

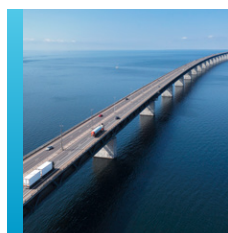


Sustainability Report

2024



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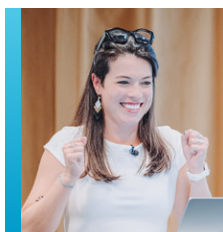
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EXECUTIVE SUMMARY

Building the Supply Chain of the Future



This is SkyCell's fifth annual Sustainability Report, reflecting our continued commitment to building a safe, secure, and sustainable pharmaceutical supply chain. We believe that insightful reporting and measurable impact are essential to achieving our vision of zero product loss and net-zero emissions.

In 2024, we remained dedicated to sustainability, focusing on three key strategic areas: Climate, Circularity, and Cooperation. As part of this, we implemented several new initiatives, including Net ZERO Reverse, and entered into collaborations with companies such as Microsoft and Validaide.

We also focused on employee engagement through SkyWeek, our immersive onboarding program that embeds our culture, vision, and values into every new hire experience.

Recognized for the second year with the EcoVadis Platinum medal, we are honored to be a leader in sustainability, helping pharma companies, airlines, ULD operators, and logistics providers reduce their emissions across all scopes. **An average SkyCell pharma client can save over 50,000 tCO₂ by using our hybrid containers compared to average solutions.**

We made measurable progress in 2024, reducing our Scope 3 emission intensity by 27% compared to our 2020 baseline, while remaining climate neutral in our

own operations (Scopes 1 and 2 reduced and removed). With zero product loss, our hybrid containers have been independently assessed for a temperature excursion rate of less than 0.05%. Our new Net ZERO Reverse model offers up to 67% emissions reduction compared to RKN active containers by replacing reverse air freight with ocean logistics.

Looking ahead, we're advancing our net-zero roadmap with a renewed focus on high-impact actions. These include increased ocean freight use, further integration of Sustainable Aviation Fuel (SAF), and new carbon accounting models that reflect the full climate effects of transport emissions.

With our AI-enabled offerings and expanding global network, we are building the supply chain of the future, supporting our clients and partners at every step.

By 2030, our goal is to save clients 2 million tCO₂ — equivalent to taking 450,000 cars off the road.



About SkyCell

OUR STORY

Bringing Zero Loss and Zero Emissions to Supply Chains



SkyCell was founded in 2012 by Richard Ettl and Nico Ros as a Swiss technology company dedicated to ensuring the right pharmaceutical product is available at the right time and place while maintaining temperature integrity and regulatory compliance.

With a background in engineering pharmaceutical production plants, Nico Ros recognized the industry's high standards and the need for precision, automation, and reliability. This drove us to bring the same level of excellence to the supply chain worldwide. To achieve this, we developed IoT-enabled hardware to collect real-time data, SkyMind software for monitoring and control, and hybrid containers to provide physical protection.

Core to what makes SkyCell unique is our three values: Innovation, Sustainability, and Reliability.

These values have been key to guiding our evolution and have helped us create the company we have today. Few companies excel in hardware, software, logistics, and sustainability. We bring all these elements together as one team.

Over the past ten years, we have secured the shipment of hundreds of millions of vaccines and millions of doses of cancer drugs with zero temperature excursions. Looking forward, we aim to contribute to patient well-being by securing the next generation of drugs for diseases such as Alzheimer's and obesity for our clients.

Headquartered in Zug, Switzerland, SkyCell operates a global network of over 50 service stations and 250 served airport destinations.

Our unique model of delivering containers directly to customer loading sites eliminates the need for airport pickups, enhancing efficiency and reducing the environmental footprint.

SkyCell is managed by a team of four top executives, with Richard Ettl as the CEO. The company is overseen by a board of directors consisting of six members, with Nico Ros serving as the chairman.

We have achieved climate-neutral emissions for our Scope 1 and 2 impacts through comprehensive reduction and removal efforts. Our objective is to attain end-to-end net-zero emissions by 2040, completing the ambitious journey that we began in 2021. Our Scope 1 & 2 emission reduction strategy has been validated by the Science Based Targets Initiative (SBTi) and our net-zero strategy is in alignment with the Paris Climate Agreement.

At SkyCell, our focus extends beyond technology; we embrace a comprehensive commitment to sustainability.

We strive to enhance sustainable logistics, empower our workforce, and serve as a dependable partner for our clients. By upholding these principles, we aim to make a meaningful difference in both the environment and the global healthcare landscape.



2024 HIGHLIGHTS

Change You Can Measure

Climate-Neutral Since 2021

in own direct operations
(Scopes 1&2 reduced and removed)

Net-Zero by 2040

on track to achieving Net0
in our entire supply chain

<0.05%

temperature excursions
and zero product loss

EcoVadis Platinum

Achieved for the second
consecutive year

27%

Scope 3 carbon intensity reduced
compared to base year 2020¹

Up to 67%

emission reduction possible
for customers with
Net ZERO Reverse

¹ Achieved with improved operations and data modelling.

THE SKYCELL WAY

Embedding Sustainability Into Every Action

At SkyCell, our culture is built upon our three interlinked values of Innovation, Reliability, and Sustainability. These values function as our “North Star,” guiding our decisions and shaping our culture.

Innovation pushes us to seek the most effective and efficient solutions, Reliability ensures we consistently deliver on our commitments, and Sustainability drives us to minimize environmental impact while creating long-lasting value. They are deeply connected — innovation fuels reliability, reliability ensures innovations are practical, and sustainability ties everything together for a better future.

But values alone are not enough; they must be reflected in our actions. That’s why we developed the SOLID framework — a set of key behaviors that bring our values to life and drive our success.

Together, these SOLID principles pave the way to realizing our vision: **leading the pharmaceutical supply chain by helping pharma companies achieve zero product loss and zero CO₂ emissions.** At SkyCell, every action and every decision are a step toward a future where our industry operates more sustainably, efficiently, and responsibly.

Our Values



Innovation



Reliability



Sustainability

Our SOLID Behaviour

S

Solve Problems

We develop practical, effective solutions that drive meaningful results for our clients.

O

Ownership

We minimize unnecessary bureaucracy, encouraging entrepreneurial thinking to advance our goals.

L

Learn Fast

We test ideas quickly using data-driven tools and agile strategies to ensure continuous improvement.

I

Innovation

We find smarter, more efficient ways to achieve our goals by eliminating redundancies, simplifying processes, and automating tasks.

D

Dependability

We support one another, holding ourselves accountable and ensuring that our colleagues and clients can always count on us to deliver.

OUR PRODUCTS & SERVICES

End-to-End Protection Through Innovation

For more than 13 years, SkyCell has combined hardware, software, and IoT solutions to provide the highest level of pharmaceutical protection, guided by our values of innovation, reliability, and sustainability.

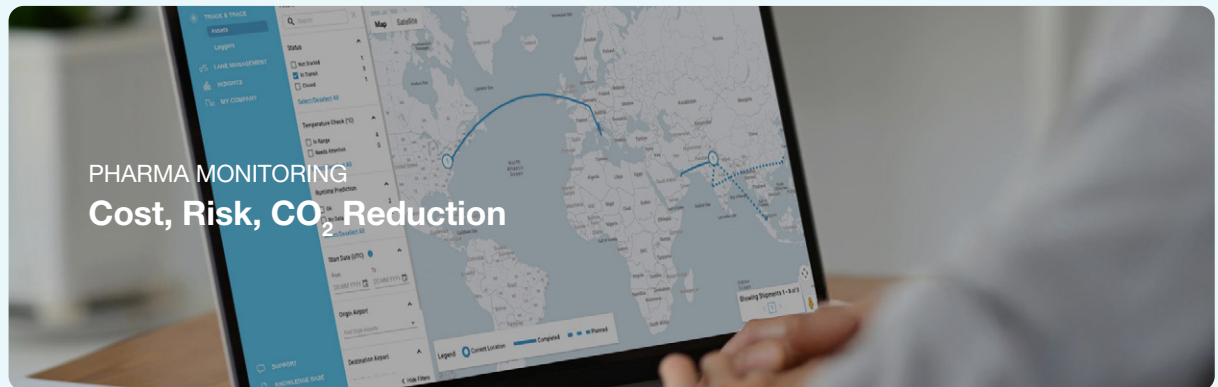
Today, our solutions extend beyond pharmaceutical logistics, offering end-to-end visibility, risk analysis, and real-time tracking to ensure the safe, secure, and sustainable movement of goods worldwide.

From temperature-controlled hybrid containers to pharma monitoring to ULD tracking, we help our partners reduce risk, costs, and emissions across global supply chains.

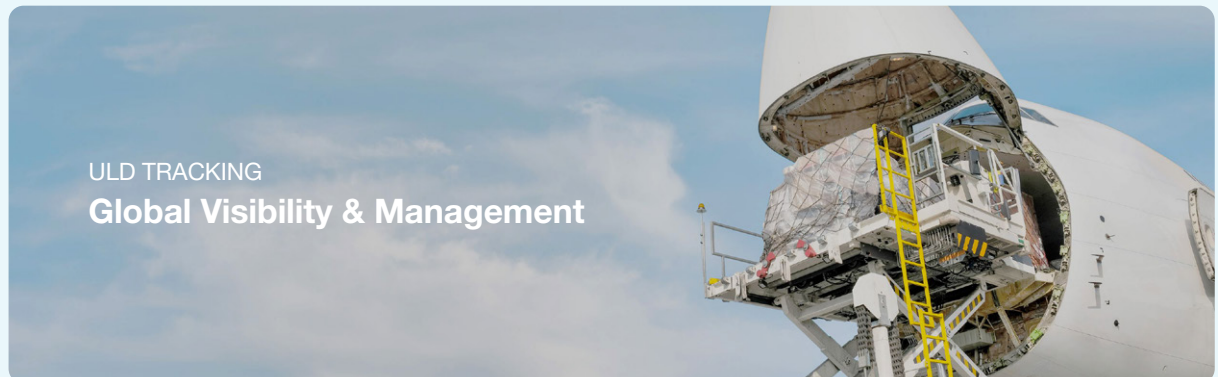
PHARMA CONTAINER Temperature Control



PHARMA MONITORING Cost, Risk, CO₂ Reduction



ULD TRACKING Global Visibility & Management



PHARMA CONTAINER

Redefining Sustainable Pharmaceutical Protection

SkyCell's hybrid containers ensure the **safe, secure, and sustainable** transport of temperature-sensitive pharmaceuticals.

With Swiss-quality engineering, they are designed to minimize temperature excursions and protect product integrity. Built for reliability and performance and fitted with advanced IoT loggers, SkyCell hybrid containers help pharmaceutical companies meet strict regulatory standards while contributing to a more sustainable supply chain with lower carbon emissions.

Additionally, SkyCell recently introduced the **Net ZERO Reverse** service, aimed at revolutionizing pharmaceutical supply chains by significantly reducing carbon emissions. This innovative solution, developed in collaboration with two major cargo airlines, eliminates the need for returning containers by air.

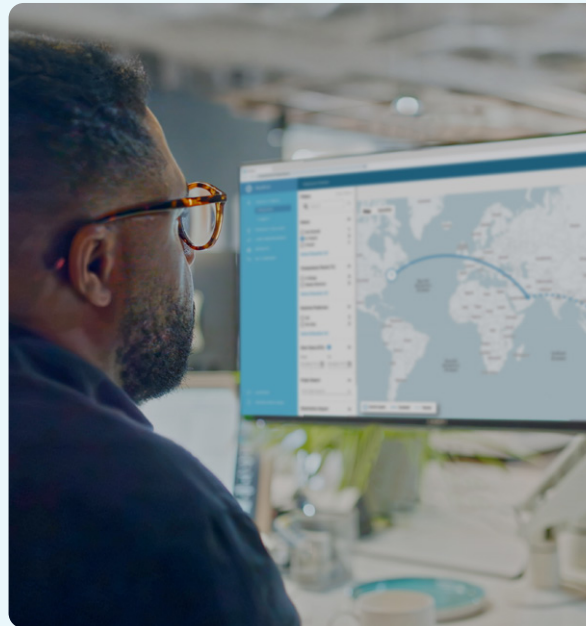
Instead, it utilizes ocean freight for the return of empty containers, reducing CO₂ emissions of the reverse transport by over 90% compared to air freight returns. Residual emissions are compensated through high-quality permanent removal projects.

Net ZERO Reverse not only offers substantial cost savings and operational efficiency but also sets a new standard for large-scale emissions reduction in sustainable pharmaceutical logistics.



PHARMA MONITORING

Precision Monitoring for a Lower-Carbon Supply Chain



SkyCell Pharma Monitoring ensures the **safety**, **integrity**, and **timely** delivery of pharmaceutical shipments worldwide.

By integrating hybrid loggers and smart software, we provide real-time shipment tracking, proactive interventions, and predictive analytics to protect product integrity and streamline product release. We support decarbonization through supply chain optimization and technology. With 24/7 global monitoring and support, pharma companies gain end-to-end visibility and faster decision-making.

At its core is SkyMind, our supply chain software that merges simulation (S) and operational (O) data to maintain temperature control, prevent product loss, and cut CO₂ emissions.

K.AI, our AI-powered assistant developed in collaboration with Microsoft, acts as the coordination layer — connecting stakeholders via Microsoft Teams, surfacing SOPs, recommending next steps, and instantly locating the right contact.

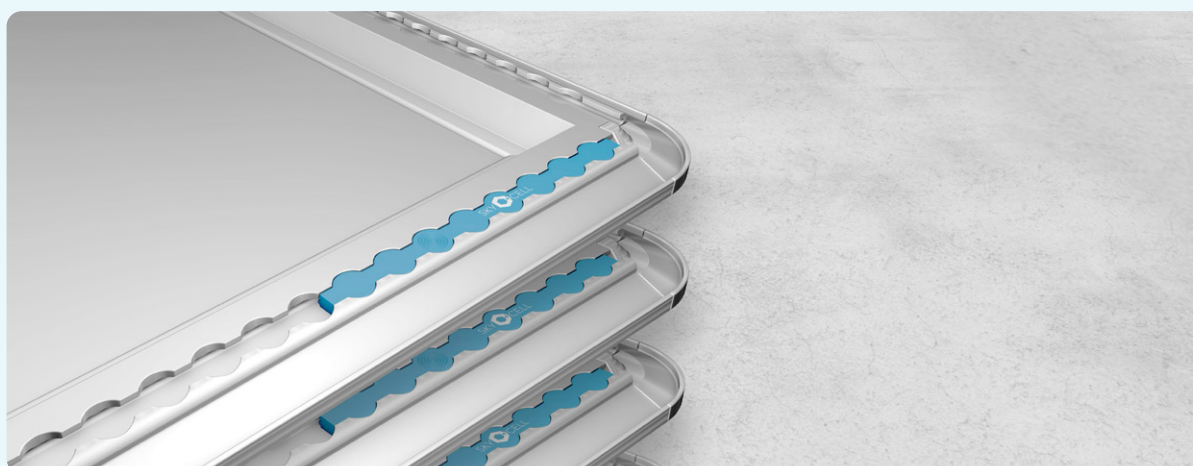


ULD TRACKING

Global Visibility & Management

SkyCell's ULD Tracking solution empowers airlines to **take control of their ULD fleets** with real-time visibility and predictive analytics. Our IoT-enabled hybrid loggers and SkyMind software allow airlines and ULD operators to track, optimize, and reposition ULDs effectively, reducing emissions. With 24/7 global monitoring and support, SkyCell helps ensure smooth, uninterrupted logistics for air cargo operations.

Together these offerings strengthen our SkyCell platform and support our mission of driving safe, secure, and sustainable pharmaceutical supply chains for temperature-sensitive, life-saving medicines.






Context

INTRODUCTION

Real and Measurable Impact



This document is more than just a report; it serves as a call to action.

As one of our core values, sustainability shapes both our daily operations and strategy. Now in its fifth year, this report provides a detailed account of our progress and ongoing commitment. We have taken a closer look at our strategic priorities — **circularity, climate, and cooperation** — to illustrate our evolution and the real impact we're making.

Additionally, we aligned our reporting framework with the Global Reporting Initiative (GRI) standards and obtaining independent verification of our carbon calculations.

As you read this report you will find a message from our Chairman of the Board, Nico Ros, who offers insights into the company's vision and progress. The subsequent sections provide a comprehensive analysis of each key focus area, outlining our specific objectives, actions taken, and measurable results achieved.

To effectively monitor our progress, we have incorporated Key Performance Indicators (KPIs) that are aligned with the UN Sustainable Development Goals. Additionally, specific topics are explained in the Glossary at the end of the report.

Our commitment to sustainability is grounded in innovation and continuous improvement. This document is more than just a report; it serves as a call to action. We invite readers to explore its contents, learn about our progress, and reach out with any questions or feedback at sustainability@skycell.ch.

A MESSAGE FROM OUR CHAIRMAN OF THE BOARD

Helping Pharma Clients Reduce CO₂, Cost, and Risk

From the very beginning in 2012, SkyCell has integrated hardware, software, and services to reduce cost, risk, and CO₂ emissions — without compromise. As the pharmaceutical industry faces growing pressure to decarbonize, our goal is to lead by example and prove that reducing environmental impact and enabling business growth can go hand in hand.

In short: sustainability must be scalable.

A large pharmaceutical company emits around 10 million tons of CO₂ annually. At a cost of \$100 per ton in compensation; that's a billion-dollar cost per year. That's why we take a lifecycle approach to our products, analysing emissions from manufacturing to use and reverse logistics.

Our multi-use 1500X hybrid containers outperform single-use solutions in both performance and carbon footprint. Since air freight is the largest emissions contributor, we optimize our containers to fit as much cargo as possible while reducing their weight — improving aircraft utilization and minimizing waste.

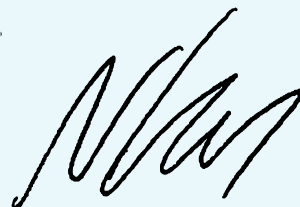
At the same time, we're advancing our digital platform. Our software uses digital twin simulations to evaluate cost, risk, and emissions across the entire supply chain — helping our partners make smarter, data-driven decisions. Now, we are extending these capabilities with ULD tracking and pharma monitoring, enabling end-to-

end visibility and control — from production to patient. Our commitment to Net-Zero by 2040 remains as strong as ever. We refined our roadmap to reflect the full climate impact of emissions, including non-CO₂ effects, and prioritized high-impact interventions.

One of the most effective: our Net ZERO Reverse service, which uses ocean freight to reduce reverse logistics emissions by over 90% per tonne-kilometre. Combined with long-term investments in alternative fuels, smarter container design, and improved efficiency, we are steadily reducing emissions — while ensuring quality and scalability.

Through this holistic, integrated approach, we're proving that excellence in sustainability and business performance aren't at odds. By decoupling emissions, waste, and inefficiency from growth and investing in our employees and partnerships, SkyCell is building the supply chain of the future: one that drives down cost, risk, and carbon together.

Kind Regards,
Nico Ros




RESPONSIBLE GROWTH

SkyCell's Commitment to Sustainability

SkyCell is experiencing rapid growth, enabling the pharmaceutical industry to significantly reduce emissions with each additional shipment. Through various operational improvements, detailed in the following chapters, we have successfully lowered most intensity factors, effectively decoupling growth from emissions. However, our total emissions and responsibilities continue to expand in certain areas.

As we scale, we remain dedicated to minimizing our impact and driving positive change throughout the global supply chain. Sustainability has always been central to SkyCell's mission, influencing not only our products but also our operations and collaborations both internally and externally.

All sustainability strategies must align with Environmental, Social, and Governance (ESG) issues to drive results, as a company is defined by its people and their actions beyond merely selling a product. In our last materiality assessment, we evaluated the results from an internal survey and workshops held with our stakeholders, culminating in the findings presented in Figure 1. This assessment highlighted the key areas where we have the most significant impact.

As a result, we identified our three primary focus areas for sustainability: climate, circularity, and cooperation.

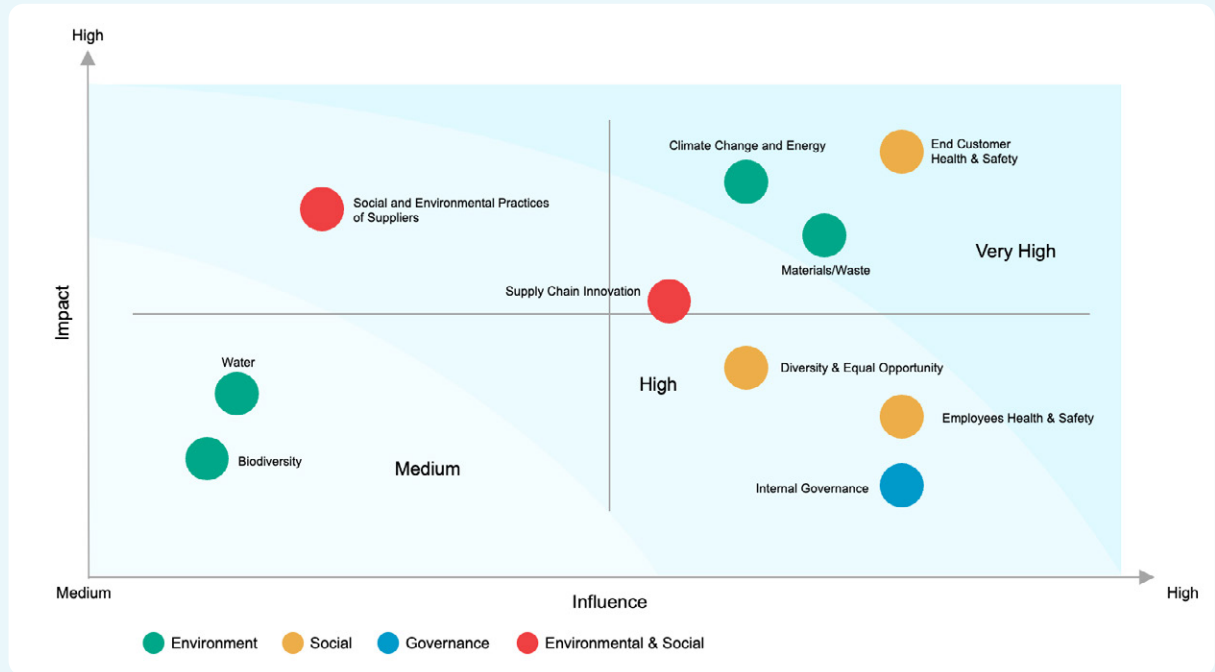


Fig. 1
SkyCell's materiality matrix

Each year, our Sustainability Department and the Chairperson of the Board review these focus areas, integrating them into our commitments and internal target and ensuring that they align with both our business growth and evolving sustainability challenges.

SkyCell is also a participant of the UN Global Compact and have aligned our ESG strategy with the United Nations Sustainable Development Goals (SDG's).

By embedding the relevant goals related to our focus areas into our performance assessment and sustainability strategy, we foster resilience and drive real-world positive impact.

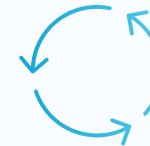


Safe Medicine for All



Climate

We strive to minimize our carbon footprint and help our pharmaceutical partners reduce Scope 3 emissions by adopting innovative strategies across our operations and supply chain.



Circularity

We aim to reduce waste and improve resource efficiency by adopting circular economy principles, exploring new materials, promoting responsible product lifecycle management, and collaborating with partners to close the loop.



Cooperation

Collaboration is key to positive social and environmental change. We build strong relationships with suppliers, partners, and communities to share best practices, address challenges, and work toward a sustainable future.





Climate

POLICIES AND GOALS

Committed to the Paris Agreement

Since 2000, climate-related disasters have resulted in global economic damages exceeding \$3.6 trillion², highlighting the risks of inaction. Leading companies now **view climate risk not merely as a compliance issue, but as a financial consideration** that guides their strategy, risk management, and high-level disclosure practices.

The first step in addressing this risk is setting clear emission reduction targets. About 39%³ of global market capitalization has committed to setting Science-Based targets to cut their emissions in half or achieve net-zero within the next 15 years. These ambitious targets cannot be achieved individually; there is a need for cross-sector action to reduce and avoid emissions while enhancing resilience.

The pharmaceutical and biotechnology sector are keeping pace with global sustainability efforts with 56%⁴ of companies (by revenue) joining the United Nations Race to Zero. This widespread commitment highlights the sector's recognition of the need for swift action to address climate change and achieve net-zero emissions.

At SkyCell, we are fully committed to global sustainability initiatives. We have set validated Science-Based targets to cut our greenhouse gas emissions by 50% by 2030 for Scope 1 and 2 emissions, without relying on CO₂ certificates. Additional to the SBTi target, we are committed to reaching net-zero emissions by 2040, including all Scope 3 emissions.



² WEF, The Cost of Inaction: A CEO Guide to Navigating Climate Risk, 2024

³ SBTi, Monitoring Report, 2023

⁴ MyGreenLab & Intercontinental Exchange (ICE), The Carbon Impact of Biotech & Pharma, 2024



OUR ACTIONS

Decarbonization by Design

Our approach to climate action is focused on measurable, impactful solutions — from container design to supply chain optimization — that minimize emissions while ensuring the reliability of pharmaceutical logistics.

SkyCell aims to reduce industry emissions by developing pharmaceutical cold chain containers with an improved design. The entire life cycle of the product has been considered, and the multiuse nature of the product reduces emissions at the production stage.

During transportation, it's important to maximize cargo space and minimize weight due to the high carbon intensity of air freight. Our single-pallet, reusable container, the 1500X, has an optimized weight-to-volume ratio that reduces fleet emissions. Additionally, we focus our efforts on using ocean freight for provisioning and reverse logistics.



Pharmaceutical logistics can be intricate, often requiring air freight as transport mode for certain sensitive products. SkyCell minimizes emissions through container design and considers all transport impacts, including provisioning and reverse shipments.

Expanding our global service stations network and increasing unit availability allow us to reposition empty containers via ocean freight, reducing emissions long-term.



Simon Giger
VP of Operations



We have also integrated pharma monitoring into our services with proprietary software that analyses CO₂ emissions and shipment risks. This lets customers simulate shipment performance and accurately estimate CO₂ emissions per lane, helping pharmaceutical companies make informed decisions to reduce their logistics related carbon footprint.

Our SkyMind software uses a combination of simulation and operational data to accurately simulate and track emissions.

Through a collaboration with Validaide, a Netherlands based software developer with solutions specific for pharmaceutical shipments, we can provide accurate emission estimates for a wide range of packaging solutions and suppliers across each lane.

Through a strategic partnership with Microsoft, we are bringing AI into pharma supply chains, integrated with the Microsoft ecosystem. This enables pharma companies to proactively intervene when shipments are at risk, helping to reduce product loss.

In turn, this helps reduce emissions from additional production and shipments as well as waste from product disposal.

Our company-managed facilities are powered by renewable electricity to reduce emissions from energy consumption. In Switzerland, our sites use so-called green tariffs. For our operational locations and offices outside of Europe, we have acquired renewable electricity certificates that correspond to their annual electricity consumption.

To counterbalance our remaining Scope 1 and 2 emissions, we obtained carbon removal certificates from various projects.

These include biochar initiatives, which account for 47% of the emissions removals. Biochar is a solid carbon compound created from biogenic carbon to permanently remove CO₂ from the atmosphere. The rest of the emissions are addressed through afforestation efforts and Direct Air Capture (DAC) projects.

OUR RESULTS

Scope 3 in Focus: Driving Reductions

The majority of our emissions originate from the transportation of our containers, particularly within Scope 3 - Downstream Transport and Distribution, as illustrated in Figure 2.

This pertains to direct client shipments. These shipments are primarily outside our control and are mainly conducted via air freight due to the necessity for timely delivery of medicines.

27%

Reduction in Scope 3 emissions intensity over five years compared to the 2020 base year.

Over the past five years of tracking our emissions, we have identified a reduction in emission intensity for our Scope 3 emissions of approximately 27% compared to our base year 2020.

This achievement can be attributed to our continued improvement in container design (the 1500X reduces about 20% of

the emissions per shipment compared to previous SkyCell models), and an increased proportion of reverse logistics via ocean freight. In addition, we improved the data availability and modelling over the years which also positively impacts the intensity factor.

With a rise in monthly rentals, emissions from the Use of Sold Products category have grown proportionally, now accounting for 3% of our total emissions. Additionally, as part of our efforts to improve our reverse logistics capabilities and support business growth, we produced and repurposed more containers in 2024. This is reflected by an increase in our Purchased Goods and Services emissions.

However, this category still only accounts for 4% of our emissions, highlighting the relatively low impact of production due to the reusability of our containers. This category also encompasses the container preconditioning, which is mostly outsourced through our service center network.

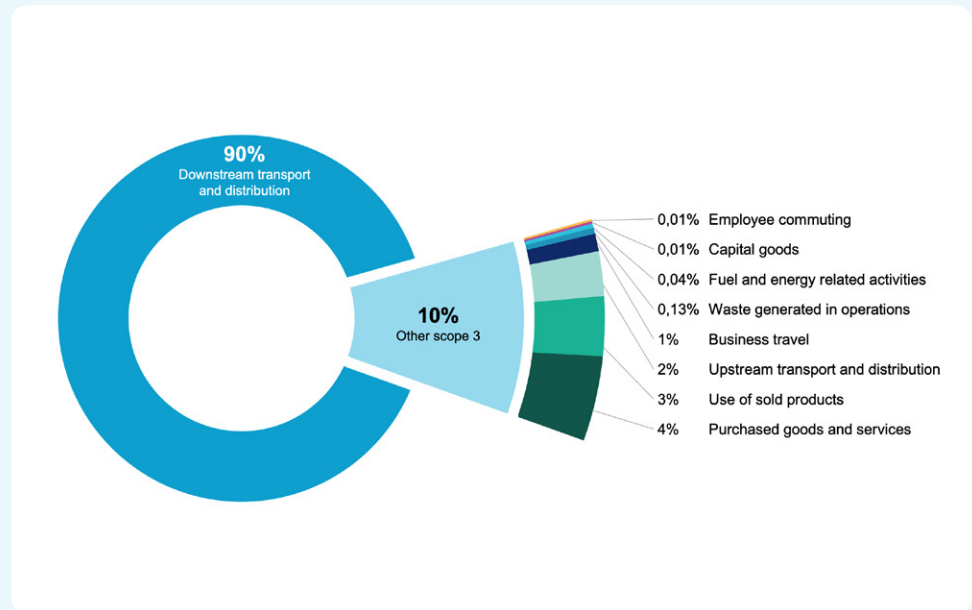


Fig. 2
Breakdown of SkyCell's 2024
Scope 3 emissions

HOW WE MEASURE EMISSIONS

Greenhouse Gas Emissions Inventory Considerations

SkyCell outsources part of its operational needs, meaning we don't operate transport infrastructure, and the preconditioning and maintenance of our containers is mostly done via our service center network.

Most of our transports are organized by airline and logistics partners or directly by the customer, limiting the information availability and control. Therefore, we approximate the transport emissions following the GLEC Framework 3.1 as a guideline.

The framework calculates emissions based on the weight transported and the distance travelled. Given the absence of specific data on the exact weight of pharmaceutical products in each shipment, it is necessary to account for a margin of error in the results. Additionally, the volume of the cargo is also estimated, introducing an additional level of uncertainty.

For shipment distances, we applied the great-circle distance (GCD) method but found it underestimated the values. To account for stopovers in air freight, a factor was added as outlined by GLEC, incorporating additional distance. Road and

ocean freight distances were also adjusted based on past lane assessments. Although there is more data available on reverse logistics, full tracking remains challenging.

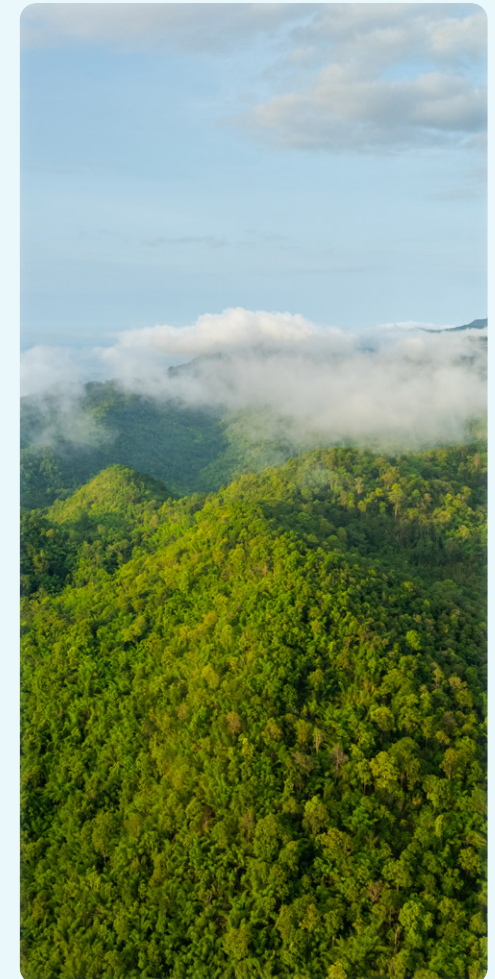
A significant source of uncertainty stems from radiative forcing indexes related to air transportation, which are often excluded from traditional greenhouse gas calculation standards. Applying the scientifically recommended factor of three⁵ would result in an approximate tripling of our Scope 3 transport and distribution emissions.

In 2024, we introduced a new way of tracking shipments, which resulted in a new data structure. This change indicates a shift in our data modelling approach, resulting in reduced reported emissions for airline leases. As a result, the Scope 3 intensity factor may reflect different underlying assumptions compared to previous years.

A reassessment during the next calculation period may be necessary to evaluate the impact of improved data quality on shipment calculations.

To ensure accuracy and credibility, a third party analysed the carbon emissions reporting for alignment with the GHG Protocol and provided a limited assurance verification.

⁵ Lee et al., (2021). The contribution of global aviation to anthropogenic climate forcing for 2000 to 2018. *Atmospheric Environment*, 244, 117834



ON TRACK TO 2040

Paving the Way to Net-Zero

We have further refined our roadmap to prioritize actions aimed at achieving net-zero by 2040. Our simulation now accounts for non-CO₂ climate effects by incorporating a radiative forcing index (RFI) — a multiplier that reflects the full warming impact of emissions beyond CO₂ alone.

Considering various recommendations from the climate research scientific community, we evaluated the results using an RFI range from 2 to 3.

This adjustment acknowledges the broader effects of fuel combustion, including soot, water vapor, Nitrogen Oxides (NO_x), contrail cirrus, and the cooling influence of aerosols like Sulphur Dioxide (SO₂). Although this significantly increases the overall climate impact of transporting our containers, we believe it is crucial for analyzing, comparing, and prioritizing actions.

SkyCell's roadmap evaluates a diverse set of technological and operational improvements on our net-zero journey to understand the overall impact and determine where to focus our efforts:

- **Ocean reverse:** Increasing the number of container reverse logistics operations via ocean freight.
- **Container improvements:** Optimizing design, materials, and efficiency to reduce emissions.
- **Technological advancements in the aviation industry:** This includes an increased uptake of Sustainable Aviation Fuel (SAF), major fuel efficiency improvements, alternative energy sources, and improvements in aircraft and engine design.
- **Alternative transportation fuels:** Electric trucking and sustainable marine fuel (SMF).

Using our enhanced model, we have categorized these operational and technological strategies according to their overall impact on CO₂ reductions, level of effort (time, labor, financial investment, and intellectual capital), and SkyCell's degree of influence over their implementation. This has helped us prioritize and develop steps to drive our strategy to net-zero.

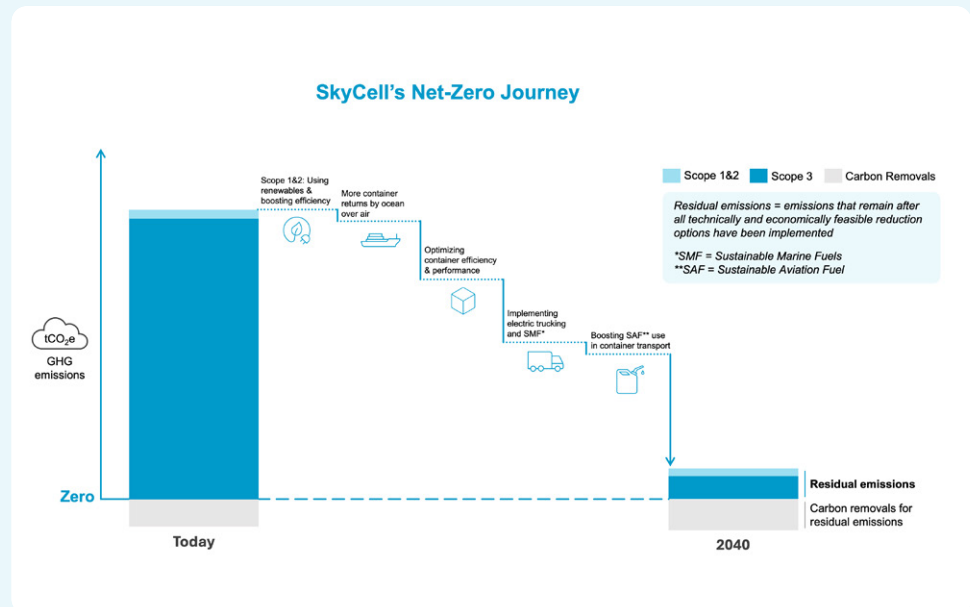


Fig. 3
SkyCell's emission reduction strategy.
(Illustrative)



31,250

Litres of SAF procured through
Air France KLM Martinair Cargo's
SAF Program



The emissions reductions strategy is shown in Figure 3, which illustrates the relative impact of our modelled reduction strategies in meeting net-zero.

Despite our best efforts to eliminate emissions as much as possible, there will always be residual emissions that cannot be further reduced. Therefore, to reach net-zero, these emissions must be removed. With this in mind, we are developing an offsetting strategy, guided by the Oxford Principles of Carbon Offsets, that gradually shifts from reduction offsets to permanent and long-lived carbon removals.

In accordance with guidance from the Science-Based Targets initiative (SBTi), offsets will only be used for neutralizing emissions that are hard to abate.

In 2024, we extended our ongoing collaboration with Air France KLM Martinair Cargo to further advance the development of Sustainable Aviation Fuel (SAF). SkyCell procured 31,250 litres of SAF through Air France KLM Martinair Cargo's SAF Program, resulting in a reduction of emissions by 85.6% compared to the equivalent volume of fossil kerosene.

CASE STUDY

Transforming Reverse Logistics: A Comparative CO₂ Analysis of Net ZERO Reverse and Traditional Pharma Container Solutions

Reengineering Reverse Logistics for a Sustainable Future

Pharmaceutical logistics face significant challenges due to the need for strict temperature control, often relying on carbon-intensive air freight. The healthcare industry's supply chain contributes to 71%¹ of its emissions.

SkyCell's Net ZERO Reverse, combined with the 1500X hybrid container, aims to address these challenges by shifting reverse logistics from air freight to ocean freight, significantly reducing emissions and operational costs.

The 1500X hybrid container ensures precision temperature control and compliance during air freight transport, with empty containers returned via ocean freight.

SkyCell's sustainability experts recently carried out a case study to evaluate carbon emissions in pharmaceutical logistics, comparing the 1500X hybrid container combined with Net ZERO Reverse to RAP and RKN active containers.

Based on a comparison using standard emissions factors, ocean freight can potentially reduce emissions by more than 90% per tonne-kilometre compared to air freight.²

The study analyzed two major lanes: Chicago (ORD) to Sydney (SYD) and Amsterdam (AMS) to São Paulo (GRU), considering both outbound and return legs.

Emissions were calculated using SkyCell's carbon accounting tool DECARBONIZE, based on a study by MIT's Centre for Transport and Logistics.



¹ Health Care Without Harm. (2019). Health care's climate footprint: How the health sector contributes to the global climate crisis and opportunities for action.

² GLEC Framework V3.1, 2024; Mobitool Factors, 2023; UK Department of Energy Security and Net Zero Conversion Factors, 2023.

CASE STUDY

Sustainability at Scale

The 1500X container consistently outperformed RAP and RKN containers due to its ocean-based reverse strategy, almost eliminating emissions from the return leg (<0.1 tCO₂e) compared to air-based returns. Net ZERO Reverse achieves up to a 67% reduction in overall transport carbon emissions compared to RKN solutions, and around 40% when compared to active RAP solution.

UP TO
67%
CO₂ emission reduction

The combination of SkyCell’s 1500X hybrid containers with Net ZERO Reverse services reduces emissions through optimized design, reduced waste, and integration of ocean freight. At scale, this model could eliminate hundreds of thousands of tons of CO₂ emissions annually from pharmaceutical supply chains.

Net ZERO Reverse, combined with the 1500X hybrid container, offers a breakthrough in sustainable pharmaceutical logistics, delivering over 90% CO₂ reduction in reverse logistics and up to 67% reduction overall compared to RKN solutions. This scalable model ensures quality and compliance while significantly reducing emissions.

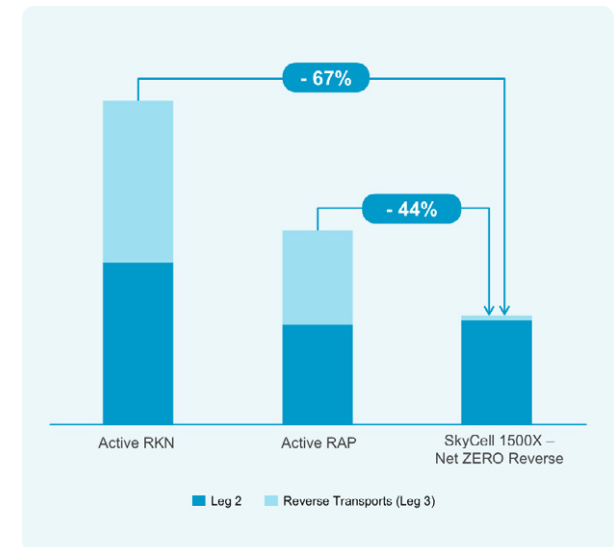


Fig. 4
Potential carbon emissions savings with SkyCell’s Net ZERO Reverse program.



Circularity

POLICIES AND GOALS

Embracing the Circular Economy

Waste is a growing challenge in the pharmaceutical industry, driven by increased global demand for pharmaceutical products and complex supply chains. Inefficient distribution, inadequate logistics, and transport planning causes product delays and damaged goods, resulting in additional waste as well as further production and transport efforts.

To improve sustainability, the pharmaceutical industry must adopt circular economy concepts. Waste reduction is an important factor to be evaluated within the sustainability strategies of pharmaceutical companies.

The traditional linear economy model aggravates this issue, prompting a shift towards circular economy principles. The *European Packaging Directive* targets waste reduction, especially in packaging and transportation.

SkyCell's 1500X reusable transport containers offer a game-changing solution for the pharmaceutical sector. While maintaining strict quality standards

and protected cold chains remains challenging, adopting circular solutions like the 1500X can drive a major leap forward in sustainability and responsibility across the industry.

At SkyCell, circularity is embedded into our design process...

At SkyCell, circularity is embedded into our design process, and we apply this not only in our containers but also in the IoT devices (loggers & gateways) used for transport tracking and risk analysis services.

We take full ownership of our hardware and minimize its environmental footprint through a comprehensive approach:

- Our containers and IoT devices are **built with durable materials** to ensure prolonged use, reducing resource consumption and waste. Their optimized designs lower emissions, material demand, and waste generation.
- We **reclaim and reuse** containers by repairing, refurbishing, and integrating them into new products.

We aim to recycle and reuse over 90% of container parts and IoT devices. As part of this, we continuously refine our repair and dismantling processes for better efficiency and reduced environmental impact.



OUR ACTIONS

Full Circle Sustainability

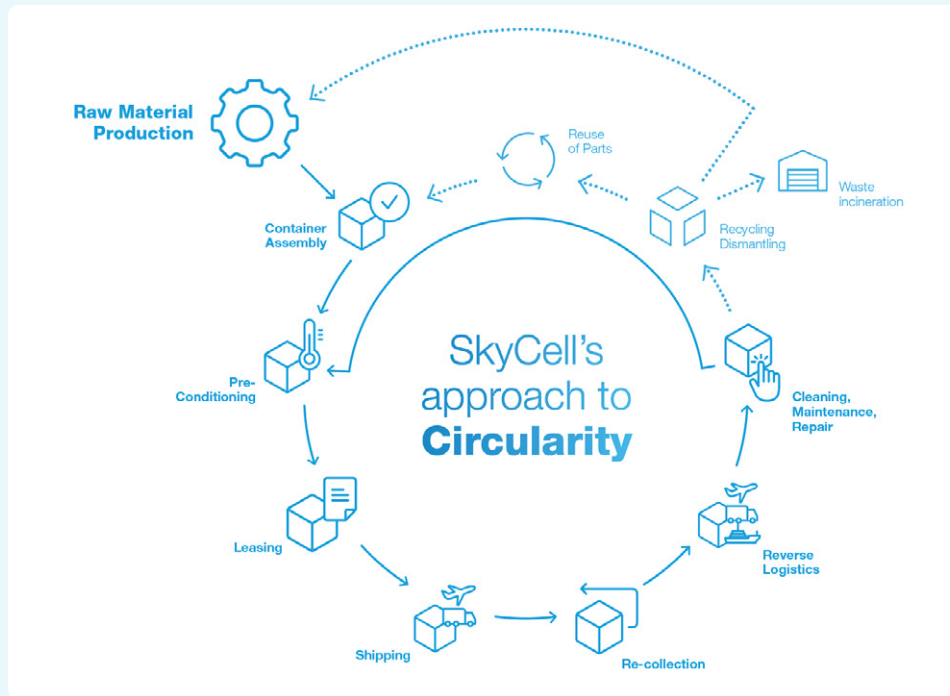


Fig. 5
SkyCell's approach
to Circularity

A circular economy goes beyond reuse and recycling. All our products are designed to be durable and reliable, minimizing the frequency of repairs. Maintenance and — if needed — repairs are managed by our service center network, reducing the need for empty transports back to Switzerland. While this decentralized approach increases shipments of repair parts, it results in less carbon emissions compared to returning empty containers for servicing internally.

Over the past two years, we've partnered with research entities to study sustainable energy storage solutions, as well as lightweight materials for our containers. Although it takes time to include these innovative solutions into our portfolio, we continue to work with innovative partners that foster continued research and advancement of new technologies.

Our goal is to **reduce environmental impact, enhance reusability, and minimize energy loss** due to temperature changes, continuing to improve our design as new research and technologies emerge.

Additionally, our IoT sensors provide data on location, temperature, and other factors, enabling us and our clients to respond promptly to disruptions and optimize supply chain operations. This data-driven approach improves service reliability while also reducing Scope 3 emissions, as fewer lost shipments mean fewer unnecessary re-shipments and reduced pharmaceutical waste.

We minimize paper use by implementing digital solutions across our operations. This includes electronic booking systems, digital container tracking for improved logistics management, and electronic signatures and business cards.

By integrating smart technology and processes with circular design, SkyCell demonstrates that sustainability and innovation can coexist, steering the pharma industry toward a greener, more resilient future.

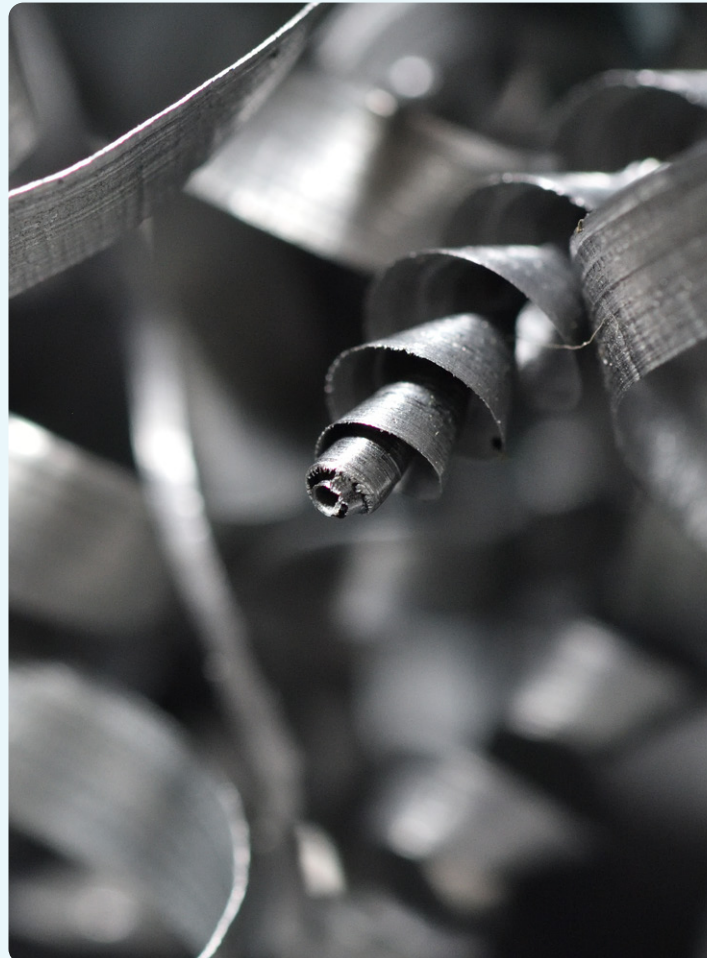
OUR RESULTS

Closing the Loop on Materials

While we increased the number of containers produced in 2024, we also repurposed a greater part of the materials from our older container series into new containers. Roughly 20 tons of materials including plastics and metals were reused in other containers. This significantly reduced the footprint of the overall production of each container, as well as lowered costs by reusing valuable resources.

With increased production, repair, and refurbishment processes within our internal operations, as well as additional renovation processes from our global expansion and new offices, we experienced a rise in generated waste.

A total of 130 tons of waste was produced, with 85% processed in Swiss incineration plants, which generated electricity and heat for the energy grid. The only waste that was landfilled came from our company-managed operations outside of Europe, amounting to less than 3 tons in 2024.



20 tons

of materials repurposed in new
SkyCell containers



Cooperation

EMPLOYEE SPOTLIGHT

Empowering the Team

At the core of our organization, people are our top priority. Their unwavering commitment to our core values and behaviours propels us toward achieving our objectives. With a dedicated team of more than 250 individuals, we strive to create an engaging and dynamic work environment where everyone feels valued and has the opportunity to flourish.

By blending ownership, innovation, and teamwork, and fostering trust at all levels, we empower every employee to bring forth great ideas, initiate improvements, and actively contribute to our continuous growth.



OUR POLICIES AND GOALS

Culture in Action

SkyCell is committed to improving employee engagement and creating an inclusive workplace.

Our initiatives focus on:

- **Diversity, equal opportunity, and inclusion** to increase employee happiness and engagement.
- **Health, safety, and well-being** to provide a supportive and secure work environment.
- Professional growth through **training and development programs** that build expertise and trust among team members.

We are dedicated to cultivating a culture where individuals think like entrepreneurs, challenge the status quo, identify issues, and work determinedly to resolve them.



OUR ACTIONS

Growing Together

Over the past year, SkyCell has focused on harmonizing its culture and strategy internally, leading to the creation of the "SkyCell Way" — a booklet outlining the company's vision and future direction. Employees participated through workshops, discussions, and surveys to align principles, improve efficiency, and facilitate onboarding.

Ownership starts with context, ensuring everyone understands the business strategy and shared culture. The booklet was shared with the entire organization, ensuring everyone understands our current position and future goals. The SkyCell Way will continue to evolve as the company grows, representing our commitment to improvement.

As SkyCell has grown, our internal structure has also adapted to help each department, team, and employee become more agile and efficient, take ownership, and pursue innovation. We have also expanded our global presence even further to enhance our logistics and customer service capabilities.

With these changes, we also strengthened our employee engagement practices, particularly in the onboarding process for new company members. Our SkyWeek program offers all new employees an in-depth introduction to SkyCell's business

The onboarding was smooth and informative, offering a clear view of our company's values and goals. Nico Ros' sessions were especially insightful about the company's origins and future direction.



Francesca Santini
Business Ops.
Manager

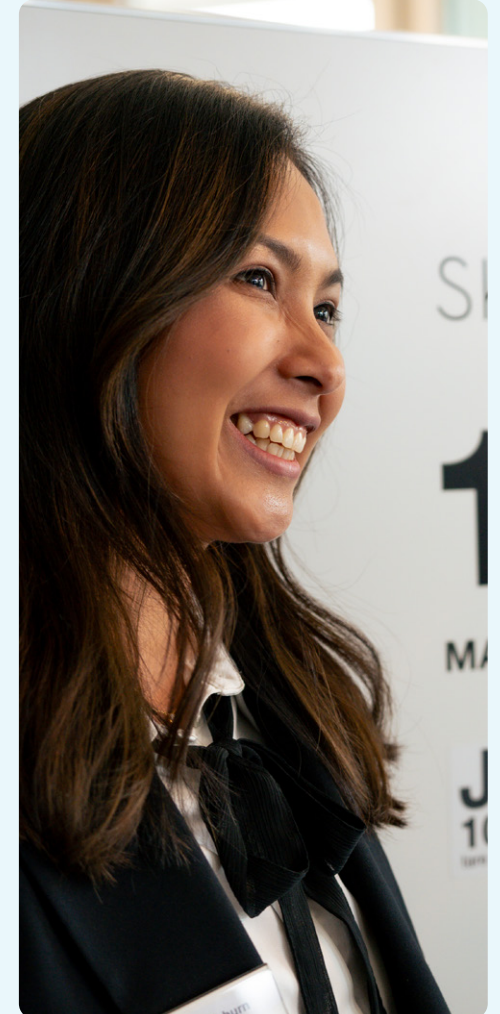
and culture. This initiative includes various activities such as deep dive sessions, open conversations with the founders, community lunches, and after-work gatherings, all designed to foster community and collaboration among employees.

Aligned with our SOLID principles, we want to empower our team to take ownership of projects and innovate while ensuring we can always depend on each other.

Based on this, we also focus our social dialogue practices. Open communication is maintained through collaborative sessions, regular executive briefings and roundtables. We hold virtual town hall meetings where topics on culture, strategy, and future projects can be openly discussed, as well as employee well-being related topics.

At SkyCell, we champion work-life balance, recognizing its importance for a healthy and productive workforce. Our hybrid working model offers flexibility to work from home or the office, depending on the nature of the work. We foster team connections through departmental workshops, team gatherings, and company-wide events. Additionally, we provide an employee stock option program and part-time retirement options.

We have established a Speak-Up Hotline where our stakeholders can report any problems or incidents anonymously. Topics include labor practices, working conditions, health and safety, discrimination, harassment, corruption, conflicts of interest, and more. Individuals who raise concerns are guaranteed both anonymity and immunity throughout the process.



OUR RESULTS

People First: Culture and Growth

In 2024 SkyCell grew significantly, expanding our workforce by 54% with 97 new hires. We remain a multicultural team, represented by 48 nationalities and speaking 36 different languages across our headquarters, India office, and remote locations.

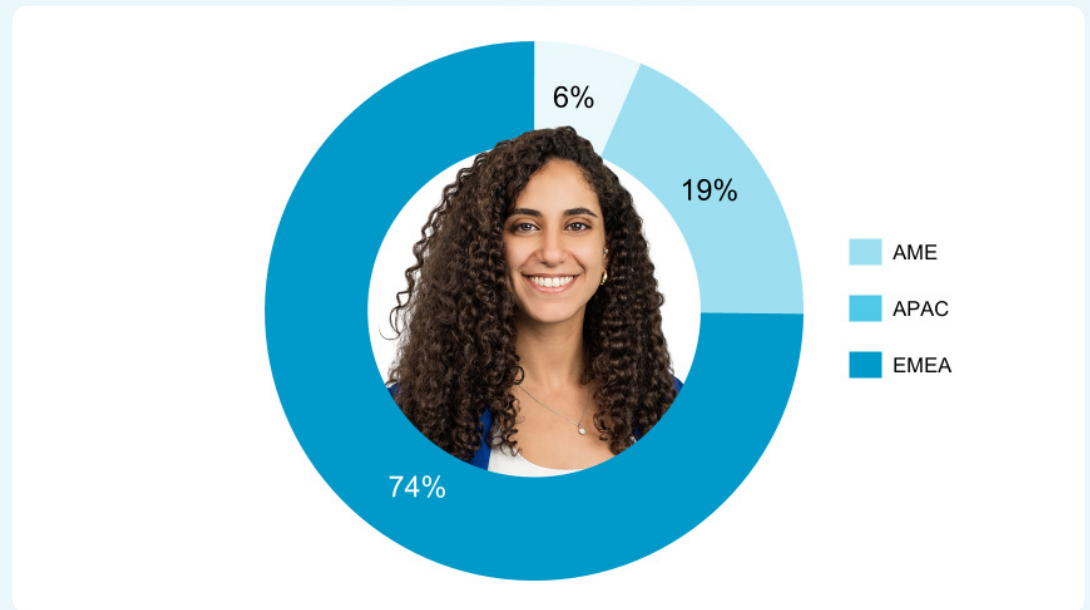
Women make up 33% of our workforce, with 20% holding managerial roles. In upper management, 25% of C-level roles were held by women in 2024.

Our employee satisfaction survey received 84 points in the trust index score from Great Place to Work. This feedback has inspired us to enhance our practices further, leading to the establishment of the Department of People and Culture and a thorough analysis of job descriptions, tasks, and levels through an external salary study.

About 11% of our workforce, mainly in management and hiring roles, received training on Unconscious Bias. This training supports equality and diversity, ensuring fair hiring and promotion practices and improving interactions among colleagues and with customers.

In 2024, no incidents of discrimination or unethical behavior were reported through our Speak-Up System, and no violations of our Code of Conduct were identified.

Fig. 6
SkyCell Employees
by Region



54%
employee growth

48
different nationalities

36
languages spoken

PARTNER SPOTLIGHT

Being a Reliable Partner



Quality is key in our business for this reason we continue to embrace and maintain compliance with ISO 9001 as well as ISO 27001 for information security. We are also compliant with Good Distribution Practices (GDP) and **our external assessment revealed a temperature excursion rate of less than 0.05%**. All these supports the safe delivery of medicines.

We aim to operate with integrity and respect for human rights. Our commitment is outlined in our Ethics Policy and three Codes of Conduct — for employees, suppliers, and partners. Through our Codes of Conduct, we set expectations for labor, health and safety, environment, and ethics.

We have implemented a strong Internal Control System to safeguard financial transactions and ensure compliance with legal and ethical standards. In line with Swiss regulations, our financial statements and control systems undergo annual audits.

In 2024, our sustainability initiatives were recognized with several significant awards and acknowledgements:

- The EcoVadis Platinum Medal, placing us in the top 1% of assessed businesses.
- The ESG Transparency Award from EUPD Research.
- Acknowledgements from Making Pharmaceuticals for our innovation in sustainable pharmaceutical distribution and logistics.

CUSTOMER SPOTLIGHT



Bristol Myers Squibb

SkyCell has made notable contributions to sustainability in pharmaceutical logistics, earning recognition from our esteemed pharma client, Bristol Myers Squibb (BMS). In their decarbonization newsletter, BMS highlighted SkyCell's sustainability efforts.

This recognition reflects our shared commitment to sustainable pharmaceutical logistics. Through our collaboration, we're working together to achieve measurable impact and align with their Scope 3 reduction goals.

Through collaboration with visionary partners like Bristol Myers Squibb (BMS), we are redefining sustainability in pharmaceutical logistics, aligning with their Scope 3 reduction goals to create a measurable impact. This collaborative approach demonstrates that integrating sustainability into operations isn't just an opportunity — it's a necessity to lead, innovate, and create meaningful change for businesses and the planet.



Michael Hegglin
Senior Global Sustainability Manager

In 2024, SkyCell announced a significant investment in Validaide, a Netherlands-based digital platform specializing in pharmaceutical lane risk management and collaboration. This partnership strengthens Validaide's position in lane risk assessment, while preserving its neutrality and independence. With this investment, Validaide intends to accelerate its growth, introduce new sustainability features, and enhance the value provided to its users.

For SkyCell, this cooperation helps drive our sustainability efforts by **enhancing our tracking of emissions and improving planning and risk assessments**, which helps reduce product loss and inefficiency. Both companies are committed to improving the safety, sustainability, and efficiency of the pharmaceutical supply chain to address the evolving needs of the industry.

We have also entered a strategic partnership with Microsoft to integrate SkyMind into Microsoft Teams and Copilot. Through this, we have developed K.AI, our intelligent assistant that helps reduce product loss and waste in the supply chain by facilitating real-time intervention.



SkyCell invests to support Validaide's growth and sustainability focus.



SkyCell collaborates with Microsoft to bring AI to pharma supply chains.

SUPPLIER SPOTLIGHT

Supplier Engagement

SkyCell wouldn't be possible without our suppliers, from our container parts providers to our technical and logistics partners. We expect them to share our same values and vision for sustainability; therefore, all our new strategic partners are required to sign a Supplier Code of Conduct, aligning with our ethical principles and environmental responsible practices. We consistently integrate sustainability inquiries into strategic supplier audits and include corporate social responsibility clauses in new contracts for service center partners.

In 2024, SkyCell conducted a supply chain analysis in accordance with the Swiss Ordinance on Due Diligence and Transparency (DDTrO) in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour. This analysis focused on assessing the quantities and source of potential conflict minerals (3TG minerals — tungsten, tin, tantalum and gold) in SkyCell's products as well as the risk of child labor in our supply chain.

Our analysis revealed that our annual consumption of 3TG minerals is significantly less than the DDTrO limits, thereby confirming our compliance. Additionally, by following our supplier screening process, including a detailed review of documentation from suppliers, we found no reasonable grounds to suspect child labor in our supply chain.

This proactive approach underscores SkyCell's dedication to sustainability and ethical supply chain management, reinforcing our position as a leader in sustainable logistics.



CONCLUSION

Pioneering a More Sustainable Future

We want to thank our partners, clients, and team for helping us move closer to a safer, smarter, and more sustainable pharmaceutical supply chain. This report not only reflects our progress — such as introducing our Net ZERO Reverse model and being awarded the EcoVadis Platinum medal — but also shows where we need to go next.

Collaboration continues to be key. We're proud to work alongside Microsoft and Validaide to strengthen our digital infrastructure and expand SkyCell's offerings. Together, we're building more intelligent, connected, and emissions-aware supply chains.

Internally, we're dedicated to the growth and development of our people. From onboarding new team members with SkyWeek to fostering a values-driven culture, we believe that empowered employees drive meaningful impact.

Looking ahead, we will continue to develop our solutions, advance along our net-zero roadmap, and work together with our clients and partners to create logistics that are not only more efficient but also more responsible.

Thank you for joining us on this journey.





Performance

Key Performance Indicators and Goals



Safe Medicine for All

Goals

- Zero temperature excursions from production to patient
- No loss in the pharma supply chain
- Safe medicine for all

	2020	2021	2022	2023	2024
End customer health and safety					
<0.01% product loss (e.g. medication, vaccines, APIs)	✓	✓	✓	✓	✓
Less than 0.1% temperature deviations	✓	✓	✓	✓	✓
End customer health and safety risks reviewed with key clients	✓	✓	✓	✓	✓



Circularity

Goals

- Increase the usability of our containers by 10% per year
- Zero landfill
- Recycle and reuse >90% of container parts by 2025

	2020	2021	2022	2023	2024
Materials, chemicals and waste [ton]					
Total of waste incinerated (with energy recovery)	-	22	29	56	111
Total of waste disposed of in landfill	-	0	0	1	2
Total of recycled cardboard	-	1	5	11	14
Total of recycled metals	-	3	5	2	2
Total of recycled e-waste	-	0.2	0.4	0.5	0.8
Total of recovered (recycled) waste	-	4	11	14	17
Total of non-hazardous waste	-	26	40	71	130
Total of hazardous waste	-	0	0	0	0



Climate

Goals

- Decrease the CO₂e-emissions per transported km compared to base year
- 2020 by 35% until 2025
50% until 2030
65% until 2035
90% (net-zero) until 2040
- 50% reduction of Scope 1 & 2 emissions without the use of carbon certificates by 2030 compared to base year 2020
- 100% renewable electricity from 2021 onward

	2020	2021	2022	2023	2024
Emissions (tCO₂e)					
Scope 1 – Direct emissions	0	0	0	11	10
Scope 2 – Indirect energy emissions	12	19	32	41	55
Scope 3 – Transport emission intensity (Base year 2020)*	100%	94%	86%	81%	73%**

*Market-based approach

**The intensity of Scope 3 transport emissions fluctuates across different years due to continuous operational and data improvements and may be based on varying underlying assumptions compared to previous years.



Climate

	2020	2021	2022	2023	2024
Energy Consumption					
Fuel consumption [J]	0	0	0	0	0
Electricity consumption [MWh]	114	292	307	534	457
Heat consumption [MWh]	24	104	168	214	280
Total energy consumption [MWh]	138	396	474	748	737
% Renewable Energy (Heat and Electricity)	71%	94%	65%	71%	62%
Carbon Compensation & Removal (tCO₂)					
Direct air capture (DAC) technology	5	2	3	-	10
Biodiversity protection, forest conservation, and afforestation projects	1690	2008	-	-	27
Pyrolysis/Biochar	-	-	33	60	33
CO ₂ avoidance via Sustainable Aviation Fuel (SAF)	-	-	64	97	84
Total	1695	2010	100	157	154



Cooperation

Goals

- Enhance employee engagement and happiness in the workplace
- Improve diversity, equal opportunity, and inclusion
- Enhance employee health, safety, and well-being
- Strengthen trustworthiness and reliability through training and employee programs

	2020	2021	2022	2023	2024
Working Conditions					
Overall score in Great Place to Work Certification (Trust Index)	83%	86%	90%	78%	84%
Turnover rate	4%	11%	10%	8%	11%
Absenteeism	-	0.4%	1.0%	1.4%	1.9%
Employee Health and Safety					
Lost time injury (LTI) frequency rate	-	0	0	0	0
Lost time injury (LTI) severity rate	-	0	0	0	0
Health and safety risk assessment conducted	-	✓	✓	✓	✓
Training & Development					
Total skills development training hours in our LMS	-	114	139	203	100
% of employees who have undergone skills development training in our LMS	-	91%	67%	32%	15%
Number of employee onboarding programs (SkyWeek) held	-	-	-	-	5



Cooperation

Diversity, Equality and Inclusion

	2020	2021	2022	2023	2024
Permanent employees	84	110	143	164	255
Temporary employees	2	2	3	2	9
Infrastructure workers	33	55	68	63	70
Total	119	167	214	229	334
Permanent employees AME	4	8	19	29	16
Permanent employees APAC	9	9	10	11	47
Permanent employees EMEA	71	93	114	124	192
Permanent employees under 30 years	-	-	39	38	53
Permanent employees 30-50 years	-	-	88	111	183
Permanent employees over 50 years	-	-	16	15	19
Total number of new employee hires	-	38	45	39	97
% of women employed relative to the whole organization	35%	33%	32%	30%	33%
% of management positions held by women	36%	28%	26%	32%	20%
% of C-level positions held by women	0%	0%	25%	25%	25%
% of new female employee hires	-	-	-	-	38%
Number of employees that took maternity leave	-	1	1	5	3
Number of employees that took paternity leave	-	3	1	6	8
Different nationalities of employees	27	34	39	40	48
Languages spoken by employees	32	29	43	40	36
% of managers newly trained in unconscious bias	-	-	-	-	52%
% of employees newly trained in Diversity, Equity, Inclusion, and Belonging (DEIB)	0%	20%	31%	38%	11%



Cooperation

	2020	2021	2022	2023	2024
Being a Reliable Partner - Compliance					
Number of confirmed corruption and bribery incidents	-	0	0	0	0
Number of confirmed whistle blower incidents	-	0	0	0	0
% of employees newly trained in business ethics (corruption and bribery)	-	69%	49%	15%	32%
% of employees newly trained in IT Security (phishing)	-	-	22%	30%	32%
Being a Reliable Partner - Procurement					
% of approved suppliers with a corporate social and environmental	0%	5%	11%	80%	89%
% of infrastructure partners with signed corporate social and environmental	0%	9%	15%	32%	64%
% of infrastructure partners with a signed Supplier Code of Conduct	0%	9%	15%	32%	64%



Index

GRI Content Index

The Global Reporting Initiative is an independent, international organization that helps businesses and other organizations take responsibility for their impact by providing them with guidance on how to communicate those impacts, with the aim of systematic, transparent, and comparable sustainability reporting.

The disclosures presented are based on the 2021 GRI Standards edition and its reference to the most recent versions. For more information regarding the GRI reporting visit the GRI website.

To identify these disclosures use the present index as a guideline for their location within the sustainability report.

Statement of Use

SkyCell AG has reported the information cited in this GRI content index for the period from 01 January 2024 to 31 December 2024 with reference to the GRI Standards.

GRI Used

GRI 1: Foundation 2021

GRI 2: General Disclosures (2021)	Location/Response
The organization and its reporting practices	
2-1 Organizational Details	03, 04
2-2 Entities included in the organizations sustainability reporting	04, 12
2-3 Reporting Period, frequency, and contact point	12, 17
2-4 Restatements of information	20
2-5 External assurance	12, 20
Activities and workers	
2-6 Activities, value chain, and other business relationships	.07, 08, 09, 10
2-7 Employees	44
2-8 Workers (not employees)	44
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2-9 Governance structure and composition	04
2-10 Nomination and selection of the highest governance body	–
2-11 Chair of the highest governance body	04
2-12 Role of the highest governance body in overseeing the management of impacts	04
2-13 Delegation of responsibility for managing impacts	–
2-14 Role of the highest governance body in sustainability reporting	12
2-15 Conflicts of interest	–
2-16 Communication of critical concerns	–
2-17 Collective knowledge of the highest	–

GRI 2: General Disclosures (2021)	Location/Response
2-18 Evaluation of the performance of the highest governance body	–
2-19 Remuneration policies	–
2-20 Process to determine remuneration	–
2-21 Annual total compensation ratio	–
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2-22 Statement on sustainable development strategy	13, 14, 15
2-23 Policy commitments	17, 26, 31
2-24 Embedding policy commitments	18, 21, 22, 27, 32
2-25 Processes to remediate negative impacts	–
2-26 Mechanisms for seeking advice and raising concerns	32, 34
2-27 Compliance with laws and regulation	34, 36
2-28 Membership associations	15
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2-29 Approach to stakeholder engagement	13, 14, 15
2-30 Collective bargaining agreements	–
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3-1 Process to determine material topics	14
3-2 List of material topics	14
GRI 204: Procurement Practices (2016)	
3-3 Management of material topics (2021)	36
204-1 Proportion of spending on local suppliers	–

GRI 301: Materials (2016)**Location/Response**

3-3 Management of material topics (2021)	26, 27
301-1 Materials used by weight or volume	–
301-2 Recycled input materials used	28
301-3 Reclaimed products and their packaging materials	28, 40

GRI 302: Energy (2016)

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302-2 Energy consumption outside of the organization.	18, 42
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302-4 Reduction of energy consumption	18, 42
302-5 Reductions in energy requirements of products and services	–

GRI 305: Emissions (2016)

3-3 Management of material topics (2021)	17, 18, 21, 22
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305-2 Energy indirect (Scope 2) GHG emissions	18, 41
305-3 Other indirect (Scope 3) GHG emissions	19, 41
305-4 GHG emissions intensity	19, 41
305-5 Reduction of GHG emissions	19, 41
305-6 Emissions of ozone-depleting substances (ODS)	–
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.	–

GRI 306: Waste (2020)

3-3 Management of material topics (2021)	26, 27
306-1 Waste generation and significant waste-related impacts	19, 28, 40
306-2 Management of significant waste-related impacts	27, 28
306-3 Waste generated	40

GRI 306: Waste (2020)**Location/Response**

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306-5 Waste directed to disposal	40

GRI 308: Supplier Environmental Assessment (2016)

3-3 Management of material topics (2021)	36
308-1 New suppliers that were screened using environmental criteria	36, 45
308-2 Negative environmental impacts in the supply chain and actions taken	36

GRI 401: Employment (2016)

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GRI 404: Training and Education (2016)

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404-2 Programs for upgrading employee skills	32, 43
and transition assistance programs	
404-3 Percentage of employees receiving regular performance	–
and career development reviews	

GRI 405: Diversity and Equal Opportunity (2016)

3-3 Management of material topics (2021)	30, 31, 32, 33
405-1 Diversity of governance bodies and employees	33, 44
405-2 Ratio of basic salary and remuneration of women to men	–

GRI 414: Supplier Social Assessment (2016)**Location/Response**

3-3 Management of material topics (2021)	36
414-1 New suppliers that were screened using social criteria	36, 45
414-2 Negative social impacts in the supply chain and actions taken	-

GRI 416: Customer Health and Safety

3-3 Management of material topics (2021)	08, 09, 10, 13
416-1 Assessment of the health and safety impacts of product and service categories	08, 09, 10, 13, 34
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	34, 39

Glossary

Carbon Neutrality	Balancing a company's carbon dioxide emissions by investing in offsetting projects equivalent to its output. This process typically includes measuring emissions, reducing them through energy efficiency or renewable sources, and purchasing carbon credits for the remaining emissions. While it is a positive step toward climate action, it often prioritizes offsets over systemic reductions.	GHG Protocol - Scope 1	Direct emissions from company facilities and vehicles, e.g. due to burning of oil and gas — defined by the GHG Protocol.
Circular Economy	In a circular economy, resources are used in a way that allows them to be recovered and reused. The goal of a circular economy is to reduce waste and pollution, conserve natural resources, and create economic growth that is sustainable over the long term.	GHG Protocol - Scope 2	Indirect emissions from the procurement of electricity, heat, steam, and cooling — defined by the GHG Protocol.
CO₂ compensation	Also referred to as CO ₂ offsetting. Avoiding or reducing CO ₂ emissions outside of a company's or country's value chain, which would not occur without the support of the entity claiming the compensation. Compensation projects can either be avoidance (e.g. switching to renewable electricity) or removal (e.g. tree planting).	GHG Protocol - Scope 3	Indirect emissions from all upstream and downstream activities of a company — defined by the GHG Protocol.
Corporate Social Responsibility (CSR)	Contribution to sustainable development made by companies. Responsibilities of a company towards the effects of their activities on society and the environment.	Global Reporting Initiative (GRI)	A non-profit organization that has developed a widely used framework for sustainability reporting. Sustainability reporting refers to the practice of publicly disclosing the economic, environmental, and social impacts of a company's operations.
EcoVadis	Rating platform to assess corporate social responsibility and sustainable procurement of companies. EcoVadis rates the sustainability management system of	Great Place to Work	Company that conducts, amongst others, employee surveys and a culture brief to rate the performance of employers. Employers exceeding a certain benchmark will get certified as "Great Place to Work."
		Greenhouse Gas (GHG) Protocol	A widely used accounting and reporting standard for greenhouse gas emissions.

Good Distribution Practices (GDP)

Guideline that outlines the standards that pharmaceutical products should meet when being stored, transported, and handled.

Net-zero

Net-zero requires a reduction of at least 90% of all corporate greenhouse gas emissions (including direct — Scope 1, indirect from purchased energy — Scope 2, and value chain emissions — Scope 3) compared to a baseline. The remaining emissions (residual emissions) are thereafter neutralized using permanent and durable carbon removals.

Oxford Principles of Carbon Offsets

A framework for effective carbon offsetting that contributes to achieving net-zero emissions. The principles prioritize emission reductions before offsets, encourages environmental integrity and transparency in offsetting practices, and supports a shift to carbon removals with durable storage and low risk of reversal by the net-zero target date. The principles also emphasize the importance of developing innovative and integrated approaches to achieving net-zero.

Pyrolysis

Pyrolysis with biochar production is a process where organic material is heated to create biochar, a type of charcoal rich in carbon. When added to soil, biochar stores carbon for a long time, effectively removing it from the atmosphere and helping to fight climate change.

Science Based Targets initiative (SBTi)

A corporate climate action organization that develops standards, tools and guidance to allow companies to set greenhouse gas (GHG) emission reduction targets in line with the goals of the Paris Agreement. By setting science-based targets, businesses commit to reducing their emissions to limit global warming to below 2°C above pre-industrial levels. This initiative helps companies' future-proof growth, boost investor confidence, drive innovation, and demonstrate concrete sustainability commitments.

Sustainable Aviation Fuels (SAF)

Eco-friendly alternative to traditional aviation fuels, derived from renewable sources like plants, algae, waste oils, or recycled materials. It emits fewer greenhouse gases and reduces reliance on non-renewable resources.

Renewable energy certificates (REC)

Also referred to as Guarantees of Origin or Energy Attribute Certificates. A way to track and trade the environmental attributes of renewable energy, used to foster the development of renewable energy sources.

A REC represents the environmental attributes of one megawatt-hour (MWh) of electricity generated from a renewable energy source. When a renewable energy facility generates one MWh of electricity, it can also generate one REC, which can be traded separately from the electricity itself.



The Supply Chain of the Future

SkyCell is a Swiss supply chain technology company on a mission to eliminate medicine loss and drive net-zero emissions in pharma logistics.

Founded in 2012 and trusted by the top 20 pharma companies, SkyCell combines hybrid containers, smart software, and tailored services to enable safe, secure, and sustainable pharmaceutical transport.

Its end-to-end offering includes hybrid pharma containers, AI-powered pharma monitoring, and global Unit Load Device (ULD) tracking.

With gateway infrastructure in 255+ airports and integrations with systems like Microsoft Teams and Validaide, SkyCell ensures unmatched visibility and control across the supply chain. Recognized among the top 1% of sustainable companies globally, SkyCell helps pharma companies, airlines, and logistics providers reduce risk, cost, and emissions.

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Our Website

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Our Newsletter

skycell.ch/about-us/subscribe-newsletter.html