Swixx Group
*Excluding force majeure.							
Certifications							
ISO 37001 – Anti-bribery Management System – number of entities with the ABMS *	no.	G1-2	16	2	4	5	whole Swixx Group
ISO 9001 – Quality Management System	no.	G1-2	16	4	4	3	whole Swixx Group
Percentage of operational sites with a quality management system (QMS) certification (ISO 9001)	%	ESRS 2	12, 13	10%	10%	9%	whole Swixx Group
ISO 27001 – Information Security Management System	no.	G1-2	16	0	0	0	whole Swixx Group
*3 certifications in Europe, 2 certifications in Latin America.							

FOSTER SUSTAINABLE CORPORATE GOVERNANCE

KPI	Unit	ESRS	SDGs	2023	2024	2025	SCOPE
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Sustainable Procurement

Number of external stakeholders (critical GxP contractors and wholesalers) assessed for their ESG performance, including human rights *	no.	G1-6	5, 8, 10, 16	N/A	N/A	N/A	whole Swixx Group
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct **	%	G1-6	5, 8, 10, 16	N/A	N/A	82%	whole Swixx Group

*Not assessed yet. The ESG Due Diligence questionnaire to be implemented by Q2 2026.

**Contractual clause referencing the Third-Party Code of Conduct is incorporated in all contracts with wholesalers signed after 2023.