



ESG Report

(2022-2023)



Welcome.

We are proud to present our first ESG report, covering the years 2022 and 2023. This report marks an important milestone for A.forall, as it allows us to share the progress and initiatives we have been actively working on over the past years.

At our core, sustainability and other aspects of ESG have always been an integral part of our DNA. We are dedicated to making a positive impact on the environment, society, and the economy. We believe that small and consistent steps lead to big changes, and it is through the collective efforts of our employees, business partners, and other stakeholders that we continue to make a difference every day.

In this report, you will find a comprehensive overview of our ESG strategy, highlighting our key goals and commitments. We showcase the actions we have taken to save energy, reduce waste, and promote recycling and reuse. All with the support of our people. We believe that people matter and that together, we can shape the change we want to see in the world.

We are proud of the commitment and initiative shown by our team, and we hope that this report will inspire others to join us in our commitment to working towards a more sustainable future.

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A Who we are.

We are a pharmaceutical group of generic and pharmacy sales companies. With headquarters in Belgium and offices in Ireland and the US, we have a team of 144 enthusiastic employees spread over 14 different countries.



Our Mission of **Making Affordable Medicines Available To All** becomes real when patients can access high-quality, safe and innovative medicines at a fair price. We make it happen thanks to our two businesses.



1. Our Generics Business

We aim to meet medicine needs by developing and launching globally demanded generic products into the market.

We develop and supply generic medicines and bring these products to the market ourselves or in collaboration with partners. Our focus is on developing and delivering high-quality products that meet global demand, including assistance with registration dossiers and marketing authorizations when needed.

2. The Pharmacy House

We aim to fully become the one-stop-shop partner for the Benelux retail and hospital pharmacists, building on our experience in parallel import and shortage management.

Our goal is to identify pharmaceutical products and medical devices which are not sufficiently available in the Benelux and source them from EU markets to supply to retail pharmacies, pharmacy chains, hospitals, wholesalers and distributors.

Our pharmacy house is the result of our expertise, agility, and flexibility bridging the within the pharmaceutical industry. By offering premium service to the pharmacists, we want to enable them to focus on their main mission: **helping patients**.



Our ESG commitment

We are 100% committed to work towards a more sustainable future, on each of the 3 pillars:



Environment

100% committed to a more sustainable future. Natural resources are extremely limited, and our responsibility is to protect them. Together with our employees and partners, we have defined the first, essential actions to safeguard resources, save energy, reduce waste, recycle and re-use paper, carton, and other raw materials.



Social

Diversity, equity and inclusion are not just words for us. Whether they are employees or partners, people matter to us. Together, we can shape the change we want to see in the world.



Governance

Our sustainability efforts can count on a committed leadership, a team effort, an ethical code and a robust structure to manage processes, human resources, supply chain and facilities. Successful integration of sustainability within our business objectives ensures our overall accountability.





Our people

Our sustainability efforts are driven by the collective commitment of all our employees. While our ESG department oversees and implements our ESG strategy, reporting, and the coordination of our initiatives, it is the combined effort of everyone within A.forall that truly makes a difference, it is the dedication and actions of each employee that bring our ESG initiatives forward.

Here we would like to highlight the Green Committee. It is a group of volunteers from various departments, all with a strong commitment to making a positive impact on our environment and society and playing an important role in our efforts. This passionate team organizes activities and campaigns to raise awareness, educate, and engage employees on environmental and other ESG related topics. They support the ESG department in implementing and promoting initiatives.

Example of green initiatives: awareness creation through various internal communications (energy saving tips & tricks, recycling guidance, etc.), switching to rechargeable batteries for office use, introduction of personal sustainable coffee mugs leading to lesser use of dishwasher, setting up a compost system in the offices, etc.

Together, every individual in A.forall contributes to our ESG mission and is working towards a common goal of a more sustainable and equitable future.

Our SDG focus points

We have completed the **six-month UNSDG Accelerator program**, which has deepened our integration of the SDGs into our company's business strategy, operations, and stakeholder engagement. This program played a crucial role in our journey, enabling us to join the United Nations Global Compact in 2022. This voluntary initiative encourages businesses to operate responsibly and in alignment with universal sustainability principles.

As early adopters of the UN Global Compact, we received enhanced guidance and support to accelerate our adoption of these principles and reporting practices. This support has been vital in creating a culture of integrity across our business, from strategy to operations. By being part of the UN Global Compact, we are committed to holding ourselves accountable and making a positive impact on the world.



With the guidance received through our UNSDG experience, an ESG focused workshop with the Management Team and Board of Directors helped shape our strategic direction and build a rolling **3-year plan that focuses on six Sustainable Development Goals**, spanning our entire organization with dedicated teams that are working on various initiatives (SDG 3, 4, 8, 9, 10, 12 and 13), which was put in motion as from 2023.

The sustainable development goals

In 2015, the United Nations established the Sustainable Development Goals (SDGs), a collection of 17 objectives aimed at fostering sustainable economic, environmental, and social development. They represent a concerted effort by 193 countries to eradicate poverty, safeguard the environment, and promote peace and prosperity for everyone by the year 2030. These goals are the foundation for building a more just and resilient world for future generations.

The key SDG we are prioritizing:

SDG 3 - Good Health and Well-being: To ensure healthy lives and promote well-being for all at all ages.

SDG 4 - Quality Education: To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

SDG 8 - Decent Work and Economic Growth: To promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

SDG 9 - Industry, Innovation, and Infrastructure: To build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

SDG 10 - Reduced Inequalities: To reduce inequality within and among countries.

SDG 12 - Responsible Consumption and Production: To ensure sustainable consumption and production patterns.

SDG 13 - “Climate Action”: To take urgent action to combat climate change and its impacts.



B Our initiatives.

Explore our core ESG initiatives below, which not only exemplify our commitment to sustainable practices but may also inspire you. While these examples are not exhaustive, they offer a glimpse into our efforts of the years 2022 and 2023.

ESG embedded in our business

Making Affordable Medicines Available to All.



Our mission of Making Affordable Medicines Available To All is directly contributing to **SDG 3 Good Health and Well-being**.

In 2022 and 2023:



2M

Belgian patients would have lacked their medication at home or in the hospital, if it were not for our Pharmacy House shortage solutions



1.25M

boxes of medicines in shortage, were supplied worldwide through 5 of our generic products



1.1M

months of missing treatments were delivered to Belgian pharmacies alone thanks to our parallel import business (in 2023 alone)

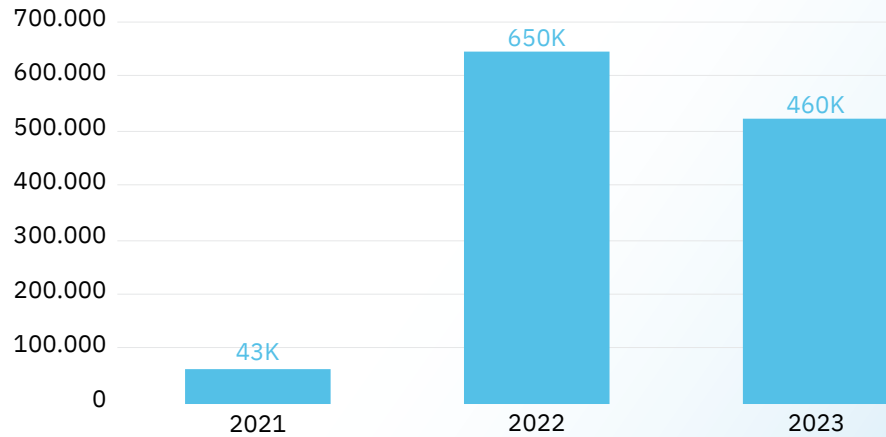
Our everyday business helps making the world a better place and this is something we are proud of. This commitment is evident through our two main business streams:

1. With our Generics business, we make medicines more affordable but also increase availability of medicines in different markets around the globe, in some cases as sole supplier providing the medicines patients need. In 2023, we supplied 1.25 million boxes of generic versions of medicines (otherwise in shortage) to patients in the U.S., Spain, Portugal, the Netherlands, Poland, and Australia. Our team worked tirelessly to supply the needed medications to help alleviate the shortage. These efforts address critical shortages in the market, showcasing our ability to provide essential products when other suppliers fall short.

2. Our Pharmacy House services focus on addressing medicine shortages in retail and hospital pharmacies. In 2022 and 2023 alone, we supplied approximately 1.1 million months of missing treatments to retail pharmacies thanks to our parallel import activities, which equals the number of months that Belgian patients would otherwise be lacking there medicines if it were not for our parallelly imported products.



Filing the Gap (retail pharmacies) - months of missing treatments delivered to BE market

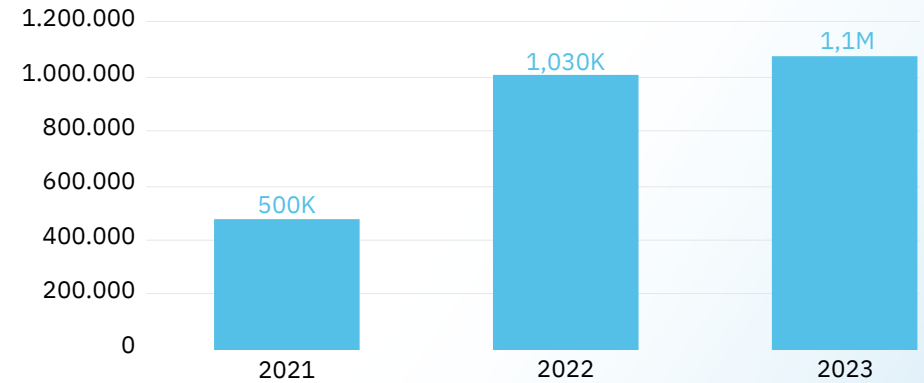


With our Pharmacy House activities, we fight medicines shortages and fill the gap in retail and hospital pharmacies.

The acquisition of the EPS Group (Mouscron) in 2022 has strengthened our focus on providing shortage services to hospital pharmacies. Over the past two years, we have delivered more than 2 million missing treatment units to hospitals in Belgium, ensuring continuous care for hospitalized patients. This effort is supported by recent portfolio and geographical expansions, as well as synergies with the other pharmacy house teams, contributing to **SDG 9: Industry, Innovation, and Infrastructure**.



Filing the Gap (hospital pharmacies) - evolution of missing treatment units delivered



Our environmental initiatives



121 TONS predicted estimated CO² savings in 2024 thanks to newly launched ESG initiatives.

Waste Management

Our commitment to minimizing our environmental footprint is reflected in our various waste management practices. In



our offices, we have implemented separate waste collection systems in cafeterias and workspaces and in 2023 we included the separate collection of organic waste in order to be able to compost it. Additionally, we introduced separate collections for a.o. used batteries, crown caps, and plastic bottle lids.

In our warehouse in Ireland, we took it one step further and started collaborating with a recycling partner in November 2023 that recycles all the waste we produce there. This initiative alone is estimated to save **15 to 20 tons of CO² in 2024.** ♻️



Geraldine Lattimore
Senior HR Officer

“We’re always looking to the future to see how we can improve and reduce our carbon footprint. We now manage all our warehouse waste in an eco-friendly way. Whenever we invest in new machinery, we prioritize the greenest options available. Our green commitment drives us forward all the time.”

In 2022, we also implemented the reuse of cardboard boxes in our supply chain in order to reduce waste. In addition to that, we have also started using eco-friendly tape in our packaging; further supporting **SDG 12: Responsible Consumption and Production.**



Reducing energy and sustainable energy

In the Summer of 2023, we installed solar panels on the roof of our Irish warehouse/office, underscoring our dedication to using green energy. We also switched to LED lights in our Irish warehouse in 2022, **reducing our carbon footprint by 41 tons of CO² per year.** ♻️



Richard Dunne
Warehouse & Production Manager •
PI Operations

“I’m incredibly proud of our journey toward a greener future. When we decided to invest in solar energy, we knew it was a big step, but seeing our emissions drop by 40 tonnes in just the first year exceeded our expectations. We’re now looking into wind energy as another exciting opportunity. With the right partners, this could be a fantastic way to save even more energy and continue our progress.”

Additionally, energy consumption in our Anderlecht office in 2022 and 2023 has decreased significantly compared to 2021, thanks to a close cooperation with the landlord, implementing measures such as reducing heating lines, adjusting ventilation temperatures, eliminating parking lights, and optimizing heating hours for the HVAC system. We wanted to take this one step further in 2024 by switching the lights inside our Anderlecht offices from normal to LED lights.





Paper based blister label



In 2023, we embarked on a significant sustainability journey by transitioning to paper-based blister labels for our Pharmacy House business. In June 2023, the first products were ready for distribution with this new packaging. Our full production was switched to paper-based labels by mid-2024 with an expected **annual emissions reduction of approximately 20 tons of CO²** equivalent.



This shift from PVC to paper-based materials contributes to **SDG 12: Responsible Consumption and Production**. This initiative not only prioritizes patient-friendly packaging but also prepares us for the upcoming transition to recycled paper materials.



Looking ahead, our dedication extends beyond labels; we plan and started to transition to recycled paper/carton for all packaging materials in our Pharmacy House and Generics business.



Gerald Lefebvre
Chief Operations Officer –
Pharmacy House



In response to society's call for eco-conscious solutions, with the collaborative guidance of our suppliers, we've minimized our plastic footprint in repackaging, aligning our commitment to sustainability with the growing demand for environmentally friendly packaging practices."

Recycling boxes

In 2023, we successfully initiated the switch from carton boxes to recycled carton boxes for repackaging our imported medicines.

We have done preliminary tests in July/August 2023 to switch the imported boxes to recycled carton and then successfully switched production over the months thereafter. The switch to this new material, comprising 80% of recycled material, leads to **a reduction of around 40 tons of CO² per year.**

Planting Trees

Around 40 of enthusiasts, including members from A.forall, Ace Foundation, and Gimv, committed to planting oak, birch, and cherry trees together for a sustainable forest.



This partner initiative took shape in October 2022, when we offered our clients and visitors at CPHI, the biggest international pharmaceutical fair, the opportunity to plant a tree for them as a meaningful goodie. This is not only beneficial for the environment but also aligns perfectly with our larger ESG goals: sustainably helping people. Trees help fight climate change and provide numerous benefits. Planting 100 trees can absorb approximately 2.5 tons of CO² per year 🌱. They also help people in urban areas live longer, improve air quality in cities, and enhance mental health.

After the reporting period, in February 2024, approximately 2,000 trees spread over 10,000 square meters in Krankebossen with the organization Natuurpunt were finally planted, supporting **SDG 13: Climate Action**.



Clean Up Day



In September 2023, we organized a Clean Up Day around our Irish and Belgian offices. Our internal campaign highlighted the impact of street litter, inspiring employees and neighboring companies to join in. The response was fantastic! Employees and volunteers enthusiastically took time from their workday to pick up litter, showing our commitment to environmental care. With 35 participants, we collected a substantial amount of garbage, benefiting the

community and giving our team a sense of accomplishment and impact. Who would have thought that picking up litter would be fun?



Greener Mobility Initiatives

With many of our team members relying on cars, we've been actively seeking ways to make our transportation practices more sustainable.

In 2023, we developed a new car policy that embraces the green fleet transition in Belgium. This policy mandates that all company cars will be electric, supporting our goal to reduce our carbon footprint.

While we understand that cars are still a significant mode of transport for getting to the office, we also promote hybrid working. This not only supports the well-being of our employees but also helps reducing the distances driven. Our back-to-the-office plan, launched in 2022, encourages employees to come in at least twice a week, balancing in-person collaboration with remote flexibility.



To further support sustainable commuting options, we've been working on a cafeteria plan set to launch in 2024. This plan will give employees the option to select an electric bike, making eco-friendly commuting more accessible. We believe that providing such options empowers our team to make greener choices and promotes a healthier lifestyle.

In line with our sustainable energy consumption goals, 10 charging stations were installed early 2023 in front of our Belgian offices. Following this, in August 2023, we also installed solar EV chargers at our Irish offices, directly connected to the solar panels on our roof. These installations make it easier for employees to transition to electric vehicles.

Every year, during Mobility Week, we promote sustainable mobility through our intranet and organize small events to raise awareness.

Our social initiatives

Ukrainian shelter (Shelter Emil)

Our biggest achievement and an initiative closest to our hearts is right next door! In March 2022, we partnered with public and business allies to transform a vacant office space in Anderlecht into an emergency shelter for Ukrainian families with children, named after its youngest resident at that time.



With support from the landlord, site manager, other tenants, our majority shareholder The Riverside Company, the Anderlecht Municipality, and the Embassy of Ukraine in Belgium, we worked tirelessly. Together with over 20 sponsors, partners, and more than 100 volunteers, we supported 18 Ukrainian families with young children (60 people) who had to flee their country.

A project team was formed within days, and employees began reaching out to companies for donations of toys, clothes, toiletries, and other essentials. Our management team flew in to spend two days building beds (a rewarding team-building activity). Within less than a month, the first families, mostly women and children, moved in. And as the months passed, more families joined.

Our employees dedicated around 2,000 volunteer hours to the set-up, organization, and ongoing support of Shelter Emil. Every week, they spent time at the reception, helping residents with doctor appointments and basic needs despite the language barrier. The residents received support for social integration, including access to education, healthcare, and entertainment.



We celebrated events together like Easter and New Year's Eve, and gifted Christmas presents to the residents. We also organized trips to the zoo, making life as normal as possible for them. You could quickly see how residents took ownership of the shelter, with children going to school and their mothers organizing daily routines to make it truly feel like home.



In September 2022, the shelter's management transitioned to Communa ASBL, a non-profit organization dedicated to creating a more affordable, democratic, resilient, and creative city. With support from the Commune of Anderlecht, local Social Services, and the Brussels Capital Region, the shelter expanded its capacity from 60 to 160 people and welcomed entire new families. This initiative, which raised over 100,000 EUR, aligns with **SDG 10: Reduced Inequalities**. While we're no longer actively coordinating, we remain close by and ready to support as needed.

The success of this project has inspired other organizations to follow our example, leading to the set up of a second shelter in another building on the same site. This ripple effect has forged strong bonds with other companies on site, allowing us to have a bigger impact together, with other joint initiatives like blood donations or clean up initiatives.



Erik Voets
Chief Legal,
ESG & Communications Officer

What started as a small initiative to provide shelter for Ukrainian families grew into something much bigger, inspiring other organizations to follow our example. Our drop of water, the result of the efforts of many, created a ripple effect in different directions, multiplying not only our impact but also that of initiatives undertaken by others that were putting their shoulders under the shelter with us..."

This journey taught us a lot. It showed that working together can make a big difference.



Blood donation



Every year, we try to organize a blood donation drive in collaboration with Croix-Rouge de Belgique, contributing to **SDG 3: Good Health and Well-being**.

While this initiative was on hold during COVID, we relaunched it in 2023: 31 people donated blood, and other companies joined. Throughout the year, our employees are also given half a day off to visit a blood donation center during working hours.

Prioritizing Employee Well-being

At A.forall, we prioritize the mental and physical well-being of our employees. We believe that a healthy and happy workforce is essential for both individual and company success. Our commitment to well-being is reflected in the various initiatives we have implemented across our offices and virtually, ensuring no one is left behind.



Community Building: In 2022, we introduced a personalized social calendar to address the needs and preferences of our employees, identified through an internal survey. This calendar includes quarterly after-work events and mini-town hall meetings to foster physical connections and a sense of community within the company. Over 2022 and 2023, we organized numerous of them, with presentations on various business and social topics, and event themes ranging from French Apero to the European League.

For those who cannot join physically, we hold company-wide townhalls to celebrate our achievements and keep everyone updated on what is cooking at A.forall. Additionally, we organize company events in both summer and winter, ensuring that every employee has the opportunity to connect with peers in a fun and inclusive environment.

Our goal is to create a supportive environment where everyone feels valued and connected.

Physical Health and Safety



We take employee safety seriously, especially in our production areas, where strict safety policies are in place. Over the reporting period, no major incidents occurred.

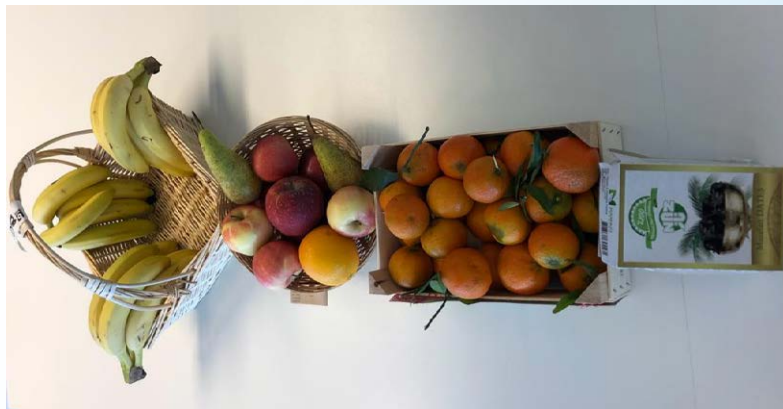
Additionally, our Irish and Belgian offices have active social

committees dedicated to promoting health and wellness among staff. Some of the key initiatives we focused on over the past two years include:

A.forall Running Squad: we created a running squad that regularly runs in the park around our office to keep our team active. In their A.forall branded sports shirts, our squad of 10 runners are the ambassadors of a healthy lifestyle.

Healthy Food Options: we offer fruit baskets once a week and provide healthy salads and soup twice a week, along with vegetarian options. We've also reduced the availability of sodas, encouraging employees to drink more water.

By integrating these health and wellness initiatives into our daily operations, we strive to create a workplace where everyone can thrive both physically and mentally. Our commitment to well-being is not just a policy; it's a core part of who we are at A.forall.



Holiday giving and community involvement



At A.forall, we believe in the power of community and the joy of giving back. Every year, our employees come together for various initiatives that spread kindness, compassion, and solidarity. We raise money for charity, and the company matches every euro we collect.

One of our favorite traditions is giving back at Christmas through the annual *Warmste Week* initiative in Belgium.

This includes a baking contest, soup sale, and tombola at our Anderlecht office before Christmas.

In Ireland, we have Charity Thursday, a similar initiative to the *Warmste Week*.

In 2023, our Irish team also joined the “Darkness into Light” campaign, raising donations to support suicide prevention and mental health awareness. On May 6th, some of your Irish colleagues walked together for 5 kilometers in the dark, carrying a light to symbolize their support for those struggling with mental health issues.

We raised a total of ~€4,500 during these two Christmas periods for the following organizations:

- D'BROEJ: The Brussels Organisation for the Emancipation of Young People. D'Broej helps children and young people in socially vulnerable contexts through leisure time initiatives.
- St Vincent de Paul – Balbriggan: Part of an international network dedicated to tackling poverty in all its forms by providing practical assistance to people in need.
- Pieta - Darkness into light: Pieta House's crisis helpline, counselling services, and therapy programs
- Ferm' Eline - An inclusive, warm, safe and accessible place for vulnerable young people or young adults to heal and find peace, close to animals and nature.



We support another interesting charity by collecting lids from bottles and other packaging and donating them to a Belgian organization that trains guide dogs. A presentation was held by our Green Committee Leader to get all employees in our Belgian office on board. People collect the lids at home and bring them to the office, where a dedicated collection bin has been placed in the cafeteria. Small steps, but important ones for this organization; 83.333kg of plastic caps are needed to train one guide dog, and we gladly accepted the challenge.

R(unning)aising money for inclusion



This initiative deserves a paragraph on its own as we match charity work with a health initiative. In May 2023, our Belgian team took part in the 20km of Brussels race to support Handicap International Belgium. 7 employees raised €2,065 for HI projects in Nepal. The projects cover 4 themes: rehabilitation, inclusive education, assistance in the event of natural disasters, and basic needs.





Marisa Veloso
ESG and Communications Officer

”

Crossing the finish line feels like a victory for us all. It's not just about running; it's about being there for each other and making a difference.”

What was amazing here was that the employees had so much fun training together during Thursday lunch breaks. This event really strengthens bounds between the different runners but also with other employees as most colleagues were the ones donating to support their team members. This event ticks a lot of boxes: health, charity, camaraderie.

Diversity

We firmly believe that diversity is not just a slogan. As the 2023 numbers show, our workforce is a vibrant mosaic of cultures, backgrounds, and experiences.

This rich diversity isn't just a feature of our company, it's a driving force behind our innovation and success. It fosters an environment where creativity, collaboration and inclusivity thrive.



Covering the world

21



languages spoken

22



countries our employees come from

5



continents represented

We're dedicated to keeping this diversity alive because it's key to our success. That's why we have set up flexible hybrid and remote working policies, so we can have a truly global team. We also love to celebrate important cultural events, like Ramadan for our Muslim colleagues and Diwali for our Indian colleagues, making everyone feel valued and included.

Celebrating International days sustainably

We love to celebrate special moments while staying true to our commitment to sustainability. Our office events are not just fun but also mindful of the environment.





Last year, for Easter we treated our employees to delicious chocolates that are sustainably sourced. It's our way of making sure our celebrations are sweet and responsible. And for St. Nicholas Day, we came together for a cosy company brunch. Whenever we can, we make sure these treats are sourced from local suppliers who share our commitment to sustainable practices.



While we're discussing sustainable treats, it's worth mentioning that we've selected Fair Trade Coffee for our office beginning of 2023. We even made an event out of it, inviting employees to join a coffee tasting before making the choice. Now, our daily coffee breaks support fair labor practices and environmentally friendly farming.

Our governance initiatives

Integrity and transparency guide our actions and decisions. As a company, we are dedicated to upholding the highest standards of governance and ethical conduct, fostering a culture of trust and accountability throughout our organization.



Fraud/anti corruption

Our Company handbook includes comprehensive sections on fraud and anti-corruption, with clear guidelines on how to report any concerns internally. Every member of our team undergoes mandatory anti-bribery training, reinforcing our commitment to maintaining a workplace meeting the highest standards of integrity. From 2022 to the end of 2023, 42 new team members successfully completed the training.



Conflicts of interest / related party transactions

Recognizing the importance of spotting and managing potential conflicts of interest, we introduced a dedicated policy and check process in the first half of 2022. Relevant employees, especially those in client-facing roles, receive specific training to navigate potential conflicts and ensure transparency in all transactions with parties that can be considered as related to anyone within the organization.

Code of conduct

In 2023, we began developing our company code of conduct, which will be officially published in 2024. Having an official code of conduct will provide clear guidelines and trigger genuine reflexes for ethical behavior, reinforcing our values and ensuring that all employees and stakeholders understand and adhere to our standards of integrity and accountability.



C Celebrating our successes.

We're happy to share some of the recognitions we've received over the past two years, reflecting our dedication to community impact and environmental sustainability.

Outstanding Community Contribution of the Year

We are immensely proud that our majority shareholder, The Riverside Company, won the award for Outstanding Community Contribution of the Year at the 18th annual Funds Europe Awards for our Ukrainian shelter (Shelter Emil) initiative. This prestigious event was held in November 2022, at the historic Tower of London, and recognizes initiatives that positively impact communities beyond the company. Our shelter project exemplifies our commitment to addressing social challenges through charitable efforts and community projects. Together with our majority shareholder, we are honored by this recognition and humbled to stand among other esteemed nominees.



CPHI Better Stands Program

We collaborated with CPHI to implement the Better Stands program, showcasing our dedication to environmental sustainability. At CPHI Barcelona 2023, our stand design and build were assessed by Abraxys using a ten-point checklist, earning us a bronze status. This certificate proudly acknowledges our efforts to minimize the environmental impact of our trade show presence.



EcoVadis sustainability rating

We are committed to transparent and ethical business practices, as demonstrated by our participation in an EcoVadis assessment in 2023. EcoVadis is a globally recognized platform that evaluates businesses' sustainability across four key categories: environmental impact, labor and human rights standards, ethics, and sustainable procurement practices. Companies complete a detailed self-assessment questionnaire, which is then verified by EcoVadis' sustainability experts. Scores range from zero to 100, and these scores create reliable industry rankings.



We were awarded a bronze medal for the 2023 reporting period, placing A.forall among the top 35% of companies assessed by EcoVadis at the time of the results' announcement. This achievement highlights our dedication to continuous improvement in our environmental, social, and governance practices.



D Our future plans.

While we are proud of our achievements over the past years, we recognize that there is always more we can do. We are committed to continuous improvement and are excited to share our future plans.

Reporting and Compliance

As ESG becomes increasingly crucial, especially with the implementation deadline of the Corporate Sustainability Reporting Directive (CSRD) approaching, we are prepared to meet these new standards. The CSRD is a regulation that requires companies in the EU to provide detailed reporting on their sustainability efforts, ensuring transparency and accountability. We have been reporting on our ESG efforts twice a year since 2019 now, and we are getting ready to embrace the CSRD requirements. Reporting on ESG matters allows us to track our progress, set goals, and inspire others to join us.

Recycled Carton Boxes for Generics

Our successful test case with recycled carton boxes for our parallelly imported products has paved the way for a similar initiative in our generics division. Switching to recycled carton boxes could significantly further reduce our carbon footprint. With approximately 9 million boxes produced in 2022, this change could **reduce CO₂ emissions by an additional 120 tons annually.**



We are exploring how to integrate recycled cardboard into our entire supply chain, ensuring that all our boxes are recycled.



Questionnaire and Scoring Matrix for Business Partners

We already prioritize working with ethical, local businesses that share our values whenever we can. To take this further, we plan to develop a scoring matrix to evaluate our business partners' contributions to our ESG goals. This matrix will be considered in business decisions and reporting, ensuring that our partners are aligned with our sustainability objectives.

Green Team Initiatives

On a smaller but equally important scale, we will continue supporting initiatives from our Green Team. In 2024, we plan to establish a dedicated compost area next to our Belgium office, following the success of our organic bins.



Additionally, our Clean Up Day was so successful that we wanted to expand it further in 2024 by involving more companies and even introducing the idea to neighboring schools. This helps us cover more ground, collect more litter, and educate younger generations about the impact of waste, fostering long-term environmental awareness.



Lisbeth Van Lierde
Green Team coordinator



I've always believed in our company's initiatives because small, simple actions can make a big impact. It's rewarding to see our employees motivated to contribute to our green goals. Working with the Green Team to implement these initiatives and watching their progress has been very fulfilling."

Reducing Energy and Smart use

We will continue our efforts to reduce our energy consumption and carbon footprint in our Irish and Belgian offices. As mentioned earlier in this report, we have already made a lot of progress with adjusting heating, switching to LED lights, we have already implemented several energy-efficient solutions based on an energy audit conducted in 2021. In 2024 and the years to come, we will continue to implement these solutions until all our energy-saving goals are met.



THANK YOU.

As we conclude our first sustainability report, I want to express my heartfelt thanks to everyone who has been part of this journey. Over the past years, we've taken meaningful steps to make a positive impact on our people, our direct and indirect environment, and the planet as such.

We work tirelessly every day to make our mission of making affordable medicines available to all, a reality. Our environmental initiatives, like reducing waste, saving energy, and planting trees, demonstrate our commitment to protecting the planet. We've also prioritized the well-being of our employees and the wider community, promoting diversity, equity, and inclusion.

But this is just the beginning. We invite you to join us in making an even bigger impact. Every action, no matter how small, contributes to a sustainable future. Together, we can drive positive change and create a world where everyone thrives.

So, let's keep pushing boundaries, embracing innovation, and working together. Let's inspire each other to take bold steps toward a more sustainable and fairer world.

Together, we can shape the future we want to see. Thank you for being part of our journey.

Filip Van de Vliet
CEO, A.forall



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