

OCASA | LIFE SCIENCES

Sustainability report

2025

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Welcome **message**

We are proud to present a new edition of our Sustainability Report, which reflects the journey we have undertaken over the past year and the progress achieved toward increasingly responsible logistics.

With the conviction that sustainability must be integrated into the way we operate, innovate, and grow, in these pages we renew our commitment to building a company capable of responding to today's challenges, anticipating those of tomorrow, and generating sustainable value for all our stakeholders.

True to our mission of providing and developing efficient solutions to improve people's lives, we work to facilitate safe and timely access to treatments, medications, biological samples, and critical supplies for clinical research. In this context, we continue to advance the integration of environmental, social, and governance criteria into our management and decision-making, with the aim of strengthening the resilience of our operations and contributing positively to sustainable development.

During this period, we have taken important steps to strengthen the foundations of our sustainability management. We continue to monitor our greenhouse gas emissions inventory and have begun developing a new project to strengthen privacy and data protection management, which we will begin implementing in 2026. These advances allow us to better understand our impacts, consolidate our governance, and develop the capabilities needed to address the challenges ahead.

We know that we still have a long way to go. Our challenge now is to transform the foundations we have built into measurable and sustained progress over time. In the medium term, we aim to make progress in defining and monitoring climate targets under the SBTi framework, strengthen our environmental and sustainability management system, progressively incorporate ESG criteria into our supply chain, and continue promoting the digitalization and efficiency of our operations, while always maintaining the highest standards of quality, safety, and compliance. These will be measured and verified through EcoVadis ratings.

Through these pages, we want to share our progress transparently and invite our teams, customers, suppliers, partners, and communities to join us on this journey.

Because building a more sustainable future requires moving forward together, turning our commitments into actions and our actions into results.



Hernán Avruj

President, OCASA Life Sciences

About **this report**

Report parameters

Stakeholders

Double materiality analysis

Report **parameters**

We present the second sustainability report corresponding to OCASA's Life Sciences division. This report consolidates our annual accountability cycle and reflects the evolution of the information we share with our stakeholders. It presents the main policies, actions, and results of our environmental, social, and governance management during the period from January 1 to December 31, 2025.

The report covers the operations of OCASA Life Sciences division, a privately held corporation headquartered in Miami, United States, with operations in Argentina, Brazil, Chile, Colombia, the United States, Mexico, Peru, Belgium, Spain, and India. It is published annually, and the most recent report covered the 2024 period.

The report has been prepared with reference to the 2021 Universal Standards of the Global Reporting Initiative (GRI) and the indicators of the Sustainability Accounting Standards Board (SASB) applicable to the Health Care Distributors industry.

A team made up of representatives from key areas participated in its preparation, collecting, reviewing, and consolidating the information, while management reviewed and approved the final document.

Questions related to the report may be directed to lifesciences@ocasa.com



Stakeholders

Stakeholders are the people and organizations that interact with our activities and may influence our decisions or be impacted by them. Identifying them and maintaining an active relationship with them allows us to understand their expectations, needs, and concerns, and incorporate them into our management.

We identified five main stakeholder groups: employees, customers, suppliers (including carriers), community, and shareholders. With each group, we maintain different engagement and consultation channels that allow us to identify priorities and guide decisions related to business sustainability.

Engagement and consultation mechanisms

Shareholders

- Shareholders' Meeting

Customers

- Customer service and consultation channels
- Satisfaction assessments

Communities

- Institutional communication spaces

Employees

- Townhall
- Slack
- In-person and virtual events
- Periodic meetings
- Training
- Employee climate surveys (eNPS)

Suppliers

- Supplier service and consultation channels
- Supplier management processes
- Digital platform for transportation suppliers

Double materiality analysis

We defined the contents of this report based on the Global Reporting Initiative (GRI) concept of materiality. On a voluntary basis, we also incorporated the double materiality methodology proposed by the European Union's Corporate Sustainability Reporting Directive (CSRD). This allows us to address two questions in parallel: what impact the company generates on its surroundings and what risk each topic represents for its financial performance.

The analysis is organized into four stages: context analysis; identification of impacts, risks, and opportunities; assessment and prioritization; and validation and integration. The methodology provides traceable and comparable criteria for defining the contents of the report and guiding management decisions.

Context analysis

We analyzed the characteristics of the business and the environment in which the company operates: business model and strategy, activities throughout the value chain, regulatory and industry context, and stakeholders linked to operations.

We worked with three inputs: the previous report, comparable market references, and the assessment of impacts, risks, and opportunities specific to logistics activities. The exercise shows where the main effects of the operation occur and which matters require deeper analysis.

Identification of impacts, risks, and opportunities

Based on this starting point, we developed an initial list of eleven potentially material topics, grouped into three dimensions:

Business

- Ethics, integrity, and transparency
- Product and service quality and safety
- Cybersecurity and data protection
- Responsible sourcing

Social

- Talent management and development
- Occupational health and safety
- Diversity, equity, and inclusion
- Access to medical solutions

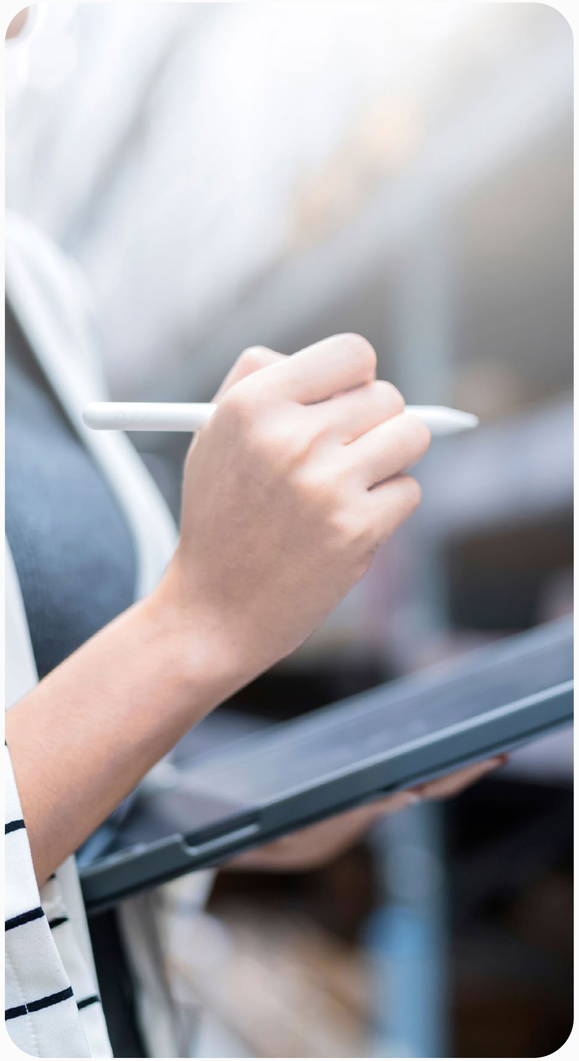
Environment

- Climate change and emissions
- Materials and circular economy
- Energy efficiency

For each topic, we identified the positive and negative impacts that the company generates or could generate on the economy, the environment, and people. Actual impacts are those for which observable evidence already exists; potential impacts are those that could occur.

We also analyzed what risk and what opportunity each matter represents for the organization. Risks are events or conditions that could affect financial, operational, or strategic performance. Opportunities are situations or trends capable of generating economic benefits or improving positioning. In both cases, we recorded whether they are actual or potential and their time horizon.

Compared with the latest materiality assessment conducted in 2024, the material topics "Innovation and scientific research" and "Shipping agility" have been integrated into "Product and service quality and safety" and "Well-being and engagement" into "Talent management and development". Three new material topics have also been incorporated: "Access to medical solutions", "Diversity, equity, and inclusion", and "Energy efficiency".



Assessment and prioritization

Impact materiality

We assessed the importance of impacts using criteria of scope, scale, remediability, and likelihood.

Scope defines how many people, stakeholder groups, or ecosystems are affected. Scale determines how severe or significant the impact is for those experiencing it. And remediability, for negative impacts, defines how difficult it is to reverse the damage once it has occurred.

Finally, likelihood is the possibility that a potential impact will materialize. The result classifies each impact into five levels: minimal, informative, important, significant, or critical. Impacts that reach the significant or critical categories are considered material.

Financial materiality

To assess risks and opportunities, we analyze their financial magnitude and likelihood of occurrence. Magnitude assesses the potential economic effect on revenues, costs, assets, liabilities, cash flow, or access to financing. Likelihood assesses the possibility that the risk or opportunity will materialize, taking into account historical data, industry trends, and the organization's level of exposure.

Both variables are rated on a scale from one to four based on the financial magnitude of the impact. The result allows each risk or opportunity to be classified using the same levels applied to impact materiality. Those receiving a significant or critical rating are considered material.

Stakeholder perspective

The internal assessment is complemented by a stakeholder survey, which provides insight into the relevance of each topic to those who are or could be affected by the company's activities.

Impact materiality survey

We validated the relevance of the topics through an online survey distributed among employees, customers, and suppliers.
Each participant rated the topics based on the impact they attribute to them on the environment, people, and the economy, and could suggest issues not included in the list.

90
stakeholder responses

Financial materiality survey

A second survey, addressed to the C-level (the organization's main executives) and to the management of the business group, provided the financial perspective: it assessed risks and opportunities of a non-financial nature based on their likelihood of affecting the organization's financial position and performance.

5
responses from the financial perspective

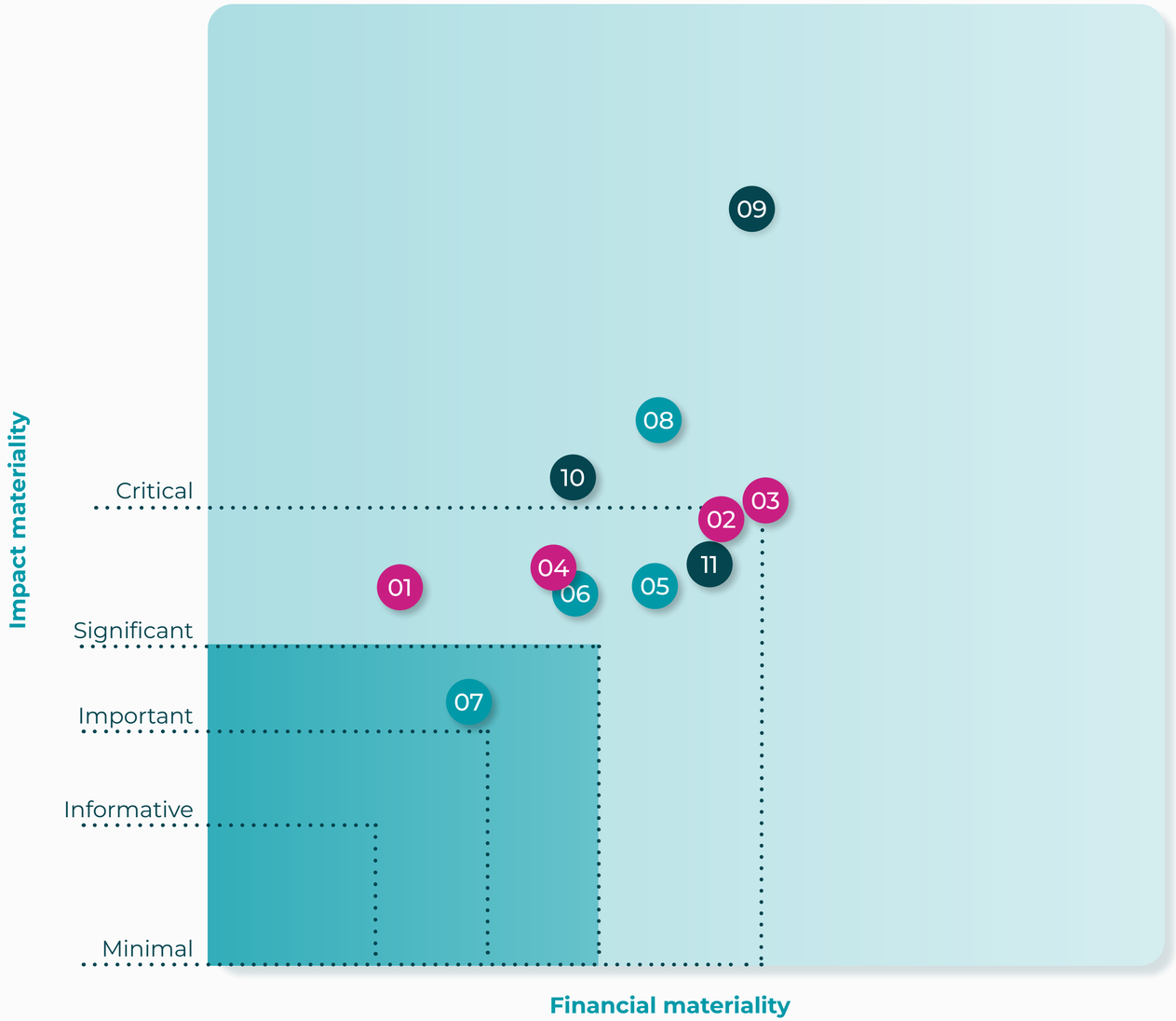
The results are incorporated as a positive adjustment to the baseline assessment: the consultation may increase the priority of a topic, but never reduce it.

Validation and integration

The two perspectives are integrated to determine the company's material topics. The resulting prioritization undergoes internal validation to review the consistency of the assessments and their relationship with the operational and strategic context. The results define the priority contents of the report and provide information to manage impacts, risks, and opportunities.

Materiality matrix

We integrated the results of both exercises into a materiality matrix that combines the impact and financial risk perspectives, allowing us to identify the sustainability topics that are priorities for management. Although the topic "Diversity, equity and inclusion" was found to be non-material, it is reported voluntarily.



Business

- 01 Ethics, integrity, and transparency
- 02 Product and service quality and safety
- 03 Cybersecurity and data protection
- 04 Responsible sourcing

Social

- 05 Talent management and development
- 06 Occupational health and safety
- 07 Diversity, equity and inclusion
- 08 Access to medical solutions

Environment

- 09 Climate change and emissions
- 10 Materials and circular economy
- 11 Energy efficiency

Company **profile**

We are OCASA

OCASA Life Sciences

Sustainability strategy

Organizational governance

Responsible business conduct

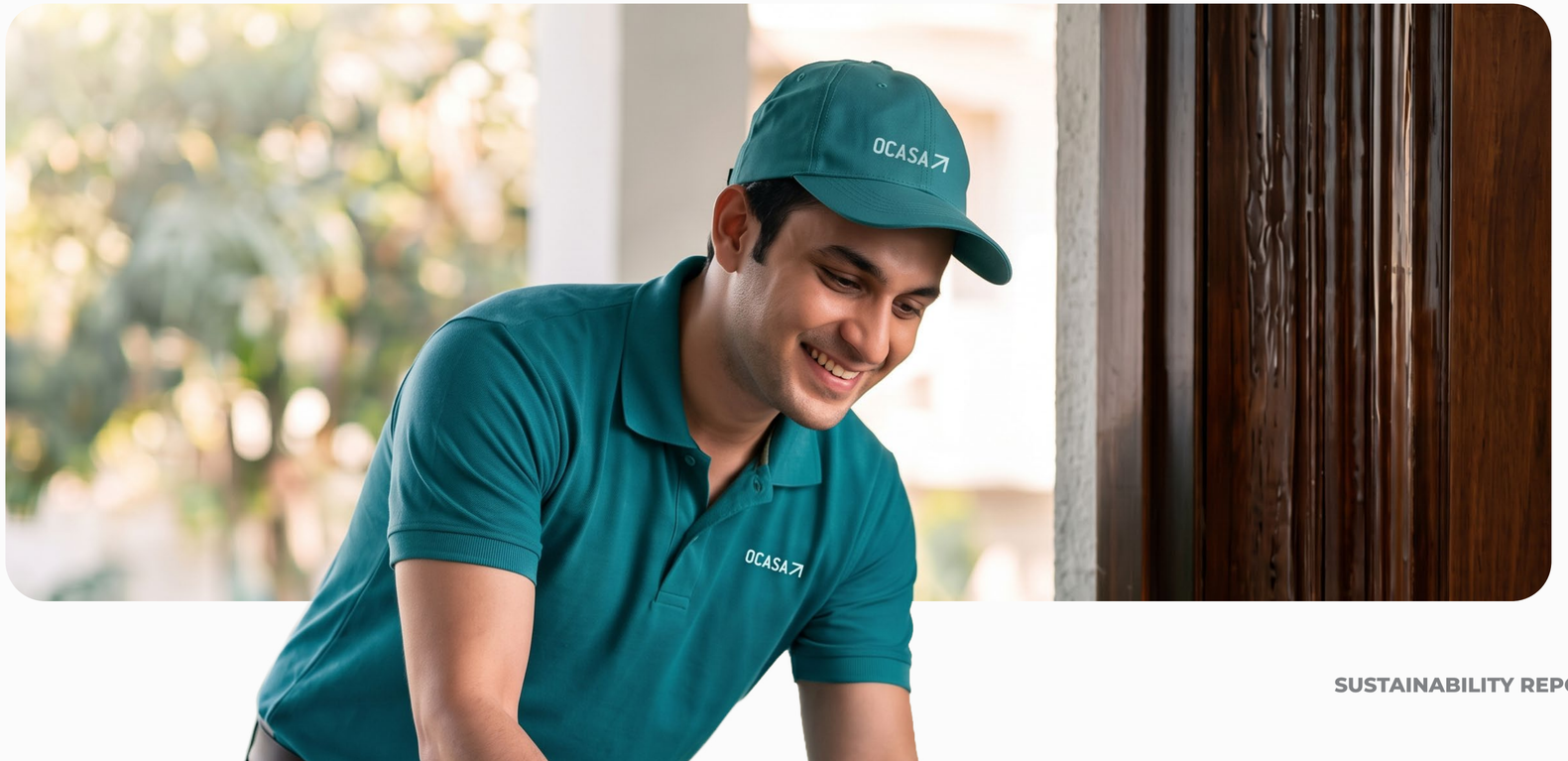
Institutional partnerships

We are **OCASA**

OCASA is a leading global logistics solutions company, continuously growing. With a solid track record of more than 40 years, we evolve and innovate to develop cutting-edge logistics solutions that respond to the needs of our customers around the world and generate a positive impact on people's lives, providing responses when and where they need them. With more than 3,100 highly committed employees, we have our own structure in 10 countries and a network of agents around the world that allows us to broaden our reach and access new destinations.

Through our two specialized divisions, we offer solutions adapted to the needs and requirements of different industries. Through the Life Sciences division, we provide specialized logistics services for the pharmaceutical industry, with solutions adapted to each clinical phase and to the specific needs of each customer. The General Logistics division, for its part, is a strategic partner for customers, providing comprehensive logistics solutions that support the growth and development of their commercial operations.

Throughout our history, we have transformed every challenge into an opportunity to continue growing. We adapt to the needs of each context, constantly evolve, and develop efficient and reliable solutions. Our commitment also extends to the development of our teams and the communities where we operate.



OCASA
Life Sciences



At OCASA Life Sciences, we design and operate critical logistics solutions for the healthcare and life sciences sectors. We combine specialized knowledge, infrastructure, technology, and a global network to respond to the needs of the pharmaceutical, biotechnology, and medical device industries, as well as the clinical research sector. Our purpose is to positively impact people's lives by ensuring that treatments, samples, and supplies arrive safely, at the time and place where they are needed.

Our solutions cover the different stages of the entire logistics chain associated with healthcare and life sciences. We manage clinical trial logistics, transport biological samples, and store and distribute medications and clinical supplies under Good Practices (GxP) standards. We also develop patient care solutions, clinical depot management, logistics for commercial pharmaceutical products and medical devices, and distribution of kits and materials for clinical research.

We operate internationally, providing services across the Americas, Europe, and Asia through our network of operations and specialized logistics partners. Our global structure, industry knowledge, and technical capabilities enable us to tailor each solution to the needs of the product, clinical study, market, and ultimately, the patient.

Our business model combines three layers:

01
Infrastructure and capabilities

Management, storage, and distribution of sensitive products under specific conditions.

02
Specialized logistics network

Specialized providers and partners, including carriers, airlines, international operators, and cold chain and packaging solution providers.

03
Technology and quality

Traceability and temperature monitoring systems, quality processes, and management tools that enable us to maintain operational control and continuity.

The integration of these components enables us to manage highly complex products and operations, addressing their specific conditions and regulatory requirements.

Philosophy

Purpose

To positively impact people's lives by bringing them what they need, when and where they need it.

Mission

To provide and develop efficient solutions to improve people's lives.

Vision

To be a global leader in the Life Sciences industry, implementing patient-centered solutions.

Values

Committed teams

Our essence lies in the collaboration and dedication of our teams, who work with commitment to achieve our objectives.

Innovation

We promote the development and application of new technological tools to improve the efficiency, quality, and effectiveness of our logistics services.

Adaptability

We demonstrate flexibility in the face of changing market challenges and dynamics, ensuring that our company remains agile and responsive to new opportunities.

Efficiency

We optimize our resources at every stage of the process to achieve optimal and profitable results, ensuring maximum efficiency across all our operations.

Excellence

We strive for excellence in everything we do, constantly seeking quality and continuous improvement in our operations, with the goal of exceeding our customers' expectations.

Sustainability

We integrate responsible business practices that minimize our long-term environmental and social impact, contributing to the well-being of future generations and promoting a more sustainable and equitable world.

Resilience

We strengthen our ability to address situations more effectively, demonstrating determination and strength.

Agility

We adapt quickly to changes, allowing us to provide effective and robust services.

Global reach and local presence

Our customer base spans sectors with diverse operational and regulatory requirements, which requires adapting each operation to their specific needs. We work primarily with companies, institutions, and government agencies, and we have the ability to adapt and expand our geographic and operational reach according to each customer's requirements.

We go wherever our customers need us to be, supporting the evolution and growth of their operations.

10

countries with our own operational facilities



Our value chain

Our logistics operation is, above all, a chain of decisions and controls. What reaches a patient, a research center, or a customer is the result of decisions made much earlier: who we receive a product from, how we select and evaluate our suppliers, under what conditions we store it, what technology we use to record each movement, and what controls verify its integrity. It is within this chain of decisions that a reliable and sustainable operation is built.

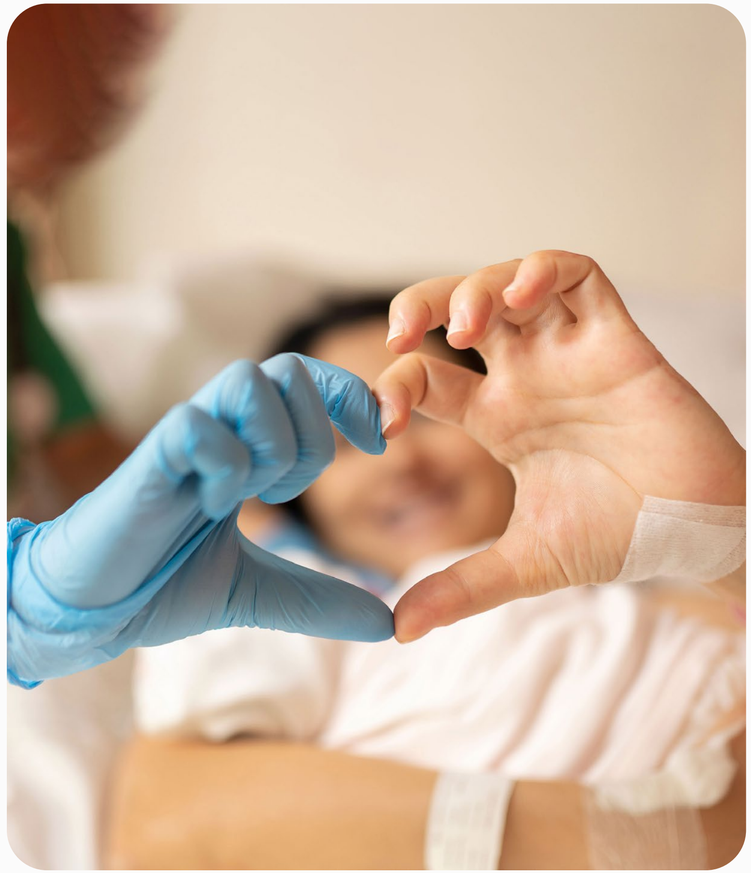
Our value chain encompasses the design, management, and execution of specialized logistics solutions for the healthcare industry. It brings together suppliers, manufacturers, logistics and transportation operators, our own operations, technology systems, customers, and final recipients, including research centers, hospitals, healthcare professionals, and patients.

Therefore, the sustainability of our supply chain also depends on how we manage business relationships and on the ability of each actor to comply with the quality, safety, and regulatory standards required by the industry.

Each stage has the potential to generate an impact and, if improperly managed, to become a risk. Rigor in supplier selection and qualification supports the quality and continuity of operations; this predictability helps preserve product integrity and comply with regulatory requirements. A reliable operation is one that enables treatments, medications, biological samples, and critical supplies to reach where they are needed safely and on time.

Value chain

We cover the design, management, and implementation of specialized logistics solutions for the healthcare industry.





Upstream

Transportation providers

- Ground, air, and specialized courier companies
- Airlines and international logistics operators

Infrastructure and logistics service providers

- Certified warehousing and storage operators
- Packaging and cold chain solution providers

Technology providers

- Technology, traceability, and temperature monitoring providers

Specialized providers

- Laboratory equipment and biological sample handling providers
- Professional, regulatory, and quality service providers



Own operations

In-house logistics operations

- National and international transportation of biological samples
- Logistics management for clinical trials
- Storage and distribution of medications and clinical supplies
- Clinical Supplies Depot Solutions
- Management of laboratory kits and materials for clinical research
- Patient Care solutions and logistics support for patients
- Logistics for commercial pharmaceutical products and medical devices
- Traceability and temperature monitoring systems

Operational network management

- Integration of national and international logistics services
- Coordination of international operations across the Americas, Europe, and Asia



Downstream

Customers

- Multinational and local pharmaceutical companies
- Biotechnology companies
- Contract Research Organizations (CROs)
- Clinical research centers
- Hospitals and healthcare centers
- Clinical and specialized testing laboratories
- Academic and scientific research institutions

End users and beneficiaries

- Patients participating in clinical trials
- Patients enrolled in home care programs

Sustainability **strategy**

Sustainability is part of the design of our logistics operations. The decisions we make have an impact on energy consumption, our fleet's emissions, and people's safety. For us, managing environmental, social, and governance factors in an integrated manner is part of the way we operate.

This approach also impacts our competitiveness. Our customers incorporate environmental criteria into their tenders and into the assessment of their supply chains. At the same time, environmental, social, and governance (ESG) performance is becoming increasingly relevant to access to financing.

Building logistics management prepared for a sustainable future requires data-driven decisions. Therefore, we integrate environmental and social criteria into our decisions and measure our progress using concrete and comparable information year over year.

Our strategy is structured around four pillars: human development, environmental impact, social well-being, and strategic innovation, aimed at generating value for people, the environment, communities, and the business.

Technology and data analysis allow us to manage this strategy. With these tools, we optimize processes and routes, automate tasks, and develop lower-impact alternatives. In this way, we integrate environmental, social, and governance performance into business management with the same rigor as financial results.

Human development

We are committed to people's well-being

Environmental impact

We care for the planet by managing our impact

Social well-being

We contribute to the development of communities

Strategic innovation

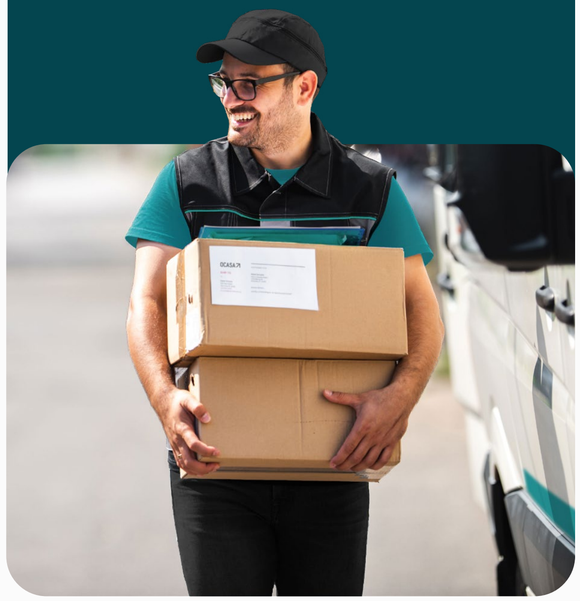
We incorporate technologies to manage sustainable operations

Cus

Human development

Objectives

- Manage with a focus on the health, well-being, and safety of our employees
- Commit to diversity, equality, and inclusion
- Generate equal employment opportunities



Environmental impact

Objectives

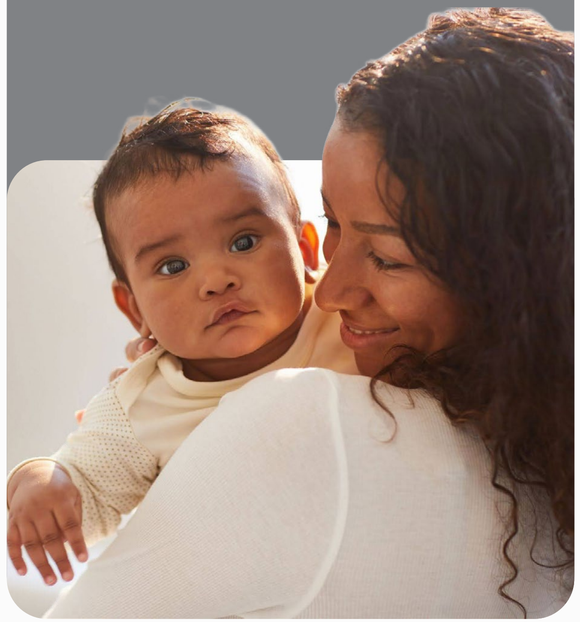
- Promote green logistics with a focus on waste management, reducing packaging and seeking sustainable materials, energy efficiency in storage spaces, and distribution and collection systems focused on route efficiency



Social well-being

Objectives

- Generate positive social impact through what we do
- Leverage our scale and assets to strengthen the surrounding environment



Strategic innovation

Objectives

- Incorporate technology and innovation into our management to operate efficiently and expand sustainable alternatives that contribute to quality of life and well-being



Organizational **governance**

At OCASA, the governance structure brings together strategy, management, and impact oversight, with ethics, transparency, and accountability as principles guiding decision-making and the allocation of responsibilities.

The Board of Directors leads strategic oversight and highest-level decisions and, together with the Steering Committee, oversees economic, environmental, and social impacts. While the Board and the committee lead management, corporate and operational areas implement the defined strategies, policies, and guidelines. During the reporting period, this structure maintained coordination spaces to address strategic, operational, and sustainability matters.

Management is also coordinated at the regional level. The Europe, Latin America, United States, and India regions hold monthly meetings to review financial and operational performance, identify risks and opportunities, and define improvement actions. The main results and decisions are escalated to the global level for review, alignment, and follow-up.

Board of Directors

Federico Colella
Chairman
Executive role

Hernán Avruj
President of OCASA, Life Sciences division
Executive role

Santiago Castro Piccolo
CEO of OCASA, General Logistics division
Executive role

Andrea Vázquez Martínez
Senior Corporate Manager of Legal Affairs
Executive role



Nationality distribution	
Argentina	100%
Other countries	0%
Gender distribution	
Women	25%
Men	75%
Tenure with the company	
0 - 20 years	100%
20 - 40 years	0%
More than 40 years	0%

Steering Committee

Management decisions at OCASA Life Sciences are the responsibility of the Steering Committee, composed of the executive leadership team and representatives of the main corporate and business functions.

The committee is composed on a permanent basis of the Life Sciences President; the Vice Presidents of Human Resources, Transformation and Organizational Development, Sales, Operations, Strategy, Administration and Finance, and India; regional leads; and representatives from Quality, IT, Operational Excellence, and Business Strategy. Depending on the agenda, those responsible for strategic projects and other functional areas also participate. This composition enables each decision to be assessed from financial, operational, commercial, and people management perspectives.

Each strategic and transformation project also has its own monitoring space. There, project leads and representatives from the areas involved review progress, risks, and priorities.

At the functional level, each area tracks its indicators, analyzes its results, and implements improvement actions. It also prepares information on risks, opportunities, and proposed actions, and escalates it to regional and global levels.

Members of the Steering Committee

- **Hernán Avruj** — President
- **Sebastián Delgado** — SVP of Strategy
- **Steven Chavez** — SVP of Sales
- **Mercedes Macpherson** — SVP of Transformation and Organizational Development
- **Alejandro Onofrio** — SVP of Administration and Finance
- **Martín Cresmani** — SVP of Operations
- **Manoj Sujan** — SVP of India
- **Ana Bragado** — VP of Human Resources

Composition of the Steering Committee

Nationality distribution	
Argentina	62.5%
Other countries	37.5%
Gender distribution	
Women	25%
Men	75%
Age distribution	
Between 30 and 50 years old	37.5%
More than 50 years old	62.5%
Tenure with the company	
0 - 20 years	87.5%
20 - 40 years	12.5%

Sustainability governance

The Steering Committee oversees the integration of economic, environmental, and social aspects into the strategy and management of OCASA Life Sciences. It is responsible for defining strategic priorities, monitoring the main risks and opportunities, and reviewing policies and initiatives related to sustainable development.

The committee delegates impact management to the organization's different functional areas according to their responsibilities and scope of action. Each area is responsible for identifying, managing, and monitoring the material aspects under its responsibility, as well as promoting the actions necessary to prevent or mitigate their impacts.

The leaders of the different areas periodically report to the Steering Committee on the evolution of relevant topics, progress on implemented initiatives, and matters requiring its oversight or the adoption of strategic decisions. The committee, in turn, meets monthly to monitor the organization's key indicators and performance.

The information included in this report has been reviewed by the Steering Committee and approved by the Presidency, with the aim of verifying that it adequately reflects the organization's strategy, performance, and main economic, environmental, and social impacts.



Responsible **business conduct**

Responsible business conduct is particularly relevant due to our role in clinical trial logistics and the transportation of research materials and biological samples. We operate under high standards of ethics, integrity, transparency, and regulatory compliance, which are essential to preserving the trust of customers, patients, authorities, suppliers, and employees.

Our approach is based on internationally recognized principles and frameworks and incorporates the precautionary principle into risk management, particularly regarding biosafety, transportation under controlled temperature conditions, and environmental matters. We also apply due diligence processes aimed at identifying, preventing, and mitigating actual and potential adverse impacts on people and the environment, both in our operations and throughout the value chain.

Respect for human rights is a cross-cutting principle of our management.

Our policies establish a commitment to respect internationally recognized human rights in all contexts in which we operate, as well as to promote a safe, respectful, and inclusive work environment based on equal opportunities.

We work to prevent and address situations involving workplace harassment, sexual harassment, and gender-based violence, while protecting the dignity, integrity, and safety of people connected to our operations.



Code of Ethics and policies

The Code of Ethics brings together the principles, values, and conduct guidelines that guide the expected behavior of those who are part of the company. It constitutes a common framework for acting with integrity and guiding decision-making in sensitive situations.

Its contents are reviewed every two years to ensure their validity and suitability to the organization's needs. Through this instrument, we seek to establish common standards of conduct, guide decisions according to the company's values, strengthen integrity in internal and external relationships, and preserve the trust of our stakeholders.

This framework is complemented by the Compliance Manual, which establishes guidelines for managing matters related to the reporting channel and the non-retaliation principle, investigation processes and corrective measures, non-discrimination, protection of confidential information, management of conflicts of interest, commercial and free competition practices, relationships with authorities, and contract management. It also establishes guidelines for the responsible use of social media and corporate resources and incorporates responsibilities regarding environmental, health, and safety matters.

In turn, we have developed specific policies that guide the management of quality, sustainability, and health, safety, and environment. These commitments are communicated to our employees and business partners through ZenQMS, as an internal communication and policy management tool, and through our website for the rest of our stakeholders. The company also has a global communication program that includes notifications and other mechanisms to ensure that the entire workforce has access to current policies.

100% **of employees received communications about the Code of Ethics**

Our policies

Quality policy

Establishes the commitment to providing safe, efficient, and adaptable logistics solutions, complying with applicable requirements and continuously improving processes, while considering the needs of customers and other stakeholders.

View policy

Sustainability policy

Establishes the principles for managing the environmental impacts of operations, promoting resource conservation, efficient use of materials, waste reduction, and the incorporation of sustainability criteria into relationships with suppliers. It also promotes the participation of customers and business partners in sustainable value chain management.

View policy

Health, safety, and environment policy

Establishes guidelines to protect the health and safety of employees, customers, suppliers, and contractors, as well as the environment and communities where the company operates. It includes risk prevention and management, training and provision of protective equipment, compliance with applicable requirements, and continuous improvement of performance in these areas.

View policy

Risk management

We have structured processes to identify, manage, and remediate negative impacts that the organization may cause or contribute to, both in terms of sustainability and occupational health and safety.

Complaints and deviations identified in these areas are managed through a formal and standardized procedure, SOP-7: Complaints and Deviations Management, which establishes criteria for their receipt, handling, and resolution, ensuring consistent treatment across all our subsidiaries.

Stakeholder participation and follow-up contribute to the review and continuous improvement of these mechanisms. Externally, inspectors conduct unannounced visits and issue compliance verification communications at our subsidiaries, providing an independent assessment of our processes. Internally, these controls are complemented by periodic measurement of local indicators, self-inspections, and corporate audits, which allow deviations and opportunities for improvement to be identified in a timely manner.

Conflicts of interest

We manage conflicts of interest through guidelines aimed at preserving the impartiality of decisions and prioritizing the organization's interests. Employees receive information about their responsibility to identify and report situations that could influence or appear to influence their professional conduct.

Our internal criteria prohibit using one's position or company resources to obtain personal benefits and establish that business decisions and supplier selection must comply with defined procedures, without interference from personal interests.

Identified cases are assessed and the corresponding measures are established, while the highest governance body oversees the prevention and mitigation of potential conflicts of interest. In this way, we strengthen impartiality and transparency in our decisions and business relationships.

Action against corruption and bribery

Our corruption and bribery prevention framework is aligned with applicable regulations and international reference standards. Within this framework, OCASA Life Sciences adopts principles established in instruments such as the United States Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, the OECD Convention on Combating Bribery of Foreign Public Officials, and the United Nations Convention against Corruption.

The Compliance Manual prohibits offering, promising, authorizing, or making, directly or indirectly, payments, benefits, or anything of value for the purpose of obtaining undue advantages or improperly influencing decisions related to the company's activities. During 2025, no confirmed cases of corruption or bribery were recorded.

Reporting channel

Our employees have a formal channel for reporting potential violations of the Code of Ethics or applicable regulations. **The channel is available through Factorial**, the company's people management system, and allows these situations to be recorded and managed. Reports are handled confidentially and assessed according to the nature and circumstances of each case.

Institutional **partnerships**

We participate as members in various business, industry, and professional associations related to the logistics, transportation, life sciences, quality, and regulatory compliance industries in the countries where we operate.

Our presence in these organizations allows us to stay up to date on regulatory trends, industry best practices, quality requirements, innovation, and sustainable development, while also promoting knowledge exchange and collaboration with other industry stakeholders.

- Asociación Española de Empresas de Biotecnología (ASEBIO), Spain
- Asociación Española de Farmacéuticos de la Industria (AEFI), Spain
- Asociación Gremial de Transporte Expreso de Chile (ATREX), Chile
- Asociación Nacional Mexicana de Empresas Courier (ANMEC), Mexico
- Associação Brasileira das Empresas de Transporte Internacional Expresso de Cargas (ABRAEC), Brazil
- Belgian Association of Contract Research Organisations (BECRO), Belgium
- Cámara Argentina de Organizaciones de Investigación Clínica (CAOIC), Argentina
- Cámara de Comercio de Bogotá, Colombia
- Cámara de Comercio de Lima, Peru
- Cámara Empresaria de Operadores Logísticos (CEDOL), Argentina
- International Air Transport Association (IATA), Chile
- International Air Transport Association (IATA), Colombia
- International Air Transport Association (IATA), United States
- International Air Transport Association (IATA), Mexico



Team

A team in evolution

A culture of transformation

Diversity and inclusion

Preparing to transform

Health and safety in operations

An evolving **team**

Providing services in highly regulated environments requires specialized technical knowledge, operational rigor, and continuous updates regarding regulations, quality, and good practices.

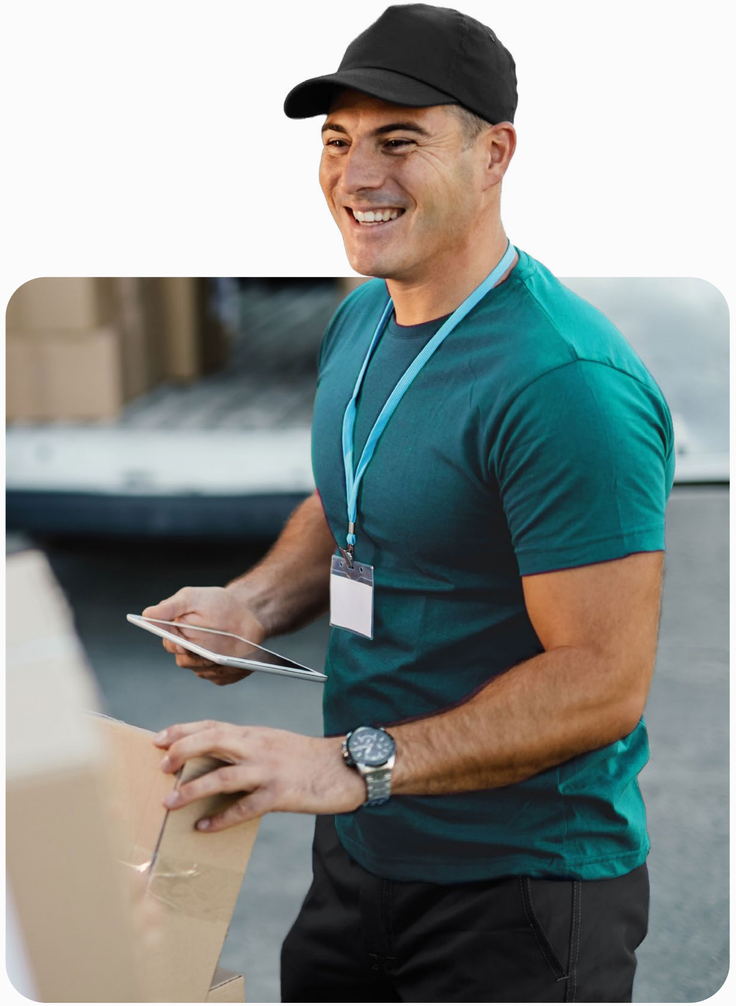
At the same time, digitalization, process automation, the incorporation of new technologies, and increasing customer expectations are transforming the way we work. This context requires developing and strengthening technical, digital, and leadership skills that enable our teams to interpret new needs, adapt to changes, and leverage technology to design increasingly efficient solutions.

In this context, people management and development are strategic to our business. The quality and continuity of our services depend on the capabilities, experience, and knowledge of those involved in their execution. Therefore, we promote a culture of continuous learning and evolution, understanding that people's development contributes both to their professional growth and to operational continuity, business sustainability, and the quality of the service we provide to our customers.

Being an evolving team also means continuously expanding our capabilities. To this end, we combine the development of internal skills and knowledge with the incorporation of new capabilities available in the market. We promote professional development, internal mobility, and lateral growth across areas, creating opportunities to share knowledge, expand experiences, and support the evolution of our teams and the business.

Our team

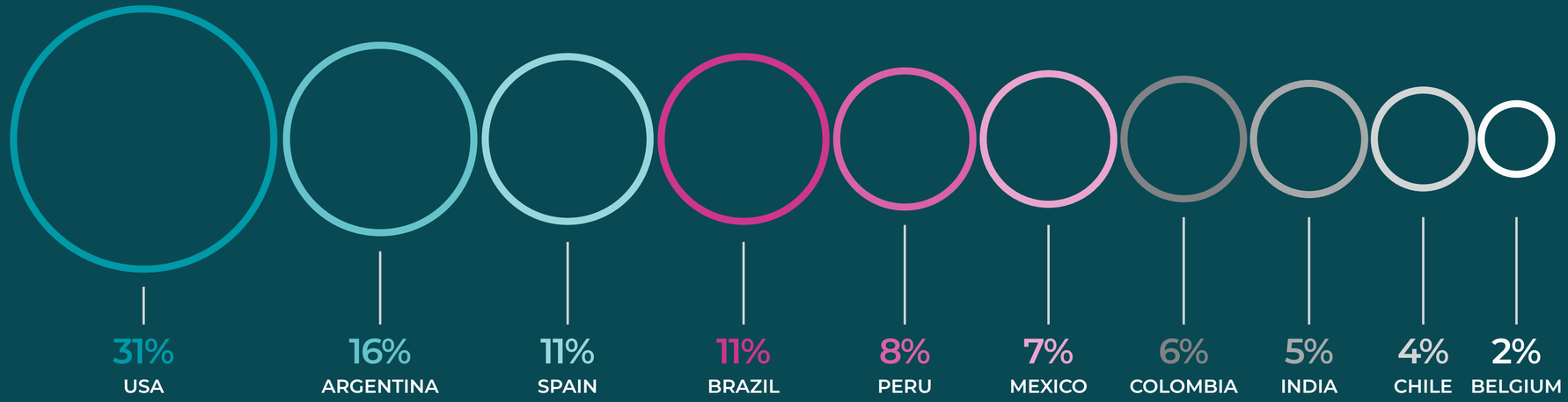
The ability to respond to the challenges of an industry as dynamic and specialized as ours depends on the people who are part of the organization.



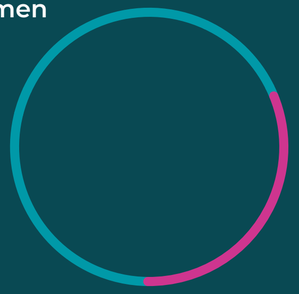
Our team

443
employees

100%
of the team with full-time contracts

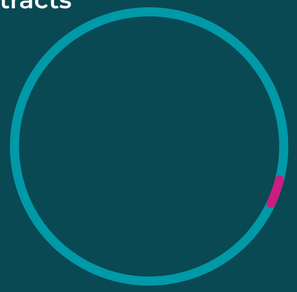


64%
men



36%
women

97.3%
of the team with permanent contracts



2.7%
of the team with temporary contracts

Distribution by contract type

	USA	ARG	SPA	BRA	PER	MEX	COL	IND	CHI	BEL	TOTAL
Permanent employees											
Women	59	24	19	14	8	12	13	3	3	2	157
Men	80	45	30	34	14	21	15	17	13	5	274
Temporary employees											
Women	0	0	0	0	1	0	0	0	0	0	1
Men	0	0	0	0	11	0	0	0	0	0	11

A culture of **transformation**

At OCASA Life Sciences, we understand transformation as a process that begins with people. Managing and developing talent is key to supporting the evolution of the business, strengthening our capabilities, and building a common culture in an organization with teams distributed across 10 countries around the world. This geographic diversity represents an opportunity to integrate experiences and knowledge while also presenting the challenge of keeping processes, ways of working, and development opportunities aligned.

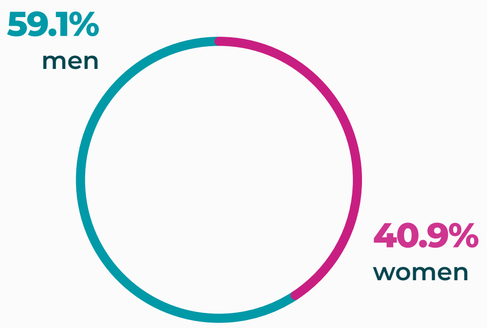
To address this challenge, we have a global talent management model that supports people throughout their journey within the organization. Designed and implemented by the global People team, the model encompasses recruitment and selection, onboarding, performance management, leadership development, organizational listening, and the evolution of structures and career opportunities.

Recruitment and selection are carried out through a standardized global recruitment program. At the same time, we support each person's onboarding through a structured process that includes global guidelines, tools for those responsible for recruitment, and guides for designing onboarding agendas according to the characteristics of each role. In this way, we seek to facilitate the integration of new employees and provide them, from the outset, with the information and tools necessary to perform their role.

In 2025, new hires were driven by the transfer of personnel from OCASA General Logistics to the Life Sciences unit in March and by business growth, mainly in the United States.

We also have a global process for defining and managing objectives that seeks to connect the organization's strategy with the priorities of each area and the individual contribution of people. Objectives are cascaded from leadership levels to the different levels of the organization, taking into account the responsibilities and scope of each position, and cross-functional objectives are promoted when roles participate in shared processes.

115
new hires in 2025



Talent management

Managing and developing talent is key to supporting the evolution of the business, strengthening our capabilities, and building a common culture.

Work environment

Listening to our teams is a central component of our culture of transformation. In an organization distributed across 10 countries, understanding people's experience allows us to identify opportunities for improvement, understand the needs of our teams, and guide decision-making. To this end, we have global listening mechanisms and spaces for dialogue that allow us to gather different perspectives and support the evolution of our culture.

The Working Mood Survey is our main measurement tool. It is conducted annually, with an interim measurement during the year, and allows us to understand people's perceptions regarding aspects related to culture and values, leadership and alignment, work experience and empowerment, and the work environment and work-life balance. Participation is anonymous and the results are analyzed in aggregate, allowing us to identify priorities and define action plans both globally and by country.

Periodic monitoring of the results allows us to assess the evolution of the main indicators and the impact of the initiatives implemented. This listening process is complemented by Town Halls, open spaces for communication and dialogue with leadership, where people can share concerns, suggestions, and topics of interest. In this way, we seek to ensure that the voice of our teams translates into relevant information for management and concrete improvement actions.

The development of our leaders is also part of this process. Through the Leadership Feedback Pulse, teams provide feedback on their leaders regarding the expected competencies and behaviors. The results make it possible to identify strengths and development opportunities and define specific actions, promoting a culture of feedback, learning, and continuous improvement.



67%
overall positive sentiment

76%
positive sentiment regarding culture and values

71%
positive sentiment regarding leadership

Benefits

We have a benefits offering designed to support the needs of our teams, complemented by specific benefits that may vary depending on the country, the characteristics of the role, and the level of responsibility. Its definition considers current legislation, the organization's internal policies, and the particular conditions of each market.

At OCASA Life Sciences, access to benefits is managed according to consistent criteria and the conditions of each type of employment arrangement. We do not establish differences between full-time employees and part-time contract employees, with exceptions in Peru, where differences may exist based on the type of employment arrangement and local regulations.

Pay equity and competitiveness

Compensation is a central part of our value proposition and of the employee experience. Therefore, we manage it based on principles of transparency, equity, and competitiveness, considering four criteria: the responsibilities and scope of each position, its location within the organizational structure, labor market conditions, and applicable regulations.

The Compensation area provides the technical analysis supporting decision-making in this area. Its main responsibilities include conducting market studies and mappings, analyzing the competitiveness and internal equity of compensation, and preparing recommendations for salary adjustments.

The area also designs and proposes variable compensation schemes, including target percentages associated with each position and the structure of performance indicators (KPIs). These schemes include both objectives linked to the performance of each country and indicators associated with the overall performance of the Life Sciences division, with the corresponding weightings and evaluation criteria.

As part of the annual salary review process, the economic and market conditions of each country are analyzed to define the applicable increase percentages for employees, considering, among other factors, individual performance. This process also makes it possible to identify needs for additional adjustments related to internal equity, market competitiveness, changes in position or responsibilities, transfers between business units, role changes, and promotions.

The resulting recommendations are reviewed in accordance with the organization's internal governance model and, where applicable, submitted to the Chairman and President of the company for final oversight and approval.



Diversity and inclusion

Diversity, equity, and inclusion are becoming increasingly relevant as our organization expands. OCASA Life Sciences' presence in 10 countries brings together people with different cultures, experiences, and perspectives within a single global structure. This diversity is an asset for the organization and, at the same time, presents the challenge of continuing to evolve the way we attract, develop, and lead our teams.

Our growth strategy toward 2030 includes the development of new business lines, expansion into new geographies, and strengthening our presence in strategic markets. The evolution of our operations in regions such as Asia and Europe, together with the consolidation and expansion of the domestic business in the United States, reinforces the need for an organization capable of integrating different cultures, perspectives, and ways of working.

Supporting this evolution requires reviewing our management practices and the opportunities we offer people throughout their journey within the organization. It also involves strengthening increasingly multicultural and global leadership, capable of operating in diverse contexts, adapting communication styles, and creating spaces where different perspectives can be integrated and contribute to decision-making.

Having diverse teams and leaders prepared to manage them allows us to expand access to capabilities and knowledge, better understand the particularities of different markets and customers, and strengthen our ability to operate and grow in a global environment.

Distribution of the team by job category

	By gender				By age					
	Women		Men		<30 years		30-50 years		>50 years	
Executives	2	22%	7	78%	0	0%	4	44%	5	56%
Sr. Managers	10	45%	12	55%	0	0%	16	73%	6	27%
Managers	10	23%	34	77%	0	0%	37	84%	7	16%
Supervisors	13	25%	40	75%	11	21%	27	51%	15	28%
Team Leaders	7	64%	4	36%	1	9%	9	82%	1	9%
Technicians	93	53%	84	47%	51	29%	104	59%	22	12%
Drivers/ Assistants	23	18%	104	82%	36	28%	53	42%	38	30%

Diversity management

Diversity, equity, and inclusion management is part of our business, talent, and leadership development strategy.

Diversity, equity, and inclusion (DEI) strategy

To support our vision of growth and our evolution toward an increasingly global and multicultural organization, we have a Diversity, Equity, and Inclusion (DEI) strategy aimed at promoting a respectful work environment, ensuring equal opportunities, and creating conditions for different perspectives and capabilities to develop and contribute to the business.

The strategy is structured around five areas of action that integrate DEI into different aspects of people management and organizational culture. Its implementation seeks to create conditions that promote equal opportunities and prevent situations of discrimination across all areas of the organization.

During 2025, OCASA Life Sciences recorded no cases of discrimination.

Training and development

We expand the capabilities of our teams and facilitate their participation in a global structure. We promote English training and learning programs to reduce language barriers and foster communication, collaboration, and access to development opportunities in international teams.

Recruitment and selection

We seek to ensure equal opportunities and evaluate people according to the competencies, experience, and requirements of each position. In this way, we seek to prevent discriminatory criteria and promote selection processes consistent with our principles of diversity, equity, and inclusion.

Compensation

We review our compensation practices and structures to identify potential inequities, analyze compensation differences, and strengthen consistent and equitable criteria for positions with comparable responsibilities.

Communication and culture

We promote respectful and inclusive internal communication, paying particular attention to the tone and forms used in our communications. These principles are aligned with the values and standards of behavior established in our Code of Ethics, employee manuals, and internal policies.

Collaboration and teamwork

We promote participation in cross-functional projects and multidisciplinary and multicultural teams, creating spaces for collaboration between countries and areas that help reduce organizational silos and increase exposure to different perspectives and ways of working.



Cultural and diversity celebration

We seek to create spaces where the different cultures and traditions of our teams can be expressed and shared. Our global presence allows us to integrate different perspectives and experiences, strengthening relationships and the sense of belonging among the people who are part of OCASA Life Sciences.

Given our global presence, we recognize and value the cultural traditions of the communities where we operate. In India, our team participates each year in the celebration of Diwali, one of the country's most significant festivals.

Known as the "Festival of Lights," Diwali symbolizes renewal and the triumph of light over darkness and represents a time for gathering and shared celebration. This tradition is reflected in our facilities, which are decorated for the occasion and become a space for people to gather, share their culture, and strengthen relationships among colleagues.

In Mexico, our team participates in the celebration of Día de Muertos, one of the country's most representative cultural expressions. This tradition provides a space to remember and honor those who are no longer with us through elements such as offerings, flowers, photographs, and other symbols that form part of the celebration. Its incorporation into the life of our team allows us to share a tradition deeply rooted in Mexican culture and create spaces for interaction among colleagues, customers, and suppliers.



Preparing to transform

The transformation of OCASA Life Sciences also involves transforming the way we work. Every process we evolve presents new challenges and requires incorporating knowledge, skills, and ways of working. Therefore, the continuous development and updating of our teams' capabilities are key to supporting the evolution of the business and preparing for future challenges.

In 2025, we promoted initiatives aimed at the continuous development of our employees' skills and competencies, seeking to align people's capabilities with the current and future requirements of each role and with the needs of the business.

The objectives and performance management process is one of the main mechanisms for identifying development needs. Through a structured competency assessment, organized into three dimensions (Driving Results & Accountability, Leadership & Influence, and Connection & Value Creation), we identify strengths and development opportunities according to the responsibilities and level of each position.

Based on these needs, we develop learning paths linked to the requirements of each function and level of responsibility. In addition, we work with leaders and key employees in six priority areas of organizational development, identified based on customer feedback and internal listening tools, such as the Working Mood Survey and the Leadership Feedback Pulse. In these areas, we develop tools and new working methodologies, combining skills development with their practical application to real business challenges.

The needs identified through performance, feedback, and organizational listening processes also guide training actions, development experiences, participation in cross-functional initiatives, lateral mobility, and internal growth opportunities.

In this way, we seek not only to strengthen each person's competencies, but also to develop the organizational capabilities we need to continue evolving.

Preparing for the future means building today the knowledge and skills that will allow us to support the transformation of the business.

The competency assessment makes it possible to define specific action and development plans together with managers.





Performance management

Performance evaluation combines common business indicators, functional, area, and individual objectives, and the assessment of competencies and behaviors expected for each position. We also seek to maintain consistent criteria for roles with similar responsibilities, using parameters and measurement scales that allow for a more objective, transparent, and comparable assessment.

During the period, 20% of Drivers and Assistants did not receive a performance evaluation because the tool was not yet available for certain positions or because the individuals were on leave for medical reasons or vacation.

Percentage of employees who received a performance evaluation

Gender distribution	
Women	97.1%
Men	92.7%
Distribution by job category	
Executive	100%
Sr. Manager	100%
Manager	100%
Supervisor	100%
Team Leader	100%
Technicians	100%
Drivers/Assistant	80%

Health and safety in operations

A safe operation begins by taking care of those who make it possible. At OCASA Life Sciences, our activities include the storage, transportation, and distribution of products for the pharmaceutical, biotechnology, and life sciences industries. These are operations that require precision and rigor and involve the handling of goods, the use of logistics equipment and infrastructure, and the performance of tasks that may expose our employees to physical, ergonomic, mechanical, and operational risks.

Our commitment to providing safe and healthy working conditions is based on preventive management aimed at identifying hazards, assessing risks, and establishing control measures to prevent accidents and occupational illnesses. This approach includes compliance with applicable legal requirements in each country where we operate and the continuous improvement of working conditions.

To manage these risks, we conduct periodic assessments, implement preventive and corrective measures, and investigate accidents, incidents, and near misses to identify their causes and define improvement actions. Monitoring these actions, together with safety inspections, allows us to progressively strengthen our controls and anticipate potential risk situations.

Management is complemented by safe operating procedures for critical activities, periodic inspections of our facilities and operations, and emergency preparedness and response mechanisms, which include drills and action plans. In turn, health and safety training and onboarding seek to ensure that our employees are aware of the risks associated with their activities and have the necessary tools to perform their work safely.

In this way, we seek to make safety part of daily operations rather than merely a response to incidents. Taking care of people also means taking care of the continuity and quality of the service we provide.

Health and safety

Our commitment is underpinned by a preventive approach focused on identifying hazards, assessing risks, and implementing control measures.



An integrated prevention system

Occupational health and safety management is aligned with the principles of ISO 45001:2018, which establishes a systematic approach to hazard identification, risk assessment and control, incident prevention, and continuous improvement of occupational health and safety performance.

The system covers all employees within the operational scope of OCASA Life Sciences and, where applicable, includes external personnel performing activities under the organization's operational control.

Its application covers operational, administrative, storage, distribution, and transportation activities carried out in offices, warehouses, logistics centers, and other facilities under the organization's control, as well as logistics operations performed outside its facilities when managed by OCASA Life Sciences.

100%
periodic occupational risk assessments in all countries where we operate

100%
countries with health and safety training and onboarding

100%
countries with accident and incident investigations

100%
countries with follow-up of preventive and corrective actions

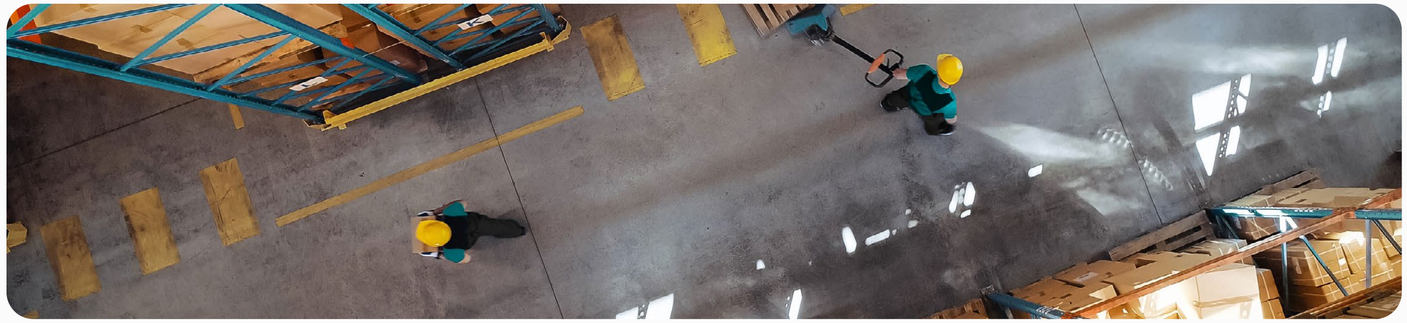
Identify, act, and learn

We understand safety management as a continuous process: identifying risks, taking action to prevent them, and learning from each event to strengthen our practices. Therefore, all incidents, accidents, safety observations, and corrective actions are recorded and managed through ZenQMS, our corporate quality and compliance management platform.

The system ensures the traceability of reported events, documents investigations, monitors the implementation of defined actions, and follows up on their effectiveness.

When an incident occurs, we activate the Incident Management Procedure, which establishes a structured investigation and learning process. The HSE team, together with those responsible for the area involved, analyzes the event and documents the findings, root cause analysis, and corresponding corrective and preventive actions in ZenQMS. This methodological analysis makes it possible to identify the causes of the event and, together with the affected team, define measures aimed at preventing its recurrence. Subsequent follow-up makes it possible to verify the implementation of these actions and assess their effectiveness.

In this way, we seek to turn each event into an opportunity to learn, strengthen controls, and prevent future incidents, incorporating the lessons learned into the continuous improvement of our health and safety management.



Health and safety participation and consultation

Worker participation is a component of our health and safety management and takes place through different consultation and participation mechanisms, according to the structures implemented in each country. These spaces allow people to be involved in identifying risk conditions and in actions aimed at strengthening prevention and response to potential emergency situations.

Country	Mechanism	Main responsibilities
Peru and Colombia	Health and safety committees	Composed of employee and company representatives. They facilitate dialogue, risk identification, and the management of issues related to occupational health and safety conditions.
Spain	Emergency response team	Team members receive training to identify hazardous conditions, respond to potential emergencies, and control or minimize their consequences.

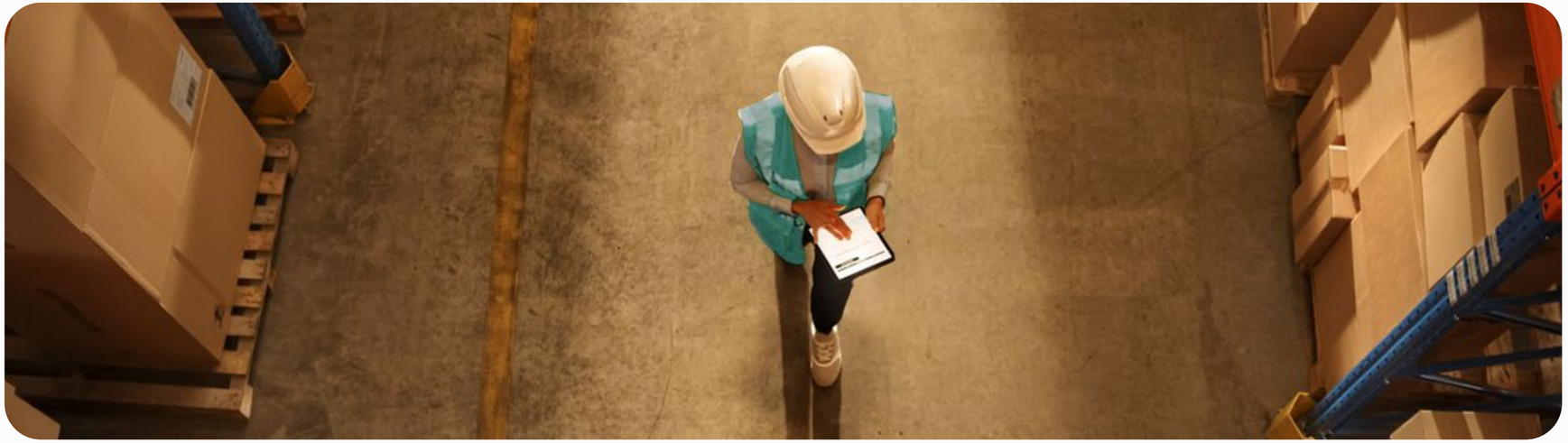
Health and safety training and promotion

Training is a fundamental tool for preventing incidents and strengthening health and safety practices in our operations. The annual health and safety training plan is designed based on the risks identified for each position and activity, with specific content according to the characteristics of each function. The objective is for people to have the knowledge necessary to recognize unsafe conditions, prevent incidents, and act appropriately in the event of an emergency.

During 2025, this plan included content related to the main risks and situations to which our teams may be exposed. These included ergonomics and manual lifting of loads, fire prevention and response, including the use of fire extinguishers, the use and care of personal protective equipment (PPE), general risks, and evacuation and emergency roles.

Safety training is complemented by initiatives aimed at the comprehensive care of people's health and well-being. Within this framework, we developed health promotion and prevention actions related to healthy habits and nutrition, mental health care, and the prevention of risks associated with lifting loads. We also conducted first aid, fire extinguisher use, and emergency preparedness workshops, reinforcing knowledge that can contribute both to prevention and to an appropriate response to emergencies.

These initiatives are accompanied by actions aimed at facilitating healthy habits during the workday. These include healthy breakfast options for our employees, including fruit and energy bars, as part of our approach to promoting a balanced diet.



Well-being and health services

We seek to combine compliance with local obligations with benefits and programs that facilitate access to health services, promote prevention, and support our employees throughout the different stages of their working lives.

Country	Health and well-being services and programs
Colombia	100% of employees are enrolled in the General Social Security Health System, with monthly contributions made through the Integrated Contribution Payment Form (PILA).
United States	Health insurance plans for eligible employees and their dependents. Physical and mental well-being programs, health promotion and prevention initiatives, and support with benefits enrollment and use.
Belgium and Spain	Health insurance plans for eligible employees and their dependents, along with information on available resources.
Brazil	Occupational health programs, medical monitoring, and prevention initiatives. Medical examinations at different stages of employment, vaccination campaigns, mental health initiatives, medical assistance, and health insurance for employees and their dependents. Support during medical leave and return-to-work processes.

Access to health and well-being

Access to health and well-being is part of our value proposition, which we adapt to the needs of each market.



Customers

Who chooses us

Service quality

Customer experience

Information security

Applied innovation

Access to medical solutions

Who **chooses us**

OCASA Life Sciences works with pharmaceutical and biotechnology companies, contract research organizations (CROs), central and analytical laboratories, and medical technology companies.

Through our international logistics network, we manage materials that are critical to clinical research and healthcare, ensuring the quality, safety, temperature control, and traceability conditions required for each operation.

Types of clients and associated services

Pharma & Biotech

Management of investigational medicinal products, clinical trial supplies, GxP-compliant storage, GMP packaging and labeling, and distribution.

CROs

Logistics for clinical trials, including kit distribution, transportation of samples, and coordination of international shipments.

Central and analytical laboratories

Distribution of sample collection kits, transportation of biological samples, and management of shipments under controlled conditions.

MedTech

Storage, order preparation, and distribution of medical devices and medical technology products.



Who do we serve?

Research centers, hospitals, healthcare professionals, and patients participating in clinical trials or receiving home healthcare services.

Service **quality**

Service quality means ensuring that every operation consistently complies with established requirements and that products, samples, and materials reach their destination under the conditions necessary for their intended use. This involves managing critical aspects such as delivery times, product integrity, traceability, chain of custody, and, where applicable, temperature control.

What we manage in every shipment

- Delivery times
- Product integrity
- Traceability and chain of custody
- Temperature control

Why is it critical?

In our industry, a deviation goes beyond logistics operations.

Our response

Preventive approach

Quality management system and certified processes.

01
Standardize practices across all operations

02
Continuously monitor performance

03
Manage potential deviations

Risks

What could happen

- Temperature excursions
- Losses
- Cross-contamination
- Damage
- Theft
- Tampering

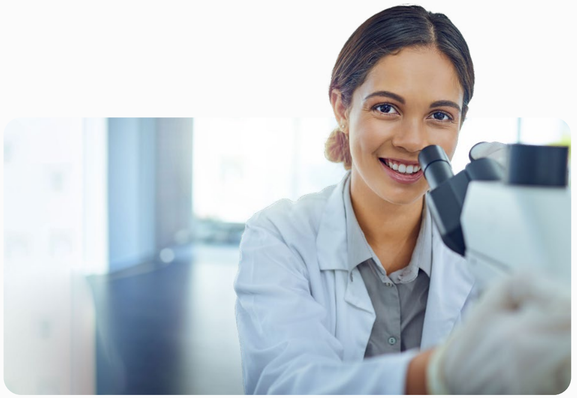
Impacts

What could be affected

- The integrity of a product or sample
- The timelines of a clinical trial or treatment
- Waste generation
- Regulatory or contractual compliance

Value for clients and patients

- Preserves the integrity of medicines and samples
- Reduces losses and waste
- Strengthens trust at every stage of the supply chain



Corporate quality management system

Policies, procedures, and controls that establish, ensure, and verify our standards across all service categories, managed through ZenQMS.

Scope of the system

Our Corporate Quality Management System (QMS) brings together policies and guidelines, global, regional, and local scope documents, procedures, work instructions, and operating manuals that enable us to establish, ensure, and verify our standards across all service categories. This documentation is intended for internal use by employees and, where appropriate, is shared with clients, regulatory authorities, and certification bodies as part of audits and external verification processes.

Control and risk prevention processes

The Quality Management System covers the following processes:

- **Supplier management:** evaluation and supervision of suppliers and subcontractors.
- **Temperature control:** storage and transportation using validated monitoring equipment and systems.
- **Traceability:** end-to-end shipment tracking and chain-of-custody control.
- **Incident management:** handling deviations, incidents, claims, and non-conformities, with corrective and preventive actions (CAPA).
- **Risk management:** change control and business continuity planning.
- **Training:** training and competency assessment in GxP requirements, product handling, and operational excellence.

23
audits conducted internally and externally across the system

254
corrective and preventive actions (CAPA)

0
non-compliances with an impact on the health and safety of products and services

How is it built?

Reference framework
ISO 9001:2015 · Good Storage, Distribution and Transportation Practices, and GxP standards

Global, regional, and local documentation
Policies, guidelines, procedures, work instructions, and operating manuals

Platform
ZenQMS, aligned with GxP, client requirements, and regulations

Objective
Product integrity, patient safety, and continuous improvement

How do we verify it?

Continuous monitoring
- KPIs
- Management reviews
- Internal audits
- Risk assessments
- Customer feedback

Third-party and group audits
- Corporate and regional quality assurance
- Regulatory authorities
- Certification bodies

Quality and HSE
Verification of compliance with guidelines, regulations, and certifications in quality, safety, health, and the environment

Product traceability

According to the World Health Organization (WHO), falsified or substandard medical products represent a significant risk to healthcare systems, particularly in low- and middle-income countries. The existence of these products also poses challenges for supply chains in developed markets and reinforces the need for robust identification and control mechanisms.

In this context, we implement technologies, operational processes, and quality controls designed to maintain product traceability throughout the different stages of the operation and prevent the entry of falsified, unauthorized, or non-compliant products.

SAP functions as the global system for managing OCASA Life Sciences operations, while IP6 is used as the warehouse management system in the United States and Europe, the Middle East, and Africa (EMEA). Both systems are integrated and enable consistent and traceable records of logistics operations.

In accordance with regulatory and customer requirements, we manage serialized products, including medicines, medical devices, and Investigational Medicinal Products (IMP). For their identification and tracking, we use technologies such as barcodes, QR codes, and radio frequency identification (RFID) systems, together with electronic records of movements and storage conditions.

Traceability is complemented by controls designed to ensure that products entering our operations come from authorized sources. These include receiving products exclusively from approved manufacturers or distributors, customer and supplier qualification and assessment, and, where applicable, periodic audits and reassessments.

These controls are complemented by document verification, inspection of the integrity of packaging, labels, and seals, and specific procedures to identify, segregate, and investigate products suspected of being falsified. Detected deviations and incidents are managed through formal investigation processes and corrective and preventive actions (CAPA).

Monitoring storage and distribution conditions is also part of this control framework. For temperature-sensitive products, we use environmental and temperature monitoring systems, such as the Testo Saveris platform, which enables continuous monitoring and generates automatic alerts and alarms when deviations from established parameters occur.

These processes are supported by our Electronic Quality Management System, based on ZenQMS, which centralizes document management, change control, training, audits, deviations, investigations, complaints, and corrective and preventive actions. During the reporting period, no investigated falsification alerts were recorded.

We also provide periodic training to employees involved in regulated activities, including content on Good Distribution Practices (GDP), traceability, sensitive product management, and quality procedures.

Product information and labeling

100% of OCASA Life Sciences' significant product and service categories are covered by procedures and controls designed to ensure compliance with applicable product information and labeling requirements. These controls are integrated into the Quality Management System and cover the labeling and management activities for Investigational Medicinal Products (IMP) and medical devices under the organization's responsibility.

Responsibility for the technical and regulatory content of labeling lies with the manufacturer, sponsor, or holder of the applicable authorization. Within the scope of activities under its responsibility, OCASA Life Sciences verifies compliance with applicable requirements and ensures the proper identification, traceability, and integrity of the products managed.

During 2025, OCASA Life Sciences recorded no cases of non-compliance with regulations or voluntary codes related to product and service information and labeling. Consequently, no fines, sanctions, or warnings were generated in connection with these matters.

Customer **experience**

Clear and timely customer service facilitates access to information, resolves inquiries more quickly, and promotes self-service. Efficient management of inquiries and complaints also helps reduce delays, repeated contacts, and operating costs, while supporting compliance with service agreements.

We adapt our customer service channels and methods to each client's needs, seeking to provide agile responses tailored to the characteristics of each operation. We have formal channels for reporting inquiries, incidents, or complaints related to products and services, supported by specialized Customer Service teams that oversee their management.

Our approach

Customer experience is part of service quality and a key factor in building sustainable relationships.



0

cases of non-compliance in our marketing communications

during 2025

How do we manage each case?

OKAM Platform – Customer Service Teams

01 Reporting
Inquiries, incidents, or complaints submitted through formal channels

02 Registration
Each communication or case is recorded in OKAM

03 Follow-up and investigation
Customer Service follows up on the reported event

04 Resolution
The case is closed once it has been resolved

If an event may affect product quality, integrity, or traceability, the corresponding management procedures are activated to ensure a timely response.



Alert management and product recall

We have mechanisms to promptly identify and manage situations that could compromise the authenticity, integrity, or safety of products. End-to-end traceability, receiving and shipping controls, inventory reconciliation, and security mechanisms enable us to detect potential tampering, alteration, or diversion and facilitate a rapid response.

When a product is suspected of being falsified, adulterated, or tampered with, we notify the relevant customer and, where applicable, segregate and quarantine the product until the appropriate course of action is determined. Communication and escalation are carried out in accordance with the procedures established with each customer and the instructions of regulatory authorities.

We also provide support for product recall processes requested by product owners or health authorities. These processes include identifying and locating products through our traceability systems, segregating them, managing reverse logistics, and, where applicable, controlled destruction or documented reconciliation. In this way, we contribute to ensuring that recalls are conducted in a controlled, traceable, and safe manner.

Information **security**

We operate with a diverse portfolio of services, including shipments for corporate customers in highly regulated industries such as pharmaceuticals, healthcare, and government. The nature of our business means that we continuously manage and process large volumes of information, personal data belonging to third parties, and sensitive documentation entrusted to us by our customers. Therefore, cybersecurity and data protection represent a material impact that we actively manage across the entire information flow of our operations.

We maintain our commitment to protecting information and personal data through policies, procedures, and controls designed to preserve the confidentiality, integrity, and availability of information.

A breach, unauthorized access, or compromise of systems could expose individuals to risks related to the misuse of their personal data and affect the confidentiality of information entrusted to us by our customers. For the company, these events could also lead to operational disruptions, non-compliance with regulatory or contractual requirements, and loss of trust among customers and other stakeholders.

Cybersecurity management

Cybersecurity and data protection management is structured around mandatory policies and procedures that establish the criteria for protecting information, preventing and managing incidents, and ensuring business continuity. The main policies include the Information Security Policy, approved in 2025, and the Incident Management, Disaster Recovery, and Vulnerability Scanning policies, which are reviewed periodically and communicated to employees.

These guidelines are complemented by monitoring and follow-up processes that enable potential security events to be identified, recorded, and analyzed and, where appropriate, corrective and preventive actions to be implemented. To this end, we use technological tools that support control monitoring and alignment with security best practices and standards, such as ISO 27001.

Operational continuity is also part of this approach. We have a Business Continuity Plan (BCP), which has been implemented and validated to sustain operations in the event of contingencies, as well as Disaster Recovery Plans (DRPs), which have been defined and tested to facilitate the recovery of systems and services in the event of disruptions.

Roles and responsibilities are clearly defined, and each program's performance, key indicators, and control status are reported to management as part of ongoing management oversight.

During 2025, new initiatives were launched to strengthen the security of our technological infrastructure and access controls. These included an assessment of Active Directory, an analysis of protection solutions for exposed web pages (WAF), and a proof of concept (POC) for PAM360, a privileged access management tool.

The human dimension is another component of this approach. We conduct periodic awareness-raising and communication activities on information security and data protection. During 2025, 100% of employees received communication of the applicable requirements and guidelines through ZenQMS, with receipt and acknowledgment recorded on the platform.

0
information security incidents recorded

0
personal data breaches recorded

Technology management tools

FortiManager

Facilitates the centralized management of security devices and the consistent configuration of security controls.

FortiAnalyzer

Enables traffic visualization and analysis, firewall log inspection, and timely detection of and response to potential threats.

Extended Detection and Response (XDR)

A platform that correlates security events, detects threats, and automates responses.

CyberSOC

Provides continuous, 24/7 monitoring to identify alerts and facilitate timely responses.

Multi-Factor Authentication (MFA)

Enhances access security through VPN authentication.



Applied **innovation**

We use technology to address specific operational needs and improve the efficiency, traceability, and responsiveness of our services. During 2025, we advanced various initiatives aimed at optimizing processes, reducing consumption, and improving the customer experience.

Digitalization and operational traceability

The incorporation of digital tools enables us to improve shipment visibility, optimize inventory management, and strengthen the traceability of products and materials throughout the operation.

In Argentina, Peru, Mexico, and the United States, we advanced the digitalization of warehouses under GxP standards through the continuous improvement of validated management systems, contributing to greater inventory accuracy and compliance with applicable requirements.

Network and transit time optimization

Logistics efficiency is also driven by the redesign of processes, routes, and distribution networks. In Argentina, Brazil, Chile, Colombia, Peru, and Mexico, we optimized export acceptance cut-off times and strengthened collaboration with airlines to facilitate the delivery of biological samples to international laboratories. In India, optimizing pickup and cut-off times, together with simplifying processes between sites and airports, helped reduce unnecessary time in shipments.

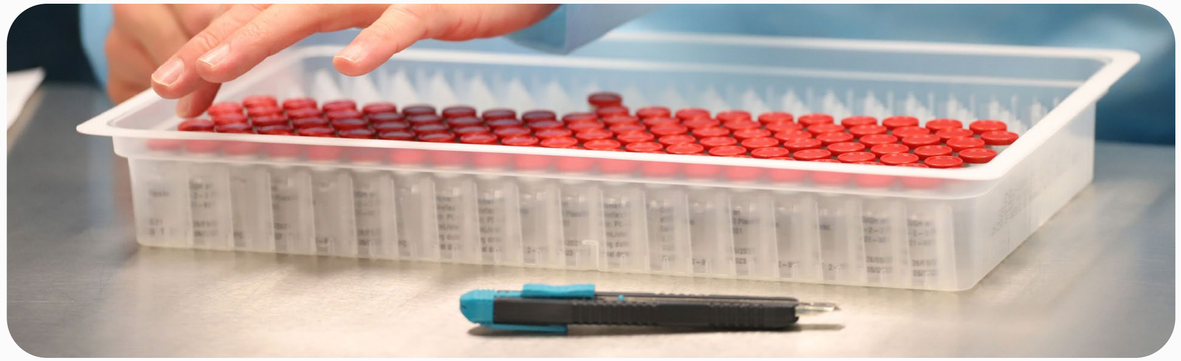
In the United States, we redesigned the domestic distribution network and routing strategies, incorporating distribution capabilities within 24 hours to reduce transit times and expand access to laboratories across the country. In addition, the use of multiple departure points for exports enables us to diversify available capacity, mitigate operational risks, and support service continuity.

Real-time monitoring and proactive management

The incorporation of monitoring technologies enables us to move from reactive management toward a more preventive approach to operations. In Argentina, Brazil, Chile, Colombia, Peru, and Mexico, we implemented real-time temperature monitoring and proactive shipment tracking systems that enable us to identify potential deviations during transit and improve our response capabilities. In India, these systems supported an operation that achieved 100% compliance with committed transit times and zero temperature excursions during shipments.

Resource efficiency and reusable solutions

Innovation is also applied to the more efficient use of resources employed in our operations. In India, we developed packaging solutions adapted to optimize available space and avoid additional air capacity requirements and associated costs. In addition, we achieved 100% use of reusable packaging for domestic movements. In Spain and Belgium, the reusable packaging traceability tool enables us to improve tracking, reduce losses, and optimize replenishment and purchasing decisions.



Access to **medical solutions**

Access to a medical solution depends not only on its availability, but also on whether people can access it under appropriate conditions. For those living far from major urban centers, in rural areas, or with mobility challenges, distance, transportation availability, and the characteristics of certain treatments or research studies can become concrete barriers to receiving care or participating in clinical trials. In this context, specialized logistics can help bring healthcare solutions closer to populations facing greater access difficulties due to their geographic location.

At OCASA Life Sciences, we develop solutions aimed at bringing certain healthcare and research services closer to patients, reducing the need for travel and connecting homes and communities with research centers, laboratories, and other healthcare system stakeholders.

These include Direct-to-Patient (DTP) services, which enable investigational medicines to be delivered directly to patients' homes, and Direct-from-Patient (DFP) services, which facilitate the collection of biological samples at patients' homes for subsequent transportation to laboratories. These models are particularly relevant for people who live far from research centers or who face difficulties traveling frequently.

Our approach

We bring healthcare and research closer to patients by connecting homes with laboratories and clinical centers.



This model can help expand opportunities to participate in clinical research by enabling certain processes to take place closer to where participants live. In this way, logistics becomes an enabler of more decentralized and people-centered research models that seek to reduce barriers associated with distance and make certain stages of clinical trials more accessible.

The same approach applies to solutions designed to bring medicines and other healthcare products closer to patients. By delivering certain treatments directly to homes, we can help reduce travel and facilitate access for people living in regions far from major urban centers. To make this possible, we have specialized logistics capabilities that enable us to manage sensitive products under the required conditions and support their journey to the final destination.

3%

of our clinical trials involve services associated with decentralized clinical trial models

The combination of our logistics network, technological capabilities, and specialized expertise enables us to support our customers in developing models that are closer to people and help reduce some of the geographic barriers that may limit access to healthcare.



Suppliers

Responsible sourcing

Responsible **sourcing**

The continuity and safety of our operations, as well as our social and environmental impact, are partly linked to supply chain management. Failure by third parties to comply with legal, tax, or regulatory obligations may create contingencies for the company, while a lack of controls in high-risk activities may result in accidents affecting people or the environment.

This responsibility is particularly relevant in an activity involving pharmaceutical products, medical devices, biological samples, and clinical research, where supplier performance may have direct and indirect impacts on people and the business. Therefore, we promote quality, compliance, and responsible management standards among our suppliers and strategic partners, helping protect the safety of patients, customers, employees, and third parties, while strengthening the reliability and resilience of our supply chain.

Proper supplier management also helps prevent and mitigate operational, regulatory, and quality risks, support compliance with industry standards, and promote better practices throughout the value chain. In this way, we seek to build collaborative and trust-based relationships that contribute both to the continuity of our operations and to the quality of the service we provide to our customers.

36%

of purchases from local suppliers[1]

[1] Supplier operating in the same country where the organization carries out its operations.



Supplier management and evaluation

A significant portion of our operations is carried out by third parties, including carriers, contractors, and service providers. Therefore, their management is a relevant component of our performance and our ability to identify and manage impacts and risks outside our own facilities. In this context, we have a Procurement Policy that establishes guidelines for supplier selection and management.

As part of this process, we apply qualification and evaluation mechanisms to verify suppliers' ability to meet our standards and the requirements applicable to the industry. Depending on the nature of the product or service, the assessment considers regulatory and quality aspects, including compliance with standards such as Good Distribution Practices (GDP) and Good Manufacturing Practices (GMP).

These processes enable us to identify suppliers whose activities may have a significant impact on the quality, safety, or continuity of operations and to focus specific controls on them.

Once qualified, critical suppliers are subject to periodic reassessments and performance monitoring. This monitoring considers, among other aspects, the quality of products and services, compliance with agreed service levels, and the management of incidents and deviations. Where applicable, these events lead to investigations and the implementation and monitoring of corrective and preventive actions (CAPA).

During 2025, evaluation and qualification processes were implemented across all reported operations. We conducted annual assessments and periodic qualifications of 432 suppliers. In addition, 17 supplier-related incidents or deviations were recorded, concentrated in certain operations, and were managed through the established mechanisms.

The company did not identify cases of child labor, forced or compulsory labor, or suppliers where workers' right to freedom of association or collective bargaining was at risk.

432
suppliers evaluated

100%
annual assessment and periodical qualification done

Supplier evaluation

	ARG	PER	COL	BRA	IND	MEX	CHI	BEL	SPA	USA	TOTAL
Evaluated	193	53	51	36	32	28	15	9	9	6	432
Critical suppliers reassessed	36%	17%	10%	86%	100%	61%	67%	100%	0%	100%	
Incidents recorded	0	0	0	0	0	0	0	12	4	1	17



Environment

Toward an operation better prepared for the future

Emissions inventory

Sustainable mobility

Responsible energy use

Resource efficiency and circularity

Toward an operation better **prepared for the future**

In logistics, environmental impact is not a side effect, but a direct consequence of our operations. Every delivery consumes fuel, every distribution center uses energy, every shipment requires packaging materials and generates waste. Therefore, our environmental strategy is not added at the end of the process: it is considered when planning the route, selecting the vehicle, managing our facilities, and determining how we use resources.

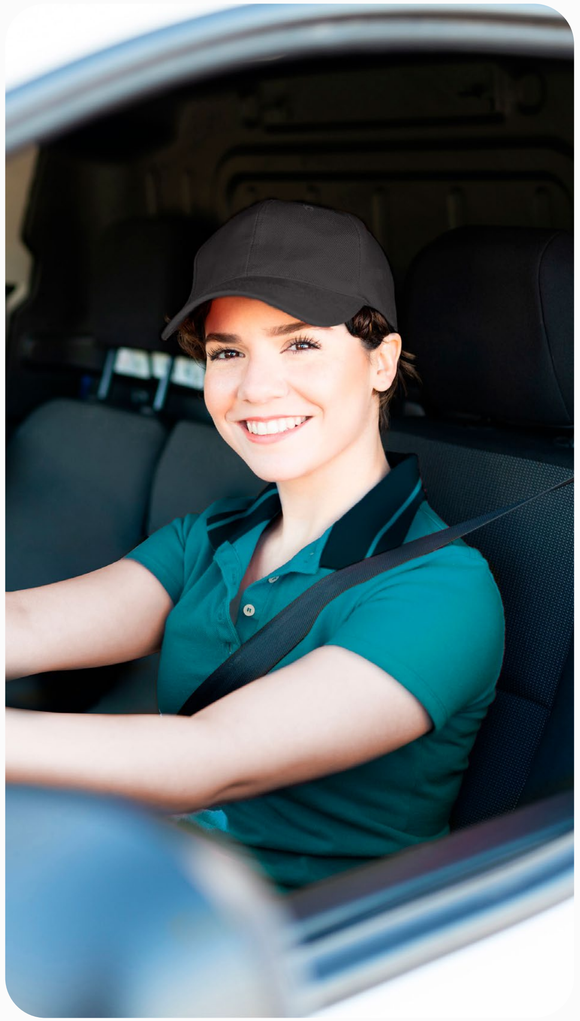
We are aware that the transportation and logistics sector generates approximately 25% of global CO_2 emissions[2] and that, for a company like OCASA, whose operations rely heavily on fossil fuels for long-distance distribution and last-mile delivery, our carbon footprint is a central impact of our business model.

In response to these challenges, managing our impact is part of our responsibility and of how we understand sustainable logistics. First, because we have a responsibility toward the environment and the communities where we operate. Second, because using resources more efficiently allows us to reduce unnecessary consumption and be better prepared for cost fluctuations. And, additionally, because our customers are increasingly attentive to emissions across their own supply chains and seek to work with partners that can support them in achieving their sustainability goals.

To bring this commitment into our day-to-day management, we have an Environmental Management System certified under ISO 14001:2015 in India and Argentina, complemented by our Sustainability Policy and Environmental Aspects and Impacts Matrix. These tools help us identify our main impacts, comply with applicable requirements, and advance continuous improvement, incorporating environmental criteria into both our operations and the procurement and management of transportation services.

This management approach also allows us to identify concrete opportunities to reduce our impacts and move toward a more efficient operation. Looking ahead, the transition to electric, hybrid, or alternative-fuel vehicles, particularly for last-mile delivery, represents an opportunity to reduce emissions as well as the noise associated with vehicle traffic in urban areas.

The transition toward lower-impact logistics therefore requires balancing environmental opportunities with the specific characteristics of our business. Along this path, we seek to reduce our environmental impact without losing sight of efficiency, operational continuity, and our customers' needs, moving toward increasingly efficient, responsible logistics that are better prepared for the challenges of the future.



[2] Source: World Resources Institute



Emissions **inventory**

Measuring is a prerequisite for reducing. Therefore, we conduct an annual inventory of our Scope 1, 2, and 3 Greenhouse Gas (GHG) emissions. This allows us to understand our carbon footprint, how it is distributed, and which processes have the highest emissions intensity.

In this way, we seek to ensure that the growth of our operations does not necessarily result in a proportional increase in our emissions and to progressively improve our emissions intensity and vehicle performance.

The inventory includes emissions associated with the sources and categories covered by Scopes 1, 2, and 3, including fleet fuel consumption, purchased electricity, and other indirect emissions associated with our value chain, such as outsourced transportation, employee commuting, and business travel.

We centralize the information in the GeoWorks digital platform, provided by Netzefy, which automates the calculation of emissions in tonnes of carbon dioxide equivalent (tCO_2e). We follow the GHG Protocol methodology, which defines the structure of the inventory by scope and the calculation criteria, and apply the emission factors published by the Intergovernmental Panel on Climate Change (IPCC). This traceability allows us to analyze the evolution of our emissions inventory, identify priority areas across our fleet, routing operations and logistics centers, and guide mitigation measures.

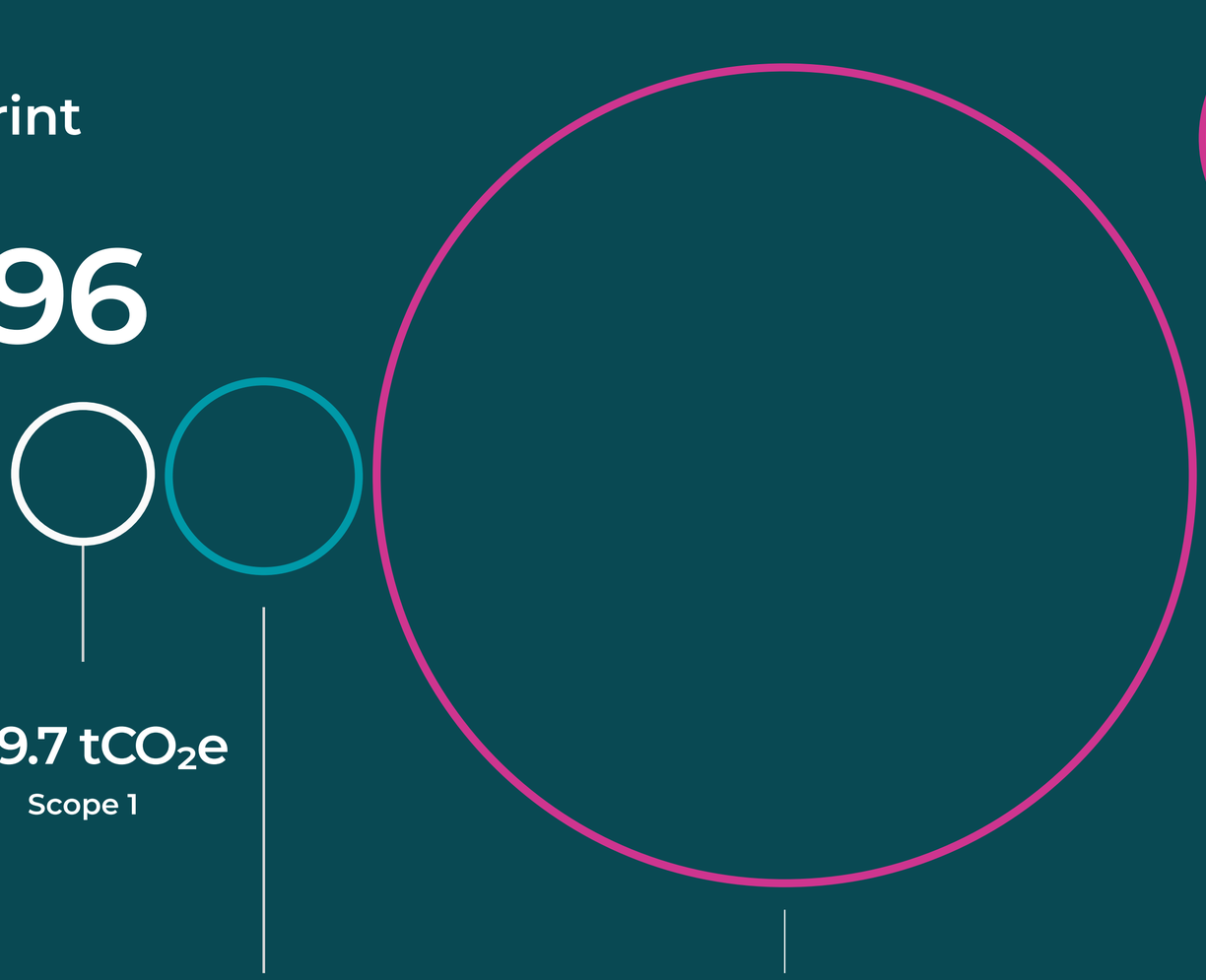
The 2024 figures presented in this report have been adjusted compared with those previously published, as they were recalculated in GeoWorks using this methodology and these emission factors. As a result, the 2024 and 2025 data are comparable, and their evolution reflects actual changes in our emissions rather than methodological differences.

Distribution by scope

Carbon footprint	2024 reported	2024 restated	2025	vs 2024
Scope 1 – Direct emissions	185.15 tCO_2e	200.12 tCO_2e	269.7 tCO_2e	+34.8%
Scope 2 – Energy-related emissions	348 tCO_2e	253.31 tCO_2e	385.24 tCO_2e	+52.1%
Scope 3 – Other indirect emissions	8,601.59 tCO_2e	8,498.15 tCO_2e	7,526.01 tCO_2e	-11.4%
Total	9,134.74 tCO_2e	8,951.58 tCO_2e	8,180.96 tCO_2e	-8.6%
Intensity (tCO_2e/m^2) – Scope 1 and 2	0.032	0.027	0.04	+48.1%
Intensity (tCO_2e/m^2) – Scope 1, 2 and 3	0.55	0.54	0.49	-9.3%

2025 Carbon footprint

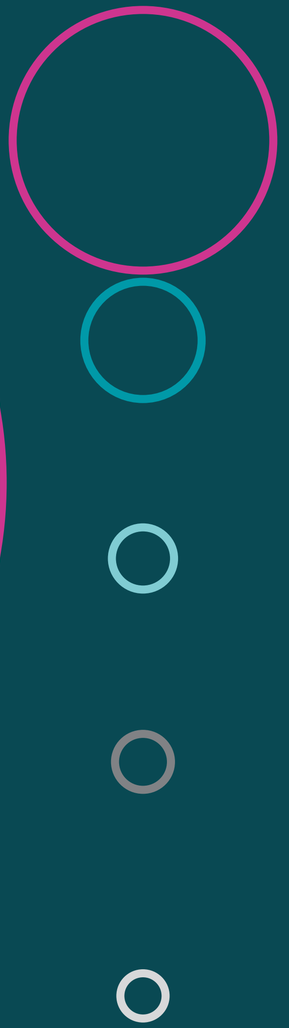
8,180.96 tCO_2e [3]



269.7 tCO_2e
Scope 1

385.24 tCO_2e
Scope 2

7,526.01 tCO_2e
Scope 3



75.5%
6,175 tCO_2e
Upstream transportation and distribution
Refrigerated aircraft, vans and trucks

14.2%
1,162 tCO_2e
Employee commuting
Cars, motorcycles, buses and subway

4.7%
385 tCO_2e
Electricity consumption from owned operations

3.3%
270 tCO_2e
Mobile combustion from owned fleet

2.3%
189 tCO_2e
Business travel

[3] Tonnes of CO_2 equivalent

Sustainable **mobility**

Measuring our carbon footprint allows us to turn data into concrete operational decisions and guide mobility management toward greater efficiency. In this context, we work on route optimization, trip planning, and load consolidation, with the aim of reducing unnecessary mileage, avoiding empty trips, and making better use of vehicle capacity. These actions not only help reduce fuel consumption and transport-related emissions, but also enable more efficient use of resources and improve operational performance.

In addition, we monitor idling times, seeking to prevent engines from remaining running during waiting periods or operational stops when this is not necessary. Reducing this type of consumption helps decrease emissions that do not add value to the service while also contributing to more efficient operations and vehicle care.

The U.S. fleet incorporates electric vehicles with the aim of promoting cleaner and more sustainable transportation solutions, reducing GHG emissions without compromising service quality.

In this way, sustainable mobility is integrated into daily management: every optimized kilometer, every avoided trip, and every minute of unnecessary operation eliminated represents an opportunity to reduce our environmental footprint while also improving business efficiency.

2
new electric vehicles in the U.S. fleet



Responsible **energy use**

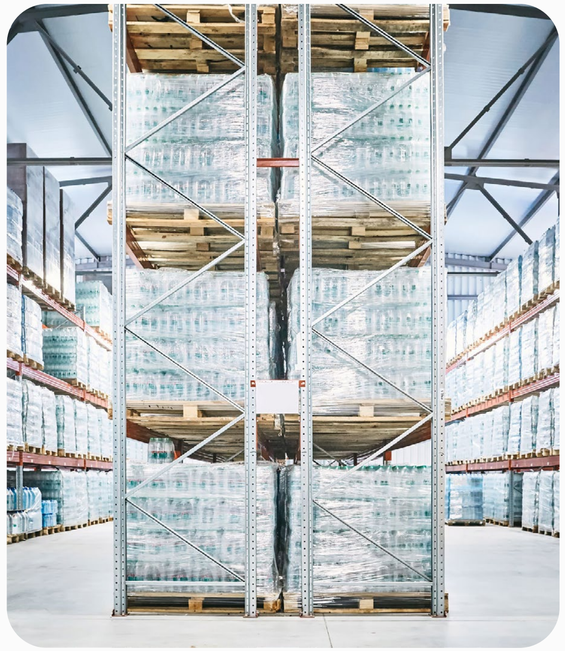
Energy supports the day-to-day operation of our facilities, distribution centers, offices, and storage facilities, including those requiring controlled temperature conditions. Its use is linked to service continuity, product care, and the working conditions of our teams.

Our network of facilities and distribution centers requires energy for lighting, climate control, equipment operation, and temperature-controlled storage systems. In pharmaceutical operations, this consumption directly supports the cold chain and the integrity of our customers' products.

Electricity and fuel consumption generate environmental impacts associated with resource use and emissions from generation and combustion. Inefficient demand can increase these impacts and also place greater pressure on public distribution networks, particularly during heat waves, supply failures, or other periods of increased demand. Therefore, we seek to reduce unnecessary consumption and improve equipment performance, contributing to more responsible energy use and service stability in the communities where we operate.

We also recognize that energy inefficiency can increase our exposure to tariff fluctuations, generate unnecessary costs, and accelerate the deterioration of climate-control and refrigeration equipment. In operations requiring a cold chain, a supply interruption could temporarily compromise storage conditions and, consequently, the integrity of critical products. We work to anticipate these risks, improve the efficiency of our facilities, and strengthen the continuity of operations requiring special conditions.

Along this path, the possibility of incorporating renewable self-generation solutions and moving toward more demanding energy management standards represents an opportunity to continue strengthening our operations. These alternatives can help reduce our environmental footprint, improve our resilience to supply fluctuations, and generate new business opportunities.



Energy management

We work to make energy efficiency part of the way we design, manage, and improve our operations.

Energy efficiency measures

We work across different lines of action that enable us to use energy more efficiently, protect our equipment, and continue improving our operations. These initiatives combine maintenance, the incorporation of new technologies, employee practices, and consumption monitoring.

Preventive and predictive maintenance

We conduct inspections of critical refrigeration systems, including cold rooms and ante-rooms. These tasks include checking the airtightness of openings, maintaining thermal insulation, and calibrating thermostats, with the aim of preventing cold losses and excessive equipment load.

Consumption monitoring

We collect information on the organization's energy consumption monthly. The Health, Safety and Environment (HSE) Department consolidates these records and uses the GeoWorks platform to translate them into an equivalent carbon footprint. This allows us to identify opportunities for improvement and guide our decisions to continue reducing the environmental impact of our operations.



Automation

We install motion sensors and timers in common areas, outdoor areas, corridors, and low-turnover storage areas to reduce unnecessary consumption.

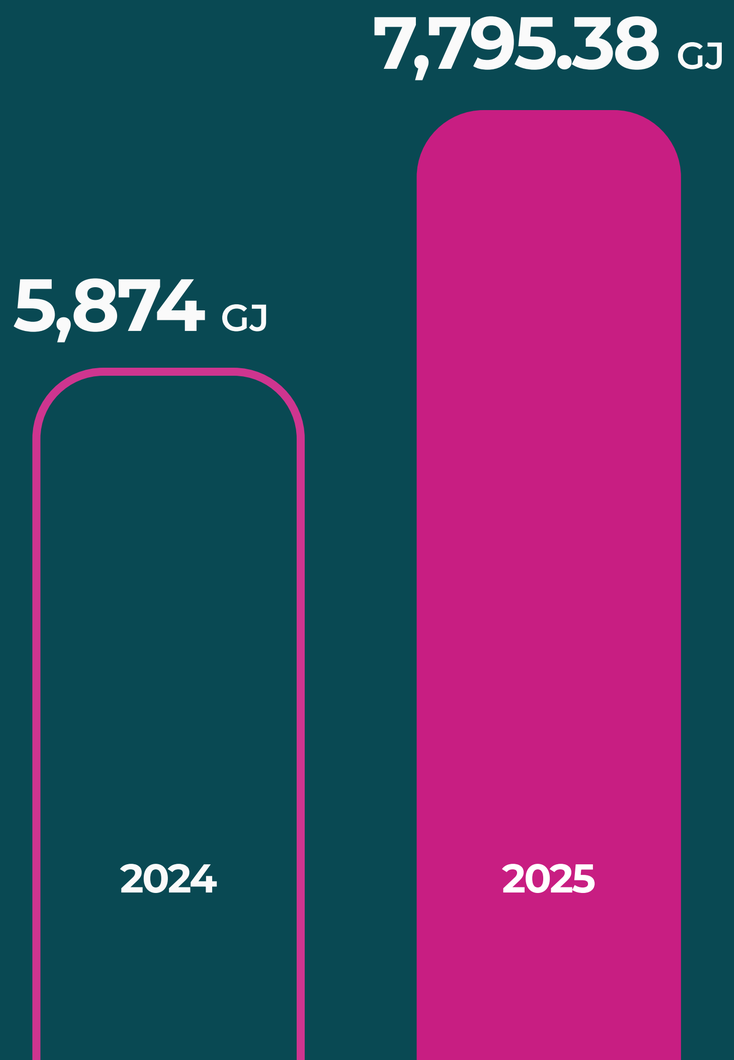
Transition to LED lighting

We are advancing with a progressive replacement plan for conventional lighting fixtures, with the goal of reaching all industrial facilities and offices.

Efficiency culture

We promote responsible use practices among our employees, such as switching off terminals, lights, and climate-control equipment at the end of operating shifts.

Energy consumption



	2024 reported		2024 restated		2025	
Fuels	**Liters**	**GJ**	**Liters**	**GJ**	**Liters**	**GJ**
Gasoline	52,102.12	1,782.09	66,565	2,298.6	83,855.77	2,867.87
Diesel	22,687	813.91	16,323	563.7	6,625.64	255.75
Electricity	**kWh**	**GJ**	**kWh**	**GJ**	**kWh**	**GJ**
Electricity	836,587.30	3,011.7 [4]	836,587.30	3,011.7 [4]	1,297,711	4,671.76
	Total 2024	5,607.7	**Total 2024 restated**	5,874	**Total 2025**	7,795.38
	Intensity (GJ/m²)	0.34		0.36		0.47

[4] The 2024 figures presented in this report have been adjusted from those previously published, as they were recalculated in GeoWorks using the methodology described on page 58 and the latest available emission factors. This ensures that the 2024 and 2025 data are comparable and that the trends reflect actual changes in our emissions rather than methodological differences.

In addition, an error was identified in the 2024 report in the conversion of electricity consumption from kWh to GJ, resulting in an overestimation of approximately 100 times. In this report, these figures were reviewed and corrected using the appropriate conversion factor (1 kWh = 0.0036 GJ). Consequently, the 2024 indicators for total energy consumption and energy intensity were also updated.

Resource efficiency and circularity

Efficiency in the use of resources begins with the design of our processes and represents a relevant pillar of operational efficiency. Fractionation, picking, conditioning, storage, cross-docking, and dispatch activities require primary, secondary, and tertiary packaging materials, whose use and management may generate environmental impacts.

We understand that proper materials management enables us to optimize their use, extend their useful life, and reduce waste generation. Our Sustainability Policy guides this approach, together with procurement guidelines and the design of logistics processes.

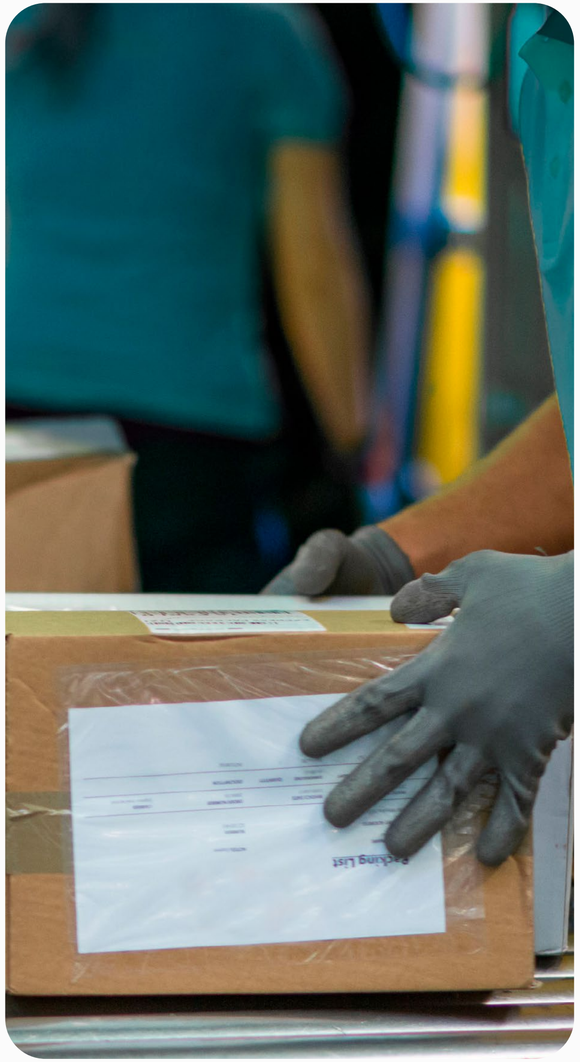
Inadequate management of materials and waste can affect ecosystems and natural resources, from increased demand for raw materials to waste accumulation and the risk of contamination of soil and other resources. In particular, a lack of traceability in the management of hazardous, special, or infectious waste can increase risks to the environment and human health.

Based on this management approach, we implement various initiatives aimed at preventing and reducing waste generation, optimizing material use, and extending useful life. These actions seek to move toward more circular resource management by combining improvements in operational processes with reuse, recycling, and lower-impact material alternatives.

Reduction of packaging waste

We work to reduce the packaging materials used in our operations, particularly single-use materials. To this end, we develop internal programs to reduce supplies and optimize resources, helping raise awareness about consumption and identify efficiency opportunities.

The materials prioritized include stretch film and plastic strapping. We seek to progressively reduce the amount of plastic used per processed package and prevent waste during packaging operations, favoring, where possible, its subsequent reuse or recycling.



Use of recycled and reusable materials

When the characteristics of each operation allow, we seek to prioritize recycled and recyclable materials and materials sourced from sustainably managed sources. The use of recycled inputs helps reduce demand for virgin raw materials and can also strengthen recovery and recycling chains by generating demand for recovered materials.

We also identify opportunities to reuse materials and extend their useful life. These include repairing and reintroducing wooden pallets into our warehouses, preventing their disposal after initial damage, as well as using plastic boxes throughout distribution networks. These practices enable us to make better use of resources and reduce the need to purchase new supplies.

We also promote sending materials such as stretch film and PET to mechanical recycling processes, where they can be transformed into new plastic resins and reincorporated into new production cycles.



Process optimization and design

Optimizing operational processes and digitalization contribute to improving efficiency, strengthening shipment traceability, and reducing resource use in our operations. Therefore, we implement initiatives aimed at simplifying processes and optimizing the use of materials.

A key initiative is the incorporation of digital documentation for international shipments through the use of Digital Air Waybill (Digital AWB) in Argentina, Brazil, Chile, Colombia, and Peru, to streamline export processes and reduce the use of paper documentation.

In India, we implemented a paperless customs clearance procedure for international shipments in coordination with local authorities. We also optimized pickup and dispatch processes to reduce transit times and avoid unnecessary delays.

In Argentina and Peru, we continued improving our validated warehouse management systems (GxP), strengthening product traceability, inventory accuracy, and compliance with regulatory requirements. In Spain and Belgium, we implemented a traceability tool for reusable packaging that enables us to monitor its use, reduce losses, and optimize the management of purchases of these materials.

In India, we also use reusable packaging solutions for domestic movements and developed adapted packaging solutions to optimize the space used in shipments.

100%
reusable packaging solutions for domestic movements in India

Waste management and traceability

Operations primarily generate cardboard, paper, plastics, and wooden pallets, originating both from materials accompanying merchandise and those used for handling and storage. Office waste is also generated and, to a lesser extent, waste streams associated with maintenance activities and certain logistics services, which require differentiated management according to their characteristics.

To address these waste streams, we have an integrated waste management system that prioritizes prevention and reduction of waste generation, source separation, and the recovery of materials that can be reused or recycled. Waste that cannot be recovered is managed according to its characteristics and applicable regulatory requirements, seeking to ensure appropriate treatment and final disposal.

For hazardous waste, generated primarily through infrastructure and equipment maintenance activities, such as mineral oils, hydrocarbon-contaminated rags, and batteries, we have specific mechanisms to ensure proper storage, collection, treatment, and traceability.

For waste collection services, we require the physical and digital delivery of the official final disposal manifest issued by the authorized treatment facility as a prerequisite for payment approval. This allows us to verify that the waste has been sent to facilities authorized for its treatment or final disposal.

When waste collection, treatment, or disposal is handled by third parties, we verify that suppliers have the corresponding environmental permits, in accordance with applicable regulations in each country and jurisdiction.

Monitoring the materials used also serves as a tool for identifying opportunities for improvement. Therefore, we centralize warehouse purchasing records to determine the quantities of packaging materials purchased and monitor their evolution. This information enables us to guide decisions aimed at optimizing their use and progressively reducing the amount of materials that become waste.



GRI & SASB Index

GRI Index

Statement of use
OCASA Life Sciences has reported the information cited in this GRI content index for the period January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

GRI 1 used
GRI 1: Foundation 2021.

Applicable GRI Sector Standards
Not applicable.

GRI STANDARD	DISCLOSURE	ANSWER	PAGE
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1 Organizational details		5
	2-2 Entities included in the organization's sustainability reporting	US OCASA, INC.; Internacional Latinoamericana de Servicios S.A. de C.V., Mexico; Internacional Latinoamericana de Servicios S.A., Peru; Internacional Latinoamericana de Servicios S.A., Chile; L&D Colombia LTDA; Internacional Latinoamericana de Servicios LTDA., Brazil; Organización Courier Argentina S.A.; Lodilat Logistica S.L., Spain; Lodilat NV, Belgium; OC Logistics India Private Limited.	
	2-3 Reporting period, frequency and contact point		5
	2-4 Restatements of information		58, 63
Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships		11-16
	2-7 Employees		28
	2-8 Workers who are not employees	During the reporting period, 23 people who were not part of the OCASA Life Sciences workforce provided services in its operations. Of these, 9 performed cleaning duties, 2 provided security services, 2 performed outsourced maintenance, and 10 worked as independent contractors, including freelance and in-house services.	
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition		19, 20
	2-11 Chair of the highest governance body		19
	2-12 Role of the highest governance body in overseeing the management of impacts		21
	2-13 Delegation of responsibility for managing impacts		21
	2-14 Role of the highest governance body in sustainability reporting		21
	2-15 Conflicts of interest		24

GRI STANDARD	DISCLOSURE	ANSWER	PAGE
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	The process for communicating critical concerns begins when functional areas identify and analyze risks, deviations, incidents, and other relevant matters within their areas of responsibility. Matters requiring a decision or follow-up at the organizational level are raised at functional or regional area meetings, where their impacts are assessed and actions are defined. Where appropriate, they are escalated to the Steering Committee's Global Management Synchronization. No formal critical concerns were recorded during the reporting period.	
	2-19 Remuneration policies	Members of the highest governance body and senior executives receive retirement benefits established under the mandatory social security schemes in force in each country of operation. OCASA currently does not offer supplementary private pension plans or deferred retirement benefits for these levels of responsibility. OCASA Life Sciences' Compensation department does not participate in defining the remuneration policies applicable to members of the organization's highest governance body. For the OCASA Life Sciences Steering Committee, which comprises Vice Presidents and other members of the management team, the Chairman and President oversee the process of determining and reviewing compensation and carry out the final review and approval of remuneration proposals.	31
	2-20 Process to determine remuneration		31
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy		3
	2-23 Policy commitments		22, 23
	2-24 Embedding policy commitments		23
	2-25 Processes to remediate negative impacts		22-24
	2-26 Mechanisms for seeking advice and raising concerns		24
	2-28 Membership associations		25
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement		6
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics		7-9
	3-2 List of material topics		9
MATERIAL TOPIC: Product and service quality and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics		43-47, 50
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		44
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		45
	417-2 Incidents of non-compliance concerning product and service information and labeling		45
	417-3 Incidents of non-compliance concerning marketing communications		46
MATERIAL TOPIC: Ethics, integrity and transparency			
GRI 3: Material Topics 2021	3-3 Management of material topics		22-24
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		23
	205-3 Confirmed incidents of corruption and actions taken		24

<table>
<tr><th>GRI STANDARD</th><th>DISCLOSURE</th><th>ANSWER</th><th>PAGE</th></tr>
<tr><td>GRI 407: Freedom of Association and Collective Bargaining 2016</td><td>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</td><td>In countries where worker representation or collective bargaining mechanisms exist, OCASA Life Sciences takes measures to uphold these rights in accordance with applicable local legislation. In Brazil, it maintains ongoing dialogue with trade unions, complies with collective bargaining agreements, and guarantees freedom of association without interference.
In Peru, although there are no representative trade unions or collective bargaining processes, transparent and equitable management of working conditions is promoted. In Chile, the existing trade union operates autonomously and independently, in accordance with local regulations. In Colombia, the company’s practices are aligned with national labor legislation and the ILO Fundamental Conventions.</td><td></td></tr>
<tr><td colspan="4">MATERIAL TOPIC: Talent management and development</td></tr>
<tr><td>GRI 3: Material Topics 2021</td><td>3-3 Management of material topics</td><td></td><td>27-31, 35, 36</td></tr>
<tr><td>GRI 401: Employment 2016</td><td>401-1 New employee hires and employee turnover</td><td>
<table>
<tr><th></th><th>ARG</th><th>BEL</th><th>BRA</th><th>CHI</th><th>COL</th><th>SPA</th><th>USA</th><th>IND</th><th>MEX</th><th>PER</th><th>Total</th></tr>
<tr><td>Distribution by gender</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td>Women</td><td>16</td><td>0</td><td>2</td><td>0</td><td>1</td><td>7</td><td>12</td><td>2</td><td>6</td><td>1</td><td>47</td></tr>
<tr><td>Men</td><td>30</td><td>0</td><td>5</td><td>4</td><td>2</td><td>3</td><td>18</td><td>0</td><td>3</td><td>3</td><td>68</td></tr>
<tr><td>Distribution by age</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td>18-29 years</td><td>5</td><td>0</td><td>4</td><td>1</td><td>1</td><td>4</td><td>11</td><td>1</td><td>4</td><td>1</td><td>32</td></tr>
<tr><td>30-50 years</td><td>30</td><td>0</td><td>2</td><td>1</td><td>2</td><td>5</td><td>13</td><td>1</td><td>4</td><td>3</td><td>61</td></tr>
<tr><td>>50 years</td><td>11</td><td>0</td><td>1</td><td>2</td><td>0</td><td>1</td><td>6</td><td>0</td><td>1</td><td>0</td><td>22</td></tr>
</table>
During the reporting period, the employee turnover rate was 16.8%.</td><td></td></tr>
<tr><td></td><td>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</td><td></td><td>31</td></tr>
<tr><td></td><td>401-3 Parental leave</td><td>
<table>
<tr><td>Employees entitled to parental leave (total number)</td><td></td></tr>
<tr><td>Women</td><td>158</td></tr>
<tr><td>Men</td><td>285</td></tr>
<tr><td>Employees who took parental leave</td><td></td></tr>
<tr><td>Women</td><td>6</td></tr>
<tr><td>Men</td><td>3</td></tr>
<tr><td>Employees who returned to work after parental leave ended</td><td></td></tr>
<tr><td>Women</td><td>6</td></tr>
<tr><td>Men</td><td>3</td></tr>
<tr><td>Employees who returned to work after parental leave ended and were still employed 12 months after returning to work</td><td></td></tr>
<tr><td>Women</td><td>6</td></tr>
<tr><td>Men</td><td>3</td></tr>
<tr><td>Retention rates of employees who took parental leave</td><td></td></tr>
<tr><td>Women</td><td>100%</td></tr>
<tr><td>Men</td><td>100%</td></tr>
</table>
</td><td></td></tr>
</table>

GRI STANDARD	DISCLOSURE	ANSWER	PAGE
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	During the reporting period, OCASA Life Sciences did not have a global, formally structured career transition assistance program specifically designed to support continued employability or end-of-career management in cases of retirement or termination. In cases of termination, compliance with the processes and obligations established by applicable local labor regulations and internal policies is ensured.	35
	404-3 Percentage of employees receiving regular performance and career development reviews		36
MATERIAL TOPIC: Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics		37-40
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		37, 38
	403-2 Hazard identification, risk assessment, and incident investigation		38
	403-3 Occupational health services		39, 40
	403-4 Worker participation, consultation, and communication on occupational health and safety		39
	403-5 Worker training on occupational health and safety		39
	403-6 Promotion of worker health		39, 40
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		38
	403-8 Workers covered by an occupational health and safety management system		38
	403-9 Work-related injuries	During the reporting period, no fatalities or work-related injuries were recorded among employees or non-employee workers under the organization's operational control.	
	403-10 Work-related ill health	During the reporting period, no fatalities or cases of work-related ill health were recorded among employees or non-employee workers under the organization's operational control.	
MATERIAL TOPIC: Diversity, equity and inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics		32-34
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		19, 20, 32
	405-2 Ratio of basic salary and remuneration of women to men	**Ratio** **Distribution by employment category** Sr Manager 1.18 Manager 1.03 Supervisor 1.08 Team Leader 1.03 Technicians 1.07 Drivers/Assistants 1.09 Calculation formula: average remuneration of women / average remuneration of men.	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		33
MATERIAL TOPIC: Access to medical solutions			

GRI STANDARD	DISCLOSURE	ANSWER	PAGE
GRI 3: Material Topics 2021	3-3 Management of material topics		51, 52
MATERIAL TOPIC: Cybersecurity and data protection			
GRI 3: Material Topics 2021	3-3 Management of material topics		48, 49
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		48
MATERIAL TOPIC: Responsible sourcing			
GRI 3: Material Topics 2021	3-3 Management of material topics		54, 55
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		54
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	During the reporting period, we did not conduct this type of assessment as part of supplier selection.	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	During the reporting period, we did not conduct this type of assessment as part of supplier selection.	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		55
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		55
MATERIAL TOPIC: Energy efficiency			
GRI 3: Material Topics 2021	3-3 Management of material topics		61-63
GRI 302: Energy 2016	302-1 Energy consumption within the organization		63
	302-2 Energy consumption outside of the organization	During the reporting period, consolidated information was not available to calculate energy consumption associated with outsourced transportation, international couriers, air freight, leased assets, and suppliers' upstream energy consumption.	
	302-3 Energy intensity		63
MATERIAL TOPIC: Climate change and emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics		57-60
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	The gases included in the calculation of gross direct GHG emissions (Scope 1) are all the gases listed: CO2, CH4, N2O, HFCs, PFCs, SF6, and NF3. The characterization factors used for Scope 1 were taken from the following database: DEFRA (UK Government GHG Conversion Factors for Company Reporting 2024). The factors include, at a minimum, the seven GHGs identified as primary under the Kyoto Protocol: CO2, CH4, N2O, HFCs, PFCs, SF6, and NF3. The GWP values are taken from the IPCC Fifth Assessment Report (AR5). The base year for the calculation, the rationale for its selection, and the emissions data is 2024, the year of the first published inventory. The 34.8% increase compared with that period is due to increased gasoline consumption, almost entirely attributable to our operations in the United States.	58, 59

GRI STANDARD	DISCLOSURE	ANSWER	PAGE
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Scope 2 emissions are calculated using a location-based approach, which relies on emission factors representative of each country's energy mix. These factors are calculated in accordance with the guidelines of the Clean Development Mechanism (CDM) methodology ACM0002. This international methodology simplifies monitoring in the electricity sector by accounting only for CO_2, as it represents more than 99% of GHG emissions from fossil fuel combustion at power plants. We opted for these factors rather than those from standardized databases because electricity emission factors vary considerably depending on each country's energy mix. Therefore, using factors specific to national authorities allows for a more accurate estimation of emissions associated with electricity consumption. The base year for the calculation is 2024, corresponding to the first published inventory. The 52.1% increase compared to this period is due to higher electricity consumption. The operations that contributed most to this result were those in the United States, Mexico, and Chile.	58, 59
	305-3 Other indirect (Scope 3) GHG emissions	The Scope 3 categories and activities included in the calculation are: - Category 4: Upstream transportation and distribution. - Category 6: Employee business travel. - Category 7: Employee commuting. In the 2025 inventory, emissions from outsourced transportation were reclassified from Category 9 (Downstream transportation and distribution) to Category 4 (Upstream transportation and distribution). This change resulted from a methodological review aligned with the GHG Protocol Corporate Value Chain (Scope 3) Standard. According to this standard, transportation services contracted and paid for by the company are reported under Category 4, regardless of the direction of the logistics flow. Category 9 is reserved for transportation that is not paid for by the reporting organization. This reclassification does not affect total Scope 3 emissions, but only their allocation across categories. For Scope 3, all the aforementioned GHGs are included. The characterization factors used were obtained from the following databases: DEFRA (UK Government GHG Conversion Factors for Company Reporting 2024): The factors include, at a minimum, the seven GHGs identified as the main gases under the Kyoto Protocol: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3. The global warming potential (GWP) values are based on the IPCC Fifth Assessment Report (AR5). The base year for the calculation is 2024, corresponding to our first reporting year. In 2025, emissions decreased by 11.4% compared with the previous reporting period, mainly due to reductions in outsourced transportation and corporate travel emissions. Employee commuting emissions increased in line with workforce growth; however, their share of total emissions is smaller and therefore does not reverse the overall downward trend.	58, 59
	305-5 Reduction of GHG emissions		58
MATERIAL TOPIC: Materials and circular economy			
GRI 3: Material Topics 2021	3-3 Management of material topics		64-66
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		64, 66
	306-2 Management of significant waste-related impacts		64-66

SASB Index

Industry topics for health care distributors

SASB TOPIC	ACCOUNTING METRIC	ANSWER	PAGE
Fleet fuel management			
HC-DI-110a.1	Payload fuel economy	We have not measured this metric for the reporting period.	
HC-DI-110a.2	Description of efforts to reduce the environmental impact of logistics		60-62
Product safety			
HC-DI-250a.1	Total amount of monetary losses as a result of legal proceedings associated with product safety		44
HC-DI-250a.2	Description of efforts to minimize health and safety risks of products sold associated with toxicity/chemical safety, high abuse potential, or delivery		43-45, 47
Counterfeit drugs			
HC-DI-260a.1	Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting		45
HC-DI-260a.2	Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices		45, 55
HC-DI-260a.3	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products		47
Product lifecycle management			
HC-DI-410a.1	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle		64, 65
HC-DI-410a.2	Amount (by weight) of products accepted for take-back and reused, recycled, or donated	We have not measured this metric for the reporting period.	
Business Ethics			
HC-DI-510a.1	Description of efforts to minimize conflicts of interest and unethical business practices		22-24
HC-DI-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices		24

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