

Safe. Secure. Sustainable.

SkyCell Sustainability Report

2022





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About SkyCell

At SkyCell AG our main goal is to provide a service that enables the safe delivery of temperature-sensitive medicine worldwide. By combining hardware, software and risk management services we reduce the probability of damage to vital medicines and vaccines.

We continue to innovate by combining expert Swiss engineering, proprietary software, and logistical solutions to make the global pharmaceutical supply chain safe, secure and sustainable beyond international compliance standards.

WE SUPPORT



SkyCell is committed to implementing the Ten Principles of the United Nations Global Compact. In addition, SkyCell has validated science-based CO₂ targets and is committed to the Paris Climate Goals. In 2022, SkyCell delivered medication for hundreds of millions of patients, with no product loss during transport, and

is thus a major stakeholder in providing access to health care.

SkyCell is a privately owned company, founded in 2012 by Richard Ettl and Nico Ros. Richard Ettl holds the position of CEO and is responsible for the commercial side of the business. Nico Ros is SkyCell's CTO and oversees SkyCell's technical departments. In addition, he is also the director of the board. SkyCell is managed by four C-level executives, who govern the company. A simplified version of the governance structure is shown in the chart below.

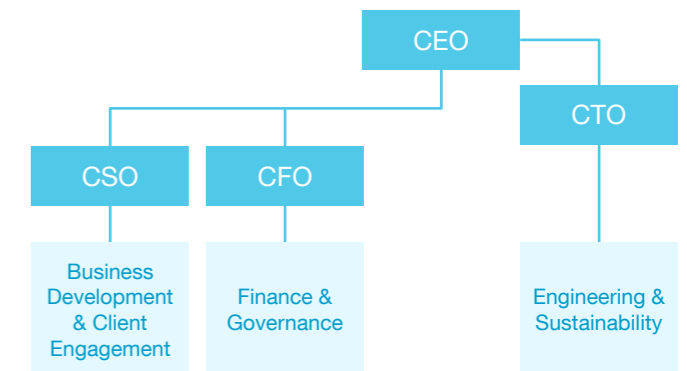


Figure 1: Simplified organization chart showing the managerial structures of SkyCell



Our Values and Principles

SkyCell is committed to sustainability, reliability, and innovation, principles which guide our daily operations and mindset. We play a crucial role in the pharmaceutical supply chain and strive to make a positive impact for our stakeholders. SkyCell's values are documented in our Code of Conduct and Employment Regulations, which ensure that employees are treated fairly and have guidelines for how to treat others.



SkyCell deliberately seeks partners who share similar ambitions to create a more sustainable supply chain. We have therefore implemented a Supplier and Partner Code of Conduct and sustainability audits in our onboarding process of new suppliers. SkyCell aims for zero violations of our Code of Conduct. In addition, we have an Internal Control System in place, which is an essential component of our governance system. It safeguards financial transactions against fraud and errors. Furthermore, it increases compliance with legal and ethical guidelines. The Internal Control System and our financial statement are audited annually according to Swiss law and Swiss Auditing Standards.

SkyCell takes its responsibility towards society, employees, and partners seriously. Demonstrating integrity is a top priority for the company as we continue to grow our business activities.



Our Vision

“No loss in the pharma supply chain, worldwide.”



Our Vision

At the end of every supply chain is a patient waiting for their medicine to arrive safely and efficiently. Nevertheless, temperature excursions in the supply chain are a prevailing issue, leading to annual losses of approximately 35 billion US dollars¹. The spoiling and delay of medicines puts patients in serious danger. Furthermore, medicine spoilage leads to a significant waste of resources as medicines must be remanufactured and reshipped, resulting in entirely avoidable pressure on the supply chain and the environment.

By developing high-quality hardware and software, SkyCell aims to reach currently underserved regions and works towards our vision of no losses in the pharma supply chain, worldwide. In 2022, SkyCell's pharma containers have served hundreds of millions of patients with zero product loss, enabling safe, secure, and sustainable pharma supply chains.

To make our vision a reality, SkyCell has developed and is consistently improving its hybrid containers, which offer a unique combination of hardware, software, and services that protect precious life-saving medicines. To assure safe delivery, SkyCell is GDP certified and provides unique risk management services. Our production and R&D facilities are located in Switzerland to ensure quality and precision engineering. With an audited temperature excursion rate of less than 0.1% since 2018 and zero product loss, we are on track to make our vision a reality.



¹ IATA from Clyde & Co, Handling Air Pharma, 2020

Our Products and Services

SkyCell's journey began with a simple question: can a pharma container maintain its inner temperature when exposed to +60°C? Since our foundation in 2012, we are now a major manufacturer of temperature-controlled, door-to-door, container solutions, which allow pharma companies to optimize their supply chain by reducing, and even predicting, the risks associated with delivering sensitive pharmaceuticals.

Over the last few years, SkyCell has further improved its technology and combined software with hardware. On top of this achievement, our hybrid containers reduce greenhouse gasses by up to 50% compared to conventional solutions (see chapter LCA).

At SkyCell we are focused on designing, developing, and implementing hybrid pharma containers for temperature-controlled air freight. In addition, we launched our unique platform SECURE to provide end-to-end visibility and transparency to pharmaceutical supply chains.

Since its foundation, SkyCell has brought to market several ground-breaking innovations such as an insulation system that reflects heat radiation and shock-absorbing container feet. In addition, SkyCell has further developed its hybrid container, in record time, to enable the transport of medication at -80°C. To continue this innovation trajectory, we have invested thousands of additional engineering hours, and launched the 1500X container in 2022. This innovation disrupts the pharmaceutical cold chain industry and enables the safe transport of medicine with up to 270 hours of independent runtime, while reducing assorted CO₂ emissions even further. In combination with the SECURE digital platform, also launched to clients in 2022, the 1500X offers full visibility and transparency of the supply chain.



1500X
COL: +2°C to +8°C
CRT: +15°C to +25°C



1500C / CRT
+2°C to +8°C
+15°C to +25°C



2500C / CRT
+2°C to +8°C
+15°C to +25°C



1500F
-15°C to -30°C



1500DF
-60°C to -80°C

SkyCell's product portfolio consists of multiple container solutions, which enable the transport of life-saving products at a variety of internal temperatures:

- COL (+2°C to +8°C)
- CRT (+15°C to +25°C)
- F (-15°C to -30°C)
- DF (-60°C to -80°C)

Our products go beyond the hybrid design. We have revolutionized our shock and vibration-absorbing feet and established a new industry standard for energy distribution systems. Furthermore, the exclusively licensed double-door system prevents temperature excursions and condensation. Our products do not need additional packaging to protect them as they are humidity resistant, further reducing waste.



With the use of state-of-the-art IoT sensors and the data-driven SECURE platform, clients can reduce workflow and accelerate product release. Furthermore, they can automatically detect counterfeit goods and the theft of goods. This significantly increases their workflow efficiency, allowing the safe transport of medicine from production to patient.

To further increase our reach in the pharma supply chain, SkyCell has expanded its partnerships in 2022 and introduced new service centers in strategic locations around the globe. These developments facilitate the safeguarding of life-saving medicine, benefiting both patients and the planet.

Through our business model of leasing pharmaceutical containers to clients, we ensure the high reusability of our products, which helps reduce landfill waste, resource depletion, and energy consumption. Because of this advanced circularity approach, we oversee our products' life cycle and reduce their environmental footprint.

About this Report

Our vision of eliminating loss in the pharma supply chain is closely linked to our value of sustainability, therefore this report is dedicated to the sustainability of our global operations. It provides a comprehensive overview of the most important sustainability initiatives that SkyCell is pursuing for our stakeholders and the planet. SkyCell invests its resources primarily in the three focus areas of circularity, climate, and cooperation, and aligns itself with the UN Sustainable Development Goals.

The report begins with a letter from Nico Ros, our CTO and Chairman of the Board. Also included is an outline of our focus areas of sustainability and our Key Performance Indicators (KPIs), which enable us to track our progress.

Furthermore, this report includes targets that we have set ourselves, the most important actions we are taking, and the results of our efforts towards advancing the sustainable development of SkyCell, its partners and stakeholders.

The content of this report is written with reference to the Global Reporting Initiative (GRI) standards. It is intended as a guide to learning about the organization's most significant impacts on the economy, environment,

and people, including human rights, whether positive and negative. The data considered for this report was gathered from our product's shipments and facilities under our operational control for the reporting period from January to December 2022. The Greenhouse Gas (GHG) inventory is calculated in line with the GHG Protocol and is based on the European Standard EN 16258 as well as the Global Logistics Emission Council (GLEC) Framework. Carbon emissions were calculated considering standard emission factors for the different activities. Whenever available, we used activity-based factors instead of spend-based factors.

SkyCell's Chairman of the Board, Nico Ros, is responsible for SkyCell's sustainability strategy. He is the chair of our internal sustainability committee and oversees the sustainability department. An independent Swiss consulting company has provided guidance and assessed the correctness of this report and its underlying greenhouse gas calculations. Following our initiative to foster transparency, we will annually report on our progress in our focus areas.

Should you have any questions or feedback, please contact our sustainability department at sustainability@skycell.ch.



Sustainable Development Goals of the UN

"Achieving our mission and vision is only possible with our diverse, innovative, and passionate workforce."

Nico Ros, Chairman of the board

A Message from our Chairman of the Board

Dear readers,

Sustainability remains a key tenet of our operations and it is therefore my pleasure to present you with the newest edition of our annual sustainability report. At SkyCell, we strive to include sustainability in all of our decisions and align our portfolio and actions with the UN sustainable development goals.

In the midst of our 10-year celebration in 2022, we launched our latest hybrid container, the 1500X. This newest addition to our container portfolio allows for even lower CO₂ emissions and reduced waste due to its decreased weight, increased durability, and optimized volume.

In addition, we introduced the software platform SECURE for direct access to our clients in 2022, after five years of internal use and improvement. SECURE is available for all container and packaging solutions to improve visibility and assess risks in any supply chain.

This innovation reduces the chance of product loss and optimizes transport logistics, thus being an essential part of our mission toward a sustainable pharma supply chain.

SkyCell's core business is helping patients to receive their life-saving medication safely, securely, and sustainably. We are thus excited to have increased our reach and served hundreds of millions of patients in 2022 with zero product loss. The medications we transport have a limited shelf-life, are temperature-sensitive and must be safeguarded throughout the whole journey. Our clients are therefore dependent on air-freight for the majority of the pharma transports, which leads to unavoidable downstream transport emissions.

We are thrilled by our expansion and focus our actions on reducing the resulting scope 3 emission growth. We do this by continuously optimizing the design of our products to reduce CO₂ and boost circularity. In addition, we support technological innovation to pursue avoidance and long term capture of carbon emissions.

The sustainability efforts we have achieved so far have received noteworthy recognitions such as from Great Place to Work and the EcoVadis Gold Medal. In addition, our top-quality hardware leads to extremely positive results in sustainability performance analyses. These external studies show that our products reduce the environmental footprint compared to conventional solutions. Even though we increase SkyCell's footprint with every additional lease, we decrease the environmental burden of the industry and increase our so-called positive environmental handprint.

Achieving our mission and vision is only possible with our diverse, innovative, and passionate workforce. Together with our valuable partners, suppliers, and customers, they shape our path toward a sustainable cold chain industry.

Hopefully, this report will give you insights into our initiative to make pharma logistics greener and safer for all.

Kind regards,

Nico Ros



Nico Ros
Chairman of the Board



Sustainability Focus Areas

We involved our major stakeholders in our process to revise our sustainability strategy and define our focus areas. To accomplish this, we conducted a workshop and prepared questionnaires for our investors, key clients, and employees in 2021. In addition, we included feedback and opinions from internal and external stakeholders. The primary reason for conducting this process was to better understand the perspectives of our stakeholders regarding our sustainability strategy and ESG material topics. Our main goal was to identify the areas in which SkyCell demonstrates tangible impact and how much this can be influenced by the company's actions. On the ESG materiality matrix shown below, we present the results of this process. It shows 10 sustainability topics rated according to their impact (y-axis) and influence (x-axis) of SkyCell on them.

As a result of this materiality assessment, we identified three Focus Areas: Climate, Circularity and Cooperation. These focus areas are centered around our overall strategy to provide safe medicines for all.

To ensure these topics are still up-to-date and aligned with our business goals, we conduct a yearly review as part of our sustainability committee meeting. This committee involves representatives from various departments and hierarchies. These discussions aim to identify new developments within the company and the industry, exchange our learnings and define new strategies to further advance our sustainability vision. The overarching conclusion of these meetings is the high importance of intensifying our sustainability engagement with suppliers and partners regarding social and environmental practices. In addition, it was agreed that we need to maintain sustainability as one of our key areas, independent of our growth and expansion.

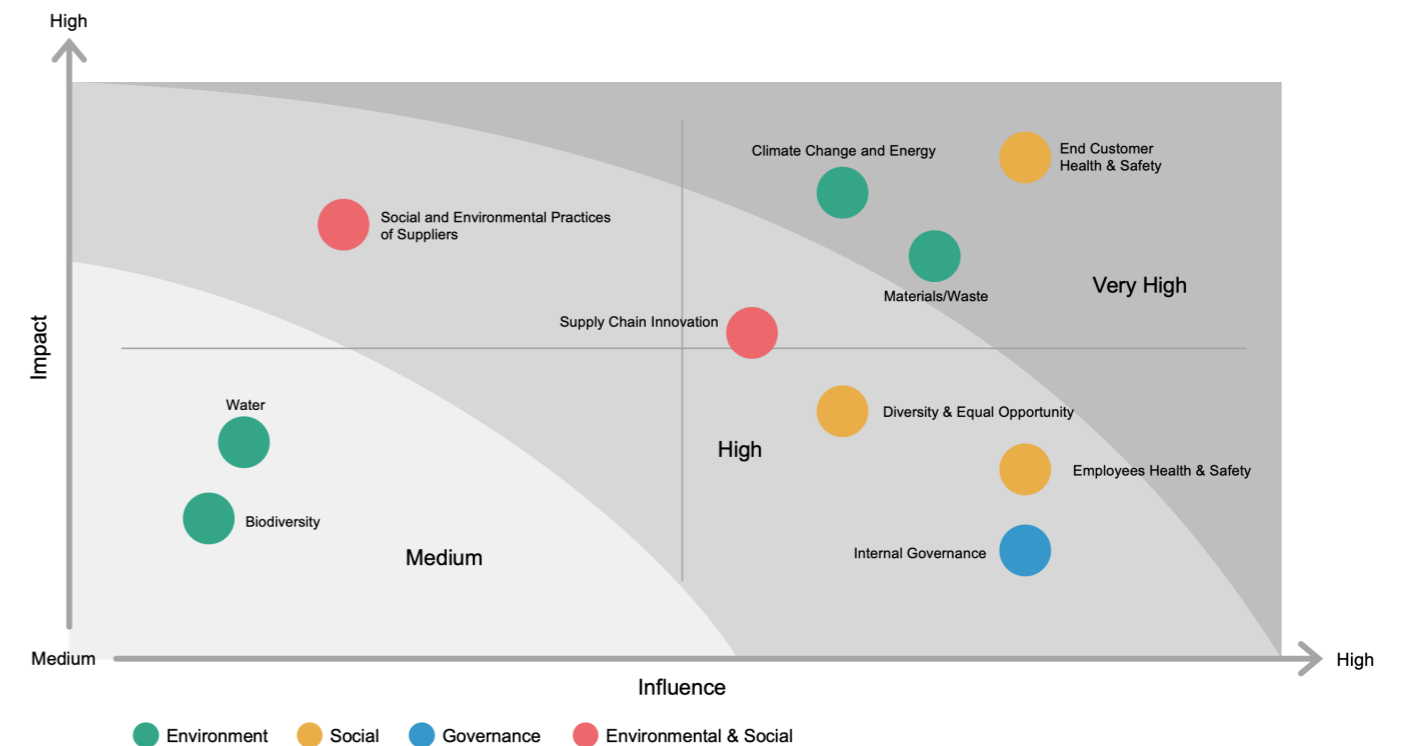


Figure 2: Materiality matrix



Climate

Committed to the Paris Climate Agreement

In 2015, 196 parties committed themselves to pursuing efforts to limit global warming to 1.5°C. To achieve this goal, greenhouse gas emissions must reach net-zero by mid-century.

The global healthcare industry emits two gigatons of CO₂ emissions annually, which is the equivalent of being the fifth-largest emitting country in the world². At SkyCell we acknowledge our responsibility and contribution to the global emissions of the health care and cold chain industry.

Our Policies and Goals

We have validated science-based targets regarding the reduction of greenhouse gas emissions and are committed to these goals. In line with this initiative, we will reduce our Scope 2 emissions by 50% until 2030. Our goal is to maintain our net-zero Scope 1 emissions, regardless of our growth. Furthermore, we have set a goal of becoming completely net-zero by 2040, including our upstream and downstream emissions (Scope 3).



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our Actions

To reduce our Scope 2 emissions, our production and repair center in Basel and our HQ in Zürich have run on renewable electricity since 2021. We achieved this through the purchasing of green tariffs and renewable energy certificates. To increase the share of renewables in our value chain, we encourage our service centers and real estate partners to switch to renewable energy as well.

Currently, the greatest lever at our disposal in terms of reducing our total emissions is by improving our container design. As of now, our hybrid containers reduce emissions by up to 50% compared to other pharma containers³. Amongst other measures, we achieved these results through the following:



Reducing temperature excursions to a rate of less than 0.1%. This reduces the spoilage of medicines and thus the need for additional production and logistics.



Optimizing the cargo volume per aircraft, with an optimal volume ratio of our hybrid containers. This measure reduces the number of airplanes needed to transport the goods due to more efficient packaging.



Decreasing the weight of our containers. This action reduces the fuel that the transport vehicles need.



Transporting empty containers, if needed, by ocean freight. This action reduces CO₂ emissions by a factor of about 100.

SkyCell has implemented measures to reach almost zero Scope 1 & 2 emissions in 2022. In addition, we are taking further actions to permanently remove our remaining greenhouse gases by fostering novel technologies:

- **Pyrolysis:**
The pyrolysis process transforms biogenic carbon (plants), which was absorbed from the atmosphere via photosynthesis, into biochar. This biochar (solid carbon) remains in its state for hundreds of years and thus permanently removes CO₂ from the atmosphere. In addition, biochar can be used to reduce the need for agricultural fertilizer, lowering fossil fuel consumption even further.
- **Direct Air Capture:**
Our technology provider, the Swiss company Climeworks, filters CO₂ out of the atmosphere using a highly innovative technology: direct air capture. At Climeworks' direct air capture and storage facility "Orca" in Iceland, their air-captured CO₂ is dissolved in water and pumped deep underground into

basalt rock by their storage partner Carbfix. There, the CO₂ mineralizes and remains stored permanently for thousands of years.

With these two removal technologies, direct air capture and pyrolysis, we achieved climate neutrality in our operations for our direct emissions (Scope 1&2) and permanently removed them from the atmosphere. Furthermore, we foster visionary technologies needed to mitigate climate change.

We do not stop at our own emissions and are even tackling CO₂ of our value chain. In addition to the transport-related measures described earlier, we avoided the creation of emissions of our business travels:

- **Sustainable Aviation Fuel:**
We partner with a major airline to purchase sustainable aviation fuel (SAF). This allows us to avoid CO₂ emissions in the first place instead of removing them as an end-of-pipe solution. We purchased SAF for roughly the equivalent of all the business-related flights of SkyCell employees in 2022. Being a first mover, we also create demand for this climate-friendly technology, which triggers economies of scale.

The SAF purchases strengthen our cooperative approach and creates demand for an alternative solution that will enable us in the future to transport pharmaceuticals with minimal environmental impacts.

Our Results

We have managed to maintain zero Scope 1 emissions, by only using electrical machinery in our production and repair site, and using public transport and car sharing for our local business travel. Our Scope 2 emissions occur due to the use of electricity and heat in our Swiss headquarters and production hall. In 2022, we emitted 32 tons CO₂ from energy consumption, mostly from heating our production site. These emissions slightly

² Health Care Without Harm & Arup, Health Care's Climate Footprint, 2019

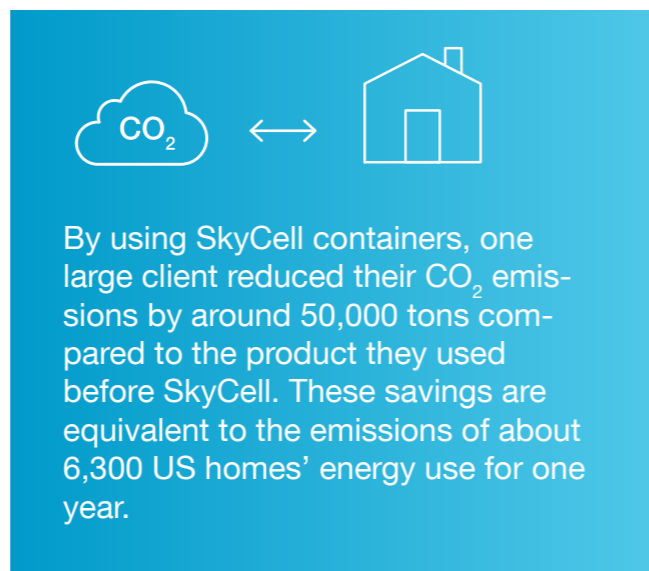
³ MyClimate, 2019, SkyCell-the CO₂-efficient alternative to Medicine Deliveries by Air Freight

increased compared to last year, since 2022 was the first full year of operation. Since we only use renewable electricity in our production and headquarters, electricity-based emissions are almost zero. In addition, the service provider for our IT servers runs only on renewable electricity, which has a positive impact on our value chain energy emissions.

95% of our emissions are due to the transport of our products (Scope 3.9 – Downstream transport & distribution) and about two-thirds of them are outside our direct operational control (client’s shipments). Measuring and reducing these emissions is challenging. We nevertheless measure and include these emissions to strive for transparency and improvement.

We reduced our Scope 3 carbon intensity compared to our base year (2020) by minimizing empty transports and using more sea shipments for our reverse logistics. Our upstream logistics account for 3% of our

emissions, as can be seen in Figure 3. All of our other emissions are from the in-house production and repair, business travel, and waste from our production and maintenance. In 2022, the company experienced higher levels of business travel due to an increase in conferences and client meetings.



By using SkyCell containers, one large client reduced their CO₂ emissions by around 50,000 tons compared to the product they used before SkyCell. These savings are equivalent to the emissions of about 6,300 US homes' energy use for one year.

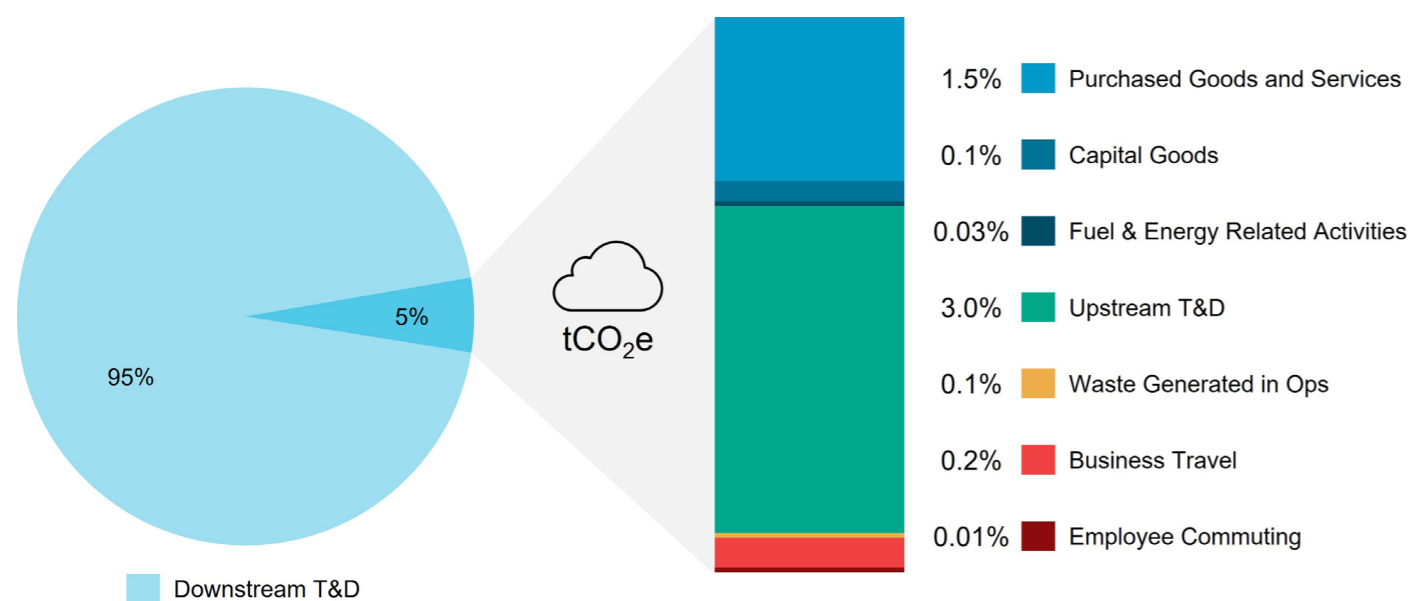


Figure 3: Breakdown of SkyCell's 2022 Scope 3 emissions.

Uncertainties of our Greenhouse Gas Inventory

As we do not operate transport infrastructure ourselves, we are dependent on methodologies and emissions factors to define our transport emissions. When using these methods, it must be considered that they calculate emissions based on the weight of the products. This can lead to a margin of error since the volume of the transported cargo is also essential in determining CO₂ emissions. In addition, temperature excursion rates should also be factored in for comprehensive CO₂ analysis.

Furthermore, the emissions are strongly influenced by the precise routing and technology used by the freight forwarder. SkyCell only has limited availability of this data, since the majority of the transport kilometers are organized by our airline partners or pharma clients directly.

The distances for the transport data are defined using the great-circle distance (GCD) approach. This method considers a spherical distance between two coordinates, and underestimates the actual distance. For air travel, we add 95 kilometers to each trip as defined by the GLEC framework. In addition, we add a multiplier of 6.5% to incorporate stop-overs - as demonstrated by a GLEC case study.

In 2021 we conducted a case study for road and sea transport considering our most frequent lanes to determine the difference between actual transport routes and the GCD. As a result, we increased the distances by 49% and 121% for road and sea transport respectively, and added these distances again in 2022.

Our current system does not allow for the tracking of all reverse logistics in detail. We have therefore created a statistical model to apply the most likely scenario to the unknown characteristics of reverse transports.

For our spend-based data, we updated our emission factor to more recent data, using factors developed by the United States Environmental Protection Agency for supply chain greenhouse gas emissions. We also considered an inflation factor to reflect cost developments.

A major source of uncertainty is radiative forcing indexes from air transport. The typical greenhouse gas calculation standards, which we also use, do not factor in this information. By applying the scientifically recommended factor of two⁴, our emissions would roughly double. However, other experts go further recommending using a factor between two and three. The commonly used standards have therefore to be adapted in the future to include the newest scientific recommendations.

Roadmap to net-zero emissions

As highlighted in the previous sections, SkyCell is committed to reaching net-zero emissions by 2040. In the following chapter, we present a first roadmap on how we intend to achieve this goal.

This first roadmap focuses on transport-based emissions, which represent more than 95% of our total emissions. To create this roadmap, we first simulated the CO₂ emissions in a business-as-usual scenario (BAU) (Figure 4, red arrow). As a next step, we identified measures and their CO₂ reduction potential and modeled their implementation until 2040 (yellow line). Furthermore, we included a potential CO₂ removal strategy to estimate the number of necessary CO₂ removals (blue bar). Last but not least, we combined these steps to calculate our emission pathway until 2040 (green bars).

⁴ Cox & Althaus, How to include non-CO₂ climate change contributions of air travel at ETH Zurich, 2019

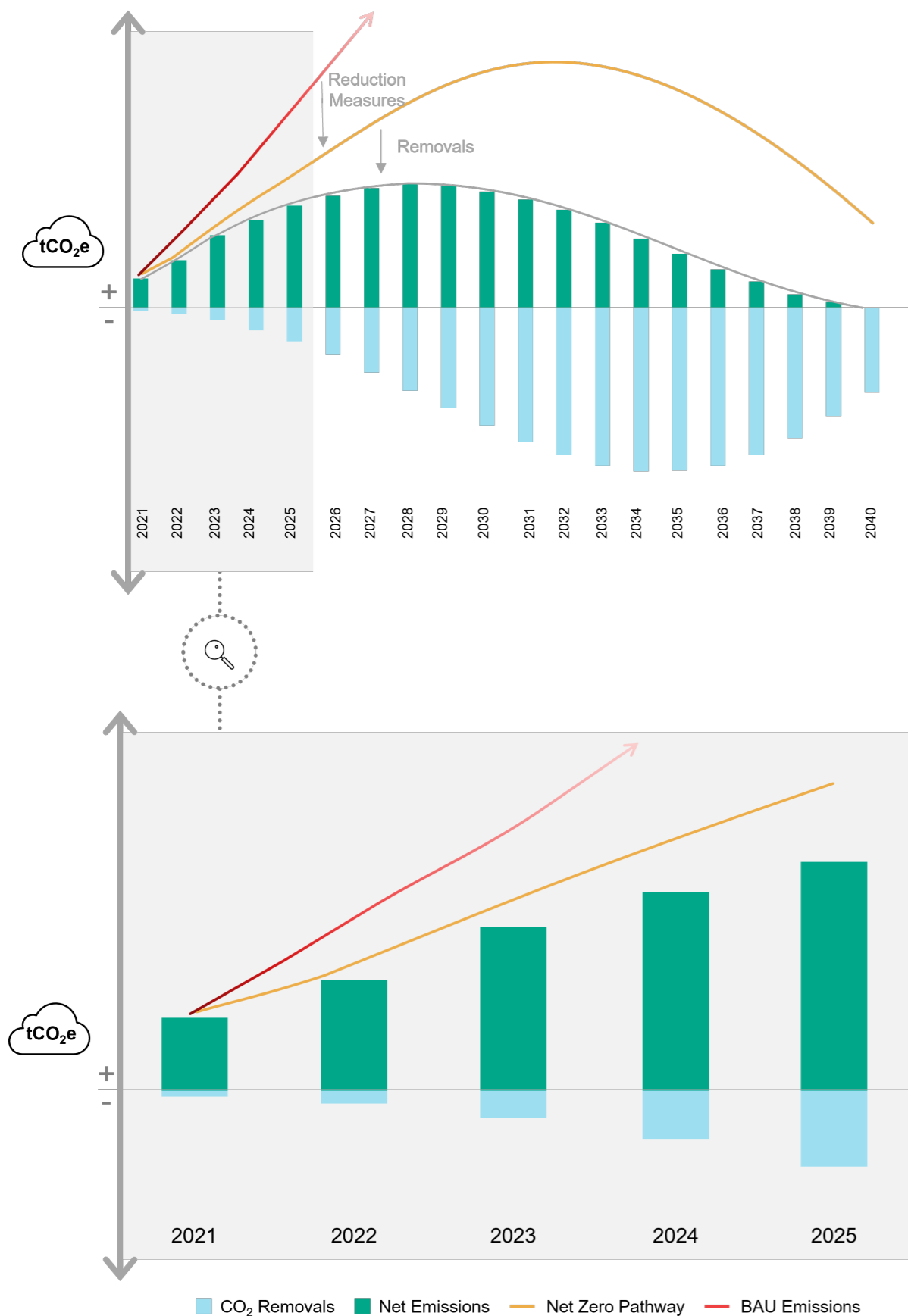


Figure 4: SkyCell's roadmap to net-zero: The red arrow shows the business-as-usual emissions of SkyCell. The yellow line displays the emissions after implementing reduction measures. The green bars are the remaining emissions after deducting CO₂ removals (blue bars).

The result of this simulation shows that SkyCell's CO₂ emissions can be significantly reduced in the future with the following measures:

1. Pharma container optimization

CO₂ emissions from the transport of goods are a function of weight and volume. SkyCell will optimize these two parameters of our pharma containers to reduce transport-based CO₂ emissions. The other factors influencing emissions, such as the efficiency of airplanes, are in large part outside of SkyCell's operational control, since our clients decide on the transport providers they use. We estimate the reduction potential of the product optimization to be at about 40% by 2040 compared to 2020.

2. Logistics optimization

Logistics optimization is the reduction of empty transports and the switch from airplanes to container ships for the unavoidable reverse logistics of containers.

3. Fuel switch

Fuel switching is the exchange of fossil-based fuels for climate-friendly versions such as renewable electricity for trucks and sustainable aviation fuel (SAF) for airplanes. SAF is the key technology to decarbonize the aviation sector and by virtue, SkyCell's emissions, since our clients are dependent on planes to transport highly sensitive pharmaceuticals. SAF can reduce the emissions of air freight by roughly 85% and is crucial in achieving our decarbonization goal. The challenges of SAF are its limited availability and its currently high price.

4. CO₂ removals

Even when implementing all of these measures, some emissions will remain. These emissions are, for example, caused by the production of SAF and its availability in 2040, which we expect to still be limited. Another reason is the

growth of SkyCell, which will lead to increased emissions. As a result, SkyCell plans on removing the remaining emissions to achieve net-zero.

As SkyCell is a growth company, our goal is to reduce the CO₂ emissions per unit by 90%. Our simulation shows that this reduction per unit will most likely not be high enough to achieve absolute emission reduction until the 2030s. Afterward, absolute reductions seem to be feasible due to the increased availability of SAF. To counteract this absolute growth of emissions until the 2030s, a possible approach is to increase our purchase of CO₂ removals to compensate for the remaining emissions by 2040. Despite the fact that SkyCell's growth means increased Scope 3 emissions, our expansion will lead to a reduction in the CO₂ intensity of pharma logistics. More sales will lead to a positive CO₂ handprint and an overall efficiency increase.

When implementing all measures as described above, SkyCell can reach a 90% CO₂ reduction per product by 2040 and compensate for the remaining emissions. The most critical technology to do so is the development of SAF, which is highly relevant for our future progress. However, this roadmap is very uncertain and should therefore be considered as one possible scenario. SkyCell will update it when new information is available. Nevertheless, the roadmap shows that achieving our net-zero goal is feasible and it identifies the most important actions we need to take.

Life Cycle Assessment

SkyCell commissioned a life cycle assessment from an independent Swiss climate foundation. Its goal was to identify improvement potential and to compare our products with those of our competitors. The scope of the life cycle assessment includes cradle-to-grave greenhouse gas emissions as well as radiative forcing of air transport (with a factor of 2). The results show the excellent performance of SkyCell's hybrid containers, which save more than 50% CO₂e per transport of 1m³ of product, compared to conventional containers⁵.

The main reasons for this performance are the light materials, as well as the optimized internal volume compared to the external volume. SkyCell's hybrid containers are being used for dozens of shipments before

being recycled at the end of their lifetime. The climate impact of the production and the end-of-life treatment is only a minor contributor to the overall emissions.

Since the foundation of SkyCell, one of our goals has been to reduce the environmental footprint of the pharma industry. We continuously improved the design of our containers throughout the years, and have incorporated our knowledge and learnings to reach yet another milestone in environmental performance. Due to the additional reduction of weight and the improvement of the volume, the 1500X achieved CO₂ savings of 25% compared to the 1500C/CRT.

⁵ MyClimate, 2022, SkyCell- Carbon Footprint

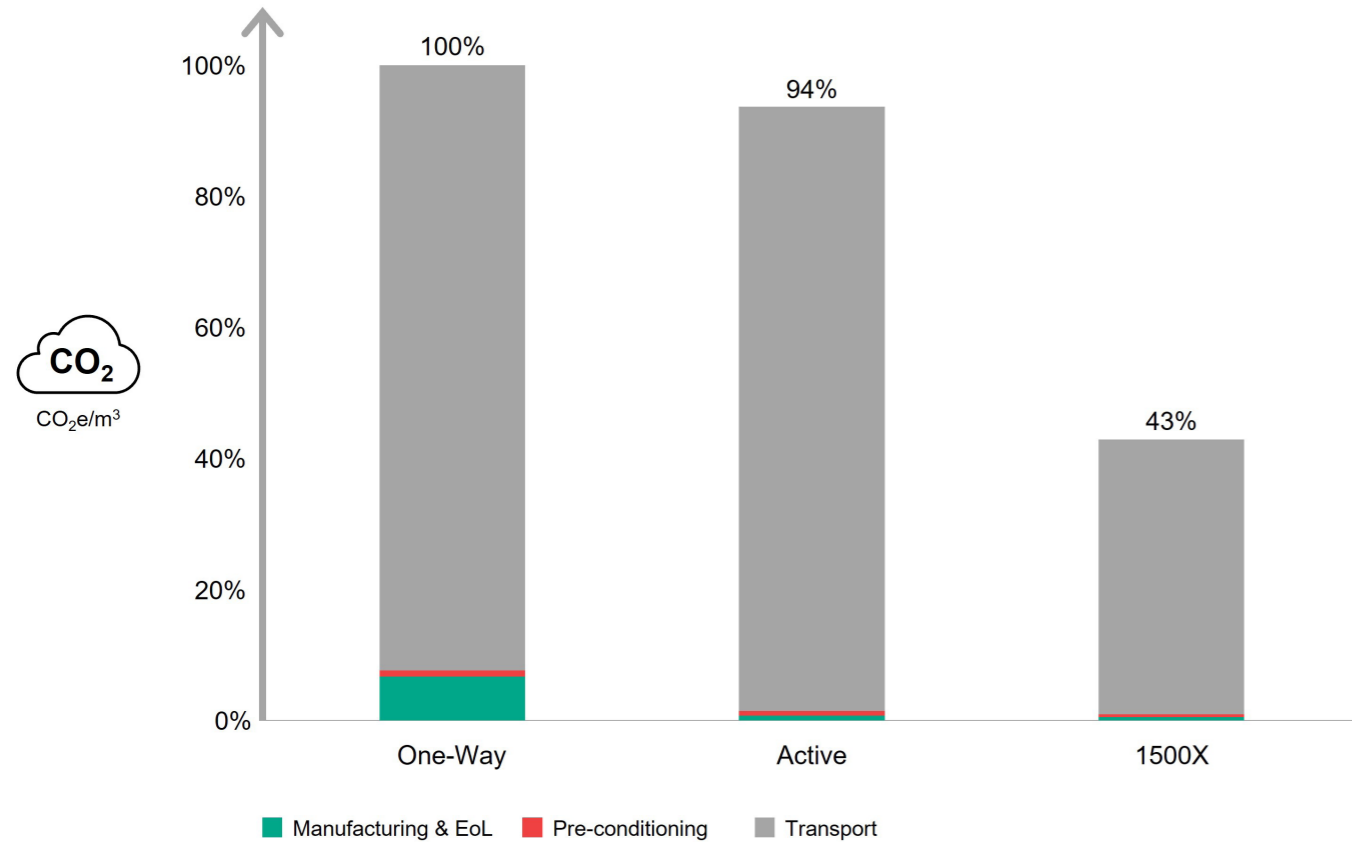


Figure 5: Cradle-to-grave CO₂e emitted by transporting pharmaceuticals by air freight. "Active" and "One-Way" are commonly used pharma container types, produced by other companies. myclimate LCA 2018 & 2022.

Circularity

Embracing the Circular Economy

In recent years, we have seen a global shift away from the linear take-make-dispose model, which many pharmaceutical packaging providers are still using. Instead, the global economy is moving towards a circular approach, as highlighted by the European Green Deal⁶. Since SkyCell's inception, we have been committed to designing our products following the principles of the circular economy. Figure 6 outlines our approach, which involves leasing our containers to clients to help reinforce the industry's transition toward a circular economy.

⁶ First Circular Economy Action Plan, European Commission, 2020

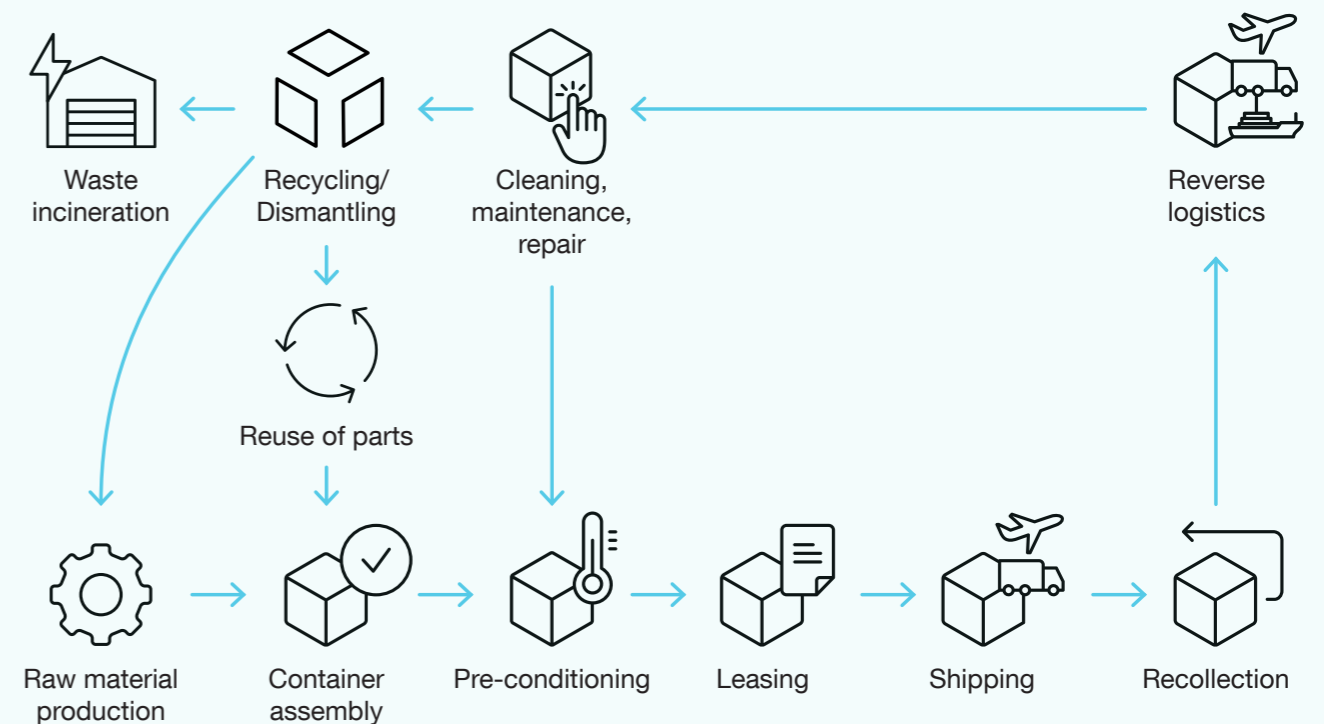


Figure 6: SkyCell's approach to circularity



Our Policy and Goals

With our circular business model, we take ownership of our products. This model allows us to take back our containers to reuse, repair, refurbishment, and recycle them to minimize our environmental footprint.

Furthermore, applying this circular business model enables us to use high-performance materials and construction methods, which we depreciate over a prolonged lifetime. These advanced designs reduce the weight, outer volume, and improve the security of our hybrid containers. These innovations lead to lower life cycle emissions, fewer materials and energy needs, and minimized waste. In addition, taking ownership of our products allows us to reuse our containers for dozens of shipments, easily repair them when necessary, and reuse whole parts to build new products.

Our goal is to consistently use more than 90% of reusable and recyclable materials in our containers. The materials we cannot reuse are easily treated through recycling and/or incineration in strictly regulated Swiss plants. These incineration plants produce

heat and electricity for the Swiss energy system reducing the need for fossil fuels. This approach allows us to minimize resource depletion and ensures that no landfill is created by our own operations.

We aim to consistently use our products for as long as they comply with our strict safety guidelines; they are designed to last. However, the transport of cargo in this fast-paced environment sometimes takes a toll on our products. In 2022, we increased the capacity of our in-house production and repair center in Switzerland. SkyCell's capabilities to repair damages have hence been strengthened even further, enabling even longer lifetimes and reducing the need for energy-intensive recycling. To bring damaged containers to Switzerland, we use ocean and road freight whenever possible, to ensure minimal CO₂ emissions of the transports.

Our Actions

We work on the development of our products to increase their durability and reduce the need for repairs. Also, we ensure that the majority of our products' materials are recyclable, whenever possible, we use recycled materials to manufacture them. Our main action is to ensure our products come back to us and are reused as much as possible.

This approach is reflected in our newest addition, the 1500X hybrid container, which is designed to have an even longer life cycle. The design of the product plays an important role in circularity and our engineers are constantly working on ways to improve our products' usability and durability. One example is the feet: its design is key to the container's shock and vibration absorption. Furthermore, its rubber part, which is most vulnerable to wear-and-tare, can be separately replaced. This makes it easier to maintain and less resource intensive.

To strengthen our design capabilities, we work together with research partners to further develop our products, while at the same time supporting Swiss research teams. Together with the Eastern Swiss University of

Applied Sciences, we are making the outer shell of our container lighter, stronger, and easier to exchange.

For pharma logistics, safeguarding medicines and vaccines and keeping them in optimal conditions under any circumstances, including potential delays, is crucial. SkyCell is committed to constantly improving our containers' energy storage and distribution system. In cooperation with the University of Applied Sciences Lucerne, we are conducting research to further increase the efficiency of these parameters.

Furthermore, we continue to incentivize the reduction of paper within our value chain. As an example, we enable this transition by creating and launching our own digital solutions, which can be used by our service and logistics partners. In addition, we use electronic signatures whenever allowed, to reduce paper consumption.

Our Results

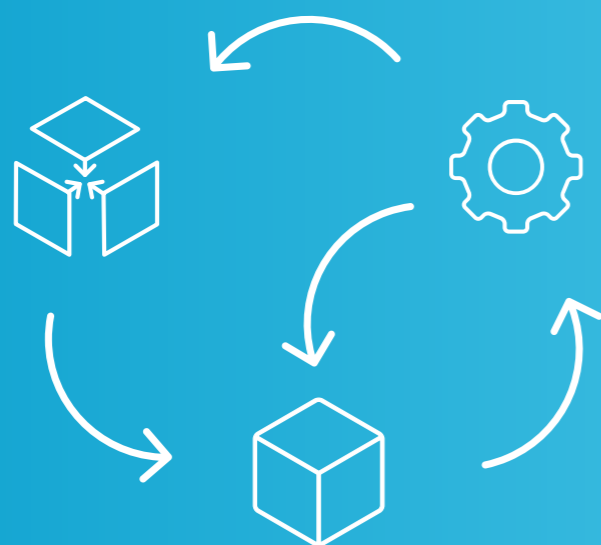
Our products are durable and repairable, which leads to an extensive reusability rate. Most importantly, the use of high-performance circular materials allows us to optimize the following four parameters: volume-efficiency, weight, security, and durability. These are arguably the most important aspects to increase the sustainability of the pharma cold chain. The life cycle assessment of our 1500X has affirmed these improvements.

Our engineers and scientists are consistently improving the durability, efficiency, and easy handling of our products. Besides product development, our R&D and production teams also assessed and improved the upstream logistics of our assembly process. Furthermore, we improved the life cycle process of our temperature sensors by selling them back to the manufacturer for refurbishment and recycling.

Our repair capabilities have been strengthened since we opened our SkyHub in Basel, where we directly perform all container assemblies and major repairs. This allows us to identify improvement potentials within the activity flow and improve the quality of the data we compile, for example with the waste generated and treated. We continue to have zero landfill in our Swiss-based locations and the production and maintenance of our products.



Manufacturing



Maintenance and reuse

Rental

Cooperation

Working together to achieve our goals

We have continued to advance our strategy, which is based on the following three pillars: investing in employees, being a reliable partner, and supplier engagement.

Investing in Employees

SkyCell's employees are the heart of our business and we are proud of the diversity of our team. It is their dedication and commitment that ensures we can live up to our value and move towards fulfilling our mission. Therefore, we are committed to stimulating a vibrant and cultural work environment, where employees feel valued and safe, knowing full well that feeling comfortable in their workplace will allow them and their innovative ideas to thrive.

Our Policy and Goals

Our goals are to continually increase employee engagement and development as well as ensure equity and the health and safety of our team members. An important instrument for developing our HR strategy and a way of measuring the satisfaction of our employees is the annual Great Place to Work Survey. In this audit, we aim to be consistently certified as a "Great Place to Work" and attempt to continue with our great results as the company grows. Based on the outcomes of this survey, we will then decide on key points to focus on in the upcoming year, ensuring a HR strategy that is close to the needs of the team members.

SkyCell employs several contractors around the world to advance our global goals. These contractors are crucial to the success of our mission and are part of the SkyCell team - whenever possible - we will treat them as equal to our employees.



Our Actions

In 2021, a leading consulting agency conducted a salary study for our Swiss employees, creating salary bands based on the job descriptions of the different positions. Those salary bands are our main instrument when it comes to salary adjustments and compensation for new hires. Providing fair and equal pay is important to us, which is why our salary bands are based on experience and responsibility and they were reviewed in 2022.

We consider work-life balance key to maintaining a healthy work relationship. The majority of our employees can choose if they work from home or come to the office. We grant flexible working hours and the option to work fully remotely if the position allows it. Our global team stays up to date with the companies' new developments in regular catch-up meetings. In 2022 we introduced a new feature called "Ask the Founders", a town hall meeting happening about every six months. For this meeting, the entire team can send in questions anonymously before the meeting that are then answered by the founders and C-level executives. There is no limitation to the topics and all questions

asked get answered during the meeting.

In 2022, we also held our first global SkyCell Week where our whole team came together for the first time face-to-face. The department heads had the opportunity to discuss and develop future strategies for creating cooperation between teams, workshops for different topics were held and the week concluded with our 10th-anniversary celebration.

SkyCell also supports its employees during big life events. We pay employees the full salary during maternity leave instead of reducing it to 80% and extend the legally required paternity leave from two weeks to four weeks. In case of an accident or a long illness, our employees receive a full salary for three months before it is reduced to 80% for another 21 months. Our senior employees can also request part-time retirement. In addition, due to increased costs of energy in 2022, SkyCell granted its employees energy subsidies on top of their salary during the winter months.

Training is vital to aid the professional development of our employees. We have held

different training sessions on topics such as business ethics, diversity, remote working, and social media use within our learning management system (LMS). Furthermore, we encourage our employees to pursue additional training with a dedicated and personal yearly training budget and the possibility to use our LMS for further topics of interest. In line with this, we also conducted several online language courses, which 38 of our employees attended and improved their German language skills.

SkyCell's career mobility procedure gives its employees the opportunity to switch to different positions via an internal application. Furthermore, it allows them to move to a different country while keeping their current job if SkyCell has a well-run business operation there.

Our Code of Conduct and several policies are revised yearly and reviewed internally by our quality management team in annual department audits. They are accessible to all employees via our intranet application.

As part of this yearly update, we also amended our whistle blowing procedure in 2022, which allows our employees and external stakeholders to report any irregularities contradicting our values on ethics, human rights, governance, security, health & safety, and environmental protection anonymously and in a straightforward way.

Our Results

We thrive to have zero violations of our Code of Conduct and again had zero confirmed incidents through the whistle blowing procedure. Via consistent training, we ensure that our values and rules are known to all our employees.

For the third year in a row, we conducted an external audit to measure employee engagement and well-being. We are proud of our re-certification as a "Great Place to Work" with an even higher result than in 2020 and 2021 with an overall score of 90% in the employee satisfaction survey. This certification measures workplace culture by conducting an anonymous employee survey, resulting in a "Trust Index" of the audited company.

SkyCell continued to expand worldwide and we had people from 39 different nationalities working within our teams in 2022. 32% of our employees identify as women, and 26% of our management positions are held by women. Diversity continues to play a key role in our team, 57% of our employees are Non-German speakers, and more than 40 different languages are spoken. Teams integrated by people of different backgrounds have proved to be innovative and can approach projects with a new perspective.

In our yearly fitness challenge, we planted 82 trees in Amazon afforestation projects coordinated by our partner Almighty Tree. In this challenge, we plant a tree for every 10,000 calories burnt by our employees, to promote general fitness and reduce stress.



Being a Reliable Partner

An essential part of our success is that others can rely on us. Only by creating a mutual trust can we realize our vision to eliminate losses in the pharma supply chain.

Patients are our predominant stakeholders, and we flourish when they can count on us as a trustworthy partner that sustainably delivers safe and secure medicine.

To strengthen this trustworthiness, we pursue external certifications in strategic areas. Therefore, we have a certified Quality Management System (ISO 9001) and are recertified with Good Distribution Practices (GDP). When it comes to our products' performance, SkyCell consistently achieved its quality target, with an audited temperature excursion rate of less than 0.1%.

For the second year in a row, we received the EcoVadis Gold Medal for our continued development in Corporate Social Responsibility (CSR). This rating analyzes the topics of environment, ethics, labor, and sustainable procurement. In these four topics, our policies, actions, and results were assessed.

AnSkyCell received 77 points and is therefore classified in the top 1% of all the companies assessed by EcoVadis. Our goal is to increase our score even further by advancing our sustainability management system in line with our growth.



We aim to work with integrity and by respecting human rights. Our principles are defined in our anti-bribery policy and our three Codes of Conduct, which are directed to employees, suppliers, and partners. To ensure that violations are dealt with appropriately, we continued to establish our whistleblowing mechanism through internal training and easy access to compliance mechanisms.



Supplier Engagement

From the production of our container parts to the preconditioning and pooling of our hybrid containers, we rely on our technical and logistics partners to ensure our operations work smoothly.

A substantial part of our environmental impact is generated through our suppliers and partners. Our efforts and vision of sustainability must reach our entire supply chain to achieve the most positive impact.

Since 2021, all our new strategic suppliers sign a Supplier Code of Conduct, in which they commit themselves to upholding human rights, ethical behavior, and good environmental practices. The same requirements were rolled out in our new Partner Code of Conduct, which new partners sign since 2022. We continue to include sustainability questions in our strategic supplier audits and incorporate corporate social responsibility clauses into new contracts.

In addition to our continued internal supplier risk assessment and due diligence process, we aim to analyze all our critical suppliers by 2023.

As mentioned in the climate chapter, our newest approach regarding carbon compensation does not include forest projects anymore due to detected market errors. Nevertheless, we still believe in afforestation and forest protection to limit the negative impacts of climate change and enrich biodiversity. As a consequence, we continued our partnership with WeForest in 2022 to support their project to protect and restore biological corridors in the south of Brazil near the Morro do Diabo State Park. We continue our support regarding biodiversity, but separate it from our CO₂ actions.



Key Performance Indicators and Goals

Safe Medicine for all

Related to SDG



Goals

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

	2020	2021	2022
End customer health and safety			
0.0% Product loss (e.g. medication, vaccines, APIs)	✓	✓	✓
Less than 0.1% temperature deviations (EY Audited)	✓	✓	✓
End customer health and safety risks reviewed with key clients	✓	✓	✓

Circularity

Related to SDG



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
Environmental services and advocacy			
% container models that are part of our take-back program	100%	100%	100%
% of recyclable and reusable materials within the containers	90%	90%	90%
Materials, chemicals and waste [ton]			
Total of waste incinerated (with energy recovery)	–	22	29
Total of waste disposed of in landfill	–	0	0
Total of recycled cardboard	–	1.2	5
Total of recycled metals	–	3	5
Total of recycled e-waste	–	0.3	0.4
Total of recovered (recycled) waste	–	4	11
Total of non-hazardous waste	–	26	40
Total of hazardous waste	–	0	0

Climate

Related to SDG



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 2 emissions without the use of offsets by 2030 compared to base year 2020
- Keep Scope 1 emissions at zero
- 100% renewable electricity from 2021 onward

	2020	2021	2022
Environmental advocacy			
% of key clients addressed on their carbon footprint	83%	67%	100%
Sustainability awareness posts	–	14	19
Emissions [tCO₂e]*			
Scope 1 — Direct emissions	0	0	0
Scope 2 — Indirect energy emissions	12	19	32
*Scope 3 — Transport emission intensity (Base year 2020)	100%	94%	86%
Energy consumption			
Fuel consumption [J]	0	0	0
Electricity consumption [MWh]	114	292	307
Heat consumption [MWh]	24	104	168
Total energy consumption [MWh]	138	396	474
% Renewable Energy	41%	74%	65%
Carbon compensation & removal [tCO₂]			
Climeworks, direct air capture	5	2	3
Rimba Raya biodiversity reserve, Indonesia (REDD+)	570	1533	–
Madre de Dios biodiversity reserve, Peru (REDD+)	560	–	–
Pará forest protection, Brazil (REDD+)	560	–	–
Kariba preservation, Zimbabwe (REDD+)	–	475	–
Pyrolysis/Biochar	–	–	33
Total tonnes of CO ₂	1695	2010	36
Water consumption			
Water consumption headquarters [ML]	<1	<1	<1

*Market-based approach

Cooperation

Related to SDG



Goals

- Increase employee engagement
- Increase diversity, equal opportunity & inclusion
- Increase employee health & safety
- Get consistently certified as “Great Place to Work”
- Strengthen trustworthiness & reliability toward partners
- Assess 100% of critical suppliers based on sustainability by the end of 2023

	2020	2021	2022
Investing in employees			
Working conditions			
Overall score in Great Place to Work Certification (Trust Index)	83%	86%	90%
Additional leave granted beyond standard vacation	√	√	√
Employees covered by accident and occupational insurance	√	√	√
Total hours worked company-wide	166'000	216'000	282'000
Turnover rate	4%	11%	10%
Absenteeism	–	0.4%	1%
Diversity, equality and inclusion			
Number of employees (head count)			
Permanent	84	110	143
Temporary	2	2	3
Infrastructure workers	33	55	68
Total	119	167	214
Number of permanent employees by region (head count)			
APAC	4	8	19
AME	9	9	10
EMEA	71	93	114
Number of internal employees by age			
Under 30 years	–	–	39
30-50 years	–	–	88
Over 50 years	–	–	16
Number of new internal employees			
–	38	45	
% of women employed relative to the whole organization			
–	35%	33%	32%
% of management positions held by women			
–	36%	28%	26%
Employees that took parental leave			
Women	–	1	1
Men	–	3	1
Total	–	4	2
% of non-German speakers relative to the whole company			
–	–	51%	57%
% of non-German speakers as line managers			
–	–	–	44%
Different nationalities of employees	27	34	39
Languages spoken by employees	32	29	43
% of employees newly trained in equality and diversity	0%	20%	31%

	2020	2021	2022
Employee health and safety			
Lost time injury (LTI) frequency rate	–	0	0
Lost time injury (LTI) severity rate	–	0	0
Health and safety risk assessment conducted	–	√	√
Number of trees planted in the employee fitness challenge	–	38	82
Career management			
Total skills development training hours in our LMS	–	114	139
% of employees who have undergone skills development training in our LMS	–	91%	67%
% of employees reviewed on performance and career development	100%	100%	100%
Social dialogue			
Number of town hall meetings	0	1	2
Being a reliable partner			
Compliance			
Number of confirmed corruption and bribery incidents	–	0	0
Number of confirmed whistle blower incidents	–	0	0
% of employees newly trained in business ethics (corruption and bribery)	0%	69%	49%
% of employees newly trained in IT Security (fishing)	–	–	22%
Number of reported/identified malware or fishing emails	–	–	240
% of employees newly trained in data protection	–	26%	49%
% of employees newly trained in social media use	–	26%	48%
Procurement			
% of procurement team newly trained in social and environmental practices	0%	100%	0%
% of approved suppliers with a corporate social and environmental responsibility audit	0%	5%	11%
% of infrastructure partners with signed corporate social and environmental responsibility clauses in their contracts	0%	9%	22%
% of infrastructure partners with a signed Supplier Code of Conduct	0%	9%	22%
Production suppliers			
% of Swiss production suppliers	70%	71%	74%
% of European production suppliers	28%	24%	15%
% of production suppliers outside EU	1%	5%	11%
Management certifications			
ISO 9001 (Quality)	√	√	√
GDP (Quality)	√	√	√
EcoVadis	–	√	√

GRI Content Index

The Global Reporting Initiative is an independent, international organization that helps businesses and other organizations take responsibility for their impacts 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 2022 to 31 December 2022 with reference to the GRI Standards.

GRI Used

GRI 1:Foundation 2021

Location/Response

GRI 2: General Disclosures (2021)

The organization and its reporting practices

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2.6. Activities, value chain and other business relationships	05–09
2.7. Employees	34
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2.10. Nomination and selection of the highest governance body	–
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2.12. Role of the highest governance body in overseeing the management of impacts	03
2.13. Delegation of responsibility for managing impacts	–

2.14. Role of the highest governance body in sustainability reporting	10
2.15. Conflicts of interest	–
2.16. Communication of critical concerns	–
2.17. Collective knowledge of the highest	–
2.18. Evaluation of the performance of the highest governance body	–
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2.20. Process to determine remuneration	–
2.21. Annual total compensation ratio	–

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2.22. Statement on sustainable development strategy	11–12
2.23. Policy commitments	16, 24, 27
2.24. Embedding policy commitments	16, 17, 25, 28
2.25. Processes to remediate negative impacts	–
2.26. Mechanisms for seeking advice and raising concerns	29, 30
2.27. Compliance with laws and regulation	–
2.28. Membership associations	03

Stakeholder engagement

2.29. Approach to stakeholder engagement	05, 15
2.30. Collective bargaining agreements	–

GRI 3: Disclosures Material Topics (2021)

3-1 Process to determine material topics	15
3-2 List of material topics	15

GRI 204: Procurement Practices (2016)

3-3 Management of material topics (2021)	31
204-1 Proportion of spending on local suppliers	35

GRI 301: Materials (2016)

3-3 Management of material topics (2021)	23–26
301-1 Materials used by weight or volume	–
301-2 Recycled input materials used	–
301-3 Reclaimed products and their packaging materials	32

GRI 302: Energy (2016)

3-3 Management of material topics (2021)	16–18
302-1 Energy consumption within the organization	33
302-2 Energy consumption outside of the organization	33
302-3 Energy intensity	–
302-4 Reduction of energy consumption	16, 18
302-5 Reductions in energy requirements of products and services	–

Location/Response

GRI 305: Emissions (2016)

3-3 Management of material topics (2021)	16–18
305-1 Direct (Scope 1) GHG emissions	17,18,33
305-2 Energy indirect (Scope 2) GHG emissions	17,18,33
305-3 Other indirect (Scope 3) GHG emissions	17,18,33
305-4 GHG emissions intensity	18, 33
305-5 Reduction of GHG emissions	17, 18
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)	23–26
306-1 Waste generation and significant waste-related impacts	23–26
306-2 Management of significant waste-related impacts	25,26
306-3 Waste generated	32
306-4 Waste diverted from disposal	32
306-5 Waste directed to disposal	32

GRI 308: Supplier Environmental Assessment (2016)

3-3 Management of material topics (2021)	05, 31
308-1 New suppliers that were screened using environmental criteria	35
308-2 Negative environmental impacts in the supply chain and actions taken	–

GRI 401: Employment (2016)

3-3 Management of material topics (2021)	27–29
401-1 New employee hires and employee turnover	34
401-2 Benefits provided to full-time employees	28, 29, 35
401-3 Parental leave	28, 34

GRI 404: Training and Education (2016)

3-3 Management of material topics (2021)	27–29
404-1 Average hours of training per year per employee	35
404-2 Programs for upgrading employee skills and transition assistance programs	29, 35
404-3 Percentage of employees receiving regular performance and career development reviews	35

Location/Response

GRI 405: Diversity and Equal Opportunity (2016)

3-3 Management of material topics (2021)	27–29
405-1 Diversity of governance bodies and employees	29, 34
405-2 Ratio of basic salary and remuneration of women to men	–

GRI 414: Supplier Social Assessment (2016)

3-3 Management of material topics (2021)	05, 31
414-1 New suppliers that were screened using social criteria	35
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)	06, 30
416-1 Assessment of the health and safety impacts of product and service categories	32
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	32

Glossary

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.

CO₂ compensation

Also referred to as CO₂ offsetting. Avoiding or reducing CO₂ 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).

CO₂ handprint

The CO₂ reduction achieved by using one product or service compared to another product. The difference between old and new is the handprint if resulting in a reduction.

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.

EcoVadis

Rating platform to assess corporate social responsibility and sustainable procurement of companies. EcoVadis rates the sustainability management system of a company on the topics of environment, labor and human rights, ethics, and sustainable procurement.

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.

GHG Protocol - Scope 2

Indirect emissions from the procurement of electricity, heat, steam, and cooling - defined by the GHG Protocol.

GHG Protocol - Scope 3

Indirect emissions from all upstream and downstream activities of a company - defined by the GHG Protocol.

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.

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.

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.



Safe. Secure. Sustainable.

Driven by our mission to provide safe, secure and sustainable pharmaceutical supply chains for temperature-sensitive, life-saving medicines, SkyCell is changing the face of global pharmaceutical supply chains through a combination of hybrid containers, tracking software and risk management service.

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