

2025 Sustainability Report



Contents

| | | |
|-------------------------|---------------------------------------------|----|
| 01 About SkyCell | A Letter from Our Founders | 2 |
| | 2025 in Review | 3 |
| | Our Market | 5 |
| | Products & Services | 6 |
| | Our Operations | 11 |
| | Our Commitment to Sustainability | 12 |
| 02 Climate | Summary | 15 |
| | On Track to 2040 | 17 |
| | Blueprint for Logistics Emissions Reduction | 19 |
| | Actions & Results | 21 |
| 03 Circularity | Summary | 26 |
| | Our Circularity Model | 27 |
| | Actions & Results | 28 |
| 04 Cooperation | Employee Spotlight | 34 |
| | People Actions & Results | 36 |
| | Being a Reliable Partner | 41 |
| | Partner Actions & Results | 45 |
| 05 Conclusion | | 49 |
| 06 Performance | | 51 |
| 07 Index | | 55 |
| 08 Appendix | | 57 |

01

About SkyCell

In this section

| | |
|----------------------------------|----|
| A Letter from Our Founders | 2 |
| 2025 in Review | 3 |
| Our Market | 5 |
| Products & Services | 6 |
| Our Operations | 11 |
| Our Commitment to Sustainability | 12 |



A Letter from Our Founders

Why we refuse to think small

The pharmaceutical logistics industry faces a defining challenge: delivering greater reliability while reducing cost, risk, and carbon footprint simultaneously.

As the biologics and cell therapies sectors grow, these stakes get even higher. Traditional responses have focused on incremental optimization—better materials, tighter processes, compliance-focused improvements.

But the biggest opportunity lies in rethinking how supply chains are designed.

When planning, packaging, monitoring, and operations are approached as an integrated system rather than isolated components, decisions that reduce cost can also reduce emissions and risk at scale. Infrastructure becomes leaner. Excursion rates decrease. Efficiency compounds.

This belief has guided how our company has grown. From the beginning, we built an integrated platform linking hardware, software, and services to provide end-to-end supply chain protection sustainably.

The aim is simple: Enable pharmaceutical supply chains to grow while continually reducing emissions,

waste, and risk. And every day, we're proving that this is possible.

Our 2025 Sustainability Report shows where we stand on our journey. Progress has been made. More remains to be done. Some constraints are structural and will take time to overcome. That reality sharpens our focus rather than softening our ambition.

Because incremental improvement is not enough. Only system change is.



Sustainability engagement pays off: Those who view sustainability as a driver of innovation reduce costs, create markets, and gain a competitive edge.”

Nico Ros
Chairperson of the Board



2025 in Review

Our Highlights

30k+

Additional loggers monitoring shipments daily

8.7_{tCO₂e}

Average avoidance per transported pallet*

54

Different nationalities represented at SkyCell

32%

Scope 3 carbon intensity reduced compared to base year 2020

3k

Repair and maintenance activities performed to extend asset usability

Net-Zero

On track to achieving net-zero in our entire supply chain by 2040



Our Vision

Lead the pharmaceutical supply chain by assisting pharma companies to achieve zero medicine loss and net zero CO₂ emissions.



Our Market

Addressing Systemic Challenges

Pharmaceutical supply chains are becoming more complex, more regulated, and more critical to global health. The rapid growth of biologics, cell and gene therapies, and temperature-sensitive medicines has increased both the value and fragility of global distribution networks.

According to industry estimates, around \$35 billion is lost every year due to broken pharmaceutical supply chains¹. These failures are more than operational setbacks. They mean delayed patient access, wasted resources, repeat manufacturing, and additional transport emissions—compounding risk at every level of the supply chain.

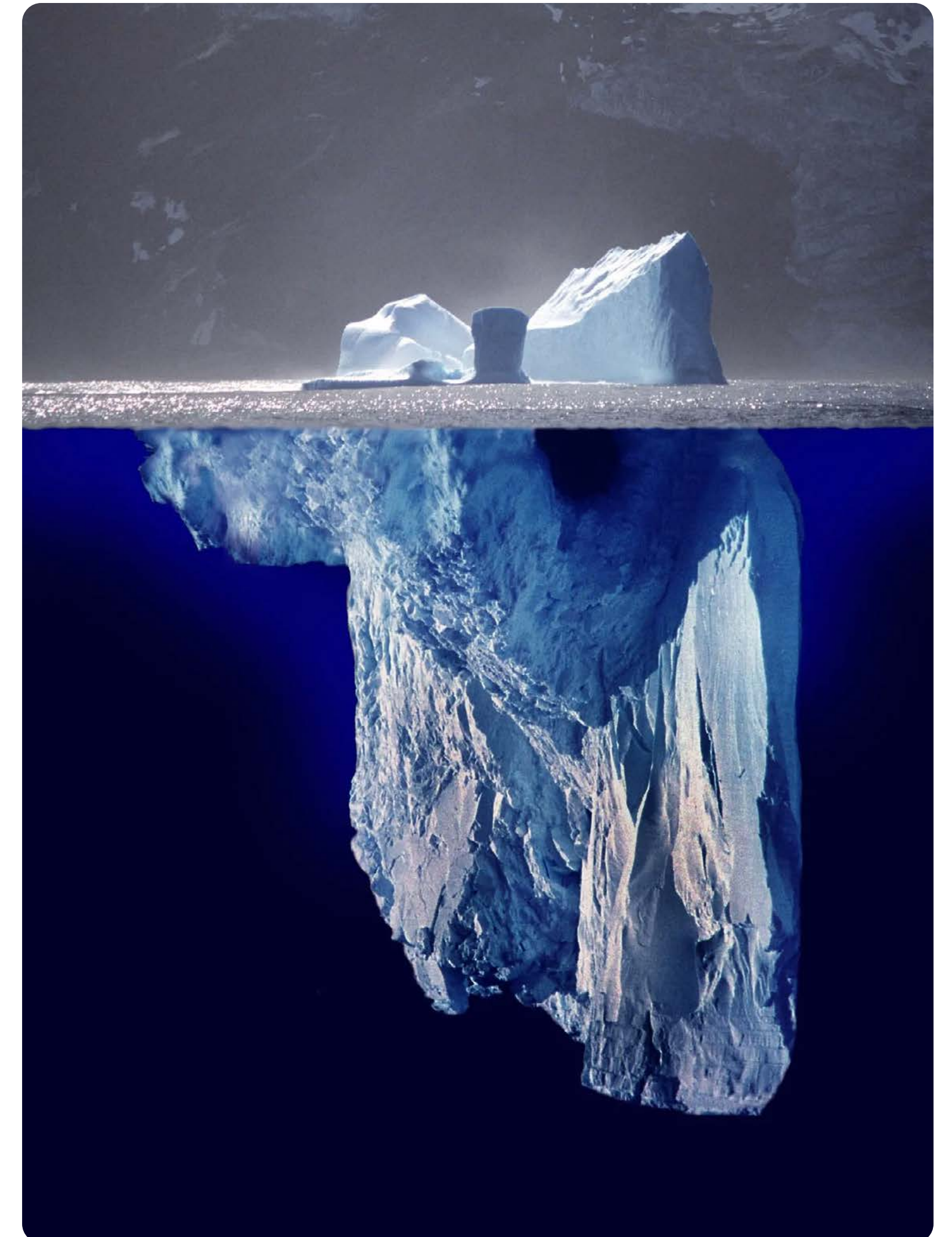
At the same time, pharmaceutical companies are under increasing pressure to decarbonize their value chains. Transport and distribution form a significant share of Scope 3 emissions, particularly when air freight, urgent re-shipments, and product replacement are required.

The challenge is therefore systemic:

- Protect increasingly sensitive, high-value therapies
- Reduce waste, delays, and operational inefficiencies
- Increase visibility and control across fragmented global networks
- Decarbonize logistics without compromising quality or compliance

Addressing these pressures requires rethinking how supply chains are designed.

We believe supply chains should be built around performance, resilience, and sustainability. Not limited by preventable risk or structural inefficiency.



Our Products & Services

Integrated Layers of Protection

SkyCell’s approach is grounded in a single principle: supply chain protection is most effective when its components work as a connected system. Planning, packaging, monitoring, and intervention are not parallel workstreams. They are interdependent layers, each one strengthening the others.

Network Impact

Individually, each layer strengthens reliability. Together, they enable our clients to reduce product waste, improve operational efficiency, and lower emissions across their supply chains, significantly more than any single component deployed in isolation.

Turning insights into action

Knowing what’s wrong matters.
Knowing who can fix it matters more.

Expanding network visibility

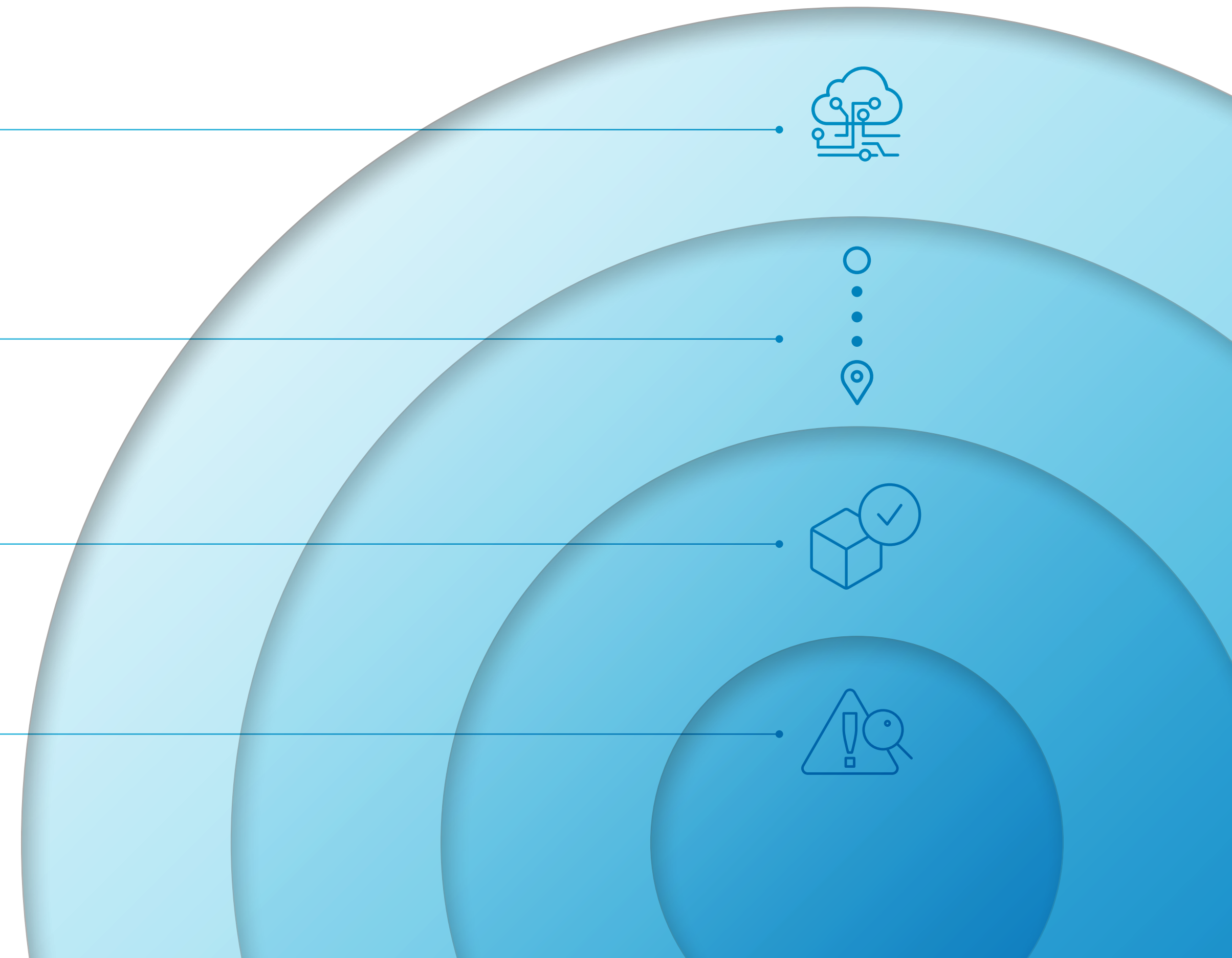
Blind spots create risk.
Connectivity eliminates them.

Engineering physical protection

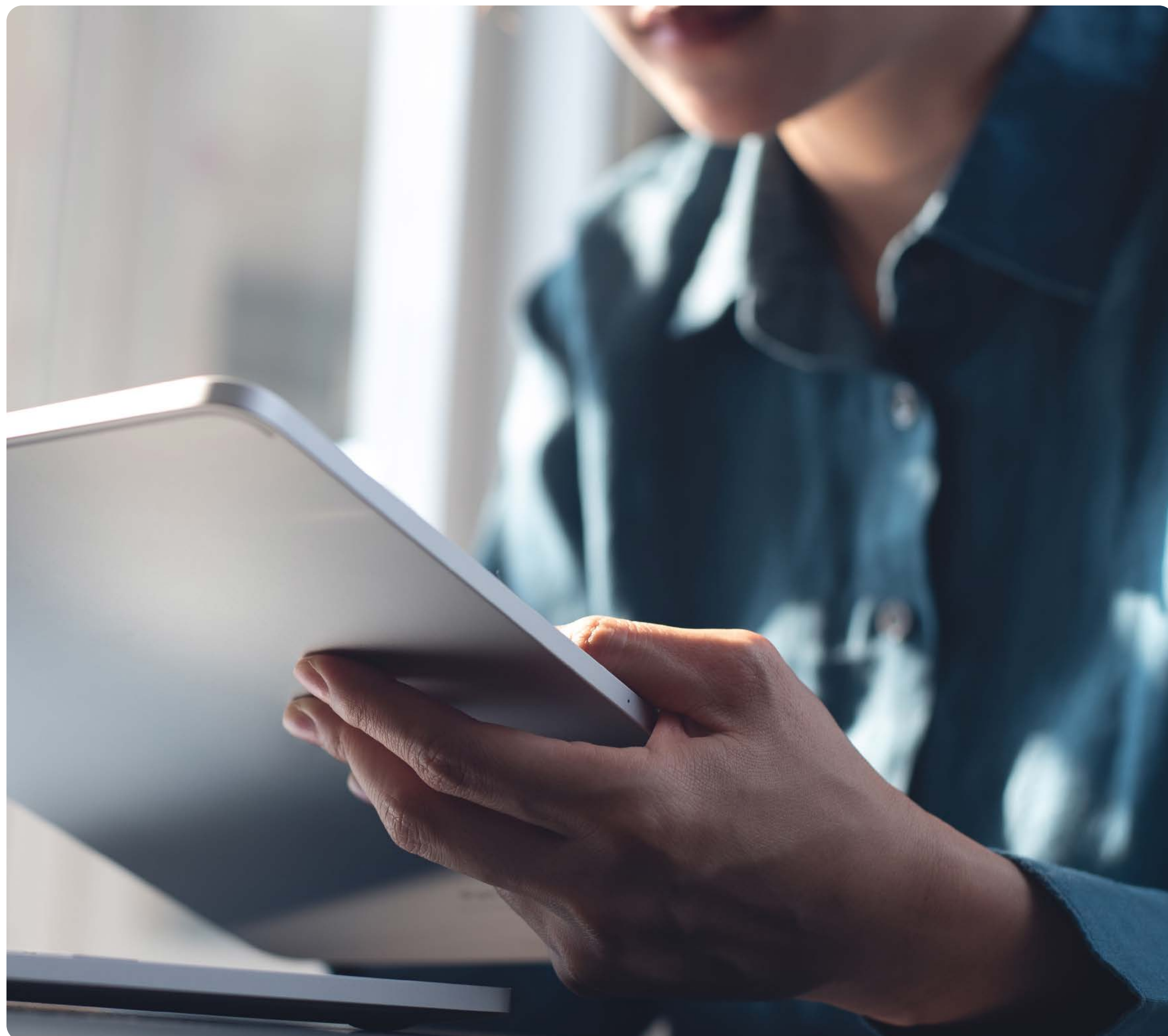
Packaging turns plans into reality.

Lane understanding

Protection starts by understanding the lane.



Our Products & Services



Lane understanding

Engineering physical protection

Expanding network visibility

Turning insights into action

Protection starts by understanding the lane.

Through Validaide, our digital backbone, pharmaceutical companies can assess lane robustness, partner capabilities, compliance readiness, and CO₂ impact before execution, as well as optimize their supply chains based on both reliability and carbon impact.

Today, major global freight forwarders and leading pharmaceutical companies use Validaide to collaboratively review and approve lanes in minutes rather than weeks, enabling faster decisions, clearer risk visibility, and more sustainable logistics planning. This reduces deviations, avoids emergency logistics, and prevents avoidable emissions. Over 60,000 lanes have been digitized already and a new lane is assessed every 30 minutes.

Our Products & Services



Lane understanding

Engineering physical protection

Expanding network visibility

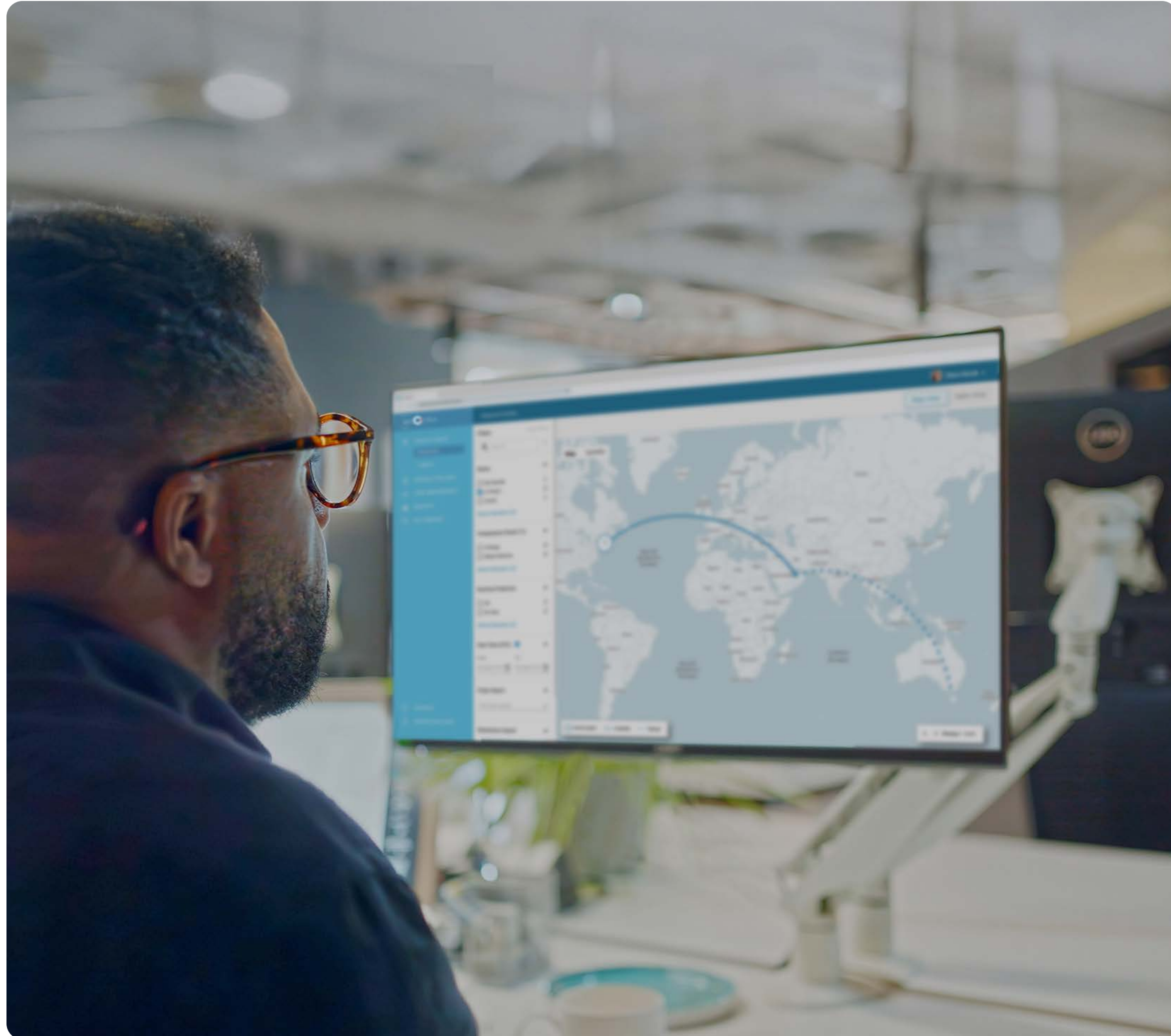
Turning insights into action

Packaging turns plans into reality.

Since 2012, we have engineered hybrid containers to eliminate the structural weaknesses of traditional active and passive solutions. Through smart design, they can reduce emissions by over 50% compared to active & passive solutions while achieving zero product loss².

We have the expertise, skills, and technology to design, build, and operate containers with the longest autonomous runtime in the industry. Preventing temperature excursions avoids product disposal, replacement manufacturing, and urgent re-shipments. Protecting products, therefore, protects both patients and environmental resources.

Our Products & Services



Lane understanding

Engineering physical protection

Expanding network visibility

Turning insights into action

Blind spots create risk. Connectivity eliminates them.

Through our expanding global IoT network of 120,000 loggers, 250+ monitored airports, and 400+ gateways, customers gain real-time insight into shipment health, timing, and deviations. Combined with over four billion data points and predictive analytics, this visibility becomes intelligence. Pharmaceutical companies can identify recurring risks, improve lane performance, and optimize network-level emissions over time.

Our Products & Services



Lane
understanding

Engineering
physical protection

Expanding
network visibility

**Turning insights
into action**

Knowing what's wrong matters. Knowing who can fix it matters more.

AI-enabled alerts, combined with SOP-aligned recommendations, allow targeted interventions when shipments are at risk. This closes the gap between insight and execution—protecting product integrity and avoiding the cascading environmental and operational consequences of failure.

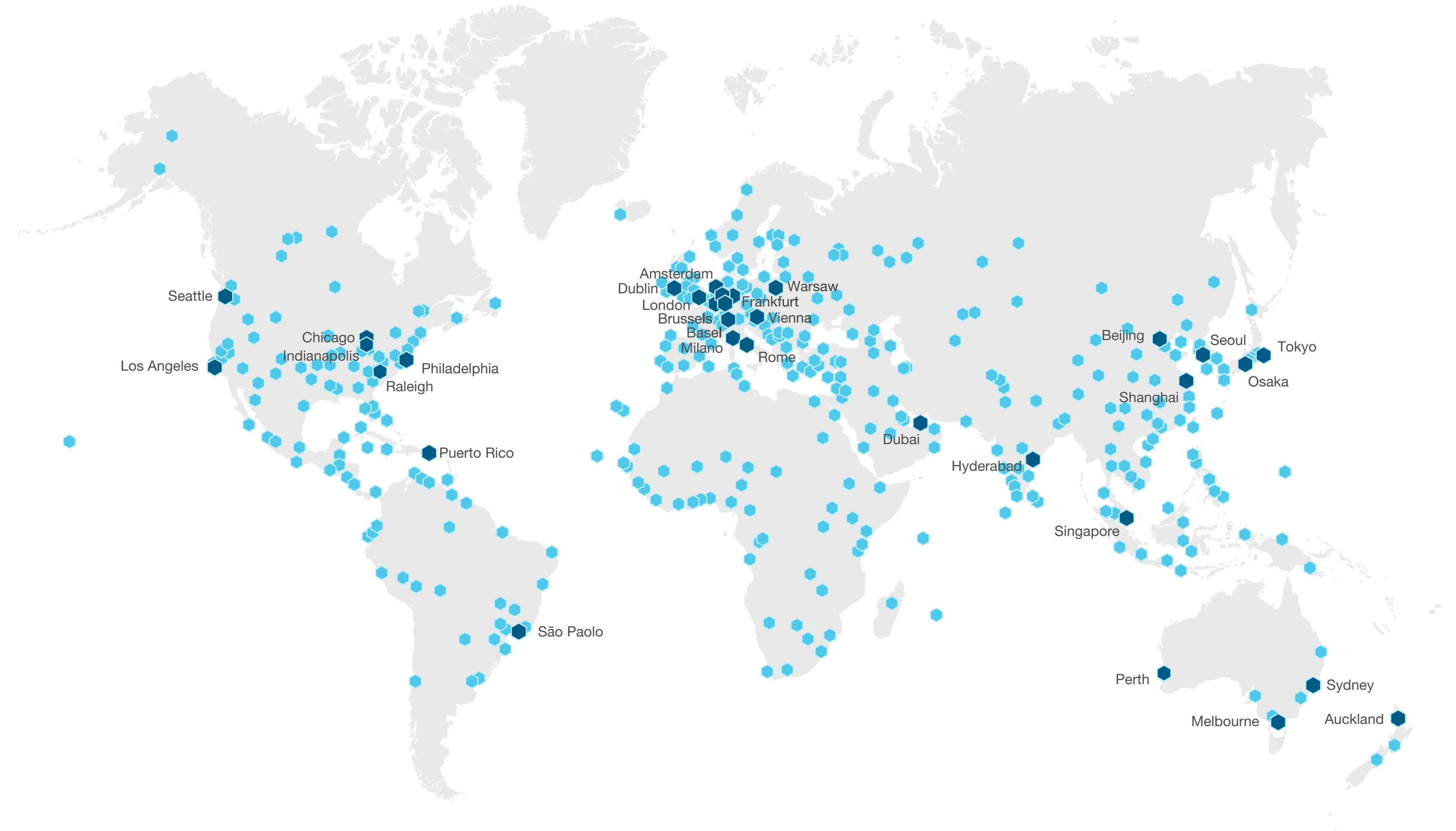
Our Operations

Engineered for Global Impact

SkyCell operates a purpose-built global infrastructure for pharmaceutical logistics. Our network spans more than 100 countries, covering over 250 IoT-monitored airports and more than 50 service stations worldwide, supported by three company hubs.

A fleet of more than 5,000 hybrid containers circulates continuously across this network. Our operations are coordinated through headquarters, regional offices, hubs, and a 24/7 centralized control tower. A team of 280 experts representing 54 nationalities supports our pharmaceutical partners every day, combining deep technical expertise with a shared commitment to patient safety. To lead our company, we have four C-level positions and five upper management positions.



This global network enables consistent performance and reliable execution across complex supply chains and reduces transport needs for dispositioning.



5,000+
Hybrid containers

50+
Service stations

100+
Countries

 SkyCell Stations
 Served Airports

280
Experts

250+
Airports in network

1,800
Logistics partners

Our Commitment to Sustainability

Embedded in How We Operate

Decarbonizing pharma logistics is not an easy task. Stringent temperature-control requirements, time-critical delivery needs, and uncompromising quality standards rule out many of the conventional emission-reduction measures available to general cargo. Pharma logistics requires systemic solutions that reduce environmental impact without ever compromising product integrity.

This reality has shaped SkyCell’s sustainability journey from the very beginning.

Despite the constraints inherent to the sector, meaningful progress is possible. When approached systemically, even marginal efficiency gains in packaging, transport modes, or operational flows

can translate into significant environmental benefits at scale. At SkyCell, we take responsibility for identifying and accelerating these opportunities through innovation, data-driven decision-making, and continuous improvement.

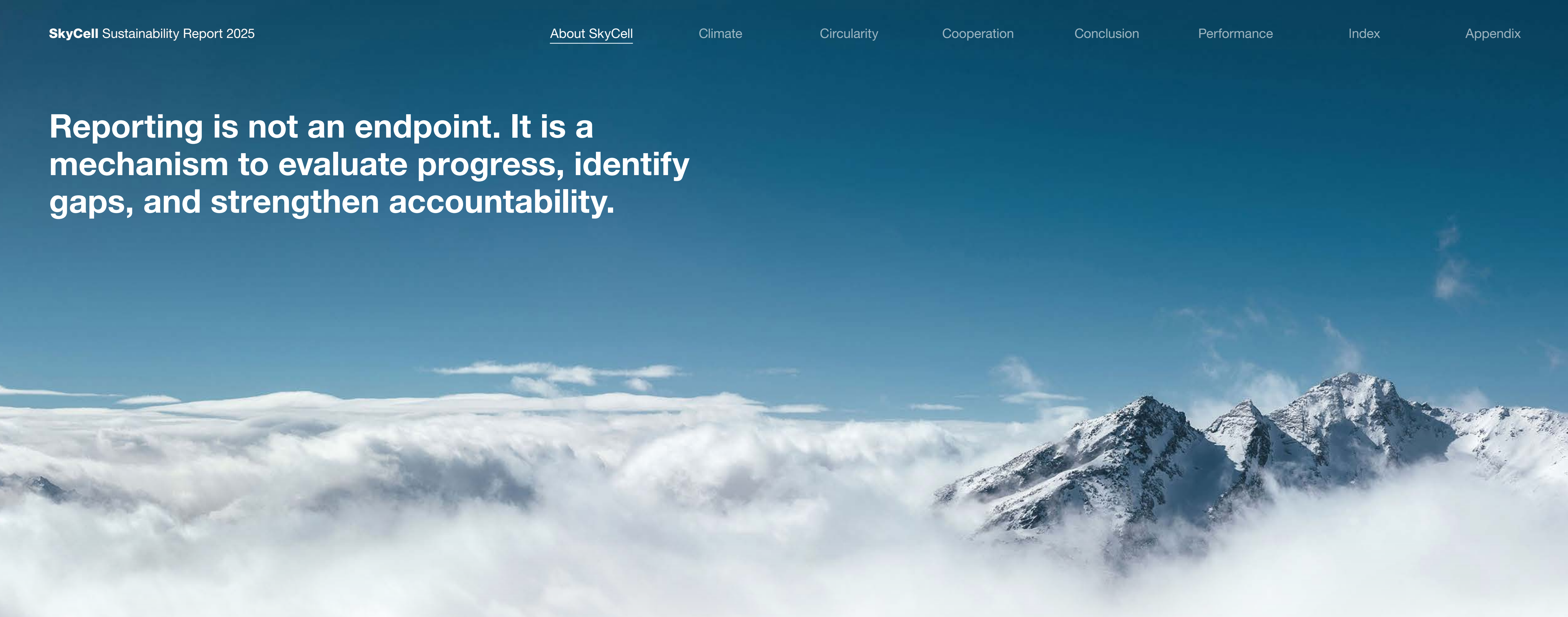
Our sustainability commitment extends far beyond carbon reduction and incremental changes. Since 2021, we have evaluated our broader impact through a comprehensive materiality assessment, identifying Climate, Circularity, and Cooperation as our three core focus areas. These priorities are reviewed annually by our Sustainability Department and Nico Ros, Chairperson of the Board, ensuring that sustainability remains embedded in our governance and strategic decision-making processes.

As a participant of the UN Global Compact, we align our Environmental, Social and Governance (ESG) strategy with the United Nations Sustainable Development Goals (SDGs), reinforcing our commitment to responsible business practices.

We recognise the importance of clear reporting and sharing our progress with peers and stakeholders. Each year, we publish a sustainability report aligned with the Global Reporting Initiative (GRI) framework, supported by defined Key Performance Indicators (KPIs). We also disclose our actions and performance through external assessments such as the EcoVadis rating and the CDP. Additional information on our reporting practices and materiality in the [Appendix](#).



Reporting is not an endpoint. It is a mechanism to evaluate progress, identify gaps, and strengthen accountability.



Climate

Driving down our emissions and supporting pharma in reducing theirs



Circularity

Improving resource efficiency and closing the loop through circular design



Cooperation

Working together to push sustainability beyond current limitations



02

Climate

In this section

| | |
|---------------------------------------------|----|
| Summary | 15 |
| On Track to 2040 | 17 |
| Blueprint for Logistics Emissions Reduction | 19 |
| Actions & Results | 21 |



Summary

Committed to Curbing Emissions

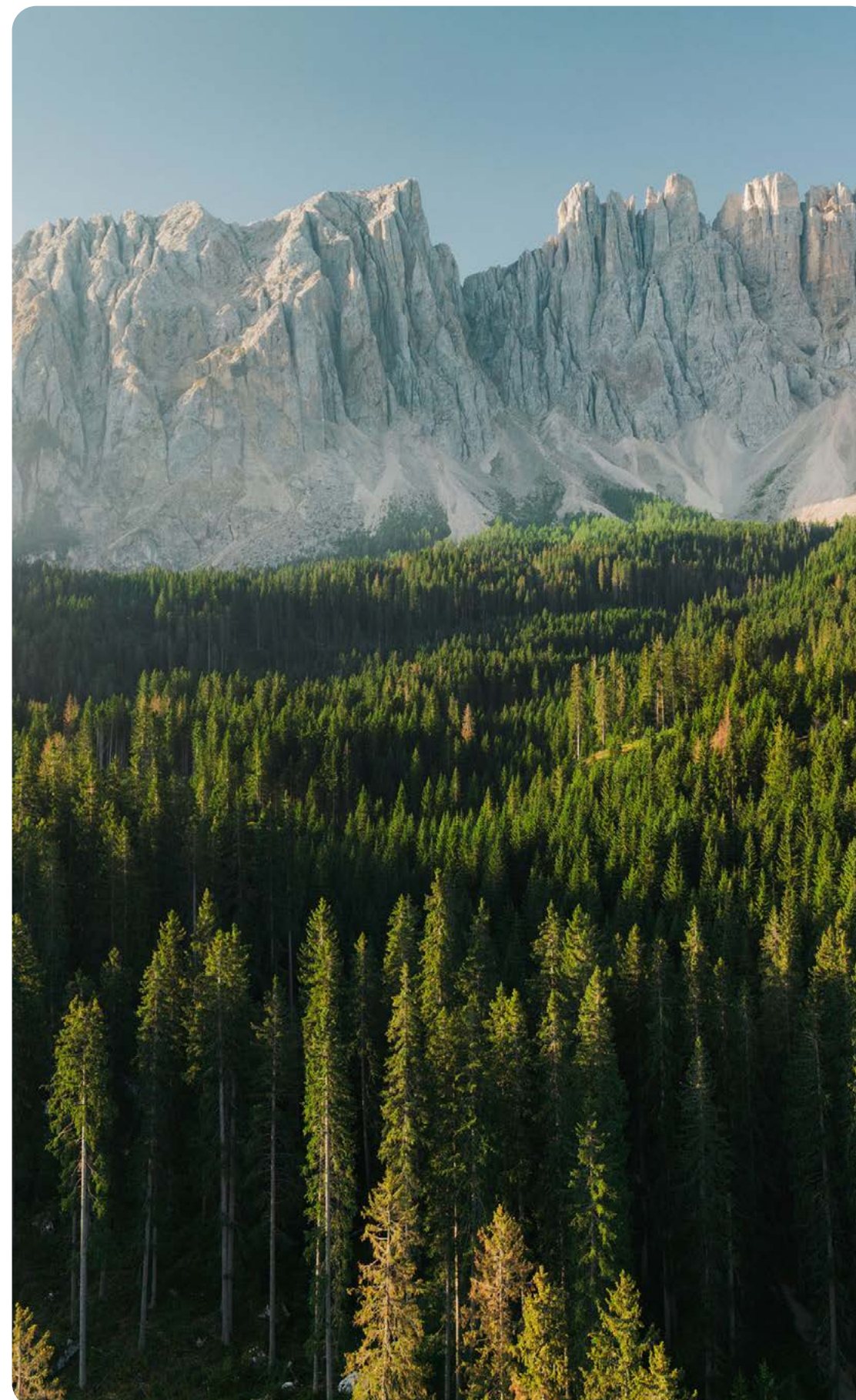
Modern pharmaceutical logistics is structurally carbon intensive. Temperature-controlled transport, global distribution, and heavy reliance on air freight shape the sector’s emissions profile.

At SkyCell, this reality is reflected clearly in our footprint. More than 99% of our greenhouse gas emissions (GHG) arise from Scope 3 categories, primarily downstream transport and distribution of our hybrid containers. Scope 1 and 2 emissions account for less than 1% of total emissions.

This distribution defines our climate strategy. Meaningful climate progress requires addressing value chain emissions, not only operational energy use.

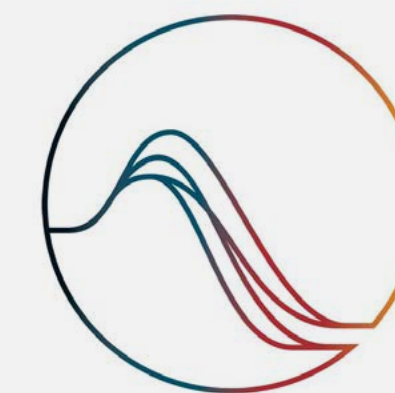
Responsibility & Accountability

Unlike parts of the industry that exclude container transport emissions from their net-zero goals, we take full responsibility for our climate impact. We include all emissions associated with the use and transport of our containers, even where our direct control is limited.



Our Approach

We are committed to advancing global sustainability initiatives and have set validated science-based targets to reduce our Scope 1 and 2 greenhouse gas emissions by 50% by 2030, without the use of CO₂ certificates. Building on this ambition, we are also targeting full net-zero emissions by 2040, a goal that includes all Scope 3 emissions across our value chain.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our Progress

32%

Reduction in Scope 3 compared to the 2020 base year.

117k

Litres of SAF procured through Air France KLM Martinair Cargo’s SAF Program since 2023

100%

Renewable electricity at company-managed sites

1k+

Carbon footprints of packaging solutions analyzed by Validaide

We have an ambitious commitment to reach net-zero greenhouse gas emissions by 2040.

On Track to 2040

Growth Without Compromise

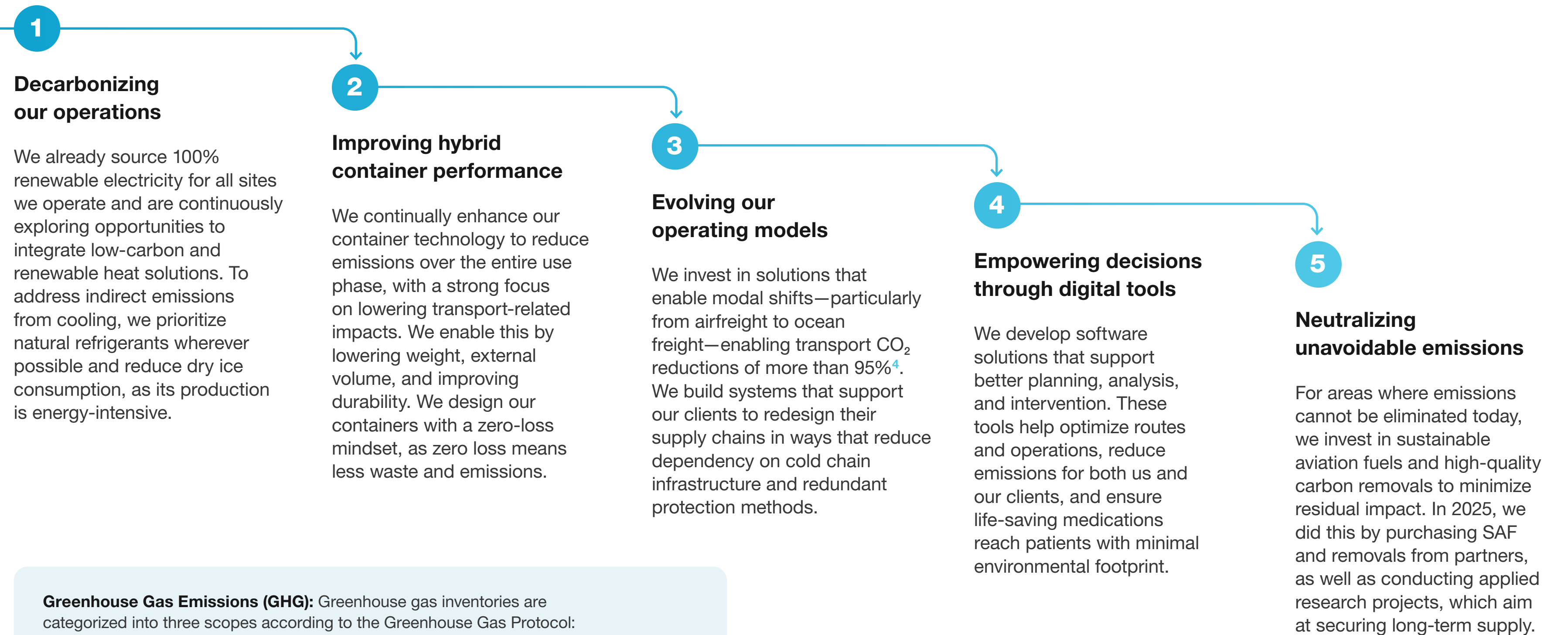
Net-Zero by 2040

We have an ambitious commitment to reach net-zero greenhouse gas emissions by 2040.

In defining this ambition, we made a deliberate choice to include not only our own operations but also our supply chain and the use phase of our products, even though our influence over these areas is limited. This broader boundary reflects our intention to take maximum ownership and drive meaningful emissions reductions across the value chain, for SkyCell and the industry.

71% of global healthcare greenhouse gas emissions are derived from the supply chain (Scope 3)³

The largest share of our emissions results from transporting our hybrid containers. To structurally decouple emissions from business growth, we are pursuing a five-part approach:



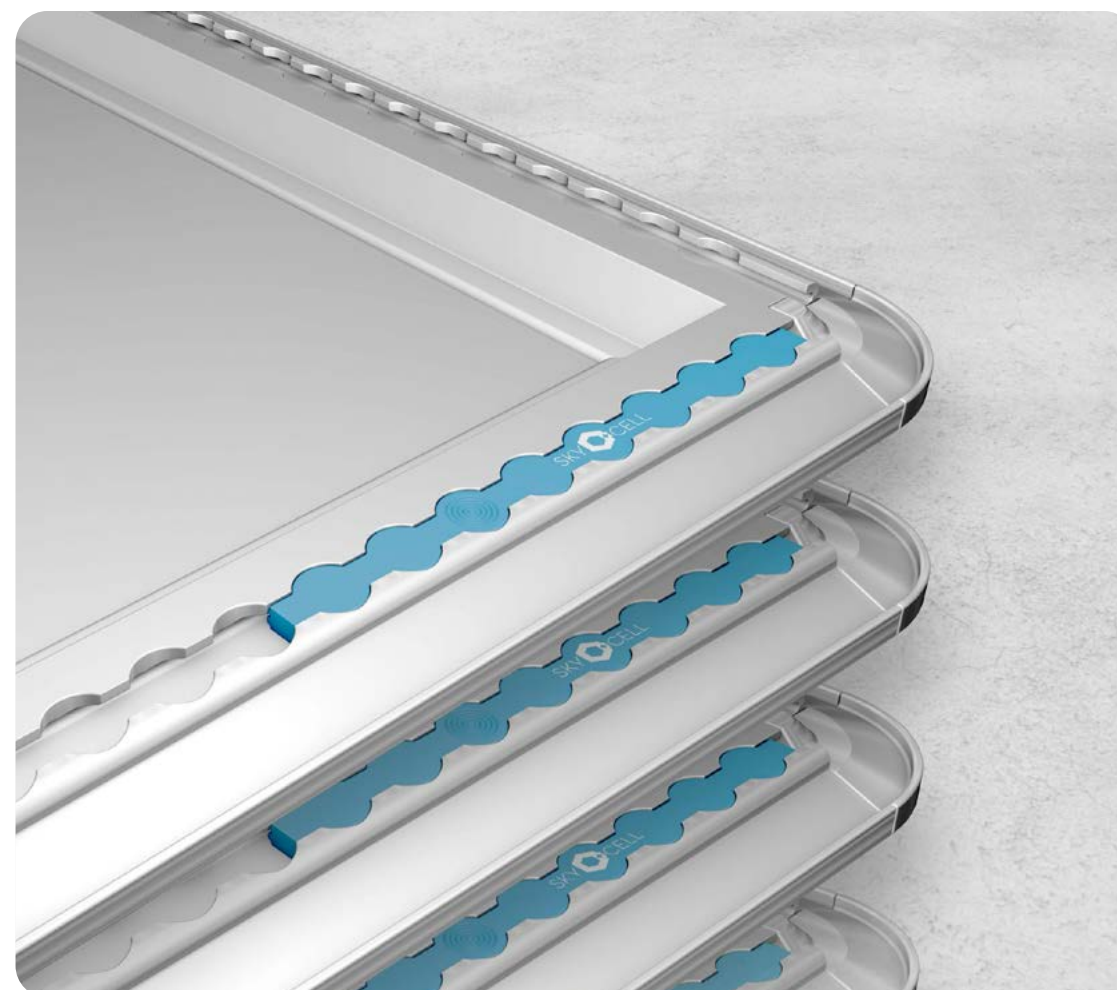
Greenhouse Gas Emissions (GHG): Greenhouse gas inventories are categorized into three scopes according to the Greenhouse Gas Protocol:

- Scope 1: Direct emissions—stationary/mobile combustion and fugitive emissions
- Scope 2: Indirect emissions from purchased electricity and heat.
- Scope 3: Indirect emissions from value chain, incl. transport, waste, purchased goods.

On Track to 2040

Decarbonization Is Not a Side Project

Decoupling growth from emissions is one of the hardest challenges our industry faces. It must be engineered into network design, asset architecture, and operational decision-making. By improving container performance, enabling modal shifts, optimizing planning, and extending asset life, we can reduce emissions per shipment while continuing to scale operations.



Blueprint for Logistics Emissions Reduction

Cutting Emissions Through Network Optimization

In biotech and pharmaceutical companies, the majority of emissions (over 75%) occur outside direct operations and fall under Scope 3. As over half of the sector by revenue has joined the UN Race to Zero, companies are increasingly expected to address these value-chain emissions.

Network Optimization in Action

A global pharmaceutical client shipping temperature-sensitive medicines on long-haul lanes (including ORD–GRU, AMS–SYD, and ORD–HKG) set out to reduce logistics-related emissions.

As in many pharma supply chains, outbound shipments typically move by air to safeguard product quality. However, CO₂ emissions and costs often escalate on the return leg when empty containers are repositioned by air.

SkyCell can help this client reduce emissions by redesigning the container journey across the full network using three main operational levers—rather than relying on emission offsets added later.

1

Eliminate reverse air freight through regional capabilities

Where regional capability exists, reverse logistics can be eliminated altogether. With SkyCell’s service centers in Australia, containers serving Sydney are serviced and redeployed locally, avoiding any long-distance return transport on that lane.

2

Optimize the network to prevent unnecessary repositioning

Where demand at the destination is limited, network design becomes the primary lever. Through scenario analysis and AI-supported pooling, SkyCell optimizes container circulation across the network, minimizing long-distance repositioning.

3

Use ocean for reverse freight when repositioning is required

Where long-haul repositioning remains unavoidable, emissions are reduced by changing the transport mode. SkyCell’s Net ZERO Reverse program shifts empty container returns from air to ocean on intercontinental lanes, reducing return-leg emissions by over 95%⁵. Any residual emissions can be addressed using high-quality, permanent removal solutions.

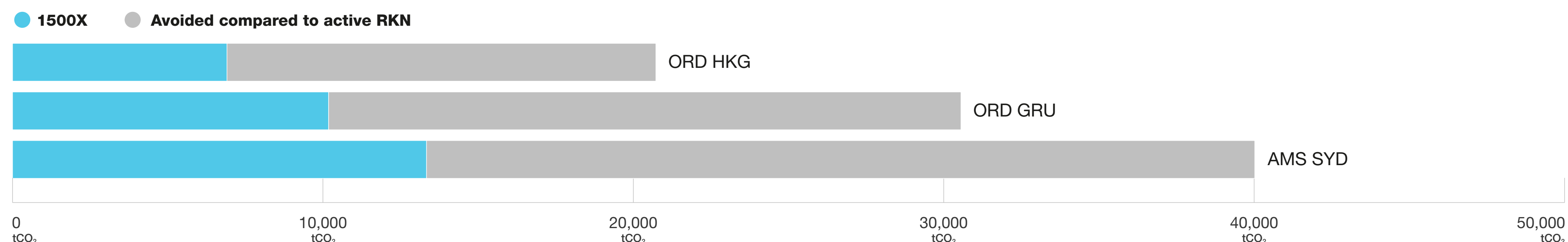
Within the before mentioned lanes, by integrating these strategies the client can almost eliminate CO₂ emissions of reverse transports.

Moving 3,000 containers across these three lanes, the client can reduce overall emissions by up to 67% when compared to an RKN shipment with air freight returns, which is equivalent to 61,000 tCO₂ or the annual emissions of 14,000 passenger cars. The estimation considers a pallet weight of 150 kg and is calculated based on the methodology of the MIT Centre for Transport and Logistics⁶.

Blueprint for Logistics Emissions Reduction

SkyCell's Approach vs Carbon Removal Credits

With 3,000 hybrid containers, up to 61,000 tons of CO₂ emissions can be avoided, the same impact as taking about 14,000 cars off the road.



SkyCell's three-layered approach provides a structural, operational, and cost-effective pathway to decarbonize pharmaceutical supply chains. By combining advanced container technology with network-level logistics optimization, SkyCell reduces emissions directly at the source.

Through SkyCell's guaranteed "reverse by ocean" service, SkyCell also offers a practical alternative to carbon removal, enabling emissions reductions at a cost of approximately \$40 per ton of CO₂. This

approach avoids emissions that would otherwise require removal through significantly more expensive technologies such as biochar or direct air capture.

By minimizing the residual carbon footprint from the outset, SkyCell reduces the need for costly compensation measures within net-zero strategies. This integrated system brings the pharmaceutical industry one step closer to net zero while helping ensure that supply chain decarbonization does not translate into high costs for patients.

CO₂ removal & avoidance cost [\$/tCO₂]*

| SkyCell's Ocean Reverse | Biochar** | Direct Air Capture & Storage |
|-------------------------|--------------|------------------------------|
| \$40 | \$130 | \$720 |

* Average costs for carbon removals according to The State of Carbon Dioxide Removal Report, 2024.
 ** Process in which carbon from biomass is transformed into charcoal-like form for permanent storage.

Carbon Dioxide Removal (CDR)

Taking CO₂ out of the atmosphere and storing it in durable, long-term reservoirs to counteract climate change. It includes natural methods (like enhancing forest or soils) and technological solutions (such as direct air capture and geological storage).

CDR credits costs range from 12-1,600k \$/tCO₂e⁷

Actions & Results

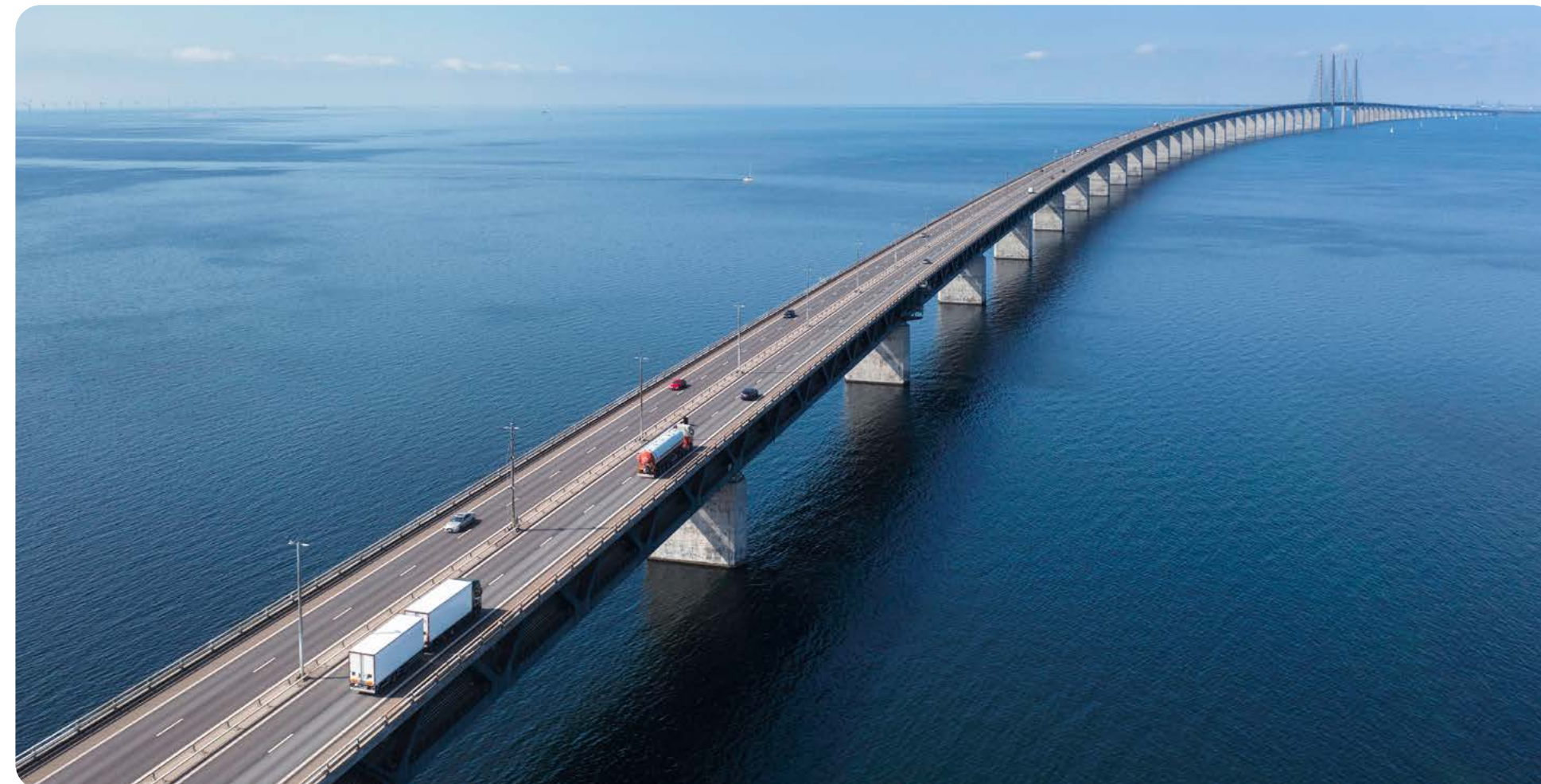
Driving Climate Progress



Scope 3 Emissions

Scope 1 & 2 Emissions

Transitioning to Low-Carbon Energy Sources



Actions & Results

Scope 3 Emissions

Why Scope 3 Matters

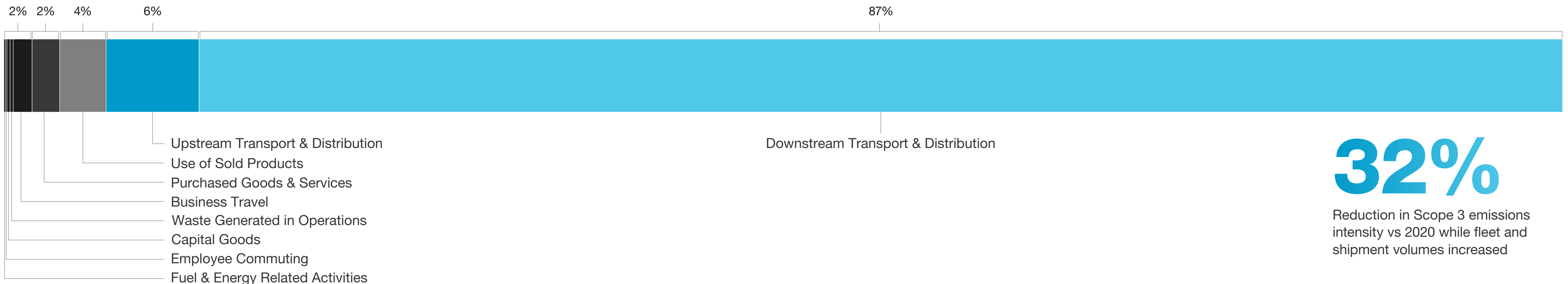
At SkyCell, Scope 3 accounts for more than 99% of total emissions. Scope 1 and 2 combined represent less than 1%. Meaningful change requires us to take responsibility for the entire supply chain.

At SkyCell, GHG analysis reveals Scope 3 is the most carbon-intensive, with less than 1% of emissions coming from direct and electricity-related sources. The majority of our emissions are generated by transporting our containers, specifically from Scope 3 downstream transport and distribution.

More than 80% of total emissions come from this group. It covers shipments leaving our service centers for pharmaceutical clients, deliveries to their distribution hubs, and returned containers sent back for reuse. Because airfreight is the main mode of transport for these pharmaceutical products, the resulting carbon emissions are notably high.

As client transports are outside our operational control, we focus on optimizing container design by maximizing cargo space and minimizing weight. In parallel, we strategically locate service centers to reduce long distance reverse and pooling transports, prioritizing ocean freight where empty transports are unavoidable.

Together with the increased deployment of 1500X containers over the past years, these measures have reduced Scope 3 carbon intensity by 32% compared to the 2020 base year. For more details on our emission calculation analysis, check the [Appendix](#).

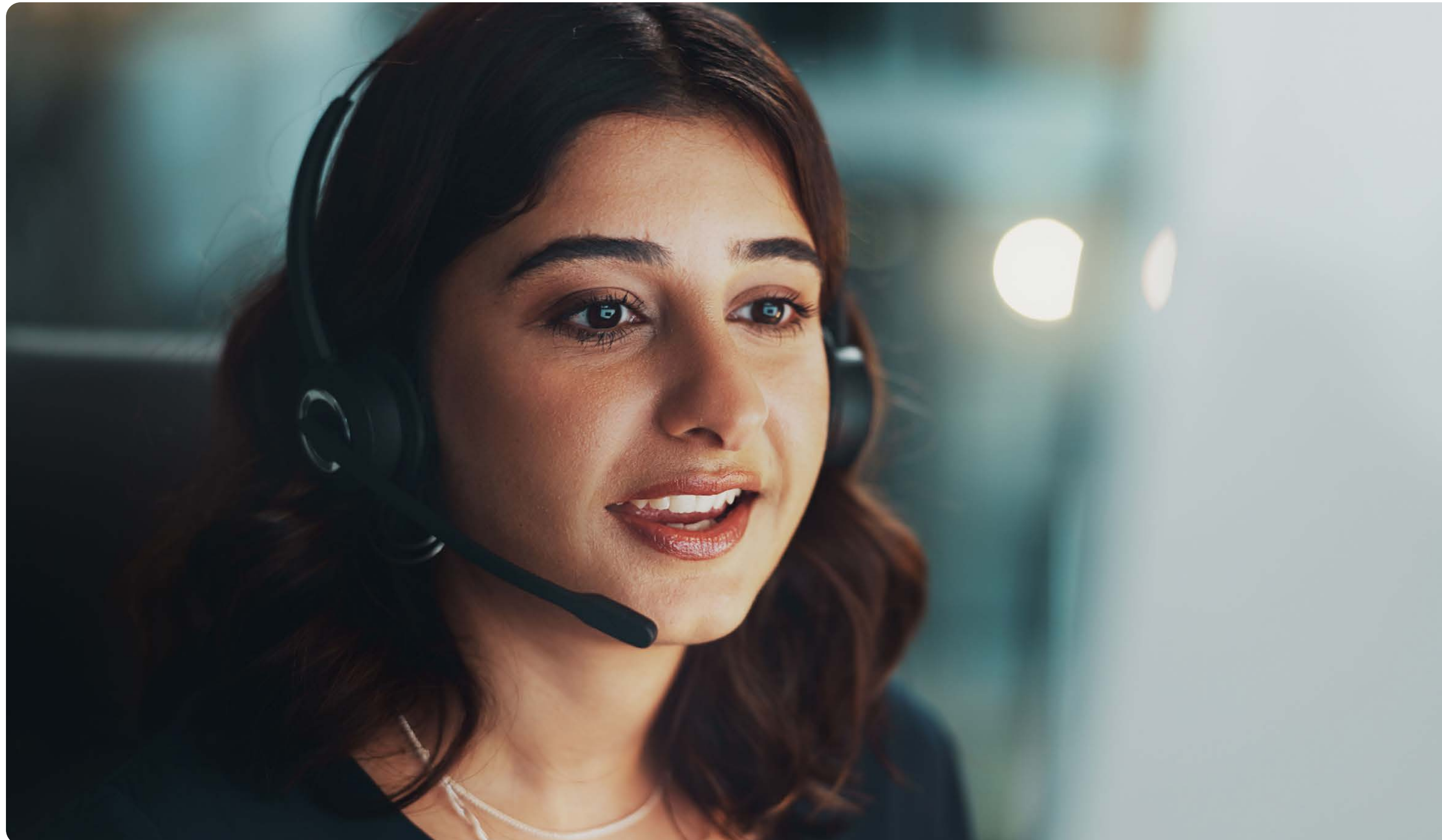


32%

Reduction in Scope 3 emissions intensity vs 2020 while fleet and shipment volumes increased

Actions & Results

Scope 1 & 2 Emissions



To facilitate efficient operations and ensure reliability, we have established a control tower to manage critical events through real-time tracking of our services 24/7 and SkyCell-controlled hubs dedicated to preconditioning, testing, maintenance, and repair of our containers, in addition to our service center and airline partners.

Consequently, this has led to increased energy, refrigerants, and fuel consumption within the company-controlled locations. This has resulted in total emissions of 22 tCO₂e for Scope 1 and 69 tCO₂e for indirect energy (Scope 2) emissions, calculated using a market-based approach, accounting for less than 1% of our total emissions relative to supply chain emissions.

Actions & Results

Transitioning to Low-Carbon Energy Sources

Our company uses renewable electricity and acquires green energy certificates to reduce emissions. In Switzerland, we opt for green tariffs; outside of Switzerland, we match annual consumption with renewable energy certificates. Biomethane certifications partially compensate non-renewable heating, and any residual Scope 1 and 2 emissions are neutralized with removal certificates.

Since 2023, we have purchased 117,000 liters of Sustainable Aviation Fuel with Air France KLM Martinair Cargo, reducing lifecycle CO₂ emissions by up to 82% compared to fossil kerosene.

Sustainable Aviation Fuel (SAF)

A more sustainable alternative to fossil-based jet fuel, produced from waste oils and municipal waste.



03

Circularity

In this section

| | |
|-----------------------|----|
| Summary | 26 |
| Our Circularity Model | 27 |
| Actions & Results | 28 |



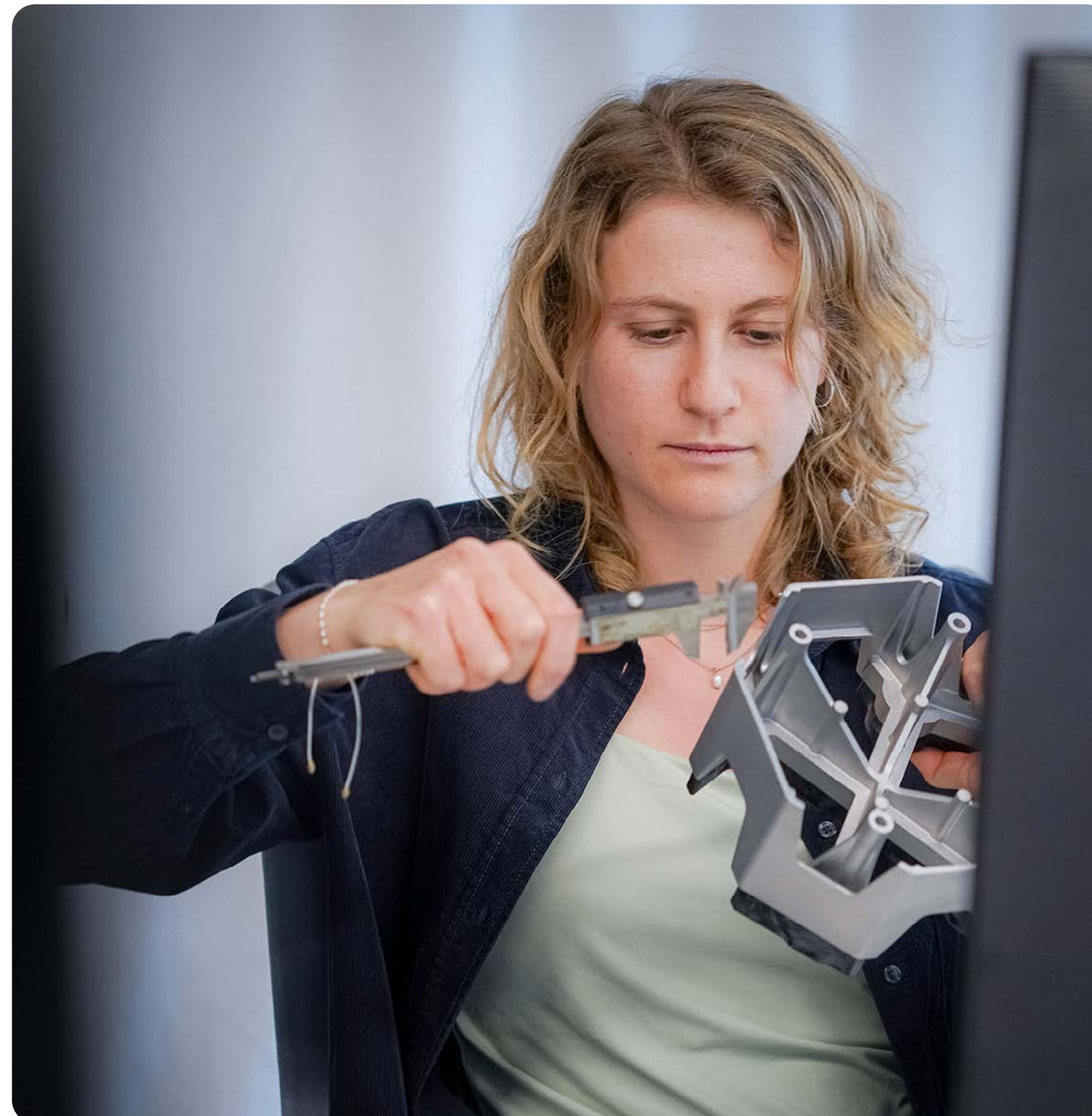
Summary

Embedding Circularity into the Supply Chain

Circularity in pharmaceutical logistics requires rethinking how assets move through supply chains. Single-use solutions dominate the sector because they are perceived as cheaper, but this approach embeds waste structurally—generating emissions through repeated manufacturing, increasing reliance on virgin materials, and creating disposal burdens that compound over time.

At SkyCell, we designed our business model to break this pattern. By focusing on durable, repairable hardware supported by a comprehensive leasing model, we enable pharmaceutical companies to decouple logistics performance from resource consumption. Containers are not sold and discarded. They are leased, maintained, and reused—circulating continuously across a managed network.

Extending product life, improving repairability, and designing for reuse are engineering decisions that create structural impact at scale.



Our Approach

We focus on designing long-lasting, repairable hardware that supports reuse and minimizes waste.

- Prioritizing less carbon-intensive materials and components
- Designing products for material efficiency and extended product life
- Comprehensive leasing model for end-to-end lifecycle management

Our Progress

3k

repair and maintenance activities performed to extend asset usability

>3k

kg of container materials repurposed

17k

kg of recovered materials for recycling

Our Circularity Model

Circular by Design

At SkyCell, we employ a comprehensive circular strategy, this includes:

Extending Durability

Using robust, high-quality materials that protect the container from friction and travel-related wear, ensuring long-lasting performance.

Maximising Reuse

Containers are returned to our network, thoroughly cleaned, and prepared for repeated use.

Repair-First Network

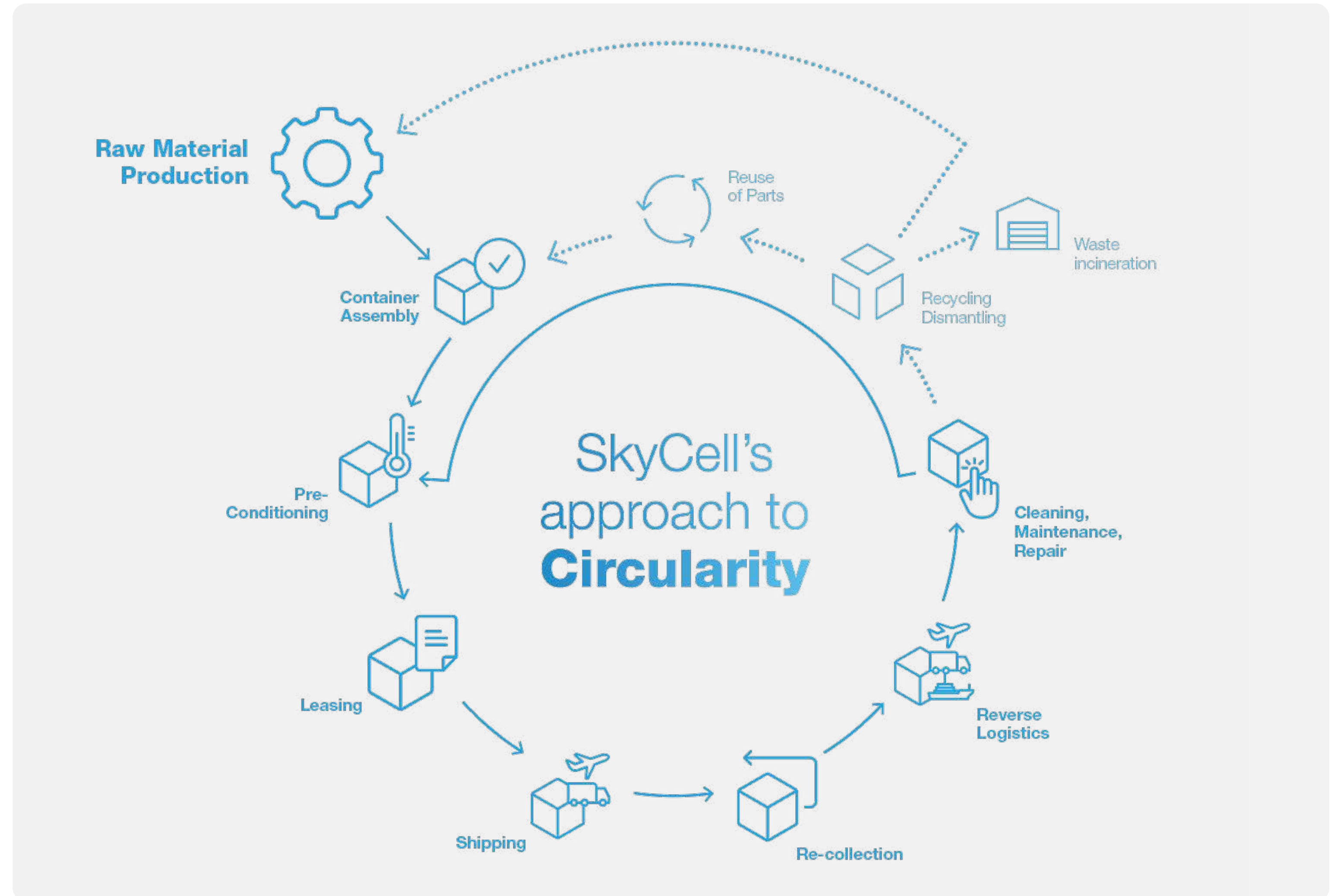
Service-centre partners are trained to inspect containers, identify and report issues, and perform minor maintenance to extend product life.

Minimizing Service Transport

Reducing unnecessary container transfers by equipping service centers with essential repair and cleaning capabilities and expanding our network to keep services closer to where they are needed.

Designing for Circularity

Integrating circular-design principles to ensure shock and vibration absorption, minimise temperature condensation, and reduce risk of container damage while also considering recyclability and reuse potential for the different materials.



Actions & Results

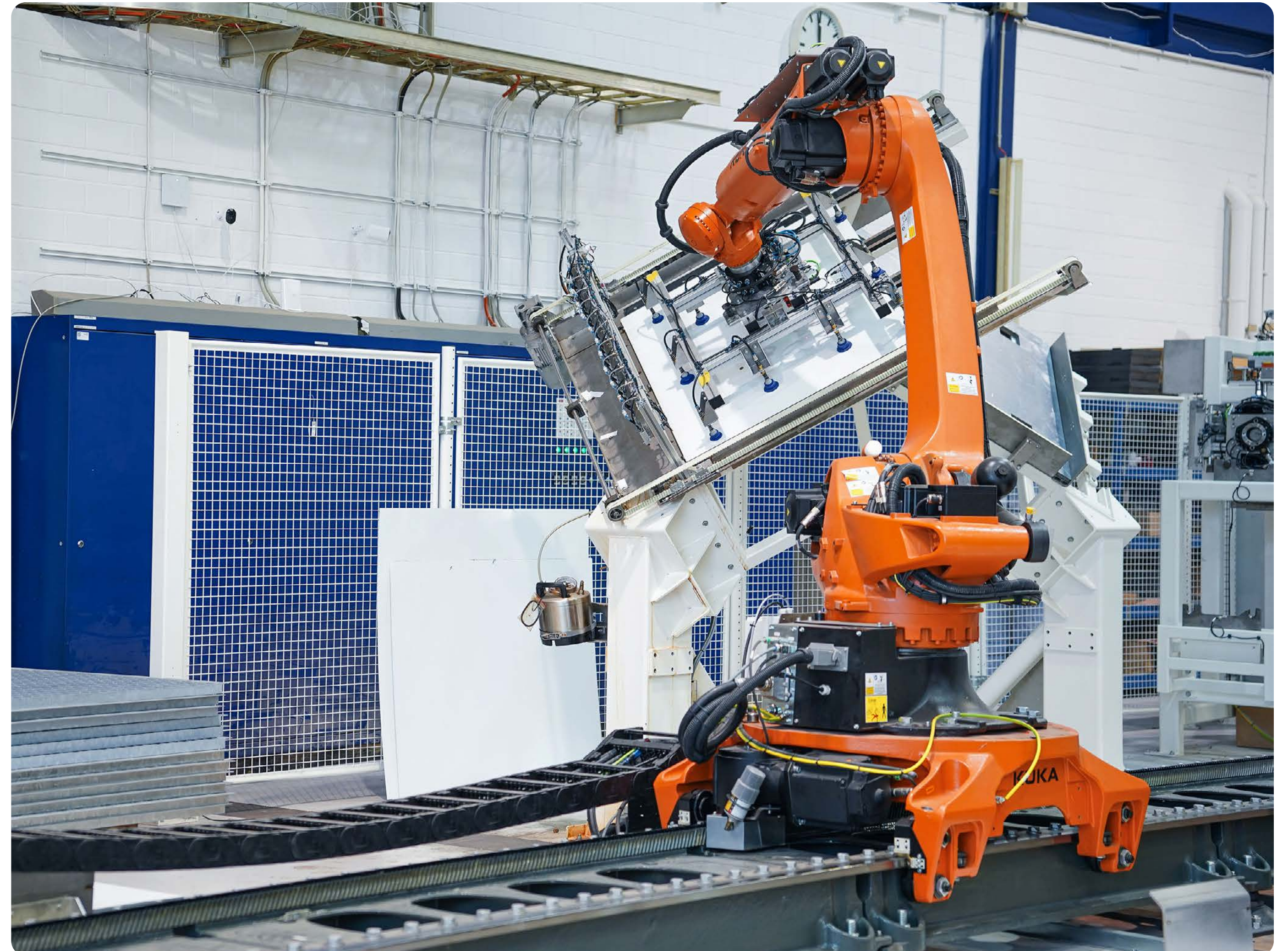
Supporting Circularity Across the Value Chain

We approach circularity from a holistic approach, combining waste management, supply chain optimization, packaging design, and reusability, while continually embedding circularity into our operations as we expand.

Reusable Hybrid Containers

Waste Management

Expanding & Optimizing Our Circular Model



Actions & Results



Reusable Hybrid Containers

Waste Management

Expanding & Optimizing Our Circular Model

Although waste comprises just 1%⁸ of the emissions associated with the biotech and pharmaceutical industry, recent regulatory developments, such as the European Packaging Directive’s focus on product circularity, are driving the sector toward strategies that minimize packaging intensity.

Pharmaceutical packaging is governed by strict technical requirements, often limiting the feasibility of circular design for reuse in primary packaging. However, tertiary packaging (which protects medicines during transport without direct product contact) offers significantly more flexibility for reuse and material recovery.

Designed for exactly this, our temperature-controlled containers are engineered to transport up to 1.6m³ of pharmaceutical products, ensure secure transit, and maintain temperature excursions below 0.05%, while also being reused repeatedly across shipments.

Actions & Results



Reusable Hybrid Containers

Waste Management

Expanding & Optimizing Our Circular Model

In 2025, our waste increased by approximately 40%, reaching a total of 180 tons. This rise was mostly due to renovations and the dismantling of older container generations that had been used in over 100 shipments each, demonstrating their durability and reuse potential. Waste streams included recyclable metals from containers and cardboard from packaging materials. Landfilled waste is restricted to our operations in the United States and India. Importantly, 72% of our waste is incinerated for energy recovery, which helps supply electricity and heat to the European grid.

Actions & Results



Reusable Hybrid Containers

Waste Management

Expanding & Optimizing Our Circular Model

With the opening of additional service centers, we have increased our repair capabilities, as well as expanded our team of experts to manage the circularity concept of the containers. In 2025, we carried out more than 3,000 repair activities related to our containers resulting in over 3,000kg of materials being repurposed.

Our shipment tracking systems also enable prompt action and supply chain optimization, enhancing reliability and cutting Scope 3 emissions by reducing lost shipments and waste within the pharma industry.

Why Repairability Matters

Every repaired container avoids the manufacturing emissions, material consumption, and disposal burden of producing a replacement. At scale, this structural shift compounds.

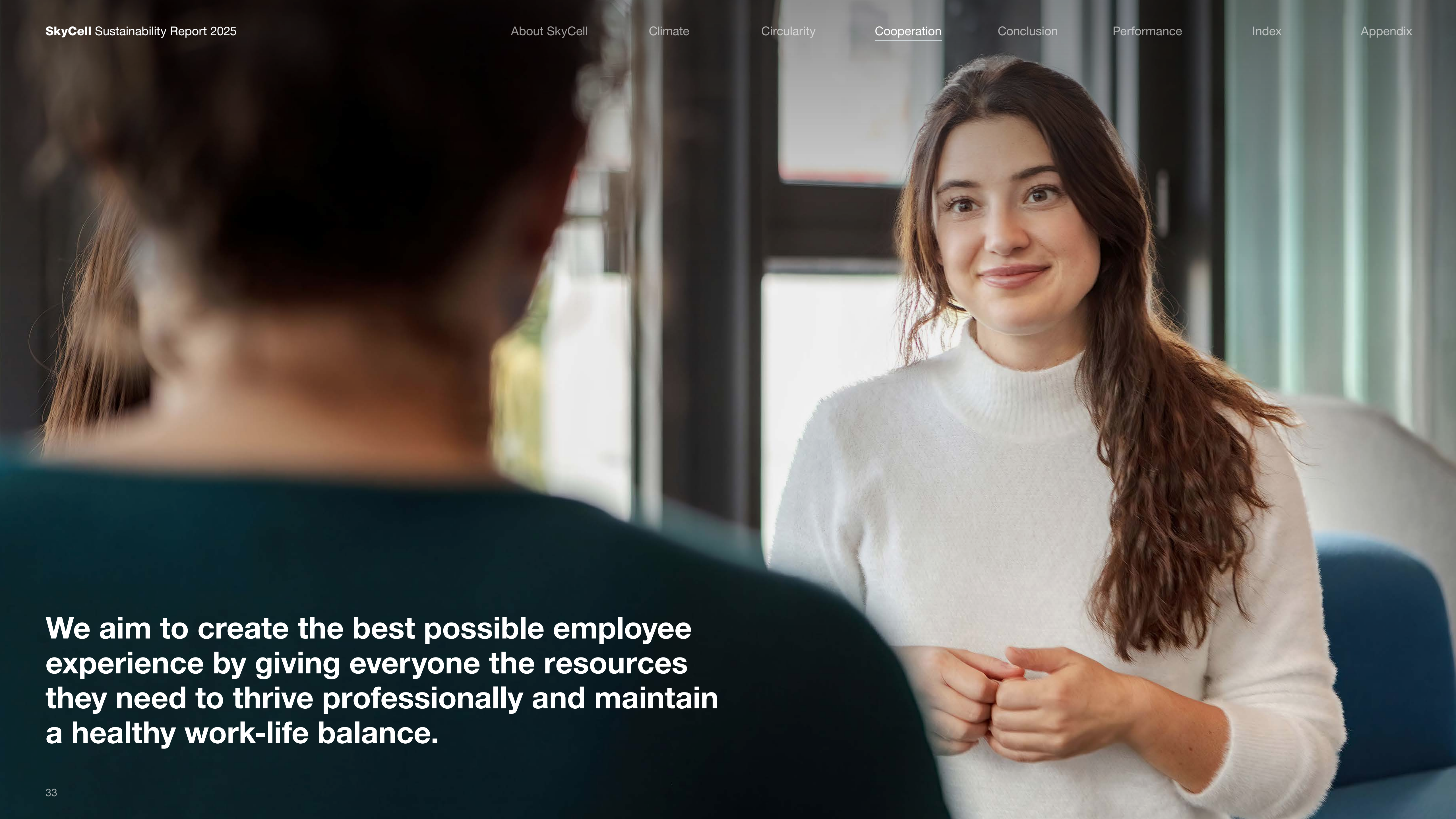
04

Cooperation

In this section

| | |
|---------------------------|----|
| Employee Spotlight | 34 |
| People Actions & Results | 36 |
| Being a Reliable Partner | 41 |
| Partner Actions & Results | 45 |





We aim to create the best possible employee experience by giving everyone the resources they need to thrive professionally and maintain a healthy work-life balance.

Employee Spotlight

Succeeding Together

SkyCell is a truly global company, represented by 54 nationalities with over 60 different languages spoken. We recognize that success as a company is only possible when each employee is empowered to succeed.

We invest in flexible working arrangements, continuous learning, clear internal communication, and in-person connection combined with bi-annual feedback cycles and 360° reviews. The aim is to build an environment where people can contribute fully and grow sustainably.



Diversity, equal opportunity, & inclusion

to increase employee happiness and engagement.

256

Permanent employees

69

Languages spoken

Health, safety, & well-being

to provide a supportive and secure work environment.

60

New hires

89%

Employees engaged in employee satisfaction survey

Professional growth

through training and development programs that build expertise and trust among team members.

92%

Of employees “believe in SkyCell’s long-term success”

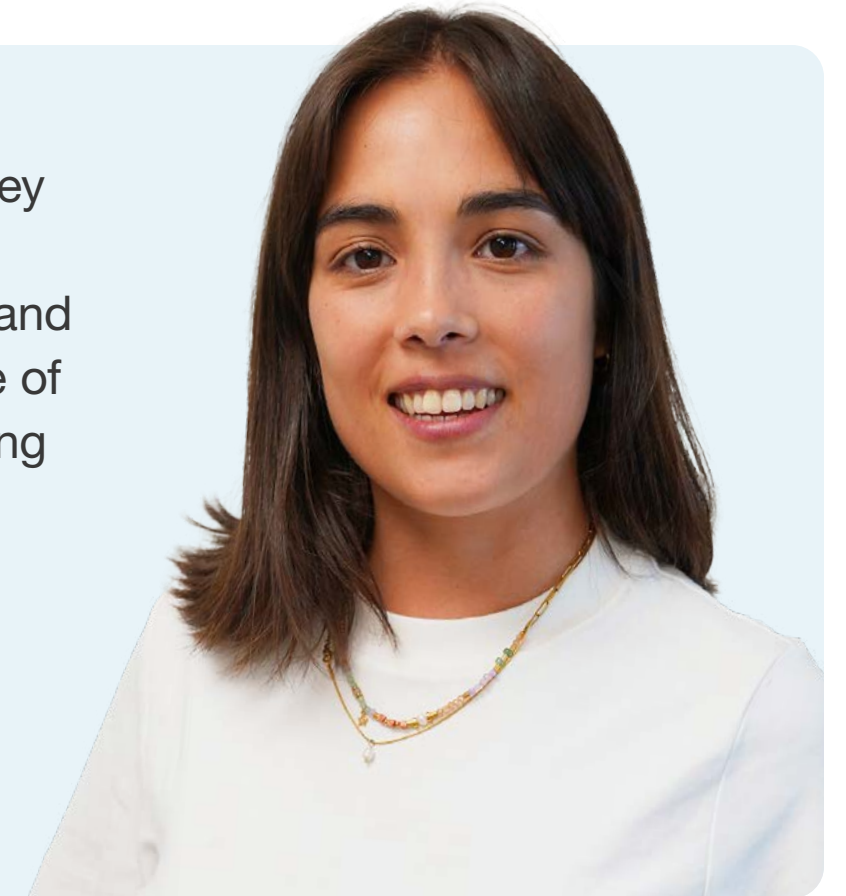
Employee Spotlight

Building Company Culture from the Start



SkyWeek was a very valuable and insightful start to my journey at SkyCell. It was essential to truly understand the company, how the different teams work, and how everything connects and comes together. Touring the production site in Basel with one of our founders, Nico Ros, made it all very real! It was an amazing onboarding week, filled with a lot of learning but also great moments with the team.”

Juliana Pires
Junior Graphic Designer



SkyWeek

Every quarter, a SkyWeek is organized, allowing new employees to visit our headquarters in Switzerland and join online. This initiative features activities such as in-depth sessions, open conversations with the founders, community lunches, and after-work gatherings. New employees are also introduced to our SOLID framework (See Appendix), a set of behaviours that guide how we work together as a company.

As well as an educational onboarding session, SkyWeek facilitates cultural exchange and social moments, so new joiners have a head start building connections and meeting peers in person.



5

SkyWeeks held

71

participants

2.8k

onboarding hours

People Actions & Results

Empowering Employees

In 2025, the People & Culture Department introduced a bi-annual employee survey called SkyVoice to give everyone the opportunity to share open and honest feedback about their experience at SkyCell every six months. The anonymous insights gathered directly inform People & Culture priorities and broader organizational decisions.

The survey is partially based on the Employee Net Promoter Score (eNPS) to assess job satisfaction and readiness to recommend the company to others, and additional questions focused on collaboration, professional development and benefits.

35

SkyCell's eNPS

13.91 Industry average eNPS



SkyVoice Survey Results

As part of our commitment to trust and transparency, once each survey closes, we share the key findings, develop a clear action plan, and provide regular updates. In the most recent SkyVoice, 89% of the employees filled out the questionnaire, with an overall eNPS of 35, far above the industry average.

“ I enjoy working at SkyCell because I believe in the vision our founders set for the future, a vision that continues to guide the projects we pursue.”

92%

said they believe in SkyCell's long-term success.

86%

said they feel comfortable being themselves at work.

People Actions & Results

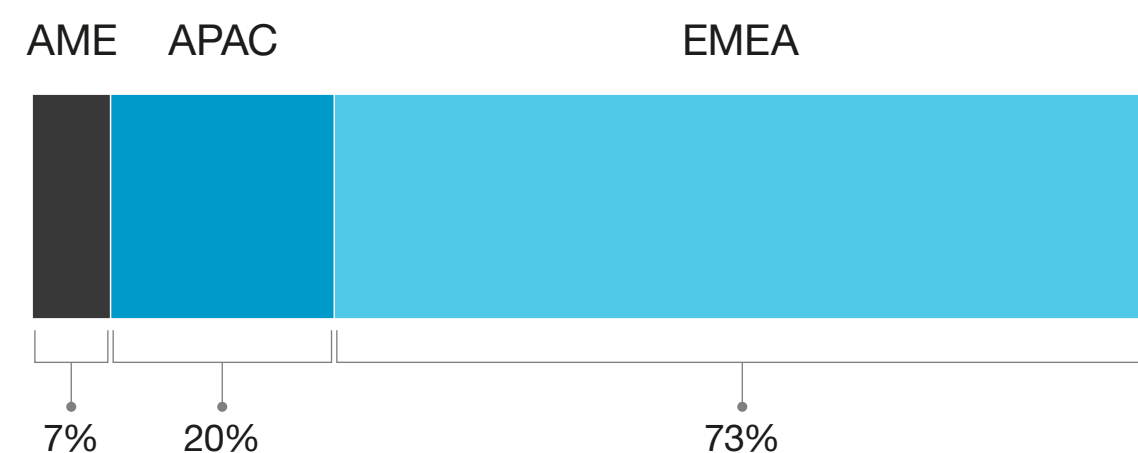
Supporting a Global & Diverse Team

SkyCell operates across borders, cultures, and time zones. This diversity continually strengthens problem-solving and expands the range of solutions we can design and deploy. Our global team is showcased in our numbers, with 54 different nationalities and over 60 different languages spoken. Women make up 30% of our workforce, with 26% holding managerial roles.

We support intentional connection (both virtual and in-person) through quarterly team bonding budgets that managers can use to foster community outside of formal work settings.

In the latest SkyVoice, 86% of respondents showcased feeling comfortable being themselves at work and felt integrated, independent of their cultural background.

SkyCell Employees by Region



People Actions & Results

Internal Communication & Engagement

Clear and consistent internal communication is essential to keeping our globally distributed teams aligned and engaged.

Our biweekly global meetings serve as the central platform for company-wide updates, knowledge sharing, and open dialogue, complemented by other online communication and information-sharing tools that facilitate alignment across the organization.

Additionally, both employees wishing to remain anonymous and external partners can use a Speak-Up hotline to report issues or incidents, including those related to health and safety, discrimination, or harassment.



People Actions & Results

Promoting a Work-Life Balance



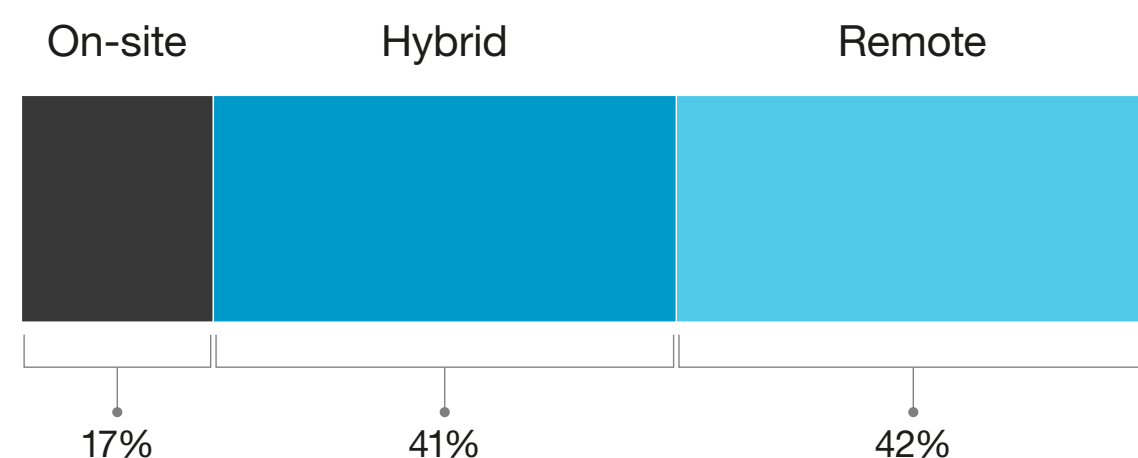
Being able to adjust my daily work hours helps me thrive both professionally and personally. This flexibility lets me dedicate myself to my job while also being there for my family”

Rebecca Gayer
Pricing Manager



At SkyCell, we offer flexible work schedules when permitted by the role. According to the SkyVoice survey, 96.6% of our employees “value the flexibility and hybrid work arrangements offered by SkyCell.” The majority of our staff work remotely from various regions, with only 17% based on-site.

Work Mode



People Actions & Results

Learning, Development & Innovation

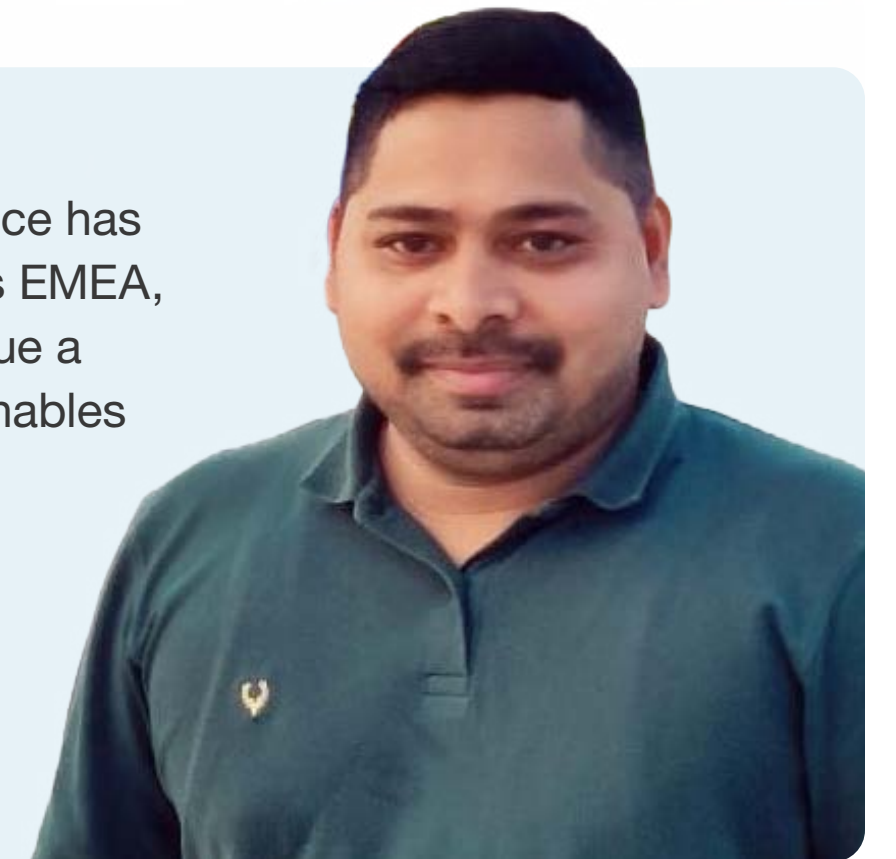
We are committed to empowering every employee to continuously build skills and expand their expertise in line with both personal ambitions and business needs.

Each employee receives an individual learning budget, enabling tailored development through external courses, specialised training programmes, and certifications. We also provide access to online education services for self-directed learning and are developing an internal academy to structure training across ethics, systems, and technical domains.



SkyCell's strong focus on learning and operational excellence has given me valuable, hands-on supply chain exposure across EMEA, APAC, and the US. This environment motivated me to pursue a PhD, while the company's flexible and supportive culture enables a healthy work-life balance and continuous learning."

Hemant Jagtap
Operations Specialist



Being a Reliable Partner

Building a Sustainable Network

Systemic change in pharmaceutical logistics cannot be achieved alone. It requires coordination across the entire supply chain—airlines, freight forwarders, ground handlers, software providers, regulatory bodies, and pharmaceutical companies.

Our technology is designed to connect stakeholders across the cold chain, enabling visibility where it was previously fragmented and driving intervention where coordination was manual or delayed. Building a resilient, sustainable supply chain means building a connected one.

Our Approach

We aim to operate with integrity and respect for human rights and business practices. We build trust through reliability and continuous improvement.



Our Progress

ISO27001

Certified since 2023

<0.05%

Temperature excursion rate

5

New service centers

ISO9001

Certified since 2017

1,900+

Suppliers connected in the pharma ecosystem

Top 1%

Of sustainable companies as of March 2025

Being a Reliable Partner

Cold Chain Agility

Pharmaceutical cold chains are often over-engineered. When risk is poorly understood, companies default to maximum infrastructure (reefer trucks, redundant cold storage, backup systems at every node) to compensate for uncertainty around packaging reliability and supply chain visibility. The result is higher cost, greater complexity, and significantly increased emissions.

By combining high-performance containers with predictive intelligence, real-time monitoring, and intervention capability, SkyCell enables pharmaceutical companies to design new supply chains that reduce risk, cost, and emissions together.

When pharmaceutical companies have confidence in container performance, visibility into shipment status, predictive intelligence about lane risk, and the ability to intervene when problems arise, they can rethink what infrastructure is actually necessary.

This allows companies to reduce their reliance on energy-intensive cold chain systems. Fewer reefer trucks are needed. Less backup refrigeration is required. Cold storage footprints can shrink. This is structural decarbonization in action. Reducing emissions by redesigning how supply chains operate, not by offsetting them.

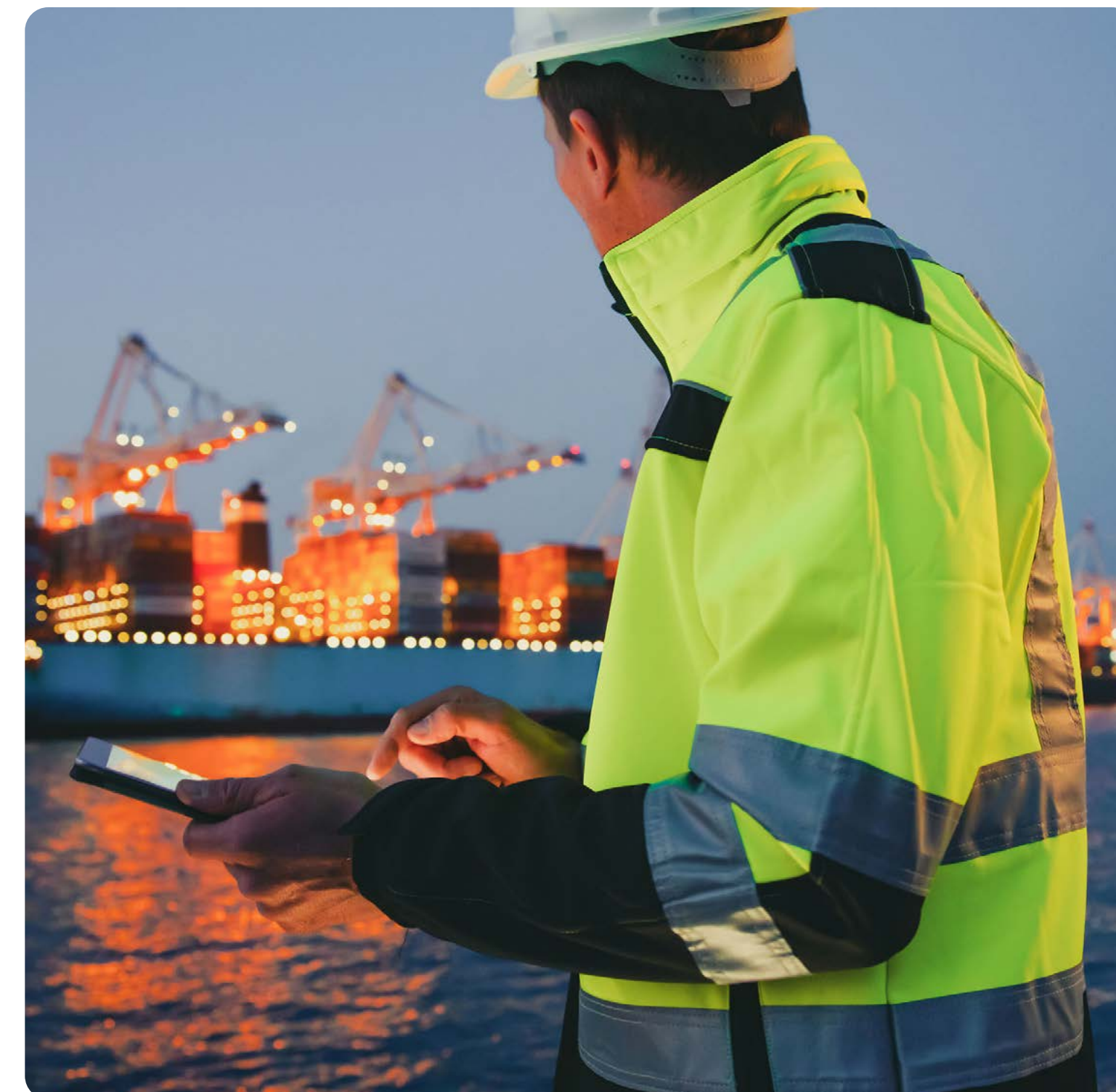
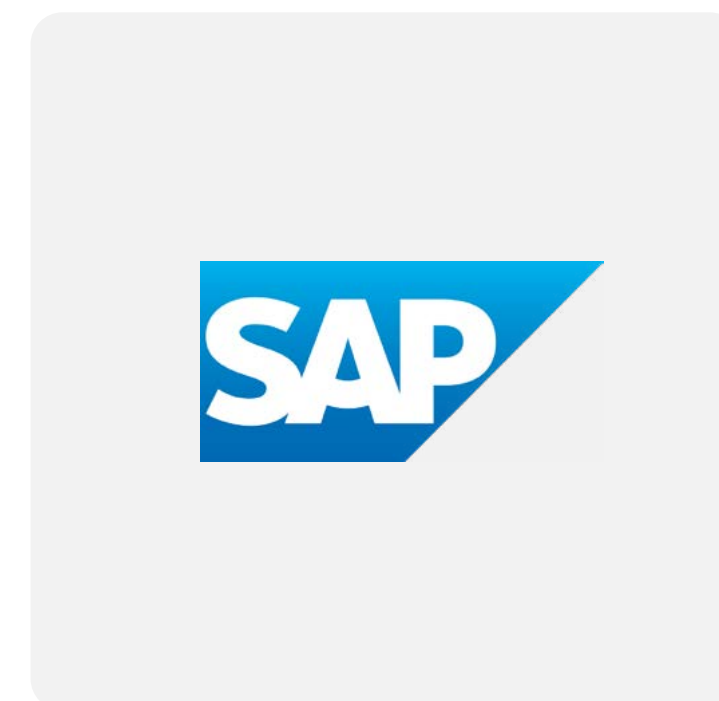
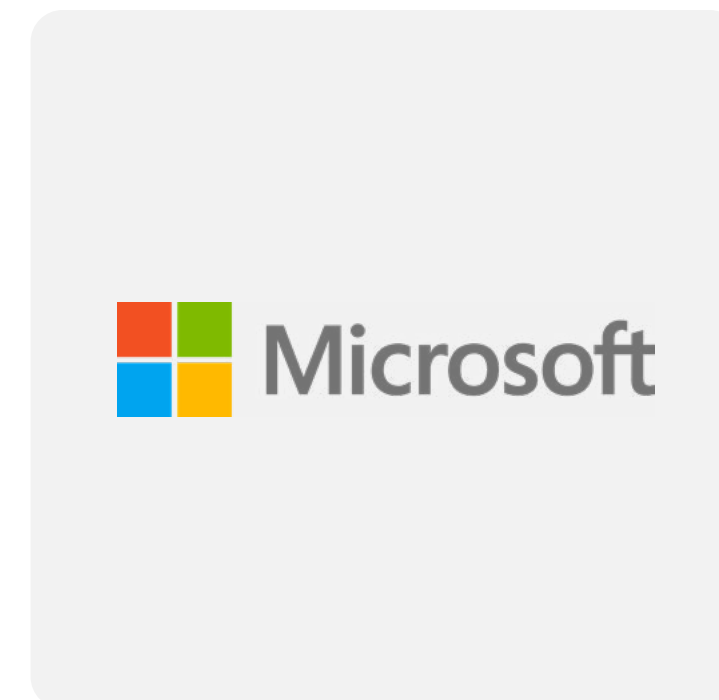


Being a Reliable Partner

Supported by Our Partners

Delivering this integrated approach requires collaboration across the pharmaceutical supply chain. Through Validaide, we provide the pharma logistics industry with the digital backbone for lane risk intelligence and carbon footprint analysis. Partnership with SAP connects these insights directly into enterprise resource planning systems, allowing companies to act on data without creating parallel workflows. Collaboration with Microsoft brings secure, AI-powered analytics built on Microsoft Azure—enabling pattern recognition across billions of data points to predict failures and recommend interventions.

Operationally, our network of freight forwarders, airline partners and ground handlers turns visibility into action. When a problem is detected, these partners have the tools and protocols to intervene quickly, whether that means retrieving a shipment, adjusting a route, “or coordinating with pharmaceutical clients on next steps.



1.9k+

Logistics suppliers connected

60k+

Lanes digitized

5

new service center partners

20

airline partners

Being a Reliable Partner

Sharing Bold Ideas

“Clients, partners, suppliers, sitting around one table together, looking at the same issue, discussing how we’re going to resolve it. Fantastic.”

Radek Samsonowic
Vice President of Sales



The SkyCell Summit

As part of our strategy, we aim to strengthen engagement with suppliers and partners. For the second year, we hosted the SkyCell Summit, bringing together 60 major partners to share insights and network on shaping the future of pharma supply chains.

The event focused on aligning technology, freight forwarders, airlines, and pharma customers. Participants discussed their successes and failures while sharing bold ideas on building innovative, resilient, and cost-effective logistics systems.



Partner Actions & Results

Advancing the Industry

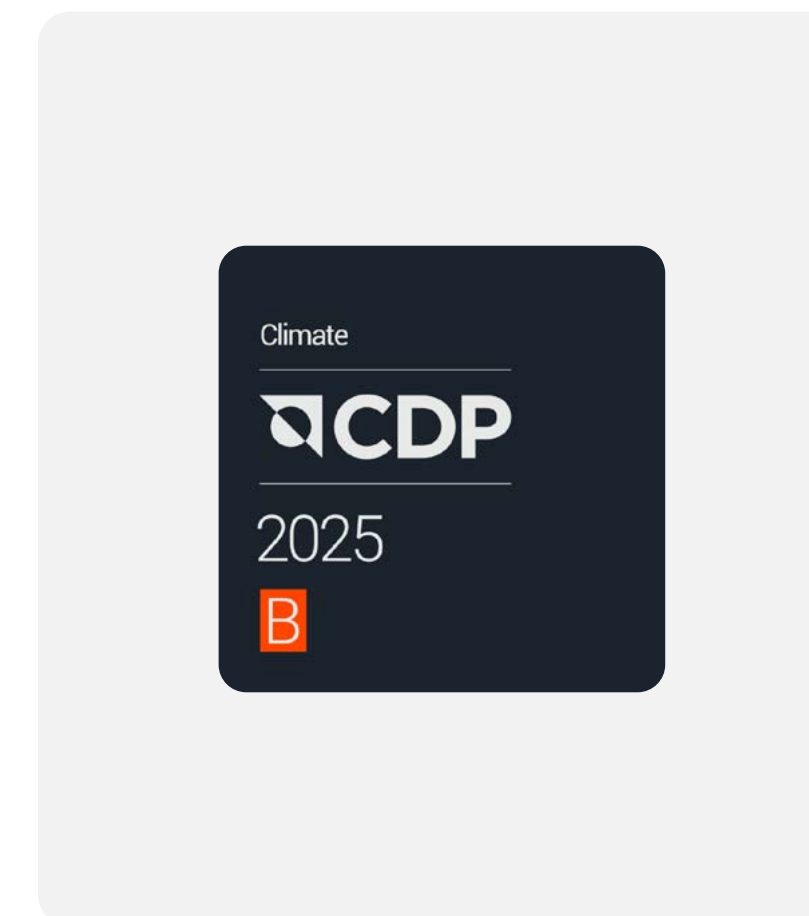
SkyCell has been consistently recognized for its sustainability management practices. With an EcoVadis Platinum rating that places us among the top 1% of assessed companies, we have also received the ESG Transparency Award from EUPD Research. In our first time filling out the CDP questionnaire, we achieved the highest score within the SME category, B, reflecting our commitment to assessing emissions and identifying climate change risks in our supply chain.

EcoVadis

EcoVadis rates the sustainability management system of a company on topics of environment, labor, human rights, ethics, and sustainable procurement.

Through collaboration with visionary partners, SkyCell actively engages stakeholders across the pharmaceutical industry as well as policymakers. This includes participating in industry discussions and working groups to help advance sustainability standards.

Our long-standing and ongoing involvement with the Smart Freight Centre and MyGreenLab reflects this commitment and supports collective progress toward more accountable and sustainable pharma logistics.



Partner Actions & Results

Regulatory Compliance & Integrity

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.

As we add more data-driven services to our portfolio, information security has become increasingly important for our company. We maintain an information security program guided by industry frameworks like ISO 27001. In 2025, we achieved recertification for ISO/IEC 27001, supported by regular audits.

The effectiveness of our information security and privacy program is assessed through ongoing evaluation, monitoring, and testing. We have established guidelines and policies on these topics, and we are currently updating training modules for employees and partners through our internal training platform.



Partner Actions & Results

Supply Chain Evaluation

We conducted our second annual supply chain analysis in line with the Swiss DDTro requirements on conflict minerals and child labour, assessing the quantities and origins of potential 3TG minerals (tungsten, tin, tantalum, and gold) used in our products, as well as child-labour risks within the supply chain.

The analysis confirmed that SkyCell's use of 3TG minerals is far below DDTro thresholds and therefore compliant. A thorough supplier-screening process, including detailed documentation reviews, found no reasonable indication of child labour.

Relevant partners and suppliers are required to sign a Code of Conduct and contracts containing related sustainability clauses.



Partner Actions & Results

Recognizing Our Partners

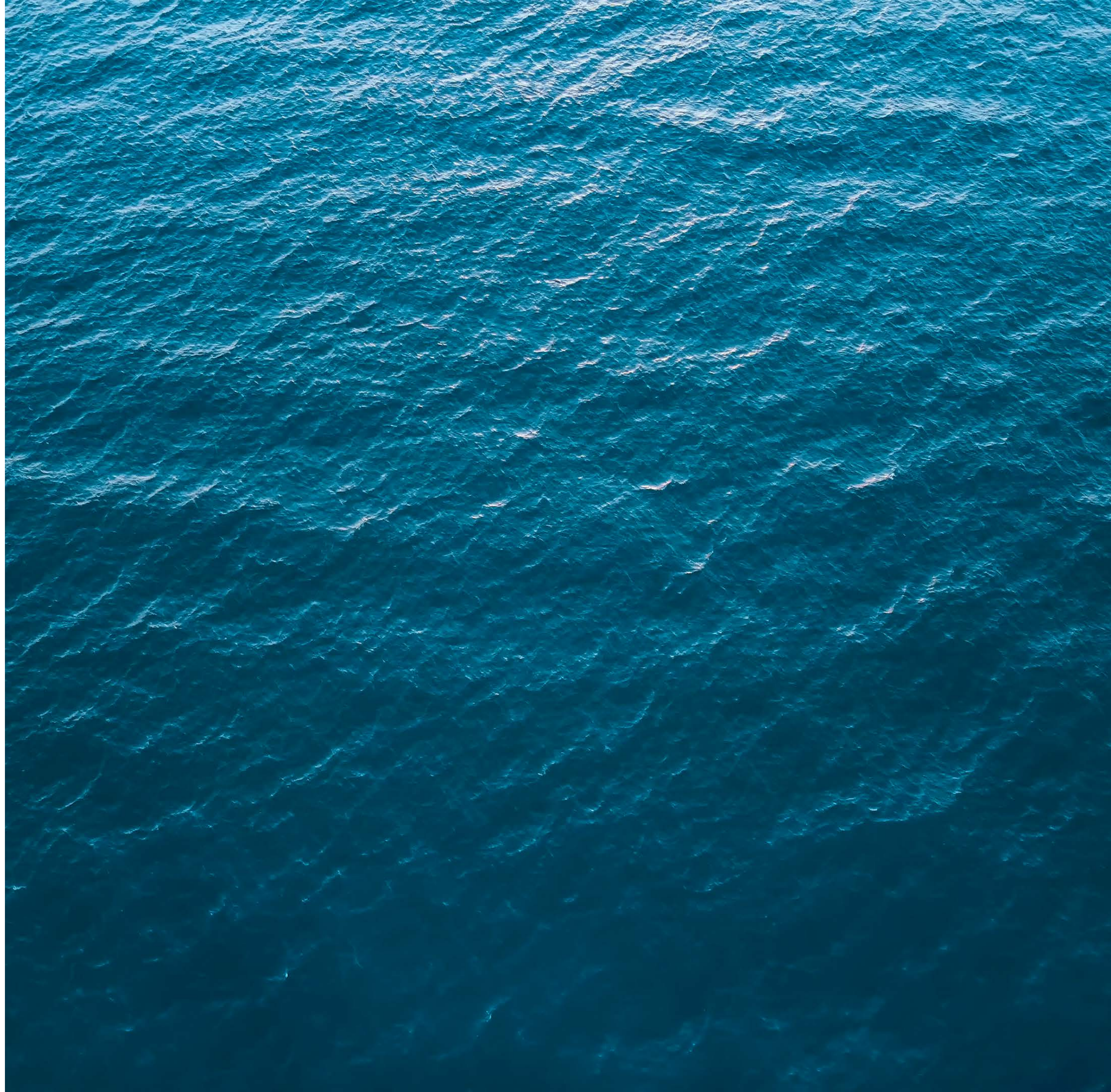
To recognize innovative collaborations and achievements with our partners, customers, and suppliers, SkyCell invited internal teams to nominate outstanding operational and logistics partners for several award categories.

This initiative highlights partners who significantly advance cold chain management and supply chain resilience, particularly those demonstrating strong sustainability action, clear visibility, and fast implementation during validation processes.



05

Conclusion



Conclusion

Moving Beyond Limitations

We have made meaningful progress in 2025. Scope 3 emissions intensity has decreased by 32% since 2020. Repair and maintenance operations have scaled to over 3,000 activities annually. Our network has expanded to support more pharmaceutical companies across more regions. This report demonstrates that decoupling growth from environmental impact is achievable when supply chains are designed for it.

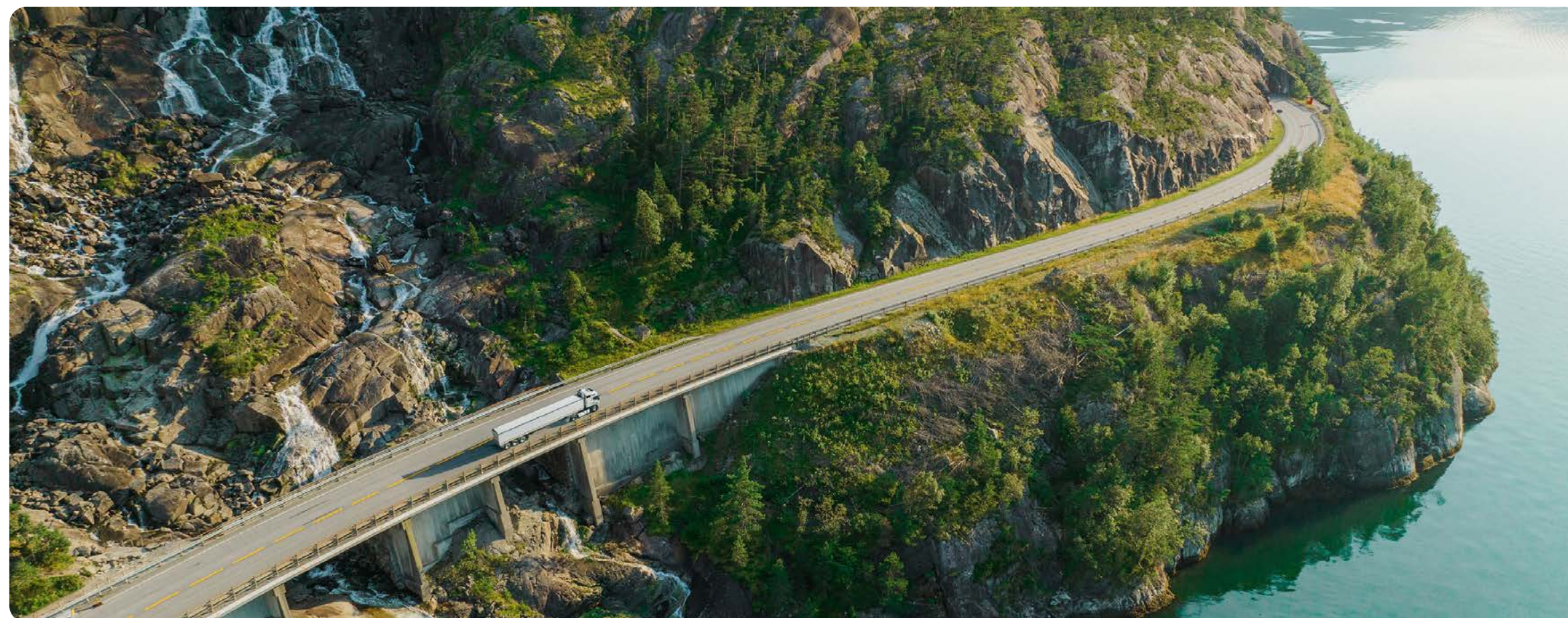
But the constraints that define pharmaceutical logistics—air freight reliance, fragmented global networks, structural inefficiencies, legacy

systems—remain. Addressing them requires continued investment in solutions that move beyond limitations, not incremental adjustments to existing models.

SkyCell continues to innovate and develop capabilities across hardware, software, and network integration. Our focus remains on extending product life, improving data accuracy, enabling smarter planning, and strengthening partnerships that allow the entire cold chain to perform more reliably and sustainably.

Some change will take time. Decarbonizing air freight at scale requires industry-wide coordination and infrastructure investment. Closing material loops globally depends on regional regulatory alignment and logistics capabilities that vary significantly across markets.

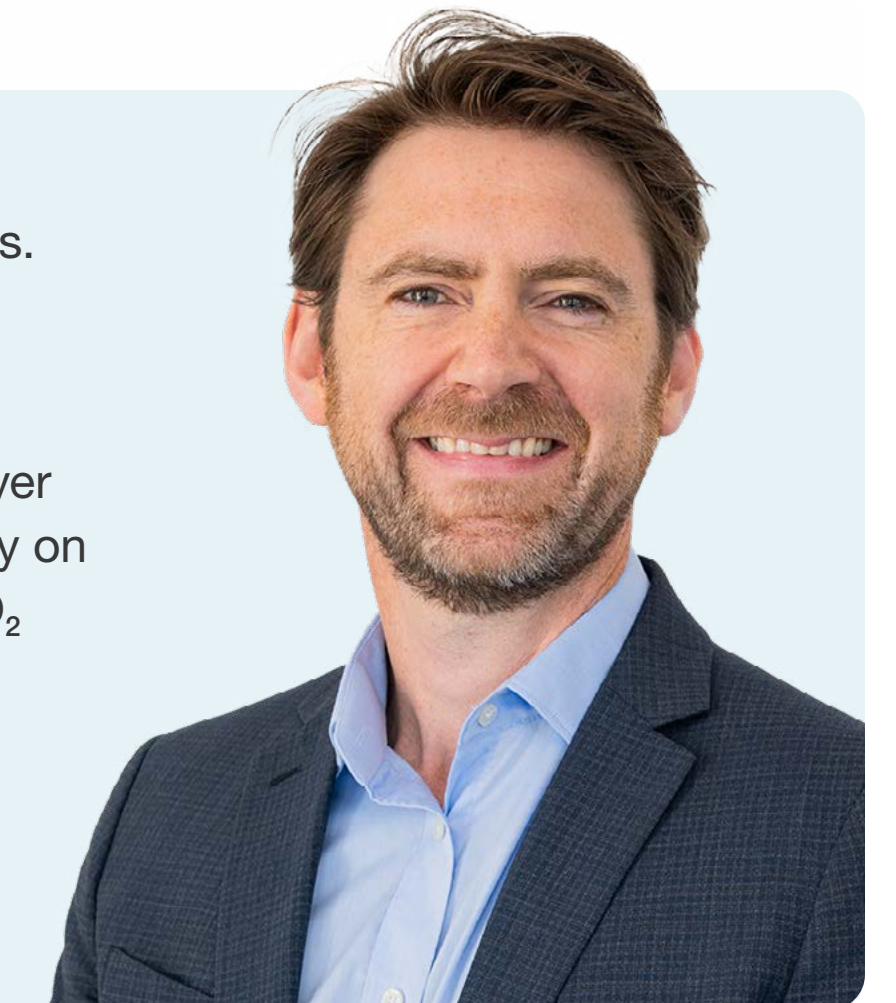
We remain committed to the conviction that opened this report: systemic challenges require systemic solutions. Incremental thinking will not deliver the transformation pharmaceutical logistics needs. The work ahead is difficult, but our direction is clear. We continue to refuse to think small.



We're changing the market and unlocking new opportunities. Success comes from building trust, showing reliability, and improving processes, not just technology.

When we use the SkyCell suite to its full potential—each layer of protection working together—we can reduce dependency on traditional cold chain infrastructure and significantly cut CO₂ emissions across pharma supply chains.”

Matthew Gowen
CCO



06

Performance



Key Performance Indicators

Climate

Our Goals

- Decrease the CO₂e-emissions per transported km compared to base year...
2020 By 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

| | base year 2020 | 2023 | 2024 | 2025 |
|---------------------------------------------------------------|--------------------------|-------------|-------------|---------------|
| Emissions (tCO₂e) | | | | |
| Scope 1 – Direct emissions | 0 | 11 | 10 | 22 |
| Scope 2 – Indirect energy emissions (Location-based) | – | 159 | 205 | 186 |
| Scope 2 – Indirect energy emissions (Market-based)* | 12 | 41 | 55 | 69 |
| Scope 3 – Transport emission intensity (Base year 2020) | 100% | 81% | 73% | 68%** |
| Energy Consumption | | | | |
| Fuel consumption [MJ] | 0 | 0 | 0 | 12,455 |
| Electricity consumption [MWh] | 114 | 534 | 438 | 340 |
| Heat consumption [MWh] | 24 | 214 | 280 | 580 |
| Total energy consumption [MWh] | 138 | 748 | 737 | 924 |
| % Renewable Energy (Heat & Electricity) | 71% | 71% | 62% | 62%*** |
| Carbon Compensation & Removal (tCO₂) | | | | |
| Direct air capture (DAC) technology | 5 | – | 10 | – |
| Forest conservation & afforestation | 1,690 | – | 27 | 66 |
| Biochar | – | 60 | 33 | 44 |
| CO ₂ avoidance via Sustainable Aviation Fuel (SAF) | – | 97 | 84 | 135 |
| Total | 1,695 | 157 | 154 | 245 |

* Market-based approach considering renewable energy certificates.

** 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.

*** We source renewable-energy equivalents via green tariffs, GOs/RECs, and biogas certificates as a short-term Scope 2 decarbonisation measure.



Key Performance Indicators

Circularity

Our Goals

Increase the usability of our containers by 10% per year

- Zero landfill
- Recycle and reuse >90% of container parts

Materials, Chemicals & Waste (t)

| | 2023 | 2024 | 2025 |
|---------------------------------------------------|------|------|------|
| Total of waste incinerated (with energy recovery) | 56 | 111 | 128 |
| Total of waste disposed of in landfill | 1 | 2 | 34 |
| Total of recycled cardboard | 11 | 14 | 9 |
| Total of recycled metals | 2 | 2 | 7 |
| Total of recycled e-waste | 0.5 | 0.8 | 1.3 |
| Total of recovered (recycled) waste | 14 | 17 | 17 |
| Total of non-hazardous waste | 71 | 130 | 180 |
| Total of hazardous waste | 0 | 0 | 0 |



Key Performance Indicators

Cooperation

Our 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

| | 2023 | 2024 | 2025 |
|-------------------------------------------------------------------------------------------|------|------|--------|
| Compliance & Procurement | | | |
| Number of confirmed corruption & bribery incidents | 0 | 0 | 0 |
| Number of confirmed whistle blower incidents | 0 | 0 | 0 |
| % of employees newly trained in business ethics (corruption and bribery) | 15% | 32% | 28% |
| % of approved suppliers with a corporate social & environmental responsibility assessment | 80% | 89% | 90% |
| % of infrastructure partners with signed corporate social and environmental | 32% | 64% | 74% |
| % of infrastructure partners with a signed Supplier Code of Conduct | 32% | 64% | 74% |
| Working Conditions | | | |
| SkyVoice Average Satisfaction Score | — | — | 3.91/5 |
| Employee Engagement Survey Participation Rate | — | — | 89% |
| Turnover rate | 8% | 11% | 13% |
| Absenteeism | 1.4% | 1.9% | 2% |
| Employee Health & Safety | | | |
| Lost time injury (LTI) frequency rate | 0 | 0 | 0 |
| Lost time injury (LTI) severity rate | 0 | 0 | 0 |
| Health & safety risk assessment conducted | ✓ | ✓ | ✓ |
| Training & Development | | | |
| Total skills development training hours in our LMS | 203 | 100 | 3,220 |
| % of employees who have undergone skills development training in our LMS | 32% | 15% | 56% |
| Number of employee onboarding programs (SkyWeek) held | — | 5 | 5 |

| | 2023 | 2024 | 2025 |
|------------------------------------------------------------------------------------|------|------|------|
| Diversity, Equality & Inclusion | | | |
| Permanent employees | 164 | 255 | 256 |
| Temporary employees | 2 | 9 | 0 |
| Part-time employees | 0 | 0 | 26 |
| Total employees | 166 | 264 | 282 |
| Permanent employees AME | 29 | 16 | 18 |
| Permanent employees APAC | 11 | 47 | 50 |
| Permanent employees EMEA | 124 | 192 | 188 |
| Permanent employees Under 30 years | 38 | 53 | 54 |
| Permanent employees 30-50 years | 111 | 183 | 180 |
| Permanent employees over 50 years | 15 | 19 | 22 |
| Total number of new employee hires | 39 | 97 | 63 |
| % of women employed relative to the whole organization | 30% | 33% | 30% |
| % of middle management positions held by women | 32% | 20% | 26% |
| % of upper management positions held by women | 25% | 25% | 0% |
| % of new female employee hires | — | 38% | 29% |
| Number of employees that took maternity leave | 5 | 3 | 1 |
| Number of employees that took paternity leave | 6 | 8 | 9 |
| Different nationalities of employees | 40 | 48 | 54 |
| Languages spoken by employees | 40 | 36 | 69 |
| % of employees newly trained in Diversity, Equity, Inclusion, and Belonging (DEIB) | 38% | 11% | 0% |
| % of managers newly trained in unconscious bias | — | 52% | 10% |



07

Index



Index

GRI Content Index

The Global Reporting Initiative (GRI) is an independent, international organization that helps businesses and other organizations in taking responsibility for their impacts by providing guidance on how to communicate those impacts in a systematic, transparent, and comparable sustainability reporting.

The disclosures presented in this report are based on the GRI Standards. The content index serves as a guide to locate the relevant disclosures within this report.

SkyCell AG has reported the information cited in this GRI content index for the period from 01 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 2: General Disclosures 2021

The organization & its reporting practices

| | |
|----------------------------------------------------------------------|------------|
| 2-1 Organizational Details | 11–12 |
| 2-2 Entities included in the organization’s sustainability reporting | 11, 58 |
| 2-3 Reporting Period, frequency, & contact point | 12, 58, 62 |
| 2-4 Restatements of information | 59 |
| 2-5 External assurance | 59 |

Activities & workers

| | |
|-------------------------------------------------------------|-----------|
| 2-6 Activities, value chain, & other business relationships | 41–48 |
| 2-7 Employees | 34–38, 54 |
| 2-8 Workers (not employees) | 54 |

Governance

Strategy, policies & practices

| | |
|-------------------------------------------------------|----------------|
| 2-22 Statement on sustainable development strategy | 12–13 |
| 2-23 Policy commitments | 15, 26, 34, 41 |
| 2-24 Embedding policy commitments | 15, 26, 34, 41 |
| 2-25 Processes to remediate negative impacts | 15–16, 26, 27 |
| 2-26 Mechanisms for seeking advice & raising concerns | 38 |
| 2-27 Compliance with laws & regulation | 46 |
| 2-28 Membership association | 12, 45, 43 |

Stakeholder engagement

| | |
|-----------------------------------------|--------|
| 2-29 Approach to stakeholder engagement | 12, 41 |
| 2-30 Collective bargaining agreements | — |

GRI 3: Disclosures Material Topics (2021)

| | |
|------------------------------------------|--------|
| 3-1 Process to determine material topics | 12, 58 |
| 3-2 List of material topics | 58 |

GRI 301: Materials (2016)

| | |
|--------------------------------------------------------|-----------|
| 301-1 Materials used by weight or volume | 30, 53 |
| 301-2 Recycled input materials used | 30–31, 53 |
| 301-3 Reclaimed products and their packaging materials | 30–31 |

GRI 302: Energy (2016)

| | |
|------------------------------------------------------|--------|
| 302-1 Energy consumption within the organization | 23, 54 |
| 302-2 Energy consumption outside of the organization | — |
| 302-4 Reduction of energy consumption | 23, 54 |

GRI 305: Emissions (2016)

| | |
|-----------------------------------------------|-----------|
| 305-1 Direct (Scope 1) GHG emissions | 23, 54 |
| 305-2 Energy indirect (Scope 2) GHG emissions | 23, 54 |
| 305-3 Other indirect (Scope 3) GHG emissions | 23 |
| 305-4 GHG emissions intensity | 23, 54 |
| 305-5 Reduction of GHG emissions | 21–23, 54 |

GRI 306: Waste (2020)

| | |
|------------------------------------------------------------|-----------|
| 306-1 Waste generation & significant waste-related impacts | 25–31, 53 |
| 306-2 Management of significant waste-related impacts | 25–31 |
| 306-3 Waste generated | 30, 53 |
| 306-4 Waste diverted from disposal | 53 |
| 306-5 Waste directed to disposal | 53 |

GRI 308: Supplier Environmental Assessment (2016)

| | |
|--------------------------------------------------------------------------|-----------|
| 308-1 New suppliers screened using environmental criteria | 47, 54 |
| 308-2 Negative environmental impacts in the supply chain & actions taken | 17–20, 47 |

GRI 401: Employment (2016)

| | |
|------------------------------------------------|------------|
| 401-1 New employee hires and employee turnover | 35, 36, 54 |
| 401-2 Benefits provided to full-time employees | 36–40 |
| 401-3 Parental leave | 54 |

GRI 404: Training & Education (2016)

| | |
|------------------------------------------------------------------------------------------|------------|
| 404-1 Average hours of training per year per employee | 35, 54 |
| 404-2 Programs for upgrading employee skills & transition assistance programs | 35, 40, 54 |
| 404-3 Percentage of employees receiving regular performance & career development reviews | 54 |

GRI 405: Diversity & Equal Opportunity (2016)

| | |
|------------------------------------------------------------|--------|
| 405-1 Diversity of governance bodies & employees | 37, 54 |
| 405-2 Ratio of basic salary & remuneration of women to men | — |

GRI 414: Supplier Social Assessment (2016)

| | |
|-------------------------------------------------------------------|--------|
| 414-1 New suppliers that were screened using social criteria | 47, 54 |
| 414-2 Negative social impacts in the supply chain & actions taken | 44, 48 |

GRI 416: Customer Health and Safety

| | |
|-------------------------------------------------------------------------------------------------|--------|
| 416-1 Assessment of the health & safety impacts of product & service categories | 41, 46 |
| 416-2 Incidents of non-compliance concerning the health & safety impacts of products & services | — |

08

Appendix



Appendix

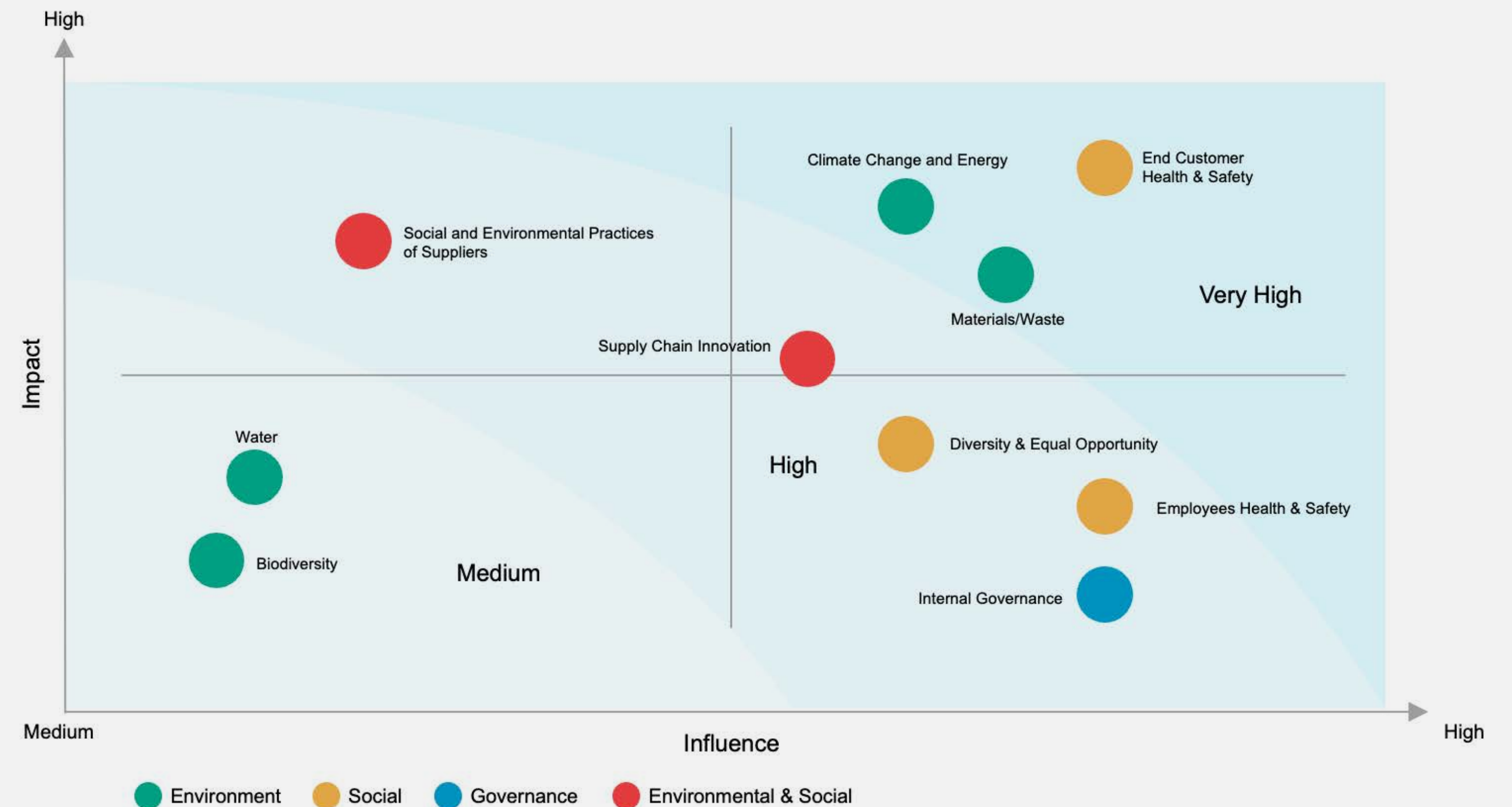
Our Reporting

This sustainability report covers the period from January to December 2025 and includes SkyCell AG and its group companies. This report is aligned with the Global Reporting Initiative (GRI), the Greenhouse Gas Protocol (GHG), the UN Global Compact, and its Guiding Principles.

In 2021, we initiated a process to refine our sustainability strategy and we identified our key focus areas, actively engaging our valued stakeholders: investors, clients, and employees. Through insightful workshops, questionnaires, and ongoing conversations, we gained invaluable perspectives on our ESG (environmental, social, and governance) performance and material topics. Our primary objective was to pinpoint areas where SkyCell demonstrably creates an impact and can have a positive influence.

The resulting ESG Materiality Matrix, Figure 1, reflects the combined influence and impact of ten key sustainability topics, serving as a roadmap for our actions. Based on this assessment, we've identified our three focus areas: Climate, Circularity, and Cooperation.

Figure 1
SkyCell's Materiality Matrix



Appendix

How We Assess Emissions

We define our emissions boundary based on operational control, covering our offices, control tower, and hubs. Most container operations, such as preconditioning and transportation, are carried out by our freight-forwarding and logistics partners, as we do not operate transport infrastructure. Nevertheless, in our GHG analysis we contemplate all related emissions, including when our containers are leased (transport Leg 1–3).

For our sites, emissions are calculated from electricity and heating use, waste, and additional sources such as refrigerants and fuel for cooling and warehouse equipment, for this report we apply a market-based approach for the Scope 2 emissions.

Because most shipments are handled by airlines, logistics partners, or customers directly, we estimate transport emissions using the GLEC Framework 3.2, based on average transported weight and distance. Limited lane-specific data and estimated cargo weights introduce unavoidable uncertainty.

For distance estimates we apply the Great Circle Distance approach and add the adjustments recommended by GLEC to account for stopovers and non-linear routing across all transport modes. Whenever data gaps persist, we use weighted averages from the calculations of the past three years.

Global Logistics Emissions Council (GLEC) Framework:

Methodology to calculate and report greenhouse gas emissions from logistics. Developed by the Smart Freight Centre (SFC)

Some shipment categories were updated in this year's analysis, which may shift emissions between categories and affect the Scope 3 intensity factor compared to previous years.

A major remaining uncertainty is the radiative forcing impact of air transport; applying the recommended factor of three would approximately triple our Scope 3 transport emissions.⁹ Furthermore, some uncertainty remains due to the exclusion of external container volumes, as the calculations rely on weight-based emission factors in line with the GLEC Framework. To address this, RFI- and volumetric-weight-based calculations are available through Validaide, applying a methodology developed by MIT's Center for Transportation and Logistics¹⁰.

To strengthen accuracy, our emissions calculations were reviewed by a third party for alignment with the GHG Protocol, resulting in limited assurance verification.

At SkyCell, we have built our culture around three interlinked values:

Innovation

We are driven by a passion for problem-solving. Innovation means constantly improving processes, reducing risks, and finding smarter, more efficient ways to serve our clients and partners.

Reliability

Supply chains depend on precision. Our technology is built with a zero-defect mindset, ensuring that life-saving medicines and goods arrive safely, every time.

Sustainability

Sustainability is at the core of everything we do. We design durable, reusable products, minimize CO2 emissions, and develop long-term solutions that reduce waste and optimize efficiency.

Appendix

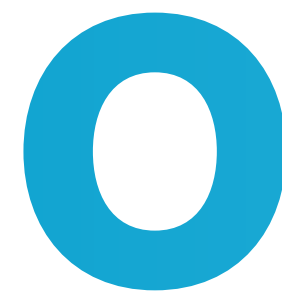
Our Framework

To bring our values to life, we developed our SOLID framework, a key set of behaviours that we aim to foster and promote as a company. This framework is also an integral part of our people processes (progression framework, career path, feedback cycle).



Solve Problems

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



Ownership

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




Learn Fast

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



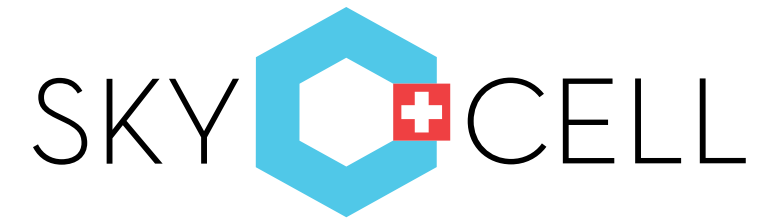
Innovation

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



Dependability

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



Protection Beyond Limits

SkyCell is a Swiss pharmaceutical supply chain technology company redefining risk in global pharma logistics. Founded in 2012 and trusted by 20 of the world's leading pharmaceutical companies, SkyCell enables customers to design supply chains around business goals rather than operational constraints, delivering greater confidence and control across global networks.

Through the SkyCell Suite, the company combines ecosystem intelligence, end-to-end visibility, operational control, and zero product loss hybrid containers to deliver complete protection. Validaide, SkyCell's supply chain orchestration layer, has enabled the assessment of more than 60,000 lanes, standardizing risk management, strengthening proactive compliance, and connecting data-driven insights directly to execution and optimization.

Supported by infrastructure spanning 250+ airports, 50+ service stations, and the industry's largest hybrid container fleet, SkyCell protects even the most demanding therapies on the most challenging lanes. Recognized among the top 1% of sustainable companies globally, SkyCell helps the industry move beyond legacy cold chain limitations, reduce emissions, and build resilient, data-driven supply chains.

Contact Us
Our Website
Our Newsletter

sales@skycell.ch | sustainability@skycell.ch
skycell.ch
skycell.ch/about-us/subscribe-newsletter.html

