



ESG Report

(2024-2025)



Welcome.

We are happy to present our new ESG report, covering the years 2024 and 2025. You will notice that 2025 was a year of transition and significant change at A.forall. The divestment of the Pharmacy House business had its impact on the entire organisation, including the ESG projects. This report includes the progress of all ESG initiatives over the reporting period, even those which are no longer part of the organisation, as we continue to be proud of all our achievements.

Sustainability and social responsibility remain an integral part of our DNA. Our people remain dedicated to making a positive impact on the environment, society and the economy. We believe that no initiative is too small to make a difference.

In this report, you will find a comprehensive overview of our ESG strategy, highlighting our key goals and commitments. We showcase the actions our staff have taken to save energy, reduce waste and promote recycling and reuse. It is a testament to our culture that the majority of what you will read, are employee-driven initiatives.

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.

Contents.

A Who We Are.

- Our ESG Commitment
- Our People
- Our SDG Focus Points

B Our Initiatives.

- ESG Embedded In Our Business
- Our Environmental Initiatives
- Our Social Initiatives
- Our Governance Initiatives

C Accolades.

D Our Future Plans.

E Thank You.



A Who We Are.

For almost 20 years, we have been a pharmaceutical group of generic and pharmacy sales companies. With headquarters in Belgium and offices in Ireland and the US and a team of 150 enthusiastic employees spread over 17 different countries.

In September 2025, A.forall started its full focus on generic medicines, divesting its Pharmacy House business. The divestment was executed preserving full employment of staff and business continuity and to a new owner who is able to invest in the growth of the Belgian and Irish entities.



Our initial mission of **Making Affordable Medicines Available To All** has also evolved due to these organisational changes. We made it happen thanks to our two businesses, but forward looking our dedication will be even more on **A.dding Value for All**.

1. Our Generics Business

We aim to anticipate and meet medicine needs. We develop and launch globally demanded and value-added generic products into the market, chosen for their niche markets or continued lack of supply.

We bring these medicines to the market ourselves or in collaboration with partners. We invest in the development of high-quality products and value added medicines, including assistance with registration dossiers and marketing authorizations when needed.

2. The Pharmacy House

The Pharmacy House, which we divested in 2025, is a one-stop-shop partner for the Benelux retail and hospital pharmacists, building on a vast experience in parallel import and shortage management.

The business identifies pharmaceutical products and medical devices which are not sufficiently available in the Benelux and source them from EU markets.

ESG initiatives taken from January 2024 - September 2025 under this business remain included in this report, but have meanwhile been carried-over to the new owner.



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 continue to define essential actions to safeguard resources, save energy, reduce waste, recycle and re-use paper, carton and other raw materials even further.



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 and initiatives taken by our employees. The majority of the projects start on the floor, in the Supply Chain or in the office. Any viable and feasible idea brought to our ESG department will be added to our ESG strategy. It are the dedication and actions of each employee that bring our ESG initiatives forward.

A particularly dedicated group of people form the Green Committee. These volunteers from various departments play an important role in our efforts, ranking small to large. The 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.



Examples of green initiatives: exhaustive separation of waste with bins for paper, PMD, compostables, residual waste, batteries, electronic appliances, bottle caps and printer ink-cartridges; the reduction of single-use items (stirrers, sugar sachets, ...); training and information on composting; advertising cycling to work; and many more.

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

A.forall is proud to be an early adopter of the UN Global Compact, having been a member since 2022. Our continued, voluntary membership to this global organisation allows us access to information on trends and best practices for making a positive impact. We remain committed to the development goals we have set at the beginning of this journey.

The **3-year plan that focuses on these 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), was put in motion as from 2023. It was continued throughout 2024 and 2025. The development initiatives that were still ongoing in September 2025 on the Generics side of the organisation will be in our continued focus.



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.



Our priority SDG remain unchanged:

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.

Our core ESG initiatives below are an example of the continuous improvement we aim for. Some were continued on in 2024 - 2025 from previous initiatives, some have been completed and others were added on. What they all have in common is that they were driven by our people.


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**, thereby A.dding Value for All (healthcare systems and patients).

Supply of medicine that would otherwise be in shortage, over the reporting period, amounted to :



39.99M

units of generic medicine were supplied in 2024 to a.o. Denmark, Mexico, Poland, South-Africa, France, Hungary, the UK, the Netherlands, Australia and New Zealand.



31.4M

units of generic medicine were supplied in 2025 to a.o. the UK, Sweden, Serbia, Ireland, Hungary, Poland and the Netherlands.



0.4M

months of missing treatments were delivered to Belgian pharmacies alone thanks to our parallel import business (during the reporting period)



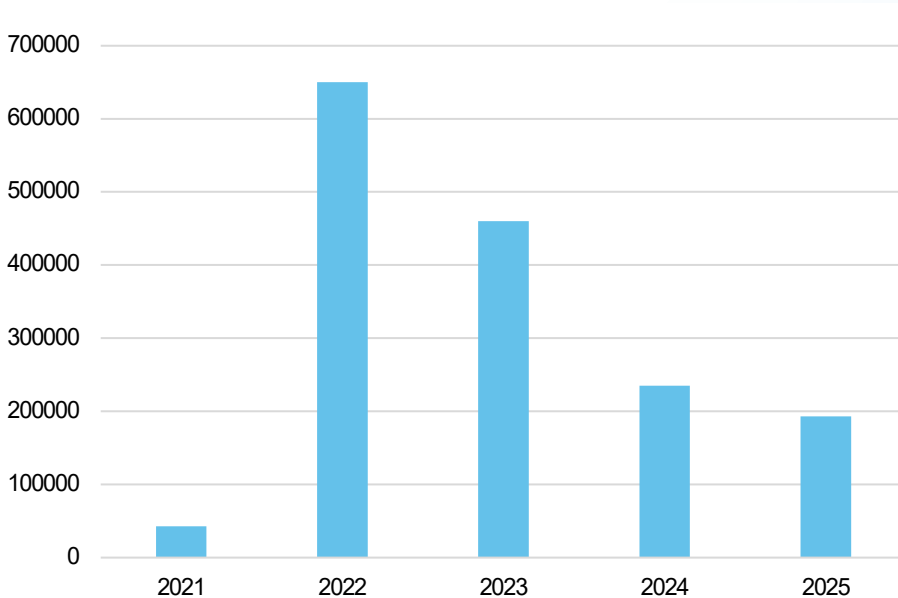
Our everyday business helps to make the world a better place and this is something we are proud of. This commitment is evident through our two prior main business streams:

1. Through our Generics business, we make affordable medicines more available in different markets around the globe, in some cases as sole supplier. Providing the medicines patients need, that would otherwise be in shortage in the UK, Sweden, Serbia, Ireland, Hungary, Poland, The Netherlands, Denmark, Mexico, South-Africa, France, Australia and New Zealand. Our team worked tirelessly to maintain the supply (chain) needed to help alleviate the shortage on top of our regular, scheduled supplies. Over 2024 - 2025 this amounted to a total of 71.418.500 standard units, whether they be a pill, an injection or a puff from an inhaler. These efforts address critical shortages in the market, showcasing our ability to provide essential products when other suppliers fall short.

2. Our now former Pharmacy House services focus on addressing medicine shortages in retail and hospital pharmacies. In 2024 and Q1-Q3 of 2025, it supplied approximately 429k months of missing treatments to retail pharmacies thanks to parallel import activities, which equals the number of months that Belgian patients would otherwise be lacking their medicines if it were not for these parallel imported products.



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

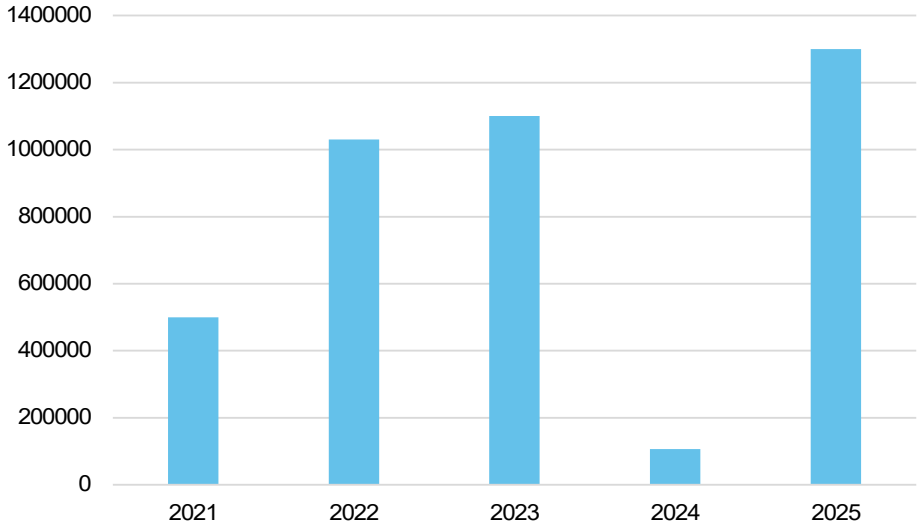


A dedicated subsidiary which exclusively focuses on providing shortage services to hospital pharmacies, has extended its services to Ireland during the reporting period. In 2025 alone they delivered 1.3 million missing treatment units to hospitals.

The combined efforts and synergies between both pharmacy house teams, delivered a substantial contribution to **SDG 9: Industry, Innovation, and Infrastructure**.



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



Our Environmental Initiatives

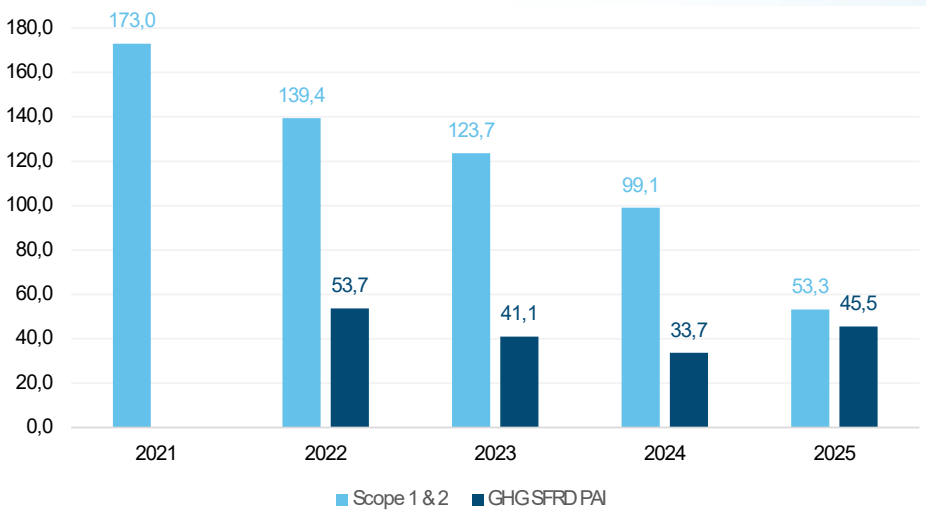
GHG-monitoring

We all know “Numbers tell the tale”. In a concerted effort to target our environmental impact, we have been measuring our scope 1 and scope 2 GHG-emissions with the help of Reporting 21. We have equally calculated the SFDR PAI since 2022 in order to be able to analyse the effect of our actions on our corporate value.



Our calculations only contain scope 1 and scope 2 data, which we have calculated since 2019 and 2021, respectively. They have decreased steadily as a result of the energy efficiency measures that were taken as well as switching to green electricity and a greener vehicle fleet.

Evolution of our Scope 1 + Scope 2 GHG-emission calculations and indicative, the SFDR PAI, in tCO₂e




Counter-intuitive to the actions and efforts put into place, the PAI under SFDR slightly rose in 2025, due to the change in corporate value and investment as a result of the divestment of one of the businesses.




Reducing Energy And Sustainable Energy

In Q3 of 2023, we installed solar panels on the roof of the Irish warehouse/office, underscoring our dedication to using green energy.

During (the majority of) 2024 and 2025 we produced photovoltaic energy, respectively totaling 36.91 MW and 45.77 MW in production. 22 to 25% of this was fed back to the grid.

Based on the Irish grid, these totals represent **29 tons of CO₂ avoided by not using traditional fossil fuel power.** 

Continuing on previous efforts, in 2024 we also changed all the lights in our Anderlecht office to LED and installed sensors in sparingly used rooms to avoid the lights being on in empty rooms. This reduced our electricity consumption with a further **2 MW per year, equivalent to 1 ton CO₂ GHG-reduction.** 

All contributing to **SDG 12: Responsible Consumption and Production.**



I was proud to show all our initiatives in the warehouse and our results to the new owners and they seemed really impressed. We hope to be able to continue on this track as we are still looking into wind energy as a next step. With the right partners, this could be a fantastic way to save even more energy and continue our progress. We have enough wind here, that's for sure."




Richard Dunne
Warehouse & Production Manager
PI Operations



Double Stacking Of Shipping Containers

Without a doubt, our biggest source of GHG-emission lies with the overseas transport of our products. Although we do not yet actively monitor our Scope 3-emissions, we have already taken common sense actions to reduce them.

After exhaustive testing with the adjusted product packaging that this initiative needed, in 2024, we have successfully double-stacked all shipping containers containing vials of Paracetamol IV, Sodium Acetate and Tromethamine. In 2025, 5 transports from Italy to the US for our own supply chain as well as 39 containers for a clients' and 44 client containers from Italy to the Middle-East, amounted to a total estimated saving of 34 tCO₂ WTW. 




But we are not stopping there. We are currently testing a new packaging to do a similar stacking with products in IV bags and different shaped vials. We are proposing the new shipment packaging to more clients and expanding it for road transport to Eastern-Europe.

All in-line with **SDG 12: Responsible Consumption and Production.**



Raw Material Usage

Upon successful tests during the summer of 2023, in 2024 we gradually switched from carton boxes to recycled carton boxes for repacking our imported medicines.

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

Waste Management

In our waste management strategy, no action is too small to propose. Our commitment to minimizing our environmental footprint is carried throughout the entire organisation and the majority of initiatives taken were proposed by our people.



Reduce:

In November 2024, after a rigorous testing period, we were the first pharmaceutical company to switch its data-loggers to an entirely paper-based logger. Where the old data loggers were hard to recycle and contained Lithium, the new loggers are fully recyclable with the paper waste and just as accurate in their use. The new loggers are made from agricultural waste without any deforestation and help us avoid the WEEE-waste, equivalent to between 500-700 large USB sticks per year.

Another waste-reducing initiative we took in 2025, involved our annual attendance to the global trade fair CPHI. To connect with the over 350 stand visitors in 3 days, refreshments are on hand. But where in our offices, no single-use cups and items are present, the logistics are different at a booth. We replaced the habitual single-use paper cups with reusable plastic cups made out sugarcane waste, served water and milk from glass bottles, replaced individual sugar packaging with shakers and plastic stirrers with their bamboo equivalent.



The coffee itself was sustainably harvested from fair trade farming and using home-compostable capsules which we did compost. Soft drinks were from metal cans, not plastic bottles, as glass was not an option.

The smallest waste reduction initiative we took in 2025 was to replace dishwasher tablets which create micro-plastics by dishwasher sheets, which don't. Every little bit helps!

Reuse:

During this reporting period, we mostly continued on the chosen path when it comes to reuse, adding minor additions we identified. We reuse all possible packaging materials, such as boxes, air-pockets and bubble wrap. We (re)use craft paper as box fillers and avoid new plastic to a maximum, also using paper tape. In the offices we have said goodbye to plastic creamer pots for coffee and plastic stirrers were replaced with second-hand sourced metal cutlery.



On top of replacing single-use items with reusable, we refurbished IT-material that was written off in the organisation, but still usable. Laptops and screens were donated to either charities or staff who indicated they wanted one for home use.

Recycle:

In our now former Irish warehouse, recycling of non-reusable is near to 100%, working with a partner who collects and processes offsite. In our former Estaimpuis warehouse, the number varies considerably year-to-year.

In our offices, we recycle and separate waste to a maximum, with the addition of the office composter in 2024 as the ultimate step. We compost organic materials such as coffee grounds, fruit peels, dead plant leaves and non-reusable unprinted cardboard with the occasional food waste we still occur (though we try to maximally reduce this).

Other separate fractions are paper/cardboard, plastic/metal/drink-cartons, glass, metal bottle caps, plastic bottle caps, WEEE, non-reusable empty batteries and still some residual waste. Volunteers from our Green Team take the non-collected fractions to the recycling center and continue to educate their colleagues on correct separation.

The cumulative effort of our waste management actions resulted in a 85% recycling rate in 2024. In 2025, the rate dropped to 29%, due to a large amount of expired medicine (non-recyclable) being destroyed in the summer of 2025.





Natalie Tolleneer
ESG & Communications Officer



I experienced an AHA-moment at the 2024 edition of CPHI, when someone suggested we needed to bring larger bins for the 2025 edition. Or... we could have the same small bins and less waste.”

Clean Up Day

We are proud to say that this initiative has become an annual tradition. So once per year we assemble our enthusiastic volunteers, the neighboring company's and in Anderlecht also approximately 200 local school children for a Clean Up Day around our Irish and Belgian offices. The impact of street litter is larger than one could imagine, the response of our volunteers and local schools is larger than life!

All who sign up take time from their workday to pick up litter, showing our commitment to environmental care. In Anderlecht, we also take time to educate the kids on littering and how long litter remains present and pick up around 30 bags in half a day each year. Making our outreach to the community both fun and educational.



Planting Trees

In February 2024, in another partnership we gathered around 40 enthusiasts and set out to plant oak, birch and other trees together for a sustainable forest, in the pouring rain.

Despite the weather, we managed to get approximately 2,000 trees spread over 10,000 square meters in Krankebossen into the ground with the help of the non-profit Natuurpunt, supporting **SDG 13: Climate Action**.



A revisit is planned after the reporting period, to see which future actions can be inspired.



Green Mobility

We continued our efforts to make our transportation practices more sustainable. As many of our employees rely on cars, we have fully embraced a car policy that facilitates and encourages switching to electric vehicles. EV-car charging is available at the office and vehicles which need to be replaced in the fleet are changed to EV. At the end of the reporting period only 1 non-electric vehicle remained in our fleet.

In 2024, we finalised the change to electric utilitarian vehicles in our now former warehouses, switching out all diesel-powered forklifts and pallet trucks to battery operated. This not only positively impacts the environment, but also the work environment of the warehouse staff.

In 2024, we implemented a cafeteria plan for employees, which a.o. allows to choose a bike-lease plan. When employees choose to travel to the Anderlecht office by public transport, this is 100% reimbursed by the organisation. A major part of our organisation however works fully remote and travel very little.

For business travel, we encourage travel by high-speed train, rather than flying wherever possible, e.g. Brussels - Frankfurt.

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



Our Social Initiatives

Prioritizing Employee Well-being

A.forall is nothing without its people. So the mental and physical well-being of our employees is a top-priority. 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:

Through an extensive social calendar, which we modify to the needs and preferences of our employees, we try to create cohesion between the different locations. In 2024, after a company-wide re-branding, we organised 1 summer event for all employees from all corners of the globe, in Durbuy Belgium. During this 2



day event, people had the opportunity to physically connect with peers they had only seen on video calls. Through fun activities and volunteering, we forged invaluable connections. On top of that we organised local year-end and summer 2025 events to keep the connection going strong.

Much attended and appreciated by staff, are the company-wide Town Halls (1 per quarter) where we discuss what is happening in the organisation, celebrate successes, give people the opportunity to present their department's wins and/or ask questions to senior management. We continue to regularly organise them and expand the speaker pool.

Locally and on a less formal level, we organise mini-town hall meetings discussing a wide range of social and business topics, such as green initiatives, ask-me-anything sessions with our CEO, collaboration with Entiris, etc. Usually, we have either lunch or after-work drinks to accompany them as the best bonds are forged over food and drinks.

In between these meetings, ad-hoc announcements and wins are posted through our internal messaging board, giving equal opportunity to all to participate and be informed. All questions related to either townhall, mini-townhall or board-postings are recognised, valued, treated and answered to ensure employee recognition.



Well-being Area:



In January of 2025, we proudly inaugurated our wellness area in Anderlecht. These joint efforts with the other companies in the building provide a space for rest, yoga, but also foosball, table tennis, darts and indoor cycling. Connecting with others, or just on your own, everyone may have the need for a physical break and we are happy to facilitate.

Physical Health and Safety

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

Additionally, our Irish and Belgian offices have dedicated committees promoting health and wellness among staff. Dedicated safety stewards are on hand in Balbriggan and potentially life-saving first aid response trainings are provided to volunteer staff members. Fire safety, evacuation and alarms are tested regularly, following applicable local guidelines.

Healthy Food Options:

We pair all of our social events with food and drink, offering at least a healthy options and for full meals, a vegetarian alternative for those who request it. In our office, we offer fruit once a week



and provide lunch twice a week. We've reduced the availability of sodas even further, encouraging employees to drink more water and we have replaced creamed milk with semi-skimmed for coffee drinkers.

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.

Blood Donation



Every 6 months, traditionally, we organize an on-site blood drive in collaboration with the Belgian Red Cross, contributing to **SDG 3: Good Health and Well-being**.

While this initiative absolutely contributes to a societal need, it does much more than that. We raise awareness around the need for donations both with our wider staff - including those who are unable to attend on-site - the staff of the neighboring companies and through our social media presence. On-site we can count around 20 donations per time, all-included. Moreover, many of our people make regular blood and/or plasma donations in a facility local to them and some go as far as to schedule donations before business travel, as to ensure their gift. We could not prouder of or people with a full donor stamp card.



Holiday Giving And Community Involvement

Blood isn't the only thing we donate 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.

In our Ireland office, the baking competition is fierce, with many talented participants trying to be best in class. Topped up with a tombola and sometimes seasonal gift box collections; our Irish team has continuously supported:

- Remember us, a Social Group for young people/adults with special needs and their families.
- Children's Health Ireland which supports 4 local hospitals.



In Belgium, a tombola, a bake sale and a cash collection, supported:

- 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.
- Ukrainian Voices - Shelter for refugees, focusing on the elderly and woman/families with children.

Though these last 2 years not all requested donations were monetary, we did manage to add a pretty penny to our charities bank accounts.

R(unning)aising Money For Inclusion

If you're not the greatest baker or just trying to avoid carbohydrates, no need to worry, at A.forall, we also run/walk for charity. Each year, we partner up with Handicap International and get some seriously sportive volunteers to take on a 20km running or walking challenge. HI Belgium puts the money towards the projects that most need them and the areas that are affected at the time of donation by global events. Though all projects support people with disability in conflict and vulnerable situations.

In 2024, 8 brave men and woman raised 2.846 € and in 2025 with 7 participants we raised 4.295 €. The generosity of our colleagues doesn't cease to amaze, though we suspect a few are happy to donate, so they don't have to run.





Ukrainian Shelter (Shelter Emil)

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.

Although we are no longer managing the project, the Shelter for Ukrainian refugees remains close to our heart. At the end of 2024, beginning of 2025 a second vacant building in our office park was turned into a refugee shelter by Ukrainian Voices. The original shelter was handed over to the Belgian Red Cross.





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..."

Links between Ukrainian Voices and A.forall remain strong as dedicated spokespersons from the organisation came to our mini-townhall to give an insight in life after; as we were regularly invited round for an art exhibition on Ukrainian art as well as the 2024 and 2025 Christmas parties.



And what is Christmas to the kids without the presents? In 2024, A.forall for a final time organised these, in 2025, staff donations took over. In a couple of days, we raised enough to give the children a present.

* permanent representative of EV Productions BV



Diversity

We firmly believe in diversity. As numbers for the end of 2025 show, our workforce is a vibrant mosaic of nationalities, backgrounds and languages.

This rich diversity doesn't happen by accident. A.forall actively recruits in low-income countries such as Poland, India, Portugal, Czech Republic and Greece. We're dedicated to keeping our diversity high 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.

Covering the world

24



languages spoken

22



countries our employees
come from

4



continents represented



Celebrating International Days Sustainably

In a global team there is always a celebration just around the corner. We love to recognise all local events, whether national like Saint Patrick's Day in Ireland and Thanksgiving in the US or religious like Ramadan for our Muslim colleagues and Phagwa for our Hindu colleagues, making everyone feel valued and included. 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, which is a rare holiday almost everyone celebrates, we treated our employees to delicious chocolates that are sustainably sourced and were purchased through the Make-A-Wish charity, all proceeds going to the non-profit.

Whenever we can, we make sure treats are sourced from local suppliers who share our commitment to sustainable practices.

Inclusive Work

In 2025, the engagement to working with the inclusive workplace Entiris was re-iterated. The entire RA team emphasized this commitment with an on-site visit, where they received an insight not only in the procedure that guide the Pharmacy House production, but also in the work environment. Entiris is an organisation that employs people who would find it difficult to find a job in the regular workforce. They educate, guide and coach their employees to become a productive team. Their purpose is completely in line with our priority of **SDG8: Decent Work and Economic Growth**.



Our Governance Initiatives

As a company in a highly-regulated sector, doing what is required comes as second nature. Doing what is right, whether required or not is our choice. One which we continue to make.

CSRD Readiness

A.forall has tracked and reported on ESG related issues since 2019. Starting in 2024 and continuing in Q1 of 2025, we conducted a full Double Materiality Analysis (DMA) to comply with the Corporate Sustainability Reporting Directive (CSRD) regulation by year-end. With the help of a specialised external contractor we analysed both business lines and identified 92 European Sustainability Reporting Standards (ESRS). In April 2025, the European Commission paused the CSRD requirements for 2 years; during the summer they agreed on a Voluntary Reporting Standard (VSME).

When A.forall divested the Pharmacy House in September of 2025, we had just completed our DMA, which we had continued to finish despite the change in regulation. Consequently, we split up the DMA in the ESRS that continue to be applicable to A.forall. A.forall is evaluating the very material topics that were identified as inspiration for the ESG plan that succeeds this reporting period and potentially looking into VSME Reporting.

EUDR Readiness

A similar but not equal story can be told about the EU Deforestation Regulation. As we were looking to asses whether this regulation



would apply to us when it enters into force, the EU has postponed the start date.

A.forall will however analyse its raw ingredients, to ensure compliance if and when required, but possibly sooner.

Code Of Conduct

In 2024, we officially put a code of conduct in place for every employee. Having an official code of conduct provides clear guidelines and triggers 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. The code also details what to do in case of attempted or perceived fraud or corruption, building on the general guidelines that are in the company handbook.

We have not only given specific training on this, but continue to give an fraud/anti-corruption training to all new employees.

In line with these efforts, we put a special procedure to clear related party transactions and flag potential conflicts of interest in place, to increase our transparency and compliance level even further.

IT & Telecoms Policy

As of late 2024, we implemented a new IT & Telecoms Policy giving guidance to all employees on Cybersecurity, Corporate Data, Communications and the Use of IT & Telecoms equipment. Training was provided to all employees and additionally our IT department runs scheduled vulnerability scans and penetration tests, to ensure the integrity of our data.



C Accolades.

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

Balbriggan Town Awards



In 2024, our company's efforts on our Irish site location were awarded the Business Award from Balbriggan Town, for our efforts in the Tidy Town Community. Our support of local businesses and efforts in the World Clean Up day were specifically mentioned by the jury. Again an award based on our people's efforts and initiatives.

CPHI Better Stands Program

Every year, we attend CPHI and have our stand design and build assessed by Abraxys using a ten-point checklist. We re-configure our existing stand each year, with the help of our trusted supplier who stores it between fairs. This way, we use a minimum of raw materials for the build and reduce the waste created.



D Our Future Plans.

While we are proud of our achievements over the past years, we remain committed to continuous improvement and are excited to share our future plans.

Good Health And Wellbeing

SDG 3 remains our priority as it is the basis of our business model. Where we will always continue our focus on accessibility of quality generic medicines; we also feel the societal need for value-added medicines. We are already producing and developing some of these value-added medicines and we are most certainly looking for more. Value-added generics have considerable benefit to the patients and we are convinced they are the future for A.forall and patients worldwide.

Reporting And Compliance

The Corporate Sustainability Reporting Directive (CSRD), regardless of the postponement, is no longer applicable to us. As we mentioned prior, we have a fully executed DMA, which we will use to base our future ESG plans on. We are also looking into the requirements for a VSME reporting. Similarly there are a number of practices we implement in our day-to-day that could be formalised to the benefit of the organisation.

The postponement of the EUDR aside, we will be looking to see all sourced ingredients come from deforestation-free harvesting. Not being required to do it, doesn't mean we can't do the right thing.



FSC And Sustainably Harvested Wood And Paper Products

Our successful test case with recycled carton boxes for former parallel import 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.

We are exploring how to integrate recycled cardboard into our entire supply chain, ensuring that all our boxes would at least in part be from recycled materials. The main contractors in our supply chain can present either FSC or ISO 14001 certificates and recycled material usages ranges between 30 to 60 up to a 100%, depending on the box-type.



Questionnaire And Scoring Matrix For Business Partners

We attempt to work with ethical, local businesses that share our values whenever we can. But to quantify and certify our existing efforts, we plan to develop a scoring matrix to evaluate our business partners' contributions to our ESG goals. As well as looking into a potential calculation of our Scope 3 GHG-emissions.

Green IT and Responsible Use of AI

As energy efficient as we try to be in our offices, we utilise a lot of cloud storage and have, like all other companies, started using AI where it adds value. We are not oblivious to the environmental impact of this and are looking first to monitor and then to either remediate or off-set the impact.

(Green) Team Initiatives

If it ain't broken, don't fix it! We will continue with our employee-based initiatives and ideas; we will continue our Green Team and our social engagement and all events we turned from ad-hoc to annual occasions are on the planning again for 2026.



Lisbeth Van Lierde
Green Team Volunteer

Some of our company's initiatives may seem small, but simple actions can make a big impact. It's rewarding to see our employees motivated to contribute to our green goals and it's inspiring to see what we achieve together."



“

THANK YOU.

As we conclude this sustainability report, I hope one point is abundantly clear: our people are the initiative-takers. They lead our ESG efforts and so I want to express my heartfelt thanks to everyone who has been part of this journey.

We have already taken meaningful steps to make a positive impact on our people, our direct and indirect environment and the planet as such. But success is never final.

We believe in our renewed mission of A.dding Value For All and it the societal need for value-added medicines.

Our environmental initiatives demonstrate our commitment to protecting the planet. Our continued focus on the well-being of our employees and the wider community, promoting diversity, equity and inclusion is inspiring to anyone who joins us.

Every action, no matter how small, contributes to a sustainable future. Together, we can shape the future we want to see.

So, we'll keep moving the goals forward, embracing innovation and working together. Let's inspire each other to take bold steps toward a more sustainable and fairer world.

Thank you for being part of our journey. A rising tide lifts all ships.

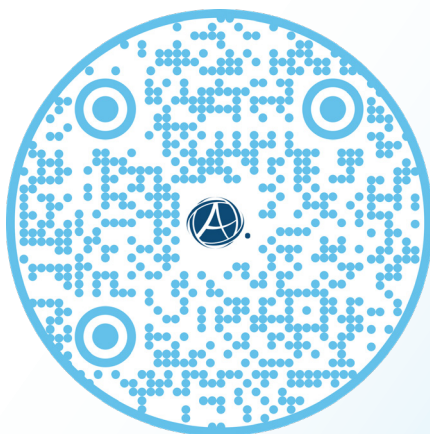
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