Sustainability Report
2024

Galenica
pharmaceutical
industry S.A.

Contents

1. Management Message

Dear reader,

As we present Galenica's inaugural Sustainability Report for 2024, we reflect on a year of significant progress and growing responsibility. Our organisation continued to evolve, adapt and innovate, driven by a clear commitment to science-based value creation and long-term resilience. This report represents both an assessment of where we stand today and a statement of intent for the sustainable future we are building.

Global challenges, from post-pandemic disruptions and evolving supply chains to the urgency of climate action and shifting geopolitical dynamics, continue to shape today's landscape. Alongside an expanding EU regulatory framework, these realities reinforce our responsibility to protect health, strengthen resilience and accelerate innovation with sustainability at the core.

At Galenica, we embrace this responsibility with determination. Rooted in innovation and accountability, we have grown into a leading force in the pharmaceutical sector. By investing in science, technology and our people, we continue to deliver advanced healthcare solutions, broaden our product portfolio, reinforce supply chains and build partnerships that extend our positive impact nationwide. Beyond healthcare, we are committed to shaping a future where science, sustainability and strong governance work together to generate long-term value and improved well-being.

Embedding ESG principles across our strategy is reflected in the progress achieved in 2024. Our Scope 1 & 2 emissions totaled 3,387.30 tnCO$_2$eq, forming a baseline that guides near-term decarbonization initiatives focused on energy efficiency. Water consumption monitoring across our facilities highlights where process optimization, leak detection and reuse systems can deliver the greatest improvement.

Our commitment to diversity and inclusion is evident in our recruitment patterns and gender balance, enabling function-specific goals across the organization. We invested 8,044 training hours across all roles, strengthening leadership, technical expertise and production performance while ensuring reporting integrity.

Beyond the workplace, our support for NGOs and health-focused anchors our contribution to measurable social outcomes and trusted partnerships. Together, these actions promote equal opportunities, foster a supportive environment and expand access to healthcare, positioning Galenica as a driver of inclusion and social value.

We uphold a strong governance framework grounded in high standards of ethics, regulatory compliance, and transparency, supported by policies and established procedures. Ongoing training in ethics, compliance, and data protection reinforces a culture of integrity and accountability across daily operations. Product safety and efficacy are ensured through strict adherence to EU-GMP standards, cGMPs according to FDA approvals, compliance with EOF and EMA requirements, and the operation of a robust Quality Management System.

Our governance structures are designed to balance effective representation with clear accountability, enhancing the quality of decision-making and reinforcing stakeholder confidence. In 2024, Galenica collaborated with 1,762 suppliers, reflecting the scale and diversity of its supply network and underscoring the importance of transparent engagement and responsible sourcing practices.

We look ahead with focused targets and actions embedded in our corporate strategy. Continued investment in R&D, innovation and resilient supply chain will drive long-term value for stakeholders while contributing positively to society and the environment. Our inaugural Sustainability Report highlights the momentum we have built and the confidence with which we move forward.

We remain fully committed to advancing sustainability across all dimensions of our business. With the dedication of our people and the trust of our partners, we will continue to strengthen our impact, enhance transparency and deliver meaningful value for society. We look forward to the journey ahead with confidence and responsibility.

Sincerely,

Galenica S.A.

2. About the Sustainability Report & the Regulatory Framework

Galenica S.A. is a leading Greek pharmaceutical company dedicated to the research, development, and production of innovative therapeutic solutions that promote health, provide relief, and improve quality of life. Headquartered in Athens, the company operates two state-of-the-art manufacturing facilities in **Chalkida and Kryoneri**. Both sites share high standards of infrastructure, technology, and operational excellence, supporting the full spectrum of pharmaceutical production and quality processes that enable Galenica to serve both domestic and international healthcare markets.

The facilities are certified according to the **EU Good Manufacturing Practice (EU-GMP)** standards and approved by the U.S. Food and Drug Administration (FDA), ensuring that all production activities comply with rigorous international safety and quality requirements. This unified operational framework strengthens consistency, reliability, and product integrity across the company's manufacturing footprint.

Since its establishment, Galenica has pursued a mission deeply rooted in scientific excellence, continuous innovation, and collaboration. The company partners with leading research centers and universities in Greece and abroad to develop products that address evolving health needs and enhance patients' well-being. Its strategy integrates pharmaceutical expertise with a strong commitment to sustainability, reflecting the belief that long-term business growth is inseparable from the advancement of human and societal health.

The present Sustainability Report covers the Company's operations for the financial year **January 1 – December 31, 2024**, and provides a transparent account of its performance, policies, and initiatives across environmental, social, and governance (ESG) dimensions. All financial data are consistent with statutory reporting and verified under applicable accounting standards.

This Report has been prepared in accordance with the **Global Reporting Initiative (GRI) Standards, 2021**, at the **Core** level, adhering to the principles for defining both *content* and *quality* as set out by the GRI.

To further strengthen sectoral relevance, **Galenica** also applies **SASB Standards** for industry-specific metrics, as maintained by the International Sustainability Standards Board (ISSB) under the IFRS Foundation. This alignment ensures that the Company's disclosures remain comparable, credible, and useful to stakeholders and investors alike.

In addition, the Company benchmarks its sustainability management practices against the **EcoVadis methodology** (Policies, Actions, Results), thereby enhancing value-chain transparency, due diligence, and supplier engagement across its operations.

During 2024, Galenica conducted a bibliographic **Double Materiality Analysis**, assessing both the Company's impacts on people and the environment throughout the value chain and the financial implications of sustainability-related risks and opportunities on its development, performance, and position. The resulting material topics guide the scope, depth, and focus of the disclosures presented in this Report, and inform target-setting under the GRI, SASB, and EcoVadis frameworks.

The Sustainability Report 2024 has been reviewed and approved by the Board of Directors of Galenica, ensuring the accuracy, completeness, and integrity of the disclosed information. The Board holds ultimate responsibility for validating the Report's content and alignment with the Company's strategic sustainability objectives, while executive management ensures the reliability of data and consistency with applicable reporting standards.

Through this Report, the Company demonstrates its continuous commitment to ethical governance, transparency, and accountability. By aligning with internationally recognized reporting standards and anchoring its sustainability approach in its healthcare mission, the Company provides a balanced and decision-useful overview of its impacts, risks, and opportunities, contributing to a more resilient, responsible, and health-oriented future for patients, society, and the pharmaceutical industry.

3. Galenica at a glance

3,387.30 tnCO$_{2eq}$
Emissions

90%
Waste diverted from disposal

74%
Non-Hazardous waste recycled offsite

3,993.72 MWh
Electricity consumption

11.23 ML
Water consumption

Social

8,044
Training hours provided to employees

289
Total number of employees

38
New recruitments of permanent employees

46%
Percentage of women employees

47%
Female employee hires

Governance

5
Board members

5
Policies/ Procedures transitioning towards a more sustainable economy

40%
Percentage of women on Board

1,762
Number of Suppliers

Zero
Number of convictions for the violation of anti-corruption and anti-bribery laws

4. Company Profile

4.1 Mission & Values

Galenica's mission is to understand and respond to the constantly evolving needs of society in the field of health.

The Company is committed to offering innovative therapeutic solutions that contribute to the promotion and protection of life itself. Through continuous research, scientific excellence and strategic collaborations, Galenica ensures that every product developed, and every action undertaken serves a single purpose — the improvement of people's quality of life. This mission is built upon five key pillars that reflect Galenica's contribution to healthcare: fuller relief, faster therapeutic response, the promotion of health, the improvement of quality of life, and the protection of life from disease.

1. Fuller relief

2. The fastest therapeutic response

3. The promotion of Health

4. The improvement of the quality of life

5. Protection of life itself from disease

The Company aspires to remain a trusted partner for patients, healthcare professionals, and society, contributing meaningfully to health and well-being. This vision is based on continuous improvement, respect for people, and responsible use of resources, with the aim of creating long-term value.

Through scientific excellence and ethical business practices, Galenica seeks to advance healthcare while maintaining a positive and responsible impact on society and the environment.
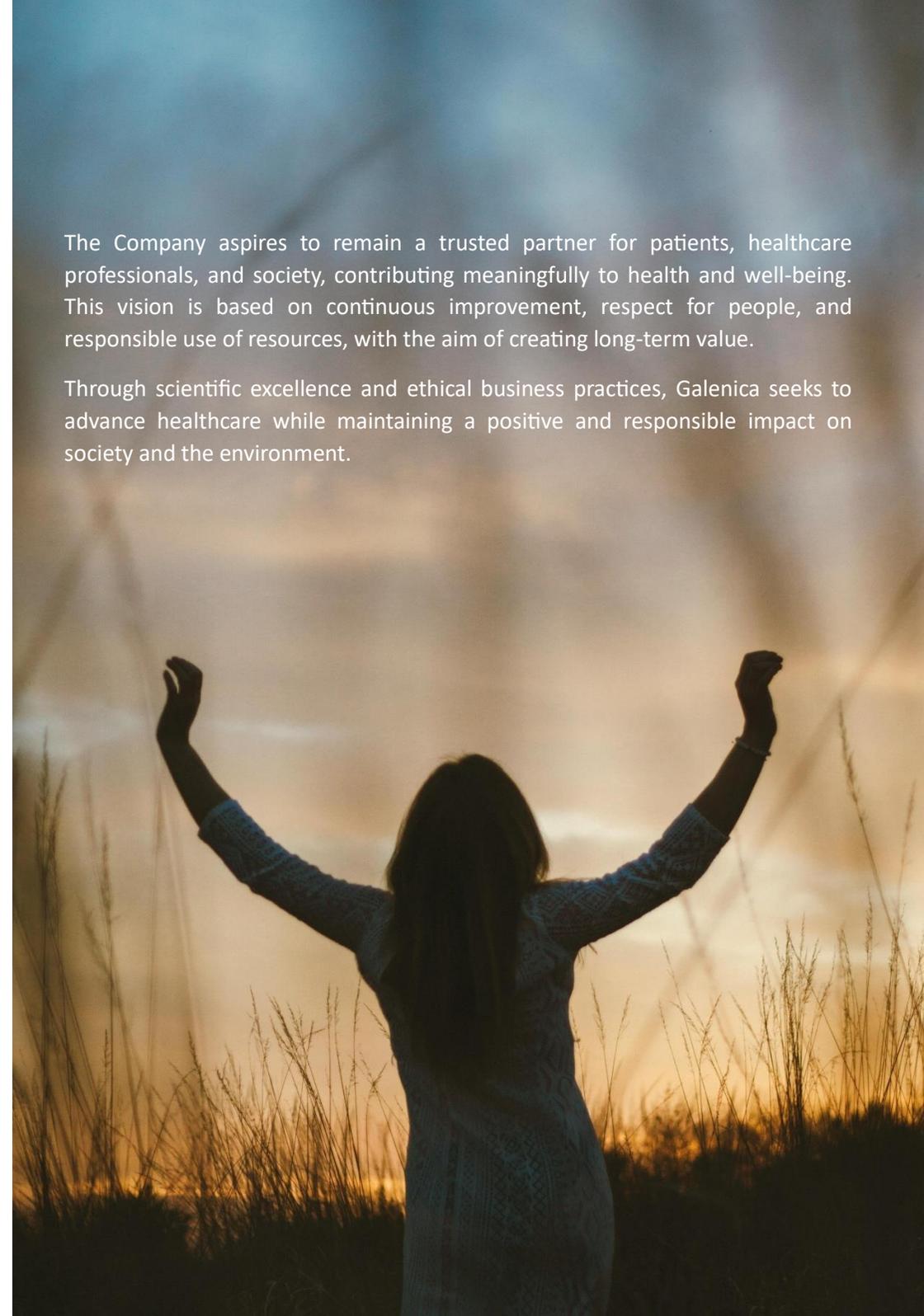
4.2   Facilities & Products

Galenica operates two (2) pharmaceutical production facilities located in Chalkida and Kryoneri, Attica, Greece. Both sites are designed to meet the highest international standards of safety, operational efficiency, and regulatory compliance, and they function seamlessly as complementary components of the company's production network.

The Chalkida and Kryoneri sites are both involved in pharmaceutical manufacturing activities within Galenica's operations. While the two facilities operate independently and differ in terms of infrastructure, production processes, and management systems, each site follows its own established procedures in line with applicable regulatory and quality requirements. The information presented in this report reflects Galenica's overall manufacturing activities and general approach to quality, environmental management, and operational practices, without implying identical processes, systems, or performance across the two sites.

Both facilities are certified according to **European Union Good Manufacturing Practice (EU-GMP)** and have been **approved by the U.S. Food and Drug Administration (FDA)**, reflecting Galenica's full compliance with global pharmaceutical quality requirements. Production processes are supported by modern automation systems and strict validation protocols designed to ensure product consistency, traceability, and patient safety.

Galenica's sites are equipped to manufacture a wide range of pharmaceutical dosage forms, including:

- **Solid oral forms**: tablets, film-coated tablets and hard gelatin capsules.
- **Semi solid forms**: ointments and gels for external use.
- **Liquid oral forms**: syrups, suspensions, and oral solutions.
- **Sterile injectable solutions**: ampoules produced under aseptic conditions with terminal sterilization.
- **Spray formulations**: oral and nasal sprays manufactured under controlled environmental conditions.

Both facilities also house dedicated analytical and quality control laboratories, responsible for the testing of raw materials, intermediates, and finished products. These laboratories operate under strict regulatory and pharmacopoeial

frameworks, ensuring continuous adherence to EU-GMP, FDA, and quality standards.

The company's product portfolio includes a broad range of prescription medicines, over-the-counter (OTC) pharmaceutical products, and nutraceuticals, designed to address therapeutic needs across several key areas such as cardiovascular health, gastroenterology, pain management, dermatology, and respiratory care. All products (128 drugs in portfolio) are developed and produced with a strong focus on scientific rigor, innovation, and patient well-being.

Product development activities across the two sites are supported by collaborations with universities, research institutions, and international scientific partners. These partnerships enable continuous refinement of formulations, technology transfer, and the introduction of new therapeutic solutions aligned with evolving medical needs and regulatory expectations.

Through the combined capabilities of the Chalkida and Kryoneri facilities, Galenica maintains a resilient, compliant, and technologically advanced production environment. Continuous investment in equipment, systems, and production processes ensures alignment with EMA and FDA standards while supporting the company's mission to deliver high-quality, effective, and safe medicines that improve health outcomes and enhance quality of life.

4.3   Research, Development & Innovation

Galenica maintains a strong commitment to Research and Development (R&D), continuously investing in the creation of innovative pharmaceutical solutions and healthcare products. The Company's R&D activities focus on addressing emerging therapeutic needs and creating long-term value for patients and society.

The Company operates in the field of research, development and production of pharmaceutical and healthcare products, focusing on the development of new products, innovative dosage forms, and the utilization of Greek biodiversity and traditional medical knowledge.

Galenica strengthens its research capacity through **strategic collaborations** with national academic and research institutions, including the National and Kapodistrian University of Athens (School of Pharmacy and Medicine), the University of Crete (Department of Chemistry and Department of Medicine), the Agricultural University of Athens and the Aristotle University of Thessaloniki (School of Pharmacy) the BSRC Alexander Fleming and the Biomedical Research Foundation Academy Of Athens.

Galenica is also a founding member of the Hellenic Biocluster (HBio), which is the largest Health & Life Sciences cluster in Greece. HBio is a strong innovation moderator, connecting and supporting industry and academia partners to develop innovative and impact science.

- **Organization, financial support and volunteer reinforcement** of the annual Christmas celebration of the **"Friends of the Child" Nursery**.
- **Sponsorship** of the conference *"Child Protection – From Institution to Community"* organized by **Kivotos tou Kosmou**.
- **Financial support** to the organization **Karkinaki**, contributing to initiatives related to childhood cancer.
- **Continuous support** to the **Panhellenic Society of Blind People.**

Medical Association and various municipalities by providing pharmaceutical products, thereby contributing to the improvement of citizens' quality of life. In addition, Galenica serves as a coordinator in national research projects, fostering innovation and the development of new pharmaceutical solutions.

Through these collaborations, Galenica actively contributes to the well-being of vulnerable populations, the strengthening of social welfare structures and the promotion of inclusive, resilient communities.

4.4.2   Awards & Social Recognition

Galenica was recognized as a *Great Place to Work®* in 2023, reflecting its commitment to fostering a positive, inclusive, and supportive working environment. The company participates in the Great Place to Work® assessment process on a biennial basis, using the results to further strengthen its workplace culture and employee experience.

4.4.3   Participation in Associations

Galenica actively participates in collective bodies such as the **Panhellenic Union of Pharmaceutical Industries** (PEF) and the **Hellenic Association of Pharmaceutical Companies** (SFEE). Through this involvement, the Company supports the Athens

5. Sustainable Development Strategy

5.1 Stakeholder Engagement

Stakeholder engagement is a foundational element of Galenica's governance and sustainability strategy, ensuring that decisions reflect the expectations and concerns of all affected parties. Through structured mapping, categorization, and active involvement, the Company promotes transparency, trust, and inclusive communication. This approach strengthens decision-making and aligns corporate strategy with the real needs of society, the market, and employees, supporting long-term relevance and resilience.

The composition of the Company's highest governance body reflects key internal stakeholder representation, ensuring that governance is directly aligned with strategic oversight and operational accountability. The Board of Directors includes Mr. Nikolaos Varelas (President and CEO) and Ms. Eleni Varela (Vice President), both representing shareholder interests, alongside Mr. Theodoros Edipidis (Deputy CEO), representing executive leadership and governance.

In parallel, the ESG Committee strengthens the Company's sustainability agenda through the participation of Ms. Elisavet Magiakou (HR Director), representing employee and management perspectives, and Mr. Pantelis Kapodistrias (Corporate Development Director), representing strategic management and ensuring the bridge between corporate governance and ESG priorities. This dual structure promotes balanced decision-making, integrates shareholder, executive, and sustainability perspectives, and reinforces accountability across both corporate governance and ESG performance.

Galenica has a formal conflict of interest policy, "Anti-Corruption Policy & Anti-Bribery Policy," which has been approved by the Board and communicated to all employees. This ensures transparency and ethical conduct in all stakeholder relationships. Building on this foundation, the Company engages with a diverse range of stakeholders through tailored communication channels and feedback mechanisms that reflect the specific needs and roles of each group.

Galenica's key stakeholders encompass a broad spectrum of individuals and organizations that directly influence or are impacted by its operations. These include employees, who form the backbone of the Company's daily functions and management, driving operational excellence and embodying its values in practice.

Owners and Shareholders shape the Company's strategic direction, ensuring long-term growth, competitiveness, and alignment with investor expectations.

Healthcare professionals, pharmacies, hospitals, and patients represent the primary recipients of Galenica's products and services. Their trust and satisfaction are central to the Company's mission of delivering safe, effective and high-quality pharmaceutical solutions.

The Company also maintains active relationships with scientific and academic institutions through research and educational collaborations. Institutions such as the National Organization for Medicines (EOF) play a decisive role in safeguarding compliance, ensuring product safety and maintaining oversight of pharmaceutical operations. Their engagement reinforces trust and alignment with national and international standards.

Providers of raw materials, specialized equipment and logistics services are indispensable to the continuity and quality of production. Their collaboration secures supply chain integrity and supports innovation in manufacturing processes.

Banks and financial partners contribute to transparency and long-term stability by facilitating access to capital and providing updates on the Company's ESG commitments and financial health. Their involvement strengthens accountability to investors and stakeholders.

Stakeholder engagement at Galenica is guided by a structured and inclusive process. The Company maps, categorizes, and prioritizes stakeholder groups based on their influence and relevance to sustainable operations. Tailored communication channels such as surveys, meetings, and feedback loops support meaningful interaction, while stakeholder input is integrated into decision-making to reinforce transparency, accountability, and long-term sustainability.

Stakeholder Category	Engagement Channels
Employees	Surveys, performance reviews, interviews, training, internal communications, reporting platform
Management & Shareholders	Strategic meetings, financial reporting, performance-based decisions
Clients / Pharmacies / Hospitals	Complaint/support lines, pharmacovigilance hotline, field visits, seminars
Scientific Community / Universities	Research collaborations, internships, conferences, academic support
Regulatory Authorities / EOF / Bodies	GMP & ISO compliance, inspections, consultations, dossier submissions, SFEE/PEF membership
Suppliers / External Partners	Supplier evaluations, participation in audits
Local Communities / Society	CSR programs, health awareness initiatives
Banks / Financial Institutions	Financial data provision, ESG performance updates

5.2   Double Materiality Analysis

5.2.1   Materiality Assessment Process

The materiality assessment is a critical tool for the Company, as it seeks to integrate sustainability principles into its business strategy. This analysis enables the identification and prioritization of issues that are crucial for both the business and its stakeholders, ensuring a long-term approach to development.

Galenica, understanding the importance of the Double Materiality Analysis has adopted a methodology aligned with international standards (CSRD, ESRS). Within this context, specific steps were followed to gather and evaluate data from both the internal and external environments of the Company, aiming to highlight the material issues. The Double Materiality Analysis was structured around the following steps:

Definition of Purpose and Scope | Research on International Standards & Industry Mapping | Data Analysis and Impact Assessment | Materiality Matrix | Final Assessment and Disclosure

Defining the Purpose and Scope

The Company initiated its materiality assessment by clearly defining its purpose and scope, aligning the process with internationally recognized ESG frameworks and best practices. The objective was to identify both the impact of its activities on society and the environment (impact materiality) and how sustainability issues could influence financial performance (financial materiality).

Research on International Standards

To support this alignment, the Company reviewed global ESG standards, including MSCI and SASB, to identify sector-based key sustainability risks and opportunities that align with Galenica's operations.

Industry Sector Mapping

The Company reviewed ESG disclosures and practices within the pharmaceutical sector to benchmark against industry peers. This enabled the identification of material topics, strategic comparisons and recognition of best practices supporting adaptation to market trends and regulatory developments.

Data Analysis and Impact Assessment

Data from stakeholder engagement and external sources such as ESG standards, regulatory frameworks, and industry publications were analyzed to identify critical sustainability issues. The process supported both dimensions of double materiality:

✓ **Impact Materiality** focused on how the Company's operations affected society and the environment, evaluating both direct and indirect impacts.

To assess impact materiality, the following three main criteria were examined: the Scope of Impact, the Magnitude of Impact and the Ability to Remedy.

✓ **Financial Materiality** assessed how ESG-related risks and opportunities could influence the Company's financial performance, business model, and long-term value.

To assess financial materiality two main criteria were used: **Magnitude** (the potential financial impact of a risk or opportunity on the Company's value or business model) and **Likelihood** (the probability of the risk materializing or the opportunity being realized, affecting aspects such as costs, revenue, or operational continuity.

5.2.2   Prioritization of Materiality Topics and Double Materiality

Prioritization of the results is summarized in the following Materiality Matrix, providing an oversee ranking of all material issues. The graph displays results on two axes: Economic Materiality (X-axis) and Impact Materiality (Y-axis).
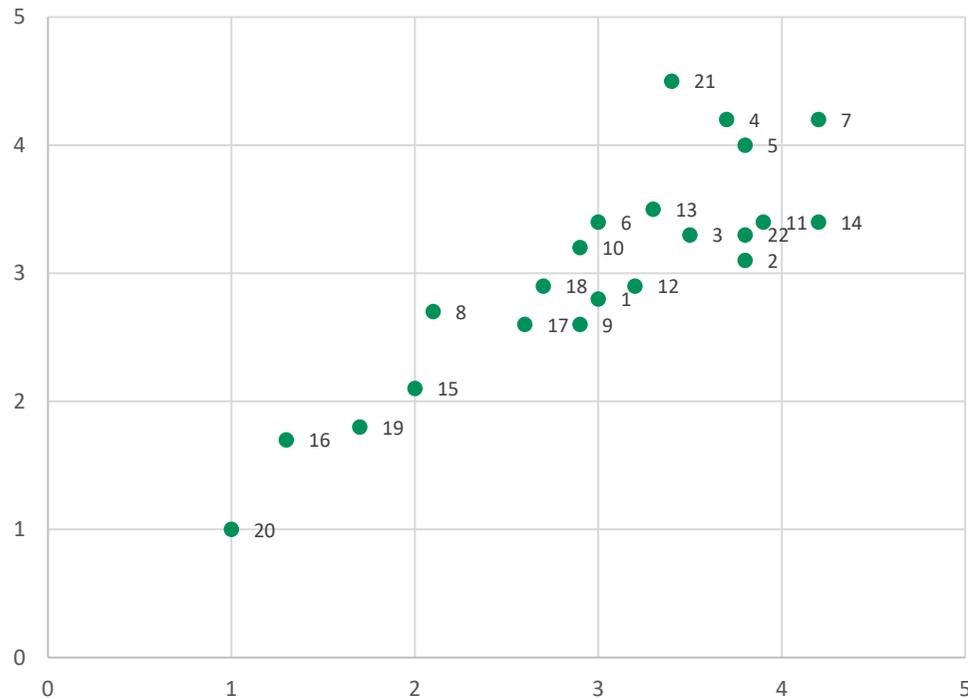
1 Εταιρική Διακυβέρνηση
2 Συμμόρφωση με νόμους, κανόνες και κανονισμούς
3 Επιχειρηματική ηθική
4 Καταναλωτές και τελικοί χρήστες
5 Διαχείριση ποιότητας
6 Προστασία προσωπικών δεδομένων
7 Κοινωνική προσφορά
8 Διαχείριση εφοδιαστικής αλυσίδας
9 Υγεία και ασφάλεια εργαζομένων
10 Προστασία ανθρώπινων δικαιωμάτων
11 Ανάπτυξη εργαζομένων

12 Διαφορετικότητα και ίσες ευκαιρίες
13 Εργασιακές πρακτικές
14 Διαχείριση αποβλήτων και κυκλική οικονομία
15 Βιοποικιλότητα
16 Διαχείριση υδάτινων πόρων
17 Διαχείριση εκπομπών αερίων του θερμοκηπίου
18 Προσαρμογή στην κλιματική αλλαγή
19 Διαχείριση Ενέργειας
20 Διαχείριση Περιβάλλοντος
21 Έρευνα και καινοτομία
22 Οικονομική επίδοση

The materiality assessment identified the most critical topics for Galenica's operations, reflecting the Company's commitment to sustainable development and responsible business practices. These include **Social Contribution**, **Consumer and End-User Protection**, and **Quality Management**, highlightin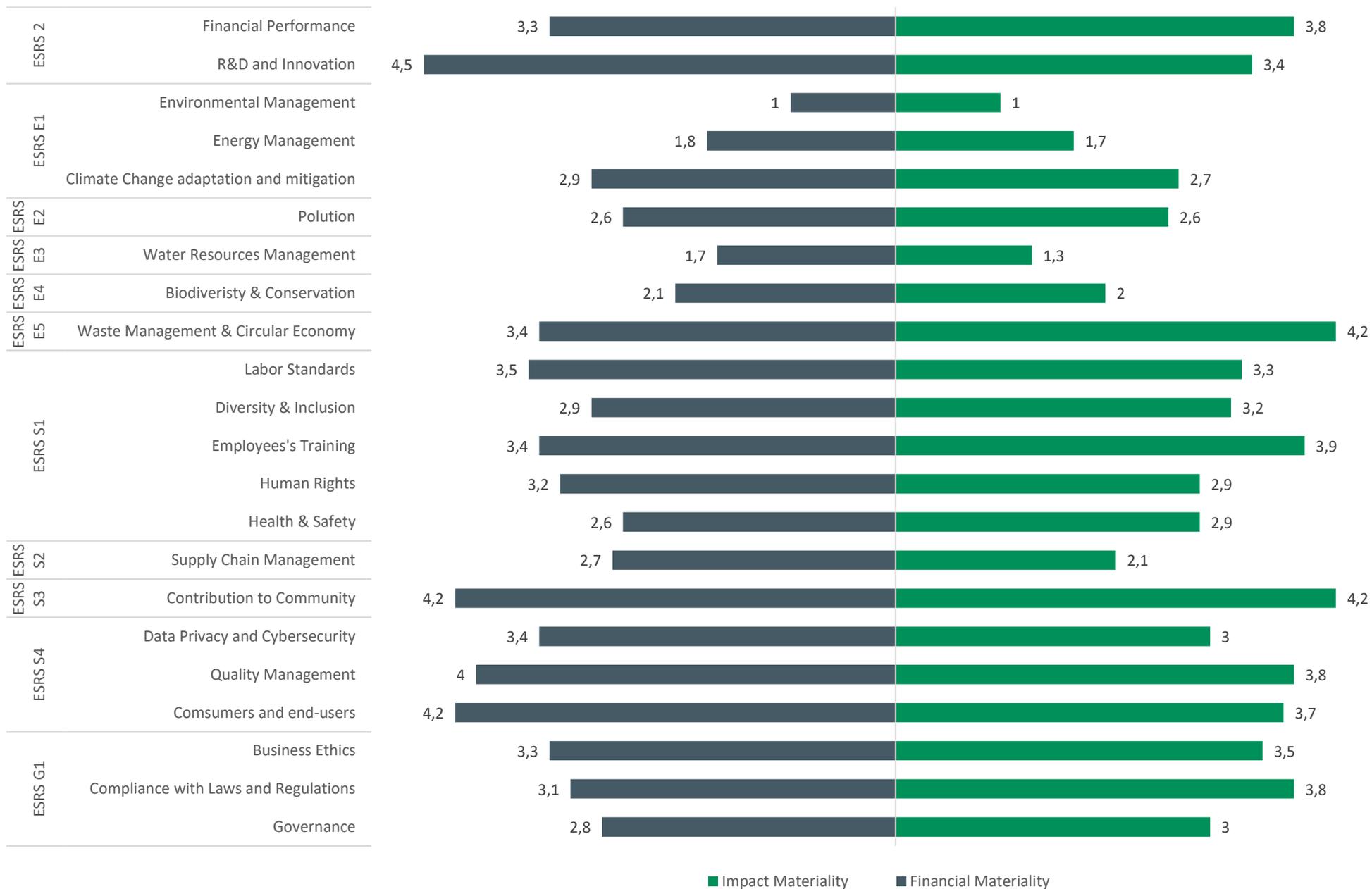g Galenica's dedication to delivering high-quality products and services with respect for society and entrepreneurship. **Compliance with Laws and Regulations**, **Employee Development** through Training, and **Workplace Inclusion and Equality**, underscore the Company's focus on social responsibility and community empowerment. Environmental priorities such as **Waste Management, Circular Economy**, and **Water Resource Management** were also ranked highly, demonstrating Galenica's commitment to environmental stewardship and resource conservation. Finally, **Research and Innovation**, combined with **Business Ethics**, support economic resilience, regulatory compliance, and the creation of a respectful and safe working environment. These topics align closely with Galenica's vision, values, and strategic goals, ensuring that its operations contribute positively to health, society, and the environment.

After completing the analysis and constructing the Materiality Matrix, the final step involved the final assessment and disclosure of the results. At this stage, the Company integrated the findings of the analysis into its overall strategy and ESG (Environmental, Social, Governance) management policies. Issues identified as critical were documented and incorporated into the Company's sustainability strategy.

		Impact Materiality	Financial Materiality
ESRS 2	Financial Performance	3,8	3,3
	R&D and Innovation	3,4	4,5
ESRS E1	Environmental Management	1	1
	Energy Management	1,7	1,8
	Climate Change adaptation and mitigation	2,7	2,9
ESRS E2	Polution	2,6	2,6
ESRS E3	Water Resources Management	1,3	1,7
ESRS E4	Biodiveristy & Conservation	2	2,1
ESRS E5	Waste Management & Circular Economy	4,2	3,4
ESRS S1	Labor Standards	3,3	3,5
	Diversity & Inclusion	3,2	2,9
	Employees's Training	3,9	3,4
	Human Rights	2,9	3,2
	Health & Safety	2,9	2,6
ESRS S2	Supply Chain Management	2,1	2,7
ESRS S3	Contribution to Community	4,2	4,2
ESRS S4	Data Privacy and Cybersecurity	3	3,4
	Quality Management	3,8	4
	Comsumers and end-users	3,7	4,2
ESRS G1	Business Ethics	3,5	3,3
	Compliance with Laws and Regulations	3,8	3,1
	Governance	3	2,8

■ Impact Materiality ■ Financial Materiality

5.3   Sustainable Development Goals

Galenica acknowledges the importance of the United Nations 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs) as a universal framework for advancing global well-being, prosperity, and environmental balance. Through this first Sustainability Report, the company begins a structured process of aligning its business model, operations, and governance principles with the SDGs most relevant to its sectoral activities and long-term value creation. As a pharmaceutical manufacturer, Galenica directly contributes to several global sustainability priorities, including promoting good health, supporting decent employment, investing in innovation, and ensuring responsible production practices. Although the company has not yet established specific quantitative sustainability targets, it has identified the SDGs that best reflect its existing impact areas and strategic aspirations.

SDG	Goal Title	Relevance to Galenica's Activities
SDG 3 – Good Health and Well-Being	Ensure healthy lives and promote well-being for all at all ages.	Core contribution through the research, development, and production of quality, effective, and safe pharmaceutical products that improve health outcomes and patient quality of life.
SDG 5 – Gender Equality	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work .	Equal employment practices and the participation of women in scientific, technical, and managerial roles demonstrate the company's commitment to inclusive workplace culture.
SDG 8 – Decent Work and Economic Growth	Promoting sustained, inclusive and sustainable economic growth, productive employment, and decent work opportunities for all.	The company fosters stable employment, equal opportunities, and continuous training for employees, while contributing to the national economy through investments, tax payments, and responsible operations.
SDG 9 – Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	Investments in Galenica's certified pharmaceutical facilities in Chalkida and Kryoneri—both operating under EU-GMP and FDA approvals—together with strategic collaborations with universities and research centers, strengthen the Company's innovation ecosystem and enhance industrial resilience.
SDG 12 – Responsible Consumption and Production	Ensure sustainable consumption and production patterns.	Application of rigorous quality assurance processes, resource-efficient production, and waste management aligned with regulatory and environmental standards.
SDG 13 – Climate Action	Take urgent action to combat climate change and its impacts.	Commitment to monitor environmental performance, minimize emissions, and enhance energy efficiency across operations.
SDG 17 – Partnerships for the Goals	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	Strategic collaborations with academic institutions, research centers, and industry partners in Greece and abroad support knowledge sharing and innovation for sustainable healthcare.

In the next reporting cycles, Galenica aims to deepen its integration with the SDGs, establishing measurable goals and key performance indicators related to health impact, resource efficiency, and social contribution, and embedding SDG priorities into its strategic planning and risk management frameworks. Strengthening stakeholder dialogue will also play a key role in aligning business priorities with societal expectations and national sustainability objectives. Through this initial alignment, Galenica sets a strong foundation for a long-term approach that connects its scientific and industrial capabilities with the broader global sustainability agenda, ensuring that growth, innovation, and public health advancement are pursued responsibly, inclusively, and in harmony with the Sustainable Development Goals.

Environmental Highlights

11,230 m³

Water consumption

74%

Non-Hazardous waste recycled offsite

3,99 GWh

Total electricity consumption

3,387.30tn

Total CO_{2eq} emissions

6.1   Environmental Management

Galenica, as a pharmaceutical manufacturer, acknowledges that environmental management is more than a regulatory requirement, that constitutes a fundamental pillar of its corporate responsibility. The Company integrates sustainability principles across its operations through a structured approach that identifies, monitors and mitigates environmental impacts across the value chain. This includes the responsible sourcing of raw materials, the efficient use of energy and water, the reduction of greenhouse gas emissions and the implementation of robust waste management systems. Climate change has been identified as a factor with the potential to generate substantive changes in the Company's operations, revenue, or expenditure. By aligning its operations with global sustainability goals, Galenica positions itself as a responsible corporate citizen dedicated to building a healthier, more resilient planet.
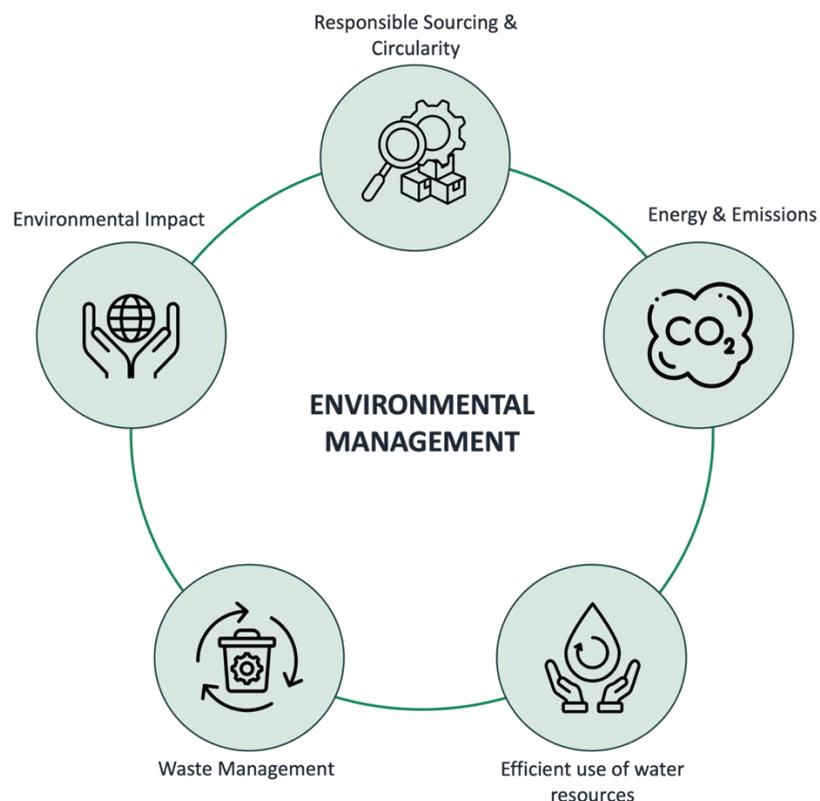
In 2024, Galenica sourced a total of 28,383,587 kg of input materials, procured from local and international vendors. While no renewable materials were used, the Company prioritized recycled content, reinforcing its commitment to **responsible sourcing and circularity**.

In terms of **energy and emissions**, Galenica operates with a structured governance framework that includes a corporate-level GHG inventory aligned with the GHG Protocol, shares emissions data internally and verifies it through third-party audits. While no formal reduction targets have been set, the Company reports KPIs on energy and emissions, supported by policies with defined objectives and targets across key environmental domains.

Galenica recognises the critical issue of **efficient use of water resources** management and has implemented targeted technologies and practices to support water recycling and reuse across its operations. These efforts are reinforced by both onsite and offsite wastewater treatment facilities, along with regular quality assessments. In 2024, the Company reported zero pollutant emissions to water, reflecting its commitment to protecting aquatic ecosystems and maintaining high environmental compliance standards.

Company's hazardous and non-hazardous **waste management** involves the diversion from disposal through structured recovery efforts. Recycling activities are implemented at the Chalkida and Kryoneri facilities, with all volumes confirmed as offsite recovery. Hazardous wastes are handled exclusively by certified external contractors under recovery operations R1–R13, with no onsite reuse or recycling reported. The Company maintained internal sorting protocols aligned with waste stream classifications and actively pursued reduction through reuse, recovery, and repurposing initiatives.

Galenica's approach to **environmental impact** is rooted in precautionary principles and operational accountability, ensuring its activities remain non-disruptive to surrounding ecosystems. Galenica does not operate in or near biodiversity-sensitive areas where its activities pose environmental risks. The Company enforces a formalized policy on the discharge of active pharmaceutical ingredients (APIs) from manufacturing operations to safeguard surrounding ecosystems. Efforts to mitigate environmental impacts from product and packaging end-of-life are acknowledged, although no unused or expired medicines were collected during the reporting year.

6.2   Energy Consumption & GHG Emissions

6.2.1   Energy Consumption

For the baseline reference year 2024, Galenica's total electricity consumption across its Kryoneri and Chalkida facilities amounted to 3,607,228.86 kWh, of which 2,420,206.86 kWh attributed to Kryoneri and 1,187,022 kWh to Chalkida facilities. At headquarters, Galenica consumed 386,489 kWh of electricity in 2024, with no use of fuel from renewable or non-renewable sources and no thermal energy consumption reported.

Chalkida, the Company's EU-GMP and FDA-certified pharmaceutical manufacturing site, represented 29.72% of total electricity use, with energy demand concentrated in production lines, cleanrooms, and sterilization processes. Additionally, both Kryoneri and Chalkida utilized diesel for heating and production, further contributing to their overall energy footprint.

Electricity Consumption per facility (kWh)

Percentage of electricity consumption per facility
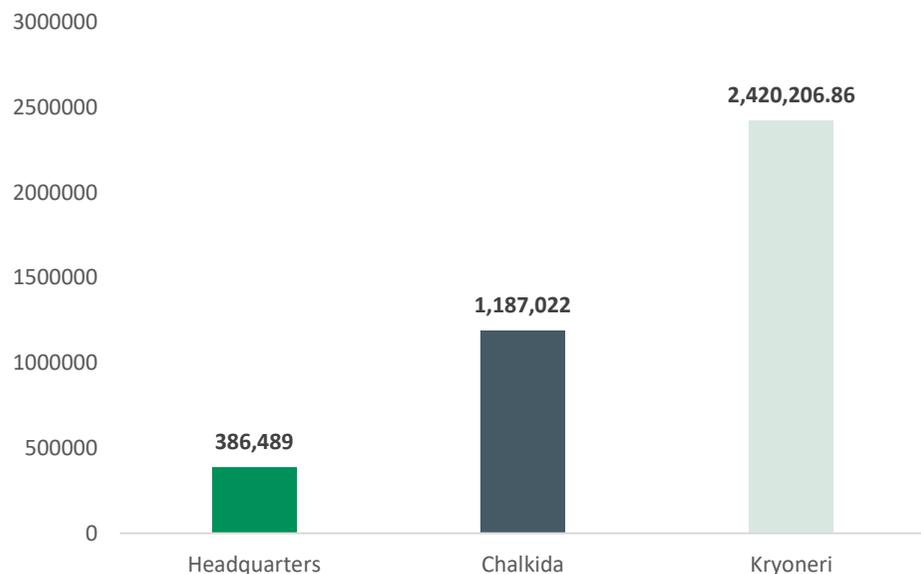
Galenica's energy consumption reflects the distinct operational roles of its three main facilities (Kifisia, Kryoneri, and Chalkida). The headquarters in Kifisia, which hosts administrative and commercial functions, accounted for 9.68% of the Company's total electricity consumption in 2024, primarily for lighting, IT infrastructure, and climate control. Kryoneri, serving as a logistics and distribution hub, consumed 60.6% of total electricity, driven by the continuous operation of storage systems, refrigeration units and warehouse equipment.

To improve energy performance and reduce emissions, Galenica has implemented measures such as fleet optimization and technology upgrades aimed at enhancing energy efficiency. These efforts are supported by internal monitoring and reporting of energy KPIs.

6.2.2   GHG Emissions

In 2024, Galenica's Scope 1 greenhouse gas (GHG) emissions totalled 2,232,987.69 kg CO_2eq, equivalent to approximately 2,232.99 metric tons. These direct emissions originated from diesel consumption and refrigeran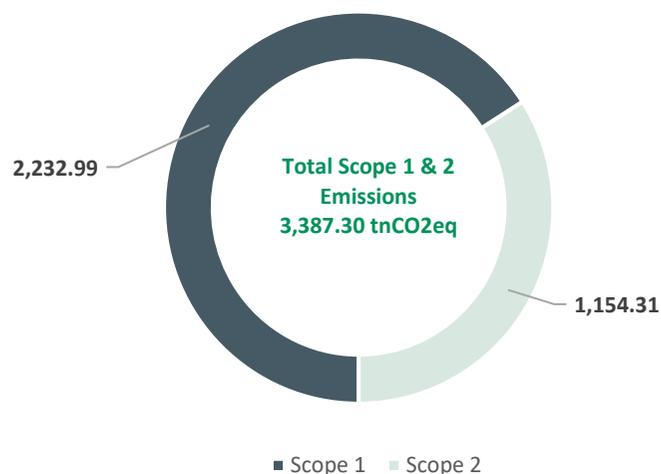t-related releases across the Kryoneri and Chalkida facilities. The calculations were based on standard energy content values and emission factors: 10.31 kWh/L for heating diesel and 10.96 kWh/L for production diesel and 2.53627 kg CO_2eq/kWh and 2.68779 kg CO_2eq/kWh for the corresponding fuels.

Scope 1 & 2 Emissions (tn CO2eq) 2024

At Kryoneri, diesel used for heating amounted to 18,493 litres, resulting in 190,662.83 kWh and 483,572.40 kg CO_2eq, while diesel for production totalled 22,000 litres, generating 241,120 kWh and 648,079.92 kg CO_2eq. Emissions from FGASES and ozone-depleting substances (ODS) added another 1,393.05 kg CO_2eq, bringing Kryoneri's total Scope 1 emissions to 1,133,045.37 kg CO_2eq.

At Chalkida, diesel for heating reached 6,000 litres, producing 61,860 kWh and 156,893.66 kg CO_2eq, while diesel used in production totalled 32,002 litres, generating 350,741.92 kWh and 942,720.63 kg CO_2eq. FGASES and ODS emissions contributed an additional 328.03 kg CO_2eq, resulting in a total Scope 1 footprint of 1,099,942.32 kg CO_2eq for the Chalkida site.

The difference in emissions between the two sites is primarily associated with differences in their operational scale, as the Kryoneri facility covers approximately 14,000 m², while the Chalkida site covers approximately 7,000 m².

Scope 2 GHG emissions, representing indirect emissions from purchased electricity, were calculated using the location-based method with a grid emission factor of 320 g CO_2eq/kWh. Kryoneri consumed 2,420,206.86 kWh, corresponding to 774,466.20 kg CO_2eq, while Chalkida used 1,187,022 kWh, resulting in 379,847.04 kg CO_2eq. The combined Scope 2 emissions for both sites amounted to 1,154,313.24 kg CO_2eq.

Although the Company has not yet established formal GHG reduction targets, it actively monitors performance through dedicated GHG KPIs and broader environmental indicators such as total energy consumption, water use, and pollutant emissions. Monitoring encompasses both Scope 1 and Scope 2 emissions across operational sites, reinforcing Galenica's commitment to environmental accountability and continuous improvement.

Annual GHG Emissions per employee Scope 1 , 2 & Total
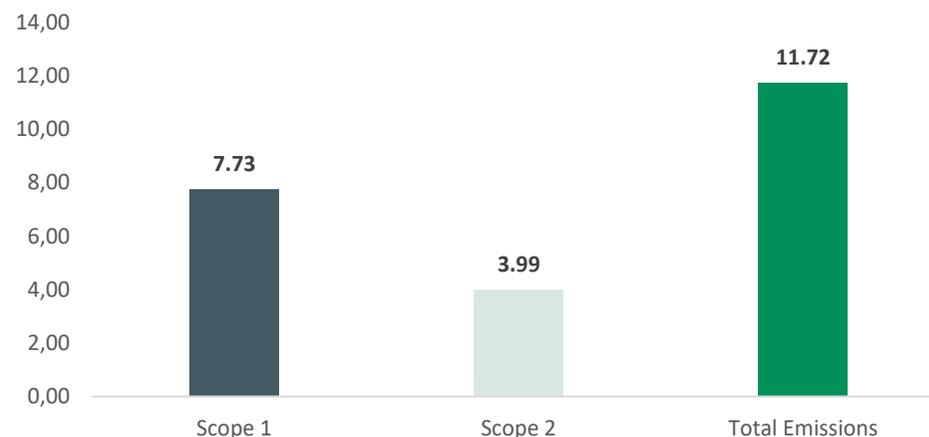
The emissions distribution aligns with the operational intensity of each site: Kryoneri's higher electricity use reflects its continuous logistics functions, while Chalkida's emissions are more heavily weighted toward diesel consumption due to

its manufacturing processes. Together, these facilities account for Galenica's full Scope 1 and Scope 2 footprint, monitored under a corporate-level GHG inventory in accordance with the GHG Protocol.

Scope 1 & 2 Contribution per Facility
(tn CO2eq)

Facility	Value
Scope 1 Kryoneri	1133,05
Scope 1 Chalkida	1099,94
Scope 2 Kryoneri	774,47
Scope 2 Chalkida	379,85
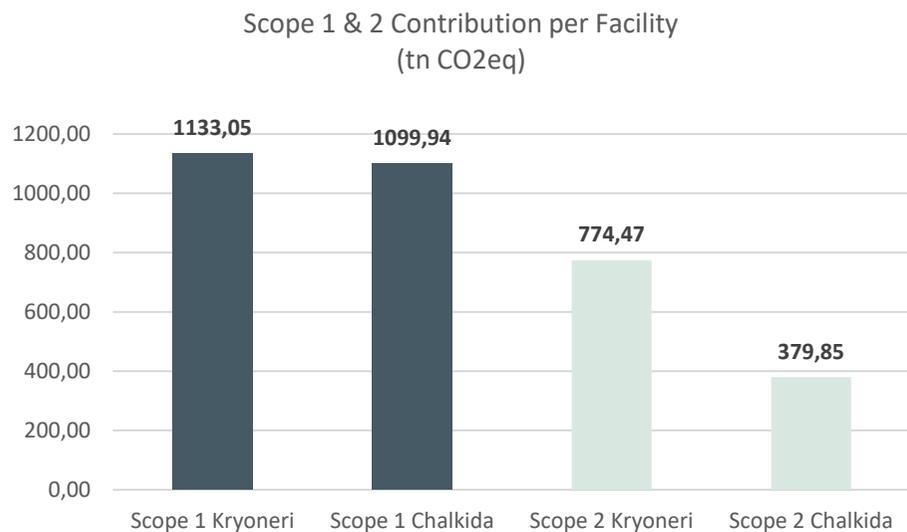
Although Kryoneri and Chalkida have comparable Scope 1 GHG emissions their Scope 2 emissions diverge significantly. Kryoneri recorded 774.47 tCO_2eq in Scope 2 emissions, while Chalkida reported 379.85 tCO_2eq. This difference is directly tied to the electricity consumption patterns of each facility.

In 2024, Kryoneri consumed 2,420,206.86 kWh of electricity, more than double the amount used by Chalkida. This elevated demand reflects Kryoneri's operational role as a logistics and distribution centre. The facility requires continuous operation of refrigeration units, automated storage systems, lighting and HVAC across large warehouse spaces, and IT infrastructure to support inventory and supply chain management. These systems contribute to a higher electricity load and, consequently, greater Scope 2 emissions.

Chalkida, on the other hand, serves as Galenica's primary pharmaceutical manufacturing site. The facility relies more heavily on diesel for its core manufacturing processes. This reliance is reflected in its higher share of Scope 1 emissions and comparatively lower electricity consumption, resulting in reduced Scope 2 emissions.
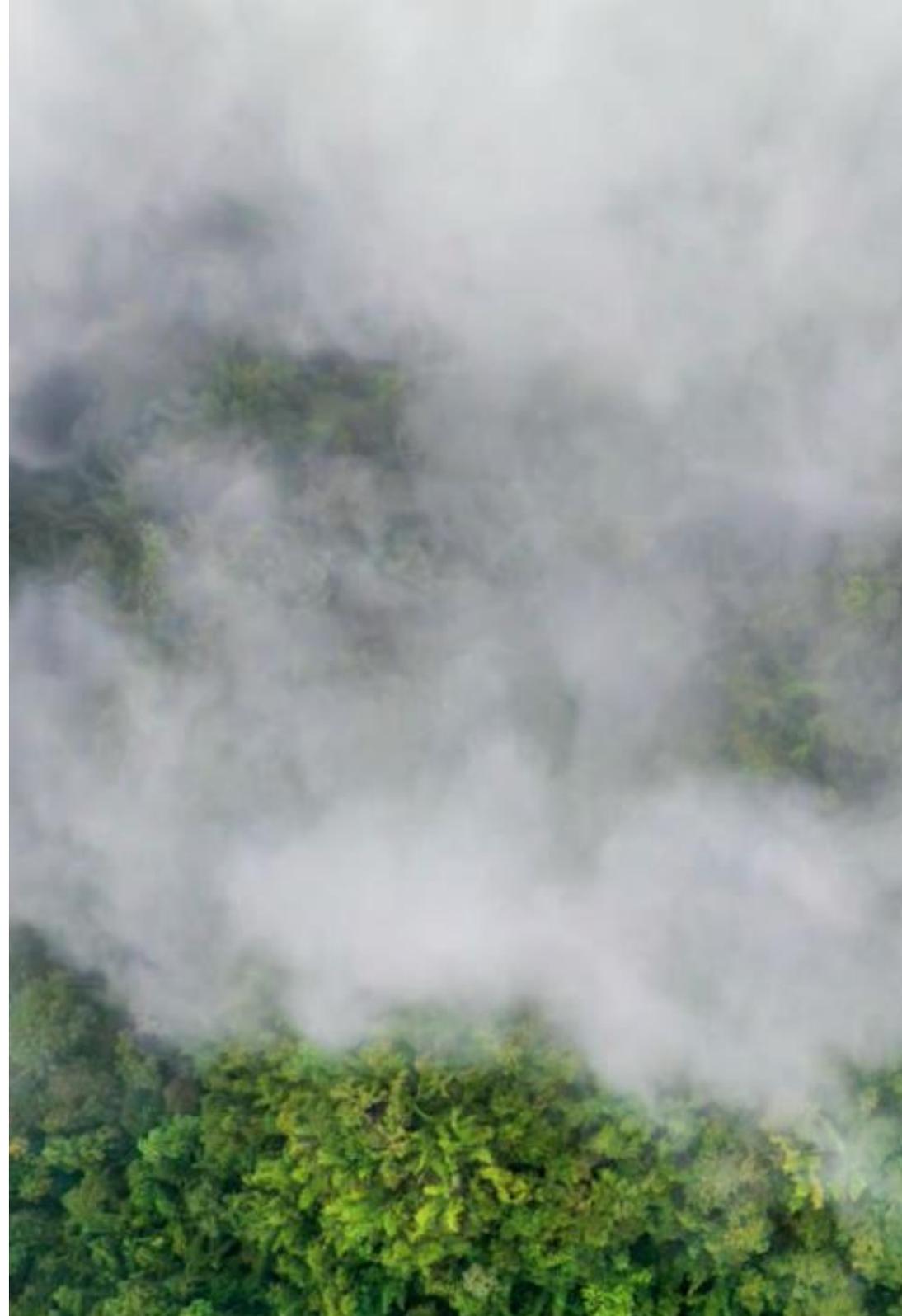
6.3 Waste Management

Galenica maintains a structured and compliant waste management system across its facilities, in alignment with national legislation and EU directives. Waste is systematically categorized, tracked, and treated based on its type, origin, and environmental impact, with a strong emphasis on recovery, recycling, and responsible disposal. The Company's approach ensures traceability and minimizes environmental risks, particularly in its pharmaceutical production and logistics operations.

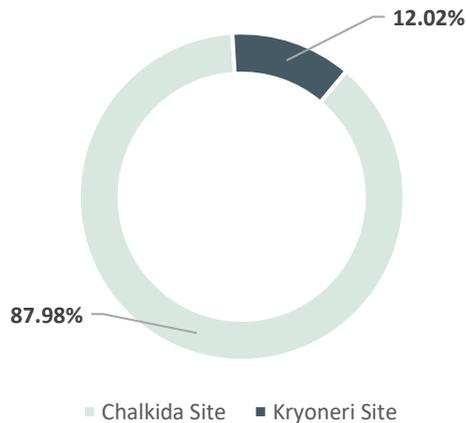In 2024, Galenica generated a total of 405.01 tons of waste across its two main operational sites. The Chalkida facility accounted for 356.34 tons, while the Kryoneri site generated 48.67 tons. This total includes both hazardous and non-hazardous waste, with Chalkida contributing nearly 88% of the overall volume, primarily due to renovation works at the warehouse facility. These works generated construction and demolition materials classified as non-hazardous waste amounting to 249.23 tons. Excluding demolition and renovation waste, Chalkida's 2024 output comprised 86.98 tons of non-hazardous waste and 20.13 tons of hazardous waste, in addition to the 249.23 tons of construction and demolition waste. This exceptional activity temporarily increased the site's waste footprint, while operational waste streams remained within expected ranges.

Hazardous waste generation was comparable between the two sites, with Kryoneri producing 26.78 tons and Chalkida 20.13 tons. Non-hazardous waste volumes were higher at Chalkida totaling 336.21 tons, while Kryoneri reported 21.89 tons. All hazardous waste is managed exclusively by certified external contractors under recovery operations R1–R13. No hazardous waste is reused or recycled internally.

Hazardous waste generated at Chalkid and Kryoneri facilities (tn)

20,13

26,78

■ Kryoneri Site   ■ Chalkida Site

Percentage of Hazardous & non-Hazardous waste generated per facility (%)

12.02%

87.98%

■ Chalkida Site   ■ Kryoneri Site
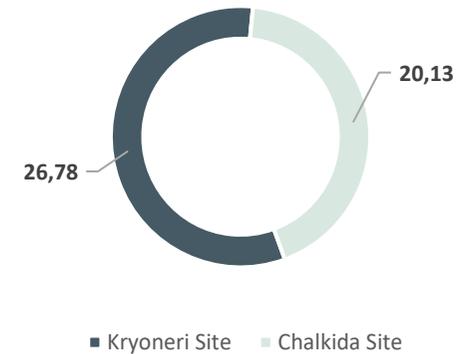
Non-Hazardous waste generated at Chalkida and Kryoneri facilities (tn); Excluding renovation wastes from Chalkida Site for 2024

26,63

86,98

■ Kryoneri Site   ■ Chalkida Site
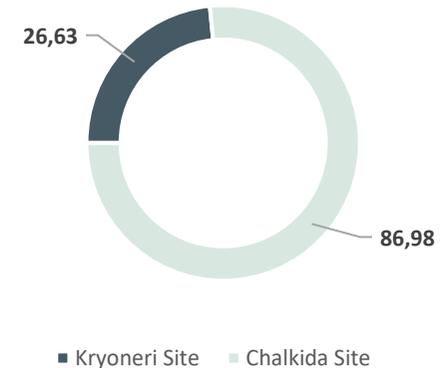
In terms of waste diversion, Chalkida led with 328.65 tons diverted from disposal, representing approximately 92% of its total waste generated. Kryoneri diverted 37.14 tons, corresponding to roughly 76% of its total waste output. Offsite recycling of non-hazardous waste amounted to 229.97 tons for Chalkida and 10.91 tons for Kryoneri, primarily consisting of packaging materials such as cardboard, plastic, wood, and metal. Additionally, 88% of Chalkida's non-hazardous waste diverted from disposal, equal to 313.67 tons, was diverted from disposal, while 27.42% of Kryoneri's diverted non-hazardous waste, totaling 13.35 tons, followed the same route.

Percentage of Hazardous and non-Hazardous waste diverted from disposal per facility

Facility	Percentage
Chalkida Site	92,23%
Kryoneri Site	76,31%

Percentage of non-Hazardous waste diverted from disposal per facility

Facility	Percentage
Chalkida Site	88,03%
Kryoneri Site	27,43%
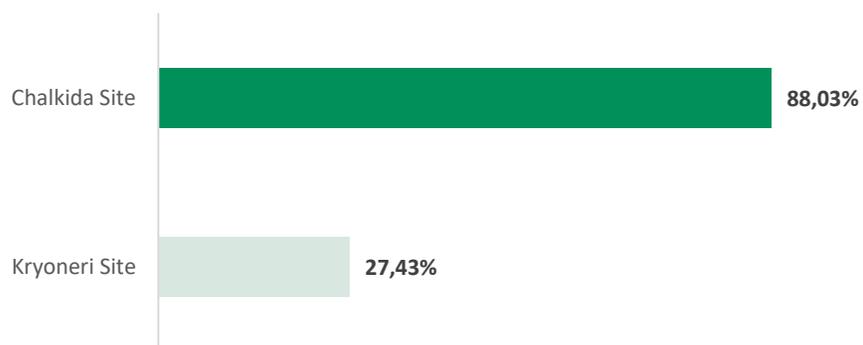
Galenica's pharmaceutical operations generate specialized waste streams, including off-specification chemical batches, contaminated packaging, laboratory chemicals, and construction debris. These are managed under EWC codes 07, 15, 16, and 17, with recovery operations primarily conducted under R12 and R13.

EWC Chapter	WASTE STREAM	KRYONERI SITE (tn)	CHALKIDA SITE (tn)	TOTAL WEIGHT (tn)
07 05	Wastes from the MFSU of pharmaceuticals	0	0.8	0.8
13 02	Waste engine, gear and lubricating oils	0.15	0	0.15
15 01	Packaging (incl. separately collected municipal packaging waste)	31.009	93.35	124.359
15 02	Absorbents, filter materials, wiping cloths and protective clothing	3.78	0.1	3.88
16 02	Wastes from electrical and electronic equipment	0	0.269	0.269
16 03	Off-specification batches and unused products	8.09	9.58	17.67
16 05	Gases in pressure containers and discarded chemicals	3.16	2.7	5.86
17 01	Concrete, bricks, tiles and ceramics	0	82.77	82.77
17 05	Soil, stones and dredging spoil	0	166.46	166.46
18 01	Waste from natal care, diagnosis, treatment or prevention of disease in humans	0	0.05	0.05
19 12	Wastes from the mechanical treatment of waste not otherwise specified	2.44	0	2.44
20 01	Separately collected fractions (except 15 01)	0,045	0.264	0.309
TOTAL Waste		**48.629**	**356.343**	**405.017**

Packaging and raw material usage is another key aspect of Galenica's environmental footprint. In 2024, the Company used approximately 19,705.14 tons of packaging materials, including primary, secondary and tertiary components.

Recycled input was sourced from suppliers such as DUNAPACK and EMECHART, both contributing to Galenica's tertiary packaging stream. DUNAPACK provided 96% recycled cardboard, amounting to 50.53 tons, while EMECHART supplied 73% recycled cardboard, totalling 2.55 tons. These materials are classified as tertiary packaging, used primarily for bulk handling, storage, and transportation of products, and play a key role in the Company's waste reduction and circular economy efforts.

In 2024, Galenica sourced 53.08 tons of recycled cardboard for tertiary packaging, representing 0.27% of the Company's total input materials of 19,705 tons. DUNAPACK contributed 96% recycled cardboard (50.53 tons), while EMECHART supplied 73% recycled cardboard (2.55 tons). These recycled inputs, used for bulk handling and transport, reinforce our commitment to waste reduction and circular economy practices.

6.4 Water Management

Water efficiency is closely monitored as part of Galenica's broader waste and resource management strategy. In 2024, total water consumption across the Company's three main facilities (Athens Headquarters, Kryoneri Plant and Chalkida production facility) amounted to 11,230 m³ serving a workforce of 289 employees. Athens headquarter consumption was 2,717 m³ for 148 employees, equal to 18.36m3 per employee for the reference year. This relative low intensity reflects the administrative nature of the site with no industrial processing or thermal energy use. The Kryoneri site consumed 2,747 m³ for 61 employees, equal to 45.03m3 per employee. This higher ratio reflects the operational character of the site where support and logistics activities require greater water use relative to the workforce size. In Chalkida facility water consumption was 5,766 m³ for 80 employees, equal to 72.08m3 per employee. This is the highest intensity of water consumption recorded over the three facilities as a result of the Chalkida's larger operational footprint as well as the renovation works during the reference year which generated additional water demand.

Main Facilities	Water Consumption (m3)
Athens Headquarters	2717
Kryoneri Site	2747
Chalkida Site	5766
Total	11230

A consolidated figure provides a complete view of the Company's resource footprint and forms the baseline for monitoring efficiency improvements year-on-year. With an average intensity of 38.86 m³ per employee, the total water consumption across all Galenica's facilities reflects both administrative and operational activities, including exceptional renovation works at Chalkida. The distribution shows that Chalkida accounts for 51% of total water use, while Athens Headquarters accounts for 24% and Kryoneri 25%. The variation in water intensity per employee is explained by the different functional profiles of each site. These figures demonstrate transparent monitoring of resource use and reinforce Galenica's commitment to responsible environmental performance.

Importantly, no water was consumed in areas classified as water-stressed, confirming Galenica's low exposure to water scarcity risks. The Company continues to implement water-saving practices and wastewater quality assessments as part of its environmental stewardship commitments.

Percentage of water consumption per facility for 2024
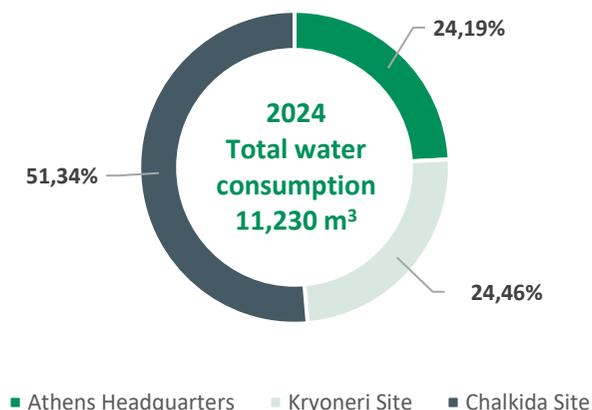
Water consumption intensity per employee [per facility and in total] (m3/employee)
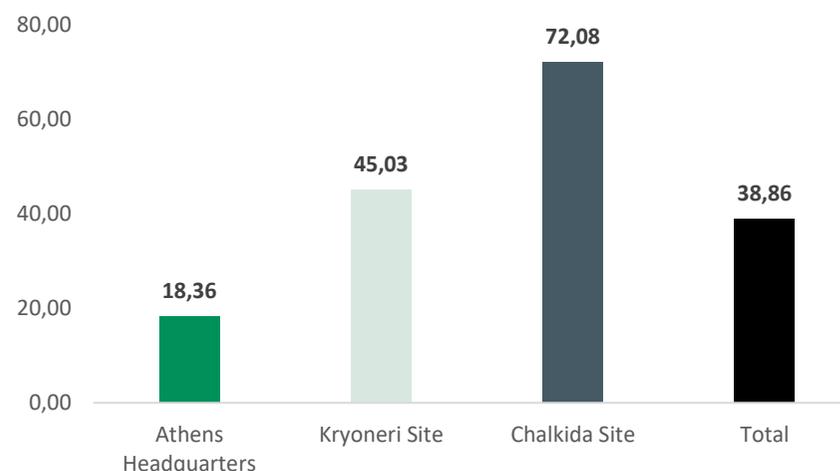
7. Social

Social Highlights

289

Total Employees

47%

Percentage of women employees

8,044

Total Hours of Training

47%

Female employee hires

7.1 Workforce

Galenica considers its workforce as one of its most valuable assets. The Company continuously invests in cultivating a workplace culture that promotes respect, equal opportunities, and long-term professional development, supporting the achievement of its strategic goals.

In 2024, the total number of employees amounted to **289**, distributed across the Company's main operational sites in Kifissia (148 employees), Chalkida (80 employees), and Kryoneri (61 employees).

The majority of the workforce is employed under standard full-time and permanent contracts, reflecting Galenica's commitment to stable, high-quality and long-term employment. All employees were covered by collective bargaining agreements (100%) in 2024, demonstrating full compliance with national labor legislation and robust social protection standards. Part-time and non-standard forms of employment remained minimal, while the Company collaborated with a limited number of external service providers to support specific operational needs. Galenica also ensures full adherence to statutory wage requirements, with most employees receiving compensation above the national minimum threshold.

Most of the Company's personnel are based in Kifissia (148 employees), a figure that also includes external sales personnel who operate remotely or in the field. The remaining workforce is allocated to production sites in Chalkida (80 employees) and Kryoneri (61 employees), reflecting the geographical distribution of Galenica's activities and operational scale in each location. Out of the total workforce, 153 were male and 136 were female, indicating a balanced gender representation of approximately 53% men and 47% women across the organization. This balance is consistent across most employment categories and locations, highlighting Galenica's commitment to equal opportunities and diversity in its workplace.

53 % Men

47 % Women
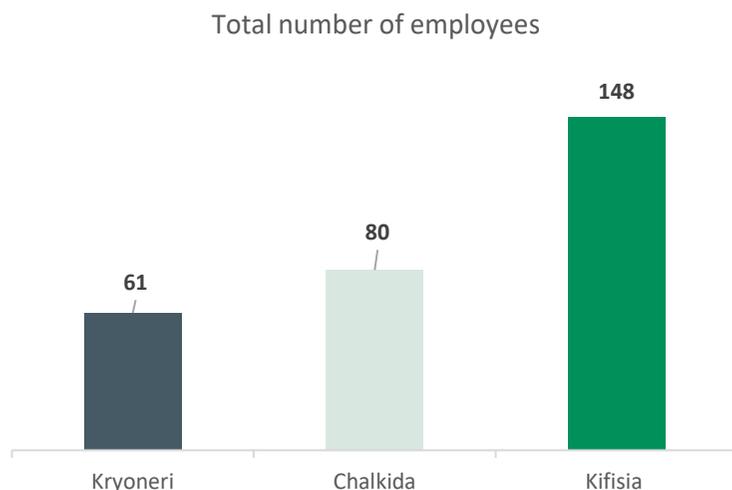
Employment stability remains a core feature of the Company's human resources policy. In 2024, 280 employees held permanent contracts, while only five temporary positions were recorded (two men and three women), representing less than 2% of total employment. Temporary contracts were used primarily to address specific short-term operational needs. Furthermore, all male employees across all sites were employed on a full-time basis, while among women, 135 out of 136 worked full-time.

Total number of employees

Kryoneri	Chalkida	Kifisia
61	80	148

The predominance of permanent and full-time positions underlines Galenica's ongoing effort to create a secure and supportive workplace environment. Gender representation across the Company's sites is balanced, while the minimal share of temporary and part-time contracts demonstrates an inclusive and sustainable employment model consistent with the Company's ESG principles.
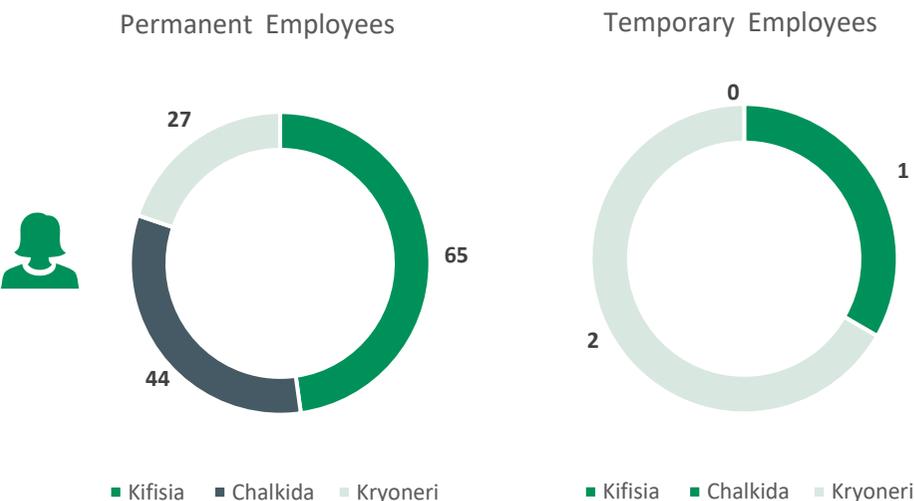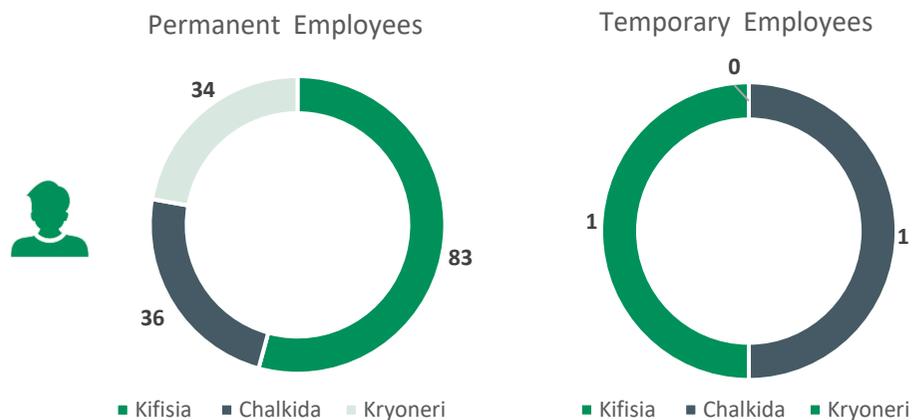
During 2024, Galenica recorded a total of **38 hires** across its three main operational sites — 19 in Kifissia, 8 in Chalkida, and 11 in Kryoneri. The largest share of new hires were women aged 30–50, primarily in Kifissia and Chalkida. This hiring pattern demonstrates the Company's balanced approach to gender representation and generational diversity in recruitment.

Permanent Employees

34
83
36

■ Kifisia   ■ Chalkida   ■ Kryoneri

Temporary Employees

0
1
1

■ Kifisia   ■ Chalkida   ■ Kryoneri

Permanent Employees

27
65
44

■ Kifisia   ■ Chalkida   ■ Kryoneri

Temporary Employees

0
1
2

■ Kifisia   ■ Chalkida   ■ Kryoneri

Employee hires

11
19
8

■ Kifisia   ■ Chalkida   ■ Kryoneri

Employee Turnover

10
20
4

■ Kifisia   ■ Chalkida   ■ Kryoneri
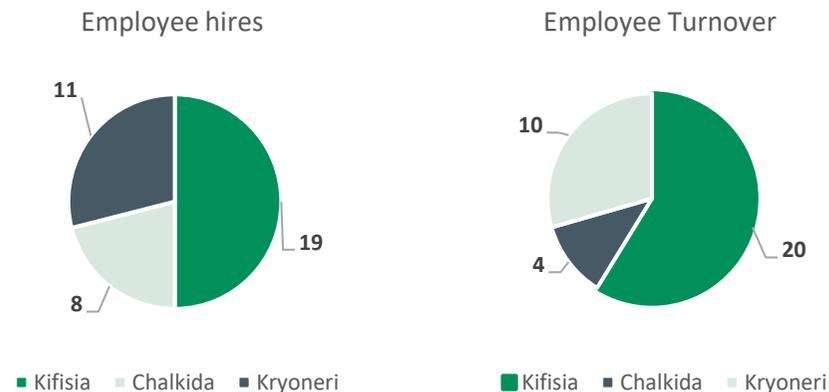
Hires by Gender, Age Group and Location

	< 30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Kifissia	3	6	0	3	6	1
Chalkida	0	5	0	0	3	0
Kryoneri	1	3	0	0	6	1

Employee turnover by Gender, Age and Location

	< 30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Kifissia	2	3	5	2	5	3
Chalkida	0	0	0	0	1	2
Kryoneri	0	1	1	0	9	0

During the reporting period, voluntary turnover remained low across senior roles and professional staff, with no voluntary turnover rate for executives/senior managers and professionals. Higher voluntary turnover was observed among mid-level managers (7.28%) and employees in all other categories (8.82%), reflecting normal workforce mobility. In terms of involuntary turnover, levels were minimal overall, with a low rate recorded only for mid-level managers (2.91%), while executives/senior managers, professionals, and all other employees reported zero involuntary turnover, indicating stable employment relationships.

Galenica recognizes the importance of balancing professional and personal life and supports employees who take **parental leave** in accordance with national labor regulations and the Company's internal family-friendly policies.

During 2024, employees who took parental leave were smoothly reintegrated into the workplace, demonstrating Galenica's strong commitment to supporting work–life balance and career continuity. All returning employees were fully supported throughout their transition back to work, benefiting from the Company's established reintegration practices and consistent HR policies.

Galenica continues to maintain high return-to-work and retention rates for both male and female employees following parental leave. Employees who had returned in previous years remained with the Company throughout 2024, further reflecting the effectiveness of its long-term support framework. Overall, the Company ensures equal access, flexibility and a positive working environment for all staff members during and after parental leave.

Galenica's **governance bodies** are composed of 5 members — 2 women and 3 men. In terms of age distribution, 2 members are between 30 and 50 years old, and 3 above 50 years old. This structure ensures both gender diversity and the presence of experienced professionals in leadership roles.

Governance Bodies

Women 2

5 Total Members

Men 3

In 2024, no incidents of discrimination were reported across any of the Company's sites. Galenica maintains clear policies and procedures for reporting and addressing potential breaches of ethical or labor conduct, ensuring a culture of transparency and zero tolerance toward discrimination or harassment.

0 incidents of discrimination

7.2   Protection of Human Rights

The Human Rights Policy of Galenica applies through all the Company's activities and operations, serving as a benchmark for the conduct of its employees, partners, and suppliers. This policy reflects the Company's belief that sustainable business growth is inseparable from the protection of human dignity, fair treatment, and equal opportunities for all individuals involved in or affected by its operations.

At Galenica, our Human Rights Policy is guided by:

Galenica fosters a safe, healthy and inclusive work environment where diversity is valued and every individual is treated with dignity and respect. Equal treatment and equal opportunities are integral to its culture, with zero tolerance for any form of discrimination or harassment. Transparency, accountability, and truthfulness are promoted in all internal and external interactions, ensuring that decisions are made with fairness and ethical responsibility. Employees act with professionalism, consistency, and ethical sensitivity, demonstrating diligence and continuous skill development to contribute to the Company's credibility, reputation, and long-term success.

The protection of human rights is also reflected in the Company's strict prohibition of child and forced labour, both within its own operations and throughout its supply chain. Galenica adheres to all national and international laws regarding the minimum age for employment and promotes fair and ethical labour practices among its partners and suppliers. Health and safety are considered non-negotiable priorities. The Company continuously invests in training, preventive measures, and safe workplace practices, recognizing that the wellbeing of its people is essential to sustainable performance.

Equally important are confidentiality and data protection. Galenica safeguards all sensitive and personal information entrusted to it by employees, partners, and clients, in line with applicable data protection laws and the General Data Protection Regulation (GDPR).

Actions to Protect the Rights of External Stakeholders

Formal collaborations and partnerships with local NGOs and local authorities to address issues related to human rights and social protection.

A grievance mechanism available to both internal and external stakeholders, through which incidents or impacts related to human rights violations can be reported.

Labor rights	Intellectual property	Data Privacy	Non-Discrimination
Health & Safety	Anti-trafficking	Environmental protection	Anti-Bribery & Corruption

1 Values & Ethical Conduct

Galenica operates with integrity, transparency, and accountability in all aspects of its business. It maintains high standards of professionalism and complies fully with applicable laws, regulations, and industry standards. All employees are expected to act ethically, avoid conflicts of interest, and ensure that every decision reflects fairness, honesty, and respect.

2 Respect for People

Respect for human dignity is at the heart of Galenica's culture. The company promotes diversity, inclusion, and equal opportunities for all, prohibiting any form of discrimination, harassment, child or forced labour. It ensures a safe, healthy, and supportive workplace that fosters well-being and professional development for every individual.

4 Corporate Governance & Assets

Strong governance and ethical management form the foundation of Galenica's sustainability strategy. The company ensures lawful and transparent international transactions, adheres to fair competition and anti–money laundering laws, and maintains accurate, reliable records. Corporate property and resources are used responsibly, safeguarding the company's reputation and long-term value creation.

3 Responsible Business Practice

Galenica integrates human rights principles into every stage of its value chain, ensuring responsible and sustainable business conduct.

It enforces strict policies on data protection, anti-bribery, anti-corruption, and environmental responsibility, while maintaining transparency and ethical standards in all operations. The company also collaborates with local authorities and NGOs to address human rights and social protection issues, and operates a grievance mechanism open to both internal and external stakeholders, ensuring confidentiality and protection from retaliation.

7.3   Employee Training & Development

At Galenica, employee development is a strategic priority embedded in the Company's commitment to responsible business practices and sustainable growth. The organization implements a comprehensive training and development framework that includes structured training hours, targeted skill enhancement programs, and career management actions designed to support long-term employability and professional advancement.

Galenica actively supports employee participation in external educational programs and postgraduate studies, covering both tuition costs and the necessary time for attendance. Internally, the Company delivers regular training sessions focused on product knowledge, operational procedures, technical competencies, pharmacovigilance, and good manufacturing practices to uphold product quality and safety. Collaborations with universities, along with targeted training in areas such as sales, negotiation, and role-specific skills, further strengthen employee capabilities and professional growth.

These actions reflect Galenica's commitment to cultivating talent, fostering professional development, and aligning employee capabilities with the Company's strategic goals. Upon hiring, all employees participate in a full-day mandatory training session focused on workplace safety protocols, customized to their specific roles and responsibilities. These trainings are repeated at regular intervals and are formally documented, ensuring continuous compliance with safety standards and fostering a secure working environment across all Company operations. In production facilities, safety training covers comprehensive workplace protocols, while at headquarters it focuses on evacuation procedures, reflecting the different operational contexts.

During the reporting period, Galenica delivered a total of 8,044 training hours to its employees, with 3,887 hours provided to female employees and 4,157 hours to male employees. Training hours were distributed across employee categories as follows: 116 hours were allocated to senior executives, 5,166 hours to middle management and staff, and 2,762 hours to operational personnel.

Percentage of training hours provided to each category of employees
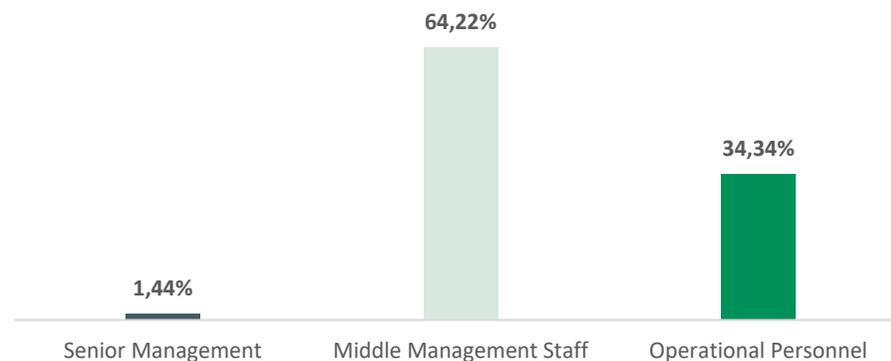
With a workforce comprising of 47% women and 53% men, the distribution of training hours reflects a balanced and equitable approach across genders. Galenica actively invests in the development of senior executives, acknowledging their strategic role in guiding performance and achieving corporate goals. The Company places strong emphasis on middle management and staff, who are instrumental in team leadership and operational efficiency. Furthermore, targeted training for operational personnel strengthens technical capabilities and ensures adherence to quality and safety standards throughout the production process.

Training Hours by gender
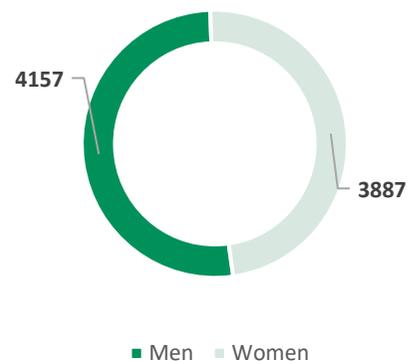
Training Hours / employee by gender
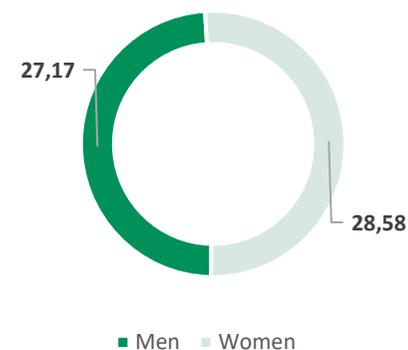
Galenica ensures that all employees within the Pharma Function, including governance body members, managers, supervisors, and new hires, receive mandatory training on the Company's compliance system and anti-corruption policies. These sessions are conducted at least once and are thoroughly documented through signed training forms, reinforcing accountability and adherence to ethical standards.

Regular performance and career development reviews are conducted in order to ensure that employees receive structured feedback, recognize their contributions, and identify opportunities for growth. By doing so, Galenica promotes transparency, motivation, and long-term career progression, reinforcing its commitment to a high-performing and engaged workforce.

During the reporting period, employees received formal performance and career development reviews, reflecting Galenica's commitment to structured feedback, professional growth, and equal opportunity across its workforce. These reviews support transparent career progression and help align individual development with organizational goals.

Galenica's approach to employee training and development delivers measurable outcomes across competence, inclusion, ethics, and career growth, ensuring a resilient, skilled, and future-ready workforce aligned with the Company's strategic vision.
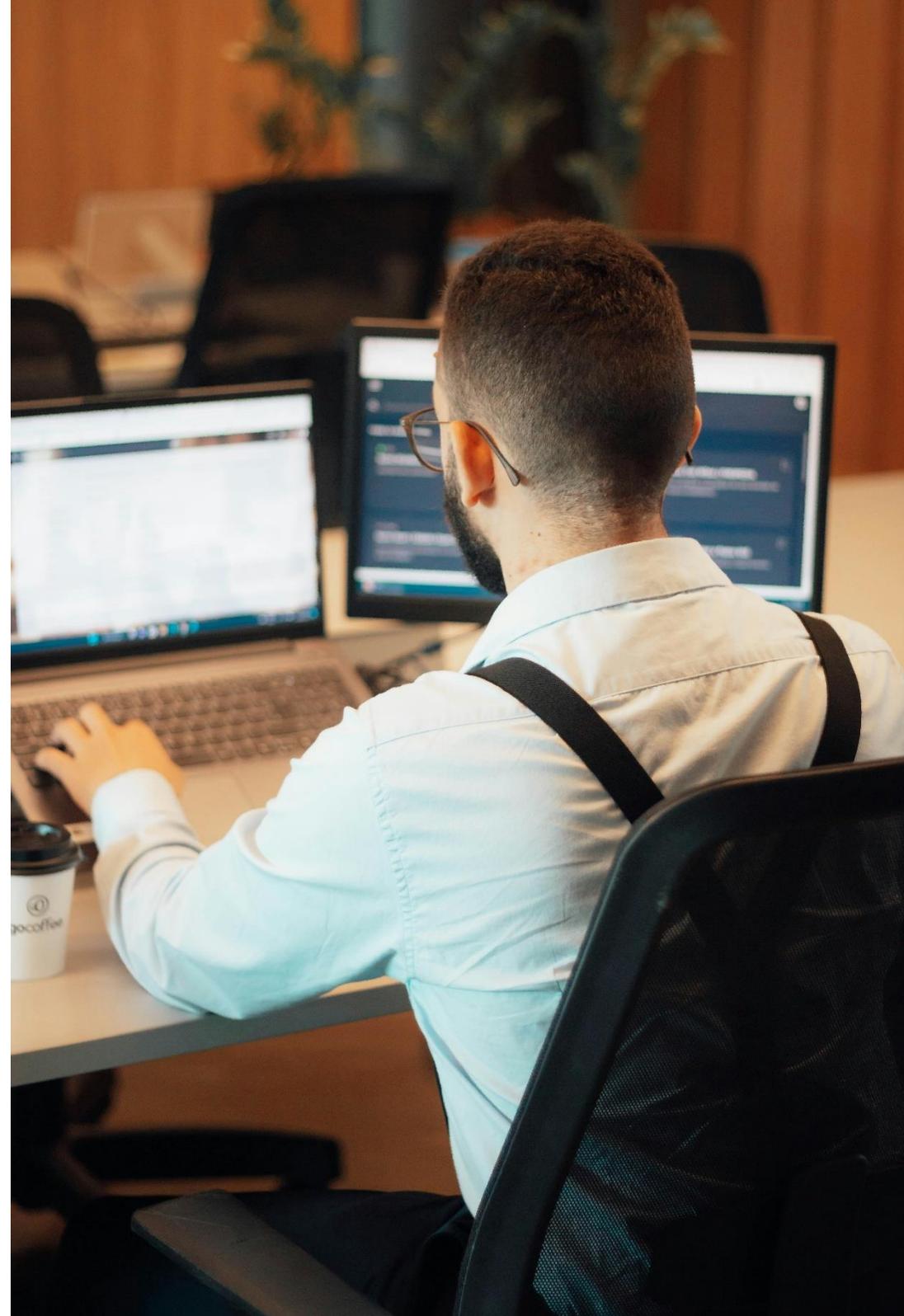
7.4   Health and Safety of Employees

Galenica's commitment to protecting the Health and Safety of its personnel is formalized through General Procedure. This core system outlines the comprehensive framework of rules, mandatory procedures, and organizational controls designed to safeguard both employee well-being and public health. The purpose of this Procedure is, on the one hand, to protect the health of factory workers from potentially harmful factors and, on the other hand, to protect public health by ensuring the safety of products manufactured during the production process.

The Company systematically manages three primary categories of occupational risk: Chemical, Physical, and Microbial. Chemical risks, involving raw materials, solvents, and dust, are mitigated through mandatory use of Personal Protective Equipment (PPE) and local exhaust ventilation. PPE often provides dual protection, safeguarding both the employee and the manufactured product. Furthermore, controls are enforced for Physical factors (noise, radiation, lighting) and Microbial factors (critical in Quality Control), where strict protocols—such as mandatory thermal destruction of cultures and rigorous disinfection procedures—are implemented to prevent contamination and protect public health.

The Company Administration is responsible for providing all necessary means for hygiene, safety, and training. The Occupational Physician is responsible for establishing and managing the employee health monitoring program, while the Safety Technician oversees accident prevention and the application of safety rules.

This H&S directive is comprehensive and mandatory for all personnel operating within the factory premises. The Company's commitment to prevention is underpinned by a systematic and documented approach to identifying and assessing work-related hazards on both a routine and non-routine basis.

This comprehensive procedure, detailed in the Occupational Risk Assessment document, covers all operational scenarios, including technical and environmental risks (electric shock, fire, burns, earthquake), ensuring the Company's readiness and resilience across its facilities. The effective reporting of work-related hazards and dangerous situations is a critical element of the overall H&S strategy, managed through an institutionalized internal reporting policy that guarantees both confidentiality and protection against retaliation. Systematic procedures for investigating work-related incidents ensure the recording, analysis, and prevention of future occurrences.

Worker participation and consultation on health and safety matters are formally ensured through the Employees' Union, which actively presents worker requests and feedback, operating in Chalkida. This proactive engagement is strengthened by a mandatory training program that begins upon hiring with a full-day session specialized by job function. The training is periodically repeated, and comprehensive records are maintained, ensuring continuous knowledge reinforcement across the entire workforce. Furthermore, Galenica demonstrates a holistic commitment to employee well-being by facilitating access to non-occupational health services, offering regular on-site fitness programs, and organizing preventive health screenings in collaboration with external initiatives.

Category	Incidents
Work-related fatalities	0
High-consequence work-related injuries	0
Incidents where the work environment Contributed to employee ill-health.	0

7.5   Consumers & Quality Product Assurance

Commitment to Quality & Consumer Safety

Galenica places the highest priority on safety, quality, and consumer satisfaction. The company operates under a robust Quality Management System ensuring that all products meet strict national and European standards, GMP principles, and EOF requirements.

Galenica goes beyond compliance by focusing on risk management and the continuous improvement of all processes that impact the end consumer.

Zero Tolerance Policy for Quality Deviations

Employee Training
- Continuous training programs
- Focus areas: quality, pharmacovigilance, and ethics

Transparency & Communication
- Open dialogue with authorities and customers
- Transparent procedures for information and reporting

Technological Systems
- Monitoring and data recording systems
- Batch traceability applications
- Automated quality control mechanisms

This philosophy reflects Galenica's belief that consumer trust is built on transparency, safety, and scientific integrity.

Quality Assurance System

Galenica implements a fully developed and certified Quality Assurance System, which governs all activities related to production, storage, distribution, and monitoring of its products.

This system is based on the principles of **Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP),** ensuring that every product that reaches the consumer is safe, effective, and fully traceable.

The company has developed and implemented documented procedures (SOPs) for each critical stage of the product life cycle, such as:

Approval of suppliers and raw materials based on strict quality standards.

Ensuring traceability at all stages of production, storage, and distribution through batch recording and a complete audit trail.

Systematic monitoring of quality parameters through sampling, laboratory testing, and trend analysis.

Internal and external quality audits to ensure compliance of all departments and partners with regulatory requirements.

Managing deviations by investigating root causes and implementing corrective and **preventive actions (CAPA)** to prevent recurrence.

Overall supervision of the Quality Assurance System lies with the Responsible Pharmacist, who ensures that all products placed on the market meet approved specifications and that any non-compliance is promptly assessed and fully investigated.

The **Quality Assurance Department** collaborates closely with **Quality Control, Regulatory Affairs, Pharmacovigilance,** and **Supply Chain** teams to ensure the consistency and integrity of all processes.

Galenica has developed and implemented **Standard Operating Procedures (SOPs)** that define clear responsibilities and control measures at every stage of the product life cycle. Galenica continuously invests in staff training on quality, pharmacovigilance, complaint handling, and product recalls. Training programs are conducted according to approved schedules and documented in full compliance with GMP requirements.

A culture of quality is reinforced through **Quality Risk Management**, applied to all processes that may affect product safety or efficacy.

KPI Category	Purpose
Response time to complaints	Consumer satisfaction
CAPA actions implemented	Continuous improvement
Recall effectiveness	Product safety
Internal audit results	Regulatory compliance

These metrics drive continuous improvement and ensure that Galenica's Quality System consistently meets international standards and consumer expectations.
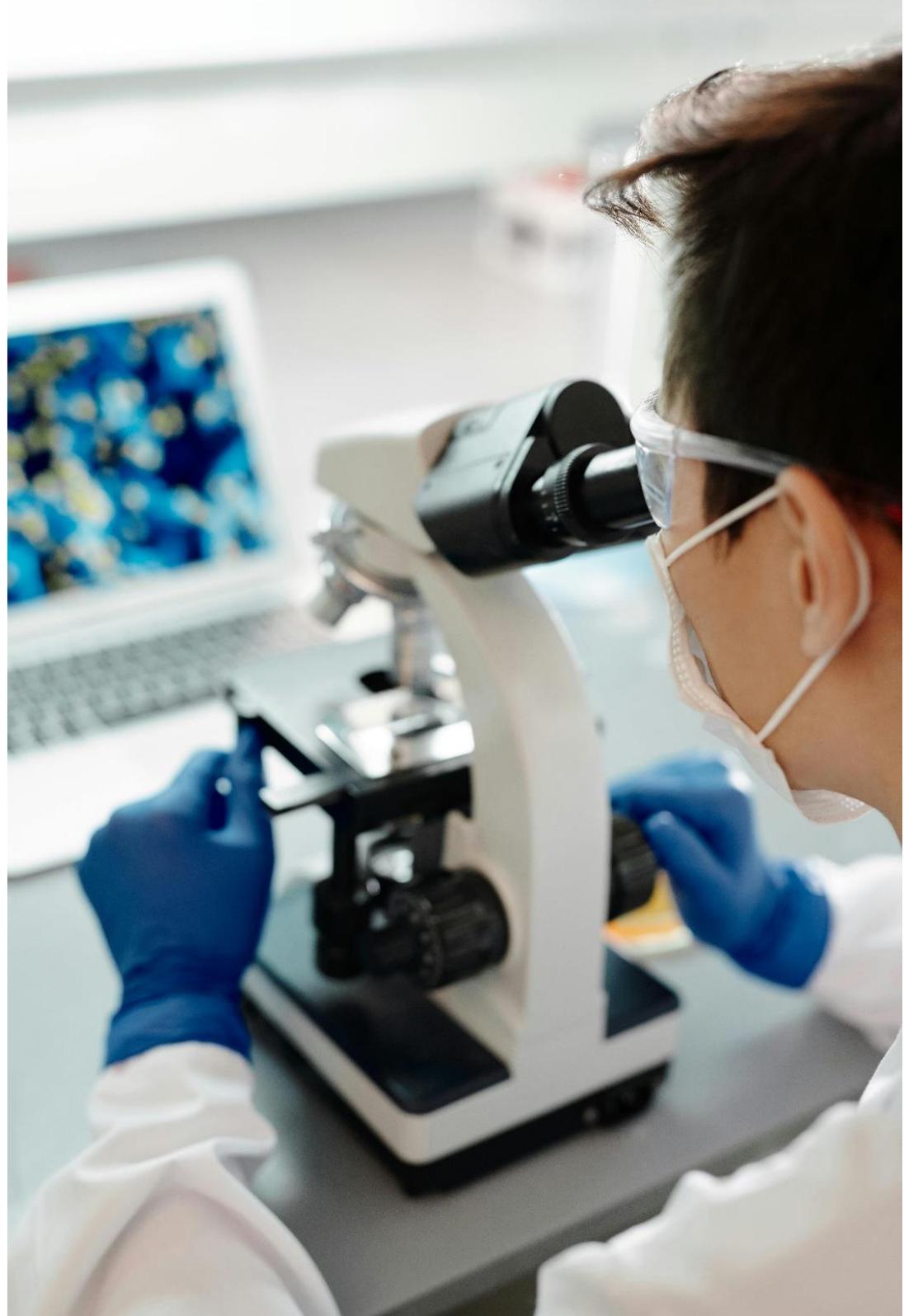
Complaints Management

Galenica implements a documented and strictly controlled Complaints Management Procedure, covering all stages — receipt, assessment, investigation, and response — with the objective of ensuring consumer protection, the timely identification of quality or safety issues, and the continuous improvement of its products and services. The procedure is fully compliant with GMP/GDP principles and the requirements of the National Organization for Medicines (EOF).

1. Receiving and Recording

All complaints are recorded in an approved Complaint Form by authorized personnel from the Quality Assurance (QA) Department or the Customer Service Department. Each record includes reporter details, product and batch number, problem description, dates of occurrence and receipt, and complaint category (technical, quality, pharmacological, commercial, etc.).

Each complaint receives a unique identification code and is entered into the electronic Complaints Register, which ensures full traceability and monitoring within predefined Service Level Agreements (SLAs) for response times.

2. Complaint Assessment and Classification

The initial assessment is carried out by QA in collaboration with the Qualified Person (Responsible Pharmacist) to verify completeness, evaluate severity, and define appropriate actions.

Quality-related	Safety	Distribution	Customer Service

3. Investigation and Analysis of Causes

The QA Department collects batch samples, performs laboratory testing, and collaborates with the relevant departments to perform a Root Cause Analysis.

If a non-conformity or potential safety risk is confirmed, a Corrective and Preventive Action (CAPA) process is initiated, including immediate containment, corrective measures, and preventive actions to avoid recurrence.

All CAPAs are tracked and verified for effectiveness prior to closure.

4. Communication and Feedback

Consumers or healthcare professionals who submit a complaint are informed of its receipt, progress, and outcome within the defined communication timelines. In cases involving significant quality or safety concerns, Galenica promptly notifies the EOF and its partners (wholesalers, pharmacies, hospitals) and activates, where required, Field Safety Corrective Actions (FSCA) or Product Recall Procedures. All communications are fully documented within the case file.

5. Monitoring, Review, and Performance Indicators

The Quality Assurance Department systematically monitors and analyzes all complaint data to identify trends by product, batch, and issue type. Key performance indicators (KPIs) — such as the number of complaints per 10,000 units, average investigation time, percentage of complaints leading to CAPA or recall, and consumer satisfaction after resolution — are reviewed annually in the Product Quality Review (PQR). Findings from this analysis drive process improvements, targeted staff training, and continuous enhancement of the company's quality systems.

6. Interconnection with the Product Recall Procedure

When an investigation identifies a potential non-conformity with public health implications, the complaints process is directly linked to the Product Recall Procedure, ensuring immediate decision-making, timely notification of authorities, and effective product withdrawal from the market.

Product Recall Procedure

Galenica maintains an approved **Product Recall Procedure** ensuring rapid, coordinated, and effective market withdrawal of any product presenting a **quality, safety, or compliance risk**.

1. Managed by the Qualified Person and QA Department.

2. Includes risk assessment, CAPA actions, and official notifications to authorities

3. Regular Mock Recall Exercises test readiness and effectiveness.

4. All outcomes reviewed annually in the Product Quality Review (PQR).

Ethics, Transparency & Consumer Trust

Galenica operates with a deep sense of ethical responsibility, placing patient safety, product quality, and transparency at the heart of its mission. All decisions and actions are guided by the principles of integrity, scientific objectivity, and accountability, ensuring full compliance with the Hellenic Code of Ethics (SFEE) and the applicable national and European regulations.

The company promotes honest and transparent communication with consumers, healthcare professionals, and authorities, providing accurate and scientifically validated information on product quality, safety, recalls, and corrective actions. All communications strictly adhere to the ethical standards of scientific accuracy and clarity, avoiding any form of misleading or exaggerated claims.

Recognizing its responsibility toward both consumers and society, Galenica ensures access to safe and effective pharmaceutical products, responds promptly to any issue related to health or safety, and continuously trains its personnel in ethics, quality, and regulatory compliance. This approach strengthens a corporate culture built on responsibility, respect, and integrity.

Consumer feedback, complaint trends, and quality reviews are systematically monitored to identify improvement opportunities. Insights from these processes feed into continuous improvement actions, ensuring that Galenica remains a reliable, transparent, and patient-centered company.

By maintaining the highest standards of quality, safety, and ethics, Galenica safeguards public health, builds lasting trust with consumers and healthcare professionals, and reinforces its commitment to sustainable growth and social responsibility.

7.6   Social Contribution

Galenica S.A. incorporates social responsibility into the core of its business strategy, recognizing that success is inextricably linked to contributing to the common good. Guided by the values of responsibility, integrity, and a people-centered approach, the Company implements actions that strengthen public health, promote volunteerism, and support vulnerable social groups.

Employee engagement in social contribution initiatives forms part of Galenica's broader approach to corporate responsibility. Through donations, support for hospitals, and collaborations with social and community organizations, the company contributes to initiatives that aim to improve quality of life and support social cohesion, reflecting its commitment to responsible and socially conscious business practices.

Zero Discrimination Run 2024

Team Galenica proudly took part in the 2nd Zero Discrimination Run, an initiative organized by The Hope Runners to promote equality, inclusion, and respect for diversity. As the main sponsor of the event, Galenica played a central role in enabling this important awareness-raising action and reinforcing its core message of zero tolerance for discrimination.

The event brought together employees, partners and friends of Galenica in a shared message of solidarity that reaffirmed the Company's belief that every individual deserves to be valued and respected, free from prejudice or exclusion. By supporting this important initiative, Galenica once again demonstrated its commitment to zero tolerance for discrimination in all its forms, aligning with our broader vision of fostering an inclusive workplace culture and a society that celebrates diversity. This participation reflects not only the enthusiasm of our people but also the Company's steadfast dedication to social responsibility, inclusion, and human rights — values that define who we are and guide how we operate.

Fund of the TSU Institute – Dionysios Varelas Chair

Education is a fundamental pillar of progress and sustainable development. Galenica continues its long-standing support of the Fund of the TSU Institute – Dionysios Varelas Chair, contributing to the advancement of scientific research and academic activity. Through this ongoing commitment, the company supports educational initiatives that promote knowledge creation, academic excellence, and learning opportunities.

Galenica provided financial support and participated in the event organized by Together for Children in collaboration with Solidarity Now, featuring David A. Sinclair, PhD, Professor of Genetics at the Paul F. Glenn Center for Biology of Aging Research at Harvard Medical School. Through this contribution, the Company supported initiatives aimed at strengthening child welfare and promoting community empowerment, while enabling broader public access to high-level scientific dialogue.

Galenica continues its long-standing support of the nursery Friends of the Child by covering its annual bread needs, ensuring that a fundamental part of the nursery's daily operations is consistently supported.

Galenica also organizes and financially supports the nursery's annual Christmas celebration, with employees volunteering each year to contribute to the preparation and successful implementation of the event.

ΠΑΝΕΛΛΗΝΙΑ ΕΝΩΣΗ ΤΥΦΛΩΝ
PANHELLENIC SOCIETY OF BLIND PEOPLE

Ongoing financial support for initiatives that enhance accessibility, social inclusion, and empowerment of individuals with visual impairments.

Financial contribution to the organization's work in advocacy, psychosocial support, and public awareness for individuals—children and adults—affected by cancer.

ΚΙΒΩΤΟΣ ΤΟΥ ΚΟΣΜΟΥ

Sponsorship of the conference "*Transitions: Child Protection from Institutional Care to Community-Based Services*", contributing to the public dialogue on modern approaches to child protection and community integration.

Governance Highlights

0

Confirmed Corruption or
Bribery Incidents

5

Board Members

437

Number of New Suppliers

0

Business Ethics Violations

8.1   Governance & Organizational Structure

The ultimate authority within the Company is the General Meeting of Shareholders. The Company is managed by the Board of Directors (BoD), which is elected by the General Meeting of Shareholders for a three-year term.

The Articles of Association stipulate that the BoD shall consist of between four (4) and nine (9) members. Currently, the Board is comprised of five (5) members, two (2) of which are executive members. Furthermore, a three-member committee has been appointed to address sustainable development topics.

The members of the BoD and key executive personnel include:

Name	Position
Mr. Nikolaos Varelas	President and CEO
Mrs. Eleni Varela	Vice-President
Mr. Theodoros Edipidis	Deputy CEO
Mr. Georgios Moutsoglou	Member
Mrs. Maria Kampa	Member

The process of nominating and selecting members of the BoD is primarily governed by the Shareholders. Selection is based on the commitment of candidates to protect the Company and enhance its long-term value. Emphasis is placed on ensuring members possess the requisite experience and skills necessary for effective governance in areas related to the organization's material impacts, as determined by the Shareholders.

Sustainable development is a key concern for management, which recognizes its importance. Management ensures that the above executives receive ongoing training on relevant topics, thereby maintaining the highest level of knowledge concerning sustainability trends and risks.

Senior executives are responsible for identifying and developing operational areas that require updates to achieve sustainable development objectives without hindrance, ensuring management remains informed at all times.

Management ensures the adoption and robust implementation of specific policies, procedures, and oversight mechanisms designed for the continuous monitoring, timely identification, and immediate management of material impacts related to sustainable development.

Furthermore, the Management formally incorporates the findings and proposals of the relevant committee into strategic decisions, using the results to evaluate performance and inform the revision of key parameters, such as the overall sustainability policy and specific ESG Key Performance Indicators (KPIs).

Regarding executive compensation, policies are designed to attract, motivate, and retain high-value executives, ensuring alignment with the Company's strategy, values, and long-term sustainability goals. Remuneration policies are determined by the CEO and the shareholders.

The Company ensures top-down accountability and the integration of sustainability at the highest level through its dedicated ESG Committee. This formal body provides strategic oversight, ensuring that responsibility for ESG performance is embedded within the core executive roles across the organization, comprising of the following members:

Name	Position
Mrs. Elisavet Magiakou	Head of ESG & HR
Mr. Theodoros Edipidis	Deputy CEO
Mr. Pantelis Kapodistrias	Corporate Development Director

The organizational chart is presented below, for the reference year 2024:

```
                          ┌─────────────────┐
  ┌──────────────┐        │       CEO       │        ┌─────────────────────────┐
  │    Legal     │───────▶│    N. Varelas   │───────▶│  Management Consultant  │
  │   M. Kampa   │        │                 │        │       T. Edipidis       │
  └──────────────┘        └─────────────────┘        └─────────────────────────┘
```

Pharma Sales & Marketing Business Development	Medical Director N. Papadimitriou	HR E. Magiakou	Finance Director I. Polizois	IT T. Dimou	Manufacturing Operations

Pharma Sales & Marketing Business Development
- Sales BU1, BU2, BU3, BU Consumer Health
- Marketing E. Varela
- Market Access P. Papapetrou
- Corporate Development P. Kapodistrias
- Exports N. Adamopoulos
- Customer Service / Invoicing P. Dendrinos

Medical Director N. Papadimitriou
- Medical & Quality Assurance D. Skolikis
- Pharmacovigilance M. Triantopoulou
- Regulatory E. Gouliaditi
- Compliance/DPO E. Karakatsani

Finance Director I. Polizois
- Accounting Supervisor M. Bogatsa

Manufacturing Operations
- Chalkida Plant V. Mavrou
- Purchasing C. Petrou
- Quality Director E. Pouliou

8.2   Business Ethics & Corporate Governance

Galenica's ethical operations are governed by a Code of Responsible Business Conduct, which mandates a Zero Tolerance Policy toward all forms of corruption and bribery. This commitment is actively driven by the highest levels of governance, with the Board of Directors (BoD) receiving regular updates and training on anti-corruption protocol. This Policy extends mandatory awareness and training programs to all internal stakeholders—including managers, directors, marketing, and sales personnel—as well as to external stakeholders through due diligence measures with business partners, ensuring compliance across the entire value chain.

The Company maintains a systematic framework to ensure proactive detection and deterrence of corruption, which is built upon multiple layers of control: dedicated due diligence programs applied to third parties, continuous auditing of financial and procurement processes, and the implementation of a specific approval procedure for sensitive transactions such as gifts, hospitality, and travel.

Furthermore, a formal, confidential grievance mechanism is in place for stakeholders to safely and securely report any suspected instances of corruption or bribery. These stringent controls and proactive measures resulted in a high degree of ethical compliance during the reporting period.

Galenica's Code of Conduct strictly aligns with the Hellenic Association of Pharmaceutical Companies (SFEE) Code, explicitly prohibiting the promotion of any drug lacking market authorization or the promotion of unapproved.

| Scientific information concerning off-label uses is only permissible as an exception. | This exception requires a documented, unsolicited written request from a Healthcare Professional (HCP) | Communication must be handled exclusively by the Company's Medical Department. |

Galenica's commitment to strict legal and regulatory adherence is validated by its strong performance in compliance monitoring. This high level of compliance is independently verified, as the Company has undergone an on-site audit by an independent external assessor which reviewed performance across environmental, labor, ethical, and sustainable procurement areas.

Galenica maintains a systematic and highly controlled Complaints Handling Procedure to ensure receipt, investigation, and evaluation of all concerns related to the product's quality, safety, effectiveness, and use.

Category	Value
Confirmed Corruption Incidents	0
Bribery/Corruption Legal Losses	0 €
Regulatory Fines/Sanctions	0
Significant Non-Compliance	0
Product Safety Non-Compliance	0
Marketing Non-Compliance (Warnings)	0

System Scope

Oversight

Severity Categorization
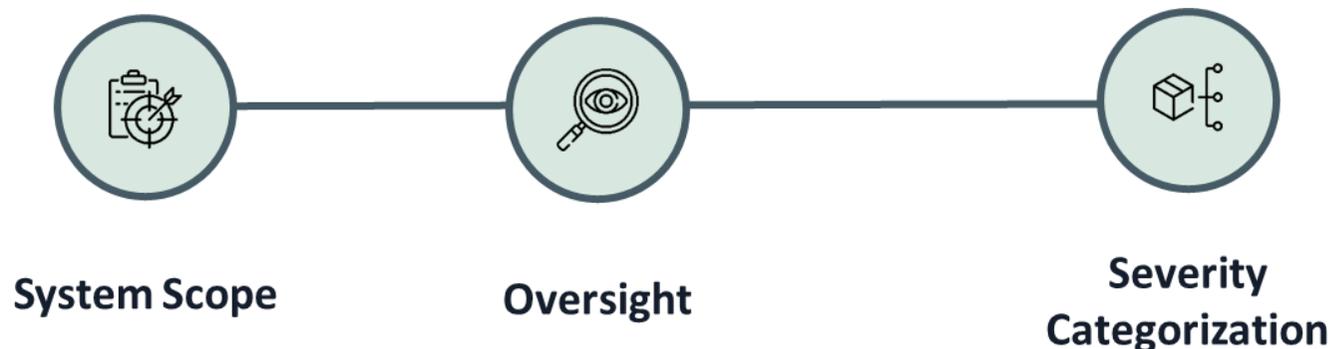
The procedure is comprehensive, applying to all products for which Galenica is the Marketing Authorization Holder.

The system is managed by the Quality Assurance Manager, with investigations involving multiple departments, and is subject to quarterly and annual review by Top Management to evaluate trends and performance.

- **Critical Complaints:** These trigger potential product recall procedures and require immediate notification to regulatory authorities.
- **Major Complaints:** Concerns requiring swift, in-depth investigation and corrective action.
- **Minor Complaints:** Issues requiring standard investigation and documentation.

8.3   Policies & Procedures

Galenica has established a comprehensive framework of Policies and Procedures that serves as the cornerstone for corporate governance, operational excellence, and sustainable development. This framework ensures that all activities are conducted with integrity, transparency, and full regulatory compliance, protecting the environment and the well-being of all stakeholders.

Code of Ethics

The Code of Ethics sets out the standards of behavior and ethical principles that all employees, irrespective of the country where they are conducted contractors, and stakeholders of Galenica are expected to uphold. This code guides our actions and decisions, ensuring that we operate with integrity, respect, and professionalism. Adherence to this framework is mandatory for all personnel, partners, and suppliers, fostering a culture of trust and ethical conduct. Furthermore, the Code of Ethics and related documents specifically mandate the Lawful Promotion of Products, safeguarding product integrity and public trust.

Zero Tolerance Policy

Galenica operates under a strict Zero Tolerance Policy against all forms of corruption and bribery, including fraud, money laundering, and facilitation payments.

Human Rights Policy

The Company's Human Rights Policy ensures due diligence is integrated across all operations and the supply chain. This foundational policy is rigorously aligned with international standards, including the Universal Declaration of Human Rights, the Sustainable Development Goals (SDGs) and the Guiding Principles. To support a responsible workplace, specialized labor standards enforce equal treatment and prohibit violence and harassment.

Internal Reporting Policy (Whistleblowing)

Accountability and transparency are further ensured through the dedicated Internal Reporting Policy (Whistleblowing) aligned with Law 4990/2022, which allows employees and partners to confidently and safely report critical concerns, ethical violations, and misconduct.

Equal Treatment Policy

The Equal Treatment Policy sets the general framework for combating discrimination in the field of employment and labor at Galenica. The Company is committed to complying with all applicable legislation, both nationally in Greece and internationally. Equal treatment constitutes a fundamental right of Galenica employees. This Policy governs the Company's relationship with its employees and applies to critical areas, including access to employment (selection and hiring criteria), professional advancement, access to vocational training, working conditions and compensation (salaries, dismissals) and participation in professional organizations.

ISO 14001:2015

The Chalkida facility operates under an ISO 14001–certified Environmental Management System, demonstrating Galenica's commitment to the systematic management of its environmental responsibilities. The certification provides a structured framework for identifying, monitoring, and managing environmental aspects and impacts associated with the site's operations, while ensuring compliance with applicable environmental legislation and regulatory requirements.

Through the implementation of ISO 14001, the Chalkida site adopts a continuous improvement approach to environmental performance, incorporating preventive measures, operational controls, and internal monitoring processes.

8.4   Supply Chain Management

The Company's value chain encompasses every stage, from initial R&D through to the final patient interaction, ensuring quality and compliance are maintained throughout. Key phases include Research and Development, Production (realized in our EU-GMP/FDA compliant facilities), Strategic Partnerships (in-licensing, collaborations), Logistics, Marketing, and international Exports. The final customer base includes pharmaceutical wholesalers, hospitals, pharmacies, and physicians.

Galenica cooperates with internationally recognized suppliers of raw materials, ensuring strict adherence to control standards throughout the sourcing process. Galenica utilizes strategic alliances and partnerships with research institutions and commercial enterprises to enhance its market penetration and commercial reach. The Logistics & Distribution phase ensures that products are delivered effectively across the Greek market by leveraging reliable distribution networks. Marketing and Commercial partnerships focus on promoting both the Company's products and those of its collaborating entities through targeted, scientifically driven information campaigns.

Galenica's commitment extends internationally through exports, utilizing reliable global distribution networks to deliver products worldwide. The final stage of the value chain involves serving customers and end-consumers, which include pharmaceutical wholesalers, hospitals, pharmacies, and physicians who facilitate prescription and product usage.

Category	Value
Number of suppliers	1,762
Number of new suppliers	437
Number of new suppliers assessed using environmental criteria	15
Suppliers found to have significant actual and potential negative environmental impacts with whom relationships were terminated as a result of the assessment	0

Galenica Suppliers

25%
75%

■ Number of suppliers   ■ Number of new suppliers
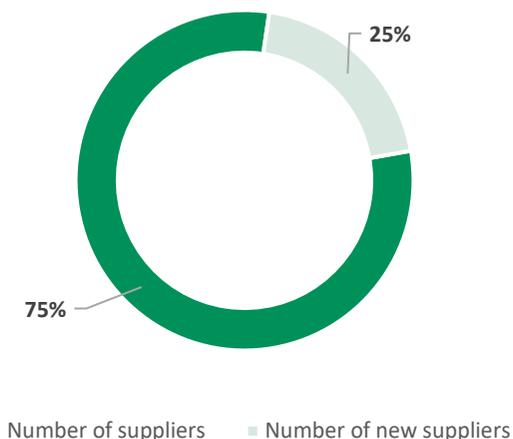
Galenica Suppliers assessed using environmental criteria

3%
97%

■ Number of new suppliers
■ Number of new suppliers assessed using environmental criteria
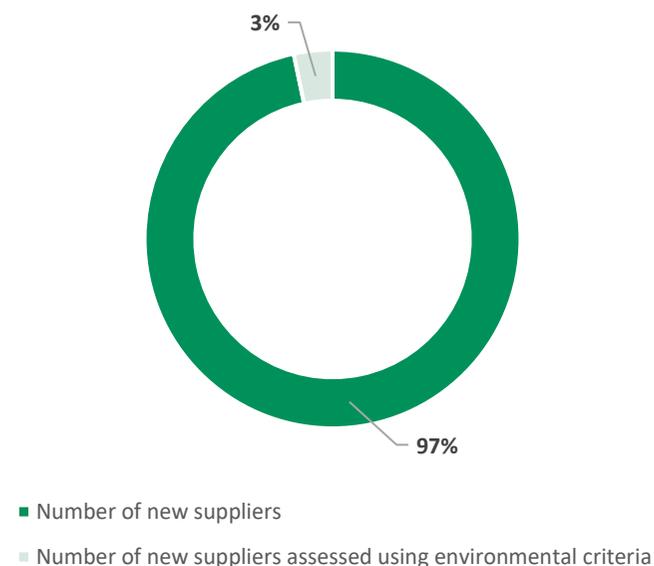
9. Company Performance

9.1   Performance

Galenica's sustainability strategy, shaping its actions across environmental, social, and governance dimensions. By driving resource efficiency, cultivating an inclusive and growth-oriented workplace and maintaining uncompromising governance standards, Galenica ensures that business progress is aligned with resilience and stakeholder confidence. This integrated approach delivers strong outcomes, as evidenced in the company's 2024 performance highlights, where environmental stewardship, social equity and ethical governance converge to reinforce long-term value creation.

In 2024, Galenica reinforced its commitment to responsible environmental practices, demonstrating mature operational controls across key resource and waste management indicators. **Water consumption per employee** was recorded at **38.86 m³**, while **electricity** use reached **13.82 MWh**—figures that reflect active monitoring and offer opportunities for further optimization through behavioral initiatives and technological upgrades. **Total CO₂eq emissions per employee** stood at **11.72 tonnes**, indicating a relatively low carbon footprint for the sector and validating the company's decarbonization efforts. Waste management performance was particularly strong: **73.02% of non-hazardous waste was recycled**, and **80.34% of total waste was diverted from disposal**. These results underscore the company's embedded circularity mindset and its commitment to minimizing environmental impact across operations.

Social indicators for the reference year reflect an inclusive, growth-oriented workplace culture. **Female representation** reached **47% across the workforce** and **40% at Board level** exceed industry benchmarks and align with Galenica's gender equity objectives. The company invested in employee development, delivering an average of **27.83 training hours per person**. The onboarding of **38 new hires** during the year signals healthy organizational expansion and talent renewal. Most notably, the absence of work-related fatalities and injuries confirms the effectiveness of Galenica's occupational health and safety protocols, reinforcing its commitment to employee wellbeing and risk prevention.

Galenica's governance framework in 2024 was marked by high compliance standards and ethical integrity. With five formalized policies and procedures in place, the company maintained a structured and transparent approach to internal governance. **No confirmed incidents** of corruption, legal losses, regulatory fines, or non-compliance were reported across product safety, marketing, or bribery dimensions, highlighting a robust compliance culture. Furthermore, the onboarding of **437 new suppliers** reflects the company's expanding value chain, which continues to be managed with rigorous ethical oversight and due diligence.

38,86 m³

Water consumption across all facilities per employee

13,82 MWh

Electricity consumption per employee

11,72 tn CO2eq

Total CO2eq Emissions per employee

73,66%

Non-Hazardous Waste recycled

90,32%

Total waste diverted from disposal

47%

Female representation in workforce for 2024

27,83

Training hours per employee

40%

Female Board representation for 2024

38

New hires during the reference year

Zero

✓ Work-related fatalities

✓ Work-related injuries

5 Policies / Procedures

5 Board Members

437 New Suppliers

Zero

✓ Confirmed Corruption Incidents

✓ Bribery / Corruption Legal Losses

✓ Regulatory Fines / Sanctions

✓ Significant Non-Compliance

✓ Product Safety Non-Compliance

✓ Marketing Non-Compliance (Warnings)

9.2 Alignment Tables

GRI content index

Statement of use	The company has prepared the Sustainability Report for the period 1/1/2023–31/12/2023 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGES	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	5-6	*A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*			
	2-2 Entities included in the organization's sustainability reporting	4				
	2-3 Reporting period, frequency and contact point	4				
	2-4 Restatements of information	4				
	2-5 External assurance	4				
	2-6 Activities, value chain and other business relationships	46-47				
	2-7 Employees	26-28				
	2-8 Workers who are not employees	26				
	2-9 Governance structure and composition	40-42				

	2-10 Nomination and selection of the highest governance body	42				
	2-11 Chair of the highest governance body	42				
	2-12 Role of the highest governance body in overseeing the management of impacts	11, 41, 43				
	2-13 Delegation of responsibility for managing impacts	11, 43				
	2-14 Role of the highest governance body in sustainability reporting	41				
	2-15 Conflicts of interest	10				
	2-16 Communication of critical concerns	45				
	2-17 Collective knowledge of the highest governance body	41, 43				
	2-18 Evaluation of the performance of the highest governance body	44				
	2-19 Remuneration policies	45				
	2-20 Process to determine remuneration	26-28				
	2-21 Annual total compensation ratio	26, 41, 45				
	2-22 Statement on sustainable development strategy	3-4, 10-11				
	2-23 Policy commitments	46				
	2-24 Embedding policy commitments	9, 45				

	2-25 Processes to remediate negative impacts	12-13, 17, 34			
	2-26 Mechanisms for seeking advice and raising concerns	44-45			
	2-27 Compliance with laws and regulations	37, 45-47			
	2-28 Membership associations	9			
	2-29 Approach to stakeholder engagement	10			
	2-30 Collective bargaining agreements	26			

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	12-14	*A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*	
	3-2 List of material topics	13-14		

Economic performance

GRI 3: Material Topics 2021	3-3 Management of material topics	11, 13			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	28			
	201-2 Financial implications and other risks and opportunities due to climate change	17			

Anti-corruption

GRI 3: Material Topics 2021	3-3 Management of material topics	10			
GRI 205: Anti-	205-1 Operations assessed for risks related to corruption	10, 31,43			

	205-2 Communication and training about anti-corruption policies and procedures	43				
corruption 2016	205-3 Confirmed incidents of corruption and actions taken	44, 47				
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	43				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	43				
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	17				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	17, 21-23				
	301-2 Recycled input materials used	17, 21-23				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	18-20				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	18				
	302-3 Energy intensity	19				
Water and effluents						
GRI 3: Material	3-3 Management of material topics	24				

Topics 2021						
GRI 302: Water and effluents 2016	303-5 Water consumption	24				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	19-20				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	19-20				
	305-2 Energy indirect (Scope 2) GHG emissions	19-20				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	21-23				
GRI 306: Waste 2020	306-3 Waste generated	21-23				
	306-4 Waste diverted from disposal	22				
	306-5 Waste directed to disposal	21-23				
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	46				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	46				
	308-2 Negative environmental impacts in the supply chain and actions taken	46				

Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	28, 47			
	401-3 Parental leave	28			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	33-35			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	33-35			
	403-2 Hazard identification, risk assessment, and incident investigation	33			
	403-3 Occupational health services	33			
	403-4 Worker participation, consultation, and communication on occupational health and safety	33			
	403-5 Worker training on occupational health and safety	33			
	403-6 Promotion of worker health	33			
	403-8 Workers covered by an occupational health and safety management system	47			
	403-9 Work-related injuries	33			

	403-10 Work-related ill health	33				
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	31-32				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	31				
	404-2 Programs for upgrading employee skills and transition assistance programs	31-32				
	404-3 Percentage of employees receiving regular performance and career development reviews	32				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	29, 38				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	26-29				
	405-2 Ratio of basic salary and remuneration of women to men	-				
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	28-29, 38, 45				
GRI 406: Non-	406-1 Incidents of discrimination and corrective actions taken	28				

discriminat ion 2016					
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	46			
GRI 414: Supplier Social Assessmen t 2016	414-2 Negative social impacts in the supply chain and actions taken	46			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	33			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	33			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	33			
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	34-37, 44			
GRI 417: Marketing and	417-1 Requirements for product and service information and labeling	34-37			

Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	44				
	417-3 Incidents of non-compliance concerning marketing communications	44				
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	44				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	44				

SASB		
SASB_ID	**Description**	**Pages**
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	45
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	9, 31-32
HC-BP-330a.2 -1	Voluntary turnover rate for: (a) executives/senior managers	28
HC-BP-330a.2 -2	Voluntary turnover rate for: (b) medieval managers	28
HC-BP-330a.2 -3	Voluntary turnover rate for: (c) professionals	28
HC-BP-330a.2 -4	Voluntary turnover rate for: (d) all others	28
HC-BP-330a.2 -5	Involuntary turnover rate for: (a) executives/senior managers	28

HC-BP-330a.2 -6	Involuntary turnover rate for: (b) midlevel managers	28
HC-BP-330a.2 -7	Involuntary turnover rate for: (c) professionals	28
HC-BP-330a.2 -8	Involuntary turnover rate for: (d) all others	28
HC-BP-510a.21	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	44
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	36, 37
HC-BP-000.B -1	Number of drugs in portfolio	7