



**Ivers-Lee.**

# Sustainability Report 2024





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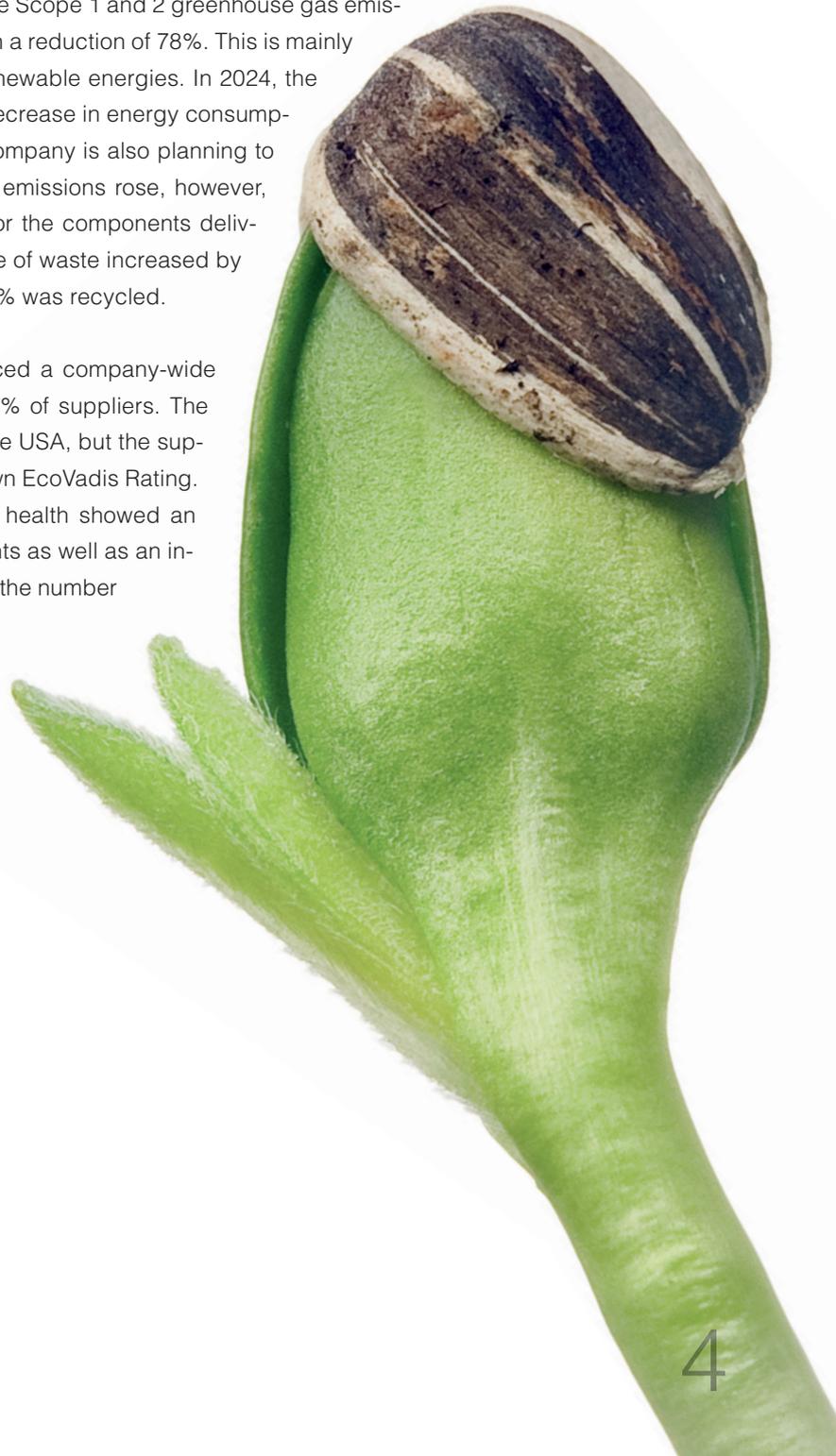
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# Summary

Ivers-Lee, a leading packaging specialist and contract manufacturer (CMO) in the pharmaceutical and medical technology sector for more than 75 years, is committed to sustainable packaging and logistics solutions. The company's sustainability strategy, "Sustainably packaged", concentrates on minimising the impact on the environment and employees and on developing innovative, sustainable packaging solutions.

Ivers-Lee has made significant progress in reducing the ecological footprint. The target that was confirmed by the Science Based Targets Initiative (SBTI) to reduce Scope 1 and 2 greenhouse gas emissions by 42% by 2030 has already been exceeded with a reduction of 78%. This is mainly due to the complete changeover to electricity from renewable energies. In 2024, the company achieved a sales increase of 12.1% and a decrease in energy consumption of 2.7% despite an increase in production. The company is also planning to commission a solar energy system in 2025. Scope 3 emissions rose, however, due to the increased volume of packaging material for the components delivered for the assembly of the auto-injectors. The volume of waste increased by 34% to almost 188 tonnes in 2024, of which almost 43% was recycled.

In the area of social responsibility, Ivers-Lee introduced a company-wide Code of Conduct in 2024, which was shared with 90% of suppliers. The company identified a potential risk of child labour in the USA, but the supplier has accepted the Code of Conduct and has its own EcoVadis Rating. Occupational safety and the protection of employee health showed an increase in work-related and non-work-related accidents as well as an increase in sick days. The company is striving to reduce the number of absence days to 10 days per FTE by 2027.



# Foreword

**Dear readers,**

Our first sustainability report marks an important milestone and confirms our commitment to a more sustainable future.

We are proud to have achieved a remarkable 78% reduction in our Scope 1 and Scope 2 greenhouse gas emissions in 2024, clearly exceeding our target of 42% by 2030 as confirmed by the Science Based Targets Initiative (SBTI). This success is based on the changeover to electricity from renewable energies. We are also planning to install a solar energy system in 2025, which will further reduce our carbon footprint. Our energy consumption dropped by 2.7% in 2024, even with increased production and a 12.1% rise in sales.

Our greatest challenge is the increase in the volume of waste, which rose by 34% last year. This is mainly due to the increase in the assembly of auto-injectors, which resulted in additional transport packaging due to the delivery. We are currently investigating solutions, including improving our recycling rates and engaging in dialogue with customers and suppliers in order to find alternative packaging options.

Our employees are at the pillar of our success, and their health and safety are our top priority. While we unfortunately registered an increase in absence days in 2024, we are implementing new initiatives to improve absence management and reduce accidents.

In 2024, we introduced a company-wide Code of Conduct that underlines our commitment to ethical practices throughout our entire value chain.

“Sustainably packaged” - is more than just a motto; it is our commitment to minimising our impact on the environment with our employees and positioning ourselves by means of developing innovative and sustainable packaging solutions. We are confident that by working closely with our stakeholders, we will achieve our goals and be able to make a contribution to a regenerative future.

Thank you for your interest. We welcome your feedback and ideas for improving our sustainability activities.



Peter Schüpbach  
CEO, Ivers-Lee Group

# About Ivers-Lee

Under the umbrella of ILS Holding AG in Burgdorf, Switzerland, the Ivers-Lee Group has evolved into a leading service provider for the pharmaceutical industry with a focus on devices and packaging. Together with our subsidiaries Ivers-Lee AG and IL-CSM Clinical Supplies Management GmbH, we are well known as a reliable, flexible family business for over 75 years.

Our head office in Burgdorf accommodates both the corporate management and central functions such as strategy, marketing, finance and IT.

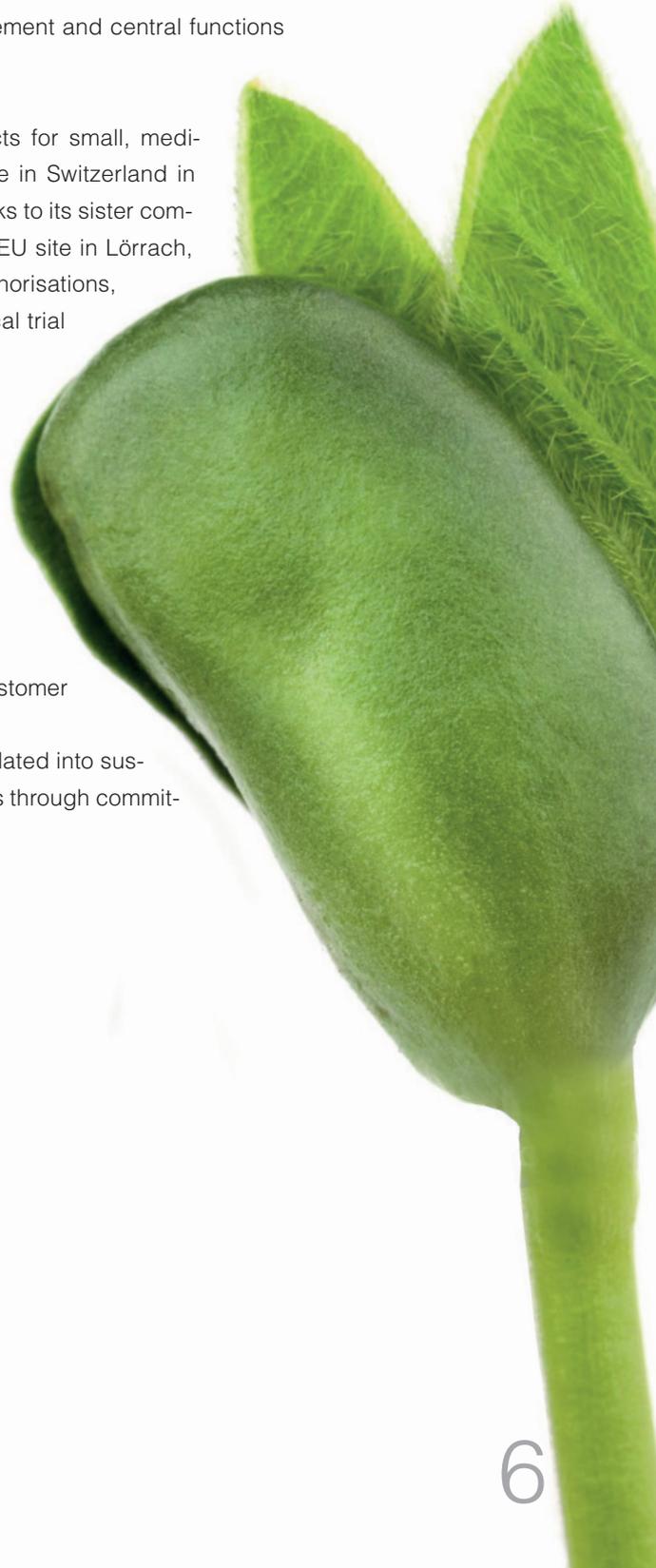
Ivers-Lee assembles and packages a wide range of branded products for small, medium-sized and multinational companies at its authorised production site in Switzerland in compliance with the rules of good manufacturing practice (cGMP). Thanks to its sister company IL-CSM Clinical Supplies Management GmbH, the Group has an EU site in Lörrach, Germany. This enables logistical services such as import and market authorisations, as well as an expanded range of services in the important area of clinical trial samples.

**We set standards for future-orientated packaging and logistics solutions in the pharmaceutical and MedTec sectors, which meet the highest standards of quality, safety and sustainability.**

## Our mission

**Ivers-Lee** identifies trends at an early stage due to its high level of customer orientation and market proximity.

**Ivers-Lee** creates an environment in which trends are successfully translated into sustainable solutions. **Ivers-Lee** creates trust with customers and employees through commitment, stability and a culture of continuous improvement.



# Our value chain

GRI 2-6

The Ivers-Lee Group serves its customers in the development stage and during commercialisation.

During the development stage, we provide support in packaging and process development. This is complemented by our expertise in the field of clinical trial samples. Complex packaging solutions as outsourcing services are a core element. With a deep conviction of the benefits of these system solutions for our customers, we want to create significant added value for all parties involved by adapting new technologies and striving for the innovation leadership in the packaging of pharmaceutical products. The personal and individual support we offer our customers is a clear added value compared to our competitors.

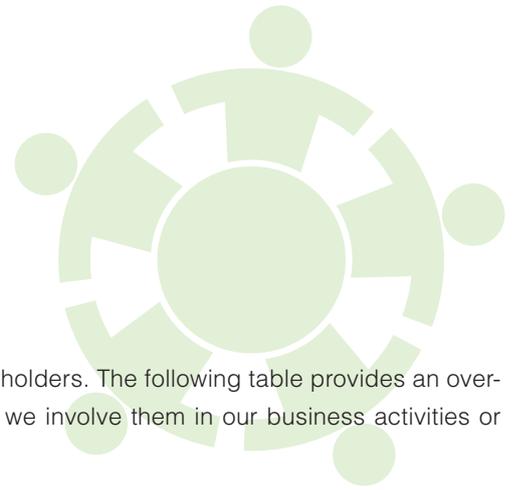
We see our core competence in providing support for challenges in the supply chain of clinical trial samples and commercial products. As we are at the end of the supply chain, a high degree of flexibility is decisive. In addition, the variety of packaging looks and therefore the complexity increases towards the end of the supply chain. Managing this variety is another of our core competences.



In addition to development activities, our value chain includes the procurement of packaging materials, film printing, assembly of combination products, packaging, final testing and, if required, dispatch. We also score with our EU site, where EU market release can be executed. The warehouse is situated in Rheinfelden, Germany, where the following storage conditions can be met: 15-25°C, 2-8°C, -20°C. The Ivers-Lee Group's serialisation and aggregation system meets the requirements of all major markets.

An important part of our strategy is the maintenance of our partner network, in particular the suppliers of packaging materials and machine suppliers. Basically, we are positioned at the end of the value chain and are therefore heavily dependent on the upstream steps. Firstly on the suppliers who procure the raw materials and produce the final packaging and secondly on the customers who deliver the bulk (tablets, powder, syringes, vials). The customer is also responsible for procuring the components for the assembly of the injection systems.





# Our stakeholders

GRI 2-29

The success of the Ivers-Lee Group is significantly dependent on various stakeholders. The following table provides an overview of the most important stakeholder groups, their main concerns and how we involve them in our business activities or inform them accordingly.

Stakeholders	Responsibilities and properties	Most important concerns and interests	Communication/information and participation formats
Customers	are the clients and therefore the basis of our turnover.	<ul style="list-style-type: none"> <li>• High quality standard</li> <li>• Economic offer</li> <li>• Flexibility</li> <li>• Innovation</li> <li>• Good and personal support.</li> <li>• Sustainable business activity</li> </ul>	<ul style="list-style-type: none"> <li>• Regular online meetings</li> <li>• Audits</li> <li>• Annual meetings</li> <li>• Visits/company tours</li> <li>• Sustainability report</li> <li>• Website/Social networks</li> </ul>
Employees	are the most important resource and the basis of our success. They are the pillar of our company.	<ul style="list-style-type: none"> <li>• Secure jobs</li> <li>• Fair wages</li> <li>• Health and safety</li> <li>• Good working atmosphere</li> <li>• Further development</li> <li>• Reconciliation of family and career</li> </ul>	<ul style="list-style-type: none"> <li>• Personal dialogues and contacts</li> <li>• Employee information</li> <li>• Info boards</li> <li>• Employee survey</li> <li>• Sustainability report</li> </ul>
Partners (suppliers/ service providers)	are a relevant success factor. They provide all external resources and are an important source of innovation.	<ul style="list-style-type: none"> <li>• Long-term partnerships</li> <li>• Access to the customer base</li> <li>• Innovation platform</li> <li>• Stable or increasing sales volumes.</li> </ul>	<ul style="list-style-type: none"> <li>• Personal dialogues and contacts</li> <li>• Supplier audits</li> <li>• Annual meetings</li> <li>• Visits</li> <li>• Sustainability report</li> </ul>
Owners	are the shareholders of the company.	<ul style="list-style-type: none"> <li>• Long-term success</li> <li>• Positive image</li> </ul>	<ul style="list-style-type: none"> <li>• Personal dialogues and contacts</li> <li>• General meeting</li> <li>• Sustainability report</li> </ul>
Authorities	grant us the manufacturing licence and monitor us in terms of GMP, hygiene or occupational safety.	<ul style="list-style-type: none"> <li>• Compliance with the laws</li> </ul>	<ul style="list-style-type: none"> <li>• Inspections</li> <li>• Website</li> <li>• Sustainability report</li> </ul>

# Our sustainability governance

GRI 2-9 to 2-13, 2-16, 2-17, 2-20

According to the Articles of Association and the law, the Board of Directors is the highest corporate body. When filling positions on the Board of Directors, attention is paid to the diversity of the panel, provided that the qualifications are comparable.

A differentiation is made between the Chairman of the Board of Directors and the CEO. The powers and responsibilities of the Board of Directors and the Management are defined in internal organisational regulations. The Board of Directors is elected for two years and holds four regular meetings per year, which are supplemented by additional meetings as required. The Board of Directors has a sound fundamental knowledge of sustainability issues. The initiative to develop a sustainability strategy was brought into being by the Board of Directors.

The management is delegated by the Board of Directors and consists of three members, who are responsible for

new projects, existing customers and finances. By delegating the management, the Board of Directors also transfers responsibility for the management and the organisation's impact on the economy, the environment and people.

The Board of Directors is informed about the course of business and business-critical events, which also include the organisation's impact on the economy, the environment and people, by means of a monthly report and at regular meetings.

The Board of Directors receives a fixed fee for attending meetings. If there are additional tasks, these are compensated as part of a contract fee. The remuneration of the management is a fixed salary, which is approved by the Board of Directors as part of the budget approval process. The sustainability goals are not currently bonus-relevant.

## Management structure of sustainability



# Our sustainability strategy

GRI 2-14, 2-22, 3-1,3-2

In 2023 and 2024, we carried out a materiality analysis for the first time in accordance with the principle of double materiality in order to identify the sustainability issues with the greatest impact on Ivers-Lee and our environment.

With the help of a consulting company, we identified and qualitatively evaluated potentially significant topics in an internal workshop based on an analysis of our competitors, industry-related topics and sector trends in the packaging industry.

In a second step, we quantitatively assessed these topics in an online survey with our employees and management as well as in interviews with our suppliers and customers with regard to their impact on and by Ivers-Lee. Survey participants were also able to suggest other relevant topics. A total of 74 internal and 7 external stakeholders were involved.

The result of this analysis was a materiality matrix, which we validated in a workshop with the management.



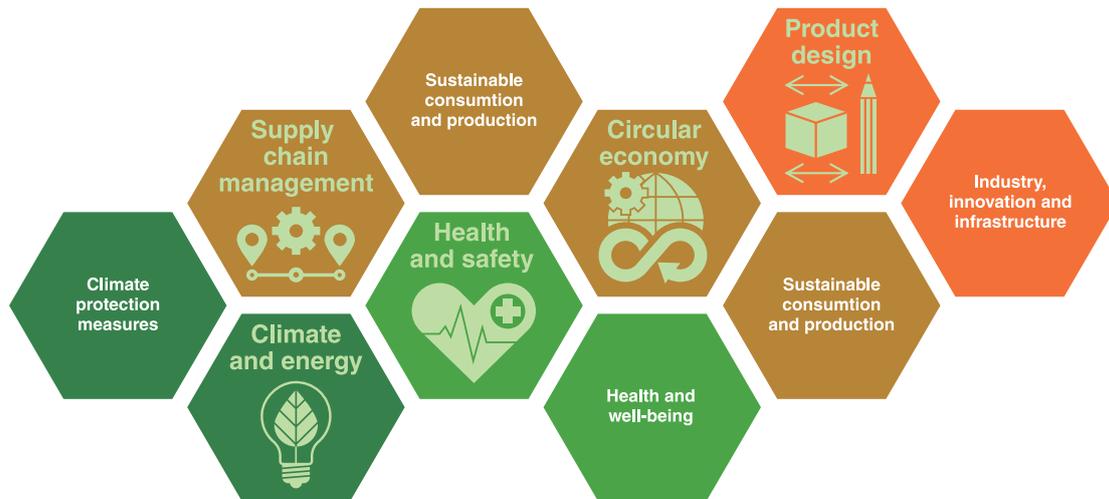
This resulted in our TOP5 topics, for which we have formulated ambitions and goals. Our strategy has been developed by the management and approved by the Board of Directors.

## Our 5 key topics are

- Health and safety
- Climate and energy
- Supply chain management
- Circular economy
- Product design

Our goals are inspired by the UN Sustainable Development Goals (SDGs). With the 2030 Agenda and the 17 Sustainable Development Goals, the United Nations has created an internationally recognised framework that urges all countries to work together to solve the most pressing global issues.

# Our sustainability strategy



With our sustainability strategy “Sustainably packaged”, we are striving to minimise our impact on the environment and employees and to set ourselves apart from our competitors by developing innovative and sustainable packaging solutions. Achieving the goals we have set also contributes to optimising our operating costs.

In order to achieve our strategic goals, we rely on partnerships with various stakeholders. The support and active

involvement of the workforce is just as essential as close co-operation with suppliers and customers in the development of innovative solutions.

In the following chapters, we report on the achievement of goals and measures implemented for our key topics.



# Health and safety

GRI 3-3, 2-7, 403-9

Our employees form the foundation of our success and are the pillar of our company. We are convinced that healthy employees are more motivated, more productive and more innovative. For this reason, it is an important goal to reduce illness- and accident-related periods of absence. Unfortunately, there was an increase in the number of occupational (BU) and non-occupational accidents (NBU) compared to the previous year. Sick days have also increased continuously since 2020. The analysis of occupational accidents showed that these were mainly tripping accidents. Two

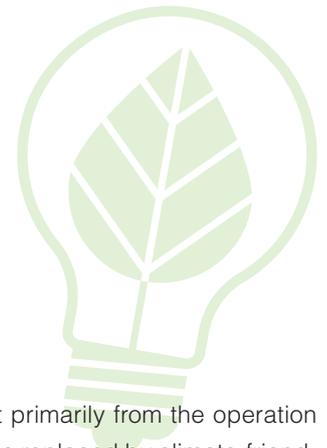
measures were taken for this: On the one hand, measures were implemented to promote tidiness in production. In addition, tripping hazards are to be identified and eliminated as part of a SUVA (Swiss National Accident Insurance Fund) workshop. In connection with sick days, the plan in 2025 is to analyse and optimise absence management with external support in order to further reduce absence periods. The support by external experts will continue to be provided in order to identify the most effective measures.

		2020	2021	2022	2023	2024	Change compared to previous year
<b>Number of employees</b>	<b>Number</b>	93	101	121	139	151	↑
<b>Full-time equivalent</b>	<b>FTE</b>	86.4	94.8	115.7	133.6	145.6	↑
<b>Occupational accidents (BU)</b>	<b>Number</b>	6	2	5	4	8	↑
<b>Non-occupational accidents (NBU)</b>	<b>Number</b>	14	8	15	8	15	↑
<b>Sick days</b>	<b>Days</b>	750	805	985	1'450	1'545	↑
<b>Child sick days</b>	<b>Days</b>	5	10	23	11	26	↑
<b>BU days</b>	<b>Days</b>	43	111	12	37	108	↑
<b>NBU days</b>	<b>Days</b>	35	108	76	73	200	↑
<b>Sick with daily benefit</b>	<b>Days</b>	124	235	203	295	385	↑
<b>Total days of absence</b>	<b>Days</b>	957	1'268	1'298	1'865	2'263	↑
<b>Days of absence per FTE</b>	<b>Days</b>	11.08	13.38	11.22	13.96	15.54	↑
<b>Illness rate (rate as % of total days)</b>	<b>%</b>	3.5	3.5	3.7	4.4	4.3	↑
<b>Rate of sick leave for child illness</b>	<b>%</b>	0.0	0.0	0.1	0.0	0.1	↑
<b>BU rate</b>	<b>%</b>	0.2	0.5	0.0	0.1	0.3	↑
<b>NBU rate</b>	<b>%</b>	0.2	0.5	0.3	0.2	0.6	↑
<b>Sick with daily benefit rate</b>	<b>%</b>	0.6	1.0	0.8	0.9	1.1	↑
<b>Absence rate</b>	<b>%</b>	4.5	5.5	4.9	5.7	6.3	↑



Strategic goals	Measures implemented	Progress of goal achievement
<p>By 2027, we aim to reduce absences due to illness and accidents to 10 days per FTE per year (-28% compared to the base year 2023).</p> <p>By 2030, days of absence will be reduced to 8 days/FTE and year (base year 2023). This value should then be maintained.</p>	<p>In 2024, the focus was placed on reducing the number of stress-related sick days. The managers were trained in a SUVA workshop on resources and stress.</p>	 <p>Increase from 13.96 in 2023 to 15.54 days of absence per FTE in 2024. There was therefore a regression rather than progress. This is mainly due to an increase in accident-related days of absence (0.3% to 0.9%).</p>





# Climate and energy

GRI 3-3, 302-1, 305-1, 305-2, 305-3, 305-5

As a large-scale consumer, we have a responsibility to reduce both CO<sub>2</sub> emissions and our energy consumption. A large proportion of our energy consumption is attributable to building services (cold storage, air conditioning, ventilation, compressed air).

We have committed to reducing our Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030. This target, which was confirmed by the Science Based Targets Initiative (SBTI), was already exceeded in the reporting year with a reduction of 78%. This success is based on a complete changeover to electricity from renewable energies. In addition, a solar energy system will be commissioned on a section of the roof surfaces in 2025 in order to cover part of our energy requirements on site. An ideal synergy, as the electricity consumption for the air conditioning systems and the solar radiation correlate.

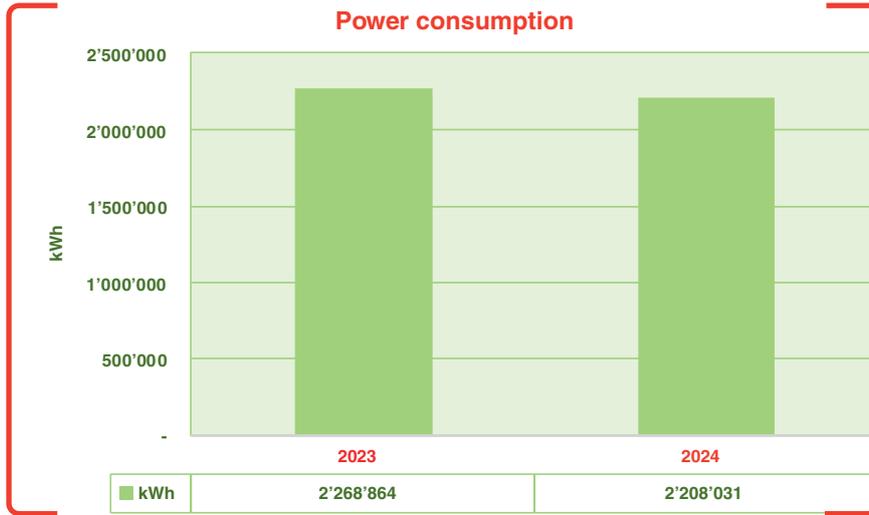
Our Scope 1 emissions result primarily from the operation of our gas heating. This is to be replaced by climate-friendly heat generation in the next few years. We are also striving to improve the use of waste heat from our cooling systems in order to reduce our heating requirements. Our Scope 3 emissions are mainly influenced by the waste volume. One challenge in the reporting year was the increase in packaging material in connection with the assembly of auto-injectors (see also the section on circular economy). We expect to further reduce our Scope 3 emissions by implementing circular economy measures.

As an additional measure to reduce CO<sub>2</sub> emissions, we have decided to plant a tree in Switzerland for every permanent employee.



In the energy sector, we were able to reduce our consumption by 2.7% compared to the previous year, from 2,268,864 kWh to 2,208,031 kWh. In the reporting year, we also identified great energy efficiency potential and are planning to implement various measures such as the re-

duction of the amount of recirculated air in the clean rooms at the weekend, the improvement of the use of waste heat from the cooling systems, the optimisation of the cold water network, the installation of LED lighting throughout the building and the use of more efficient air compressors.



Strategic goals	Measures implemented	Progress of goal achievement
Ivers-Lee AG commits to reducing its Scope 1 and Scope 2 GHG emissions by 42% by 2030 compared to the base year 2023 and to measuring and reducing its Scope 3 emissions.	In 2024, we calculated our emissions with esg2go and set ourselves a science-based emissions reduction goal via the Science-Based Targets Initiative (SBTI).	<p>Scope 1 and 2 in the target range or better. Gas consumption has decreased, thus reducing our Scope 1 emissions by 11% as a result. Scope 3 negative development due to waste volume. See the section on circular economy.</p>
From 2026, we will use 100% electricity from renewable energy, and heat from 2035.	Changeover to 100% green electricity.	<p>The goal of 100% electricity from renewable energies was already achieved at the end of 2024. Measures relating to renewable heat will be implemented in the years to come. We are on track. However, the goal has not yet been achieved, as not 100% of the heat comes from renewable energies.</p>
We are reducing our energy requirements (electricity, heating and cooling energy) wherever possible and are developing specific goals for 2025 together with an energy consultant.	<p>At the moment we are examining various measures.</p> <p>A large proportion of the energy consumption is attributable to the ventilation/air conditioning systems. A pilot project is starting in 1-2 production halls to test the impact of lowering the air exchange rate at the weekend.</p> <p>There is further potential for optimisation in cold water production, where the use of waste heat is to be improved and further measures examined and implemented.</p>	<p>Energy consumption dropped by 2.7% despite an increase in production and a 12.1% rise in sales. There are various approaches to be examined and implemented as far as possible in 2025. We are on track but we have not yet achieved our goal.</p>

# Supply chain management

GRI 3-3, GRI 2-23, 2-24



In 2024, Ivers-Lee AG consolidated existing guidelines and specifications in an organisation-wide Code of Conduct and had them approved by the management.

The code serves as a guidance document for the ethical and professional conduct of all employees. It defines fundamental values, principles and standards of conduct that we abide by in the performance of our activities and in our relationships with customers, partners and colleagues.

The Code of Conduct applies to all Ivers-Lee employees and covers all activities performed as part of their professional tasks and responsibilities.

The revised Code of Conduct was communicated to employees in various training sessions.

We also rely on the assumption that external partners and suppliers act in accordance with our principles and values. In order to achieve our strategic goals, we sent our Code of Conduct to all suppliers in the reporting year and held dialogues with 90% of suppliers. In 2024, we also checked our value chain for conflict minerals and metals and for child labour. **For this purpose, we have analysed our supplier countries on the basis of the [UNICEF Children's Rights in the Workplace Index](#).** We source most of our raw materials from countries with a low risk of child labour.

Only the USA has an extended risk of child labour. The supplier from the USA has accepted our Code of Conduct and covers our expectations with its own Code of Conduct. The supplier also has an EcoVadis rating. Ivers-Lee does not use conflict minerals or metals, or their derivatives.

In the coming year, sustainability will be added to the supplier questionnaire. These issues are already integrated at the site in Germany.

Most of our suppliers are based in Europe. One exception is the supplier from the USA, from whom plastic bottles, lids and cotton wool are purchased due to corresponding customer specifications. Whether we can also purchase this material in Europe is currently in clarification. Most of our suppliers are major corporations that have defined codes of conduct equivalent to ours.

In the reporting year, we identified two suppliers as being particularly high-risk. This evaluation results on the one hand from the fact that certain dependencies or long delivery routes exist, or due to fluctuating delivery times.

Ivers-Lee has an external reporting system, via which negative impacts of the organisation on the economy, environment and people can be reported anonymously.

Strategic goals	Measures implemented	Progress of goal achievement
By 2024, we will develop and adopt a Code of Conduct, which is to be signed by our suppliers.	The Code of Conduct for employees and suppliers has been drawn up and adopted.	 <p>The goal has been achieved.</p>
By 2030, all our suppliers will have received the Code of Conduct and compliance will be verified with the 10 largest suppliers.	Ninety per cent of our suppliers were informed about the Code of Conduct in the reporting year. We have also identified the most important and highest-risk suppliers.	 <p>Not all suppliers have been verified yet, so the goal has not yet been achieved.</p>

# Circular economy

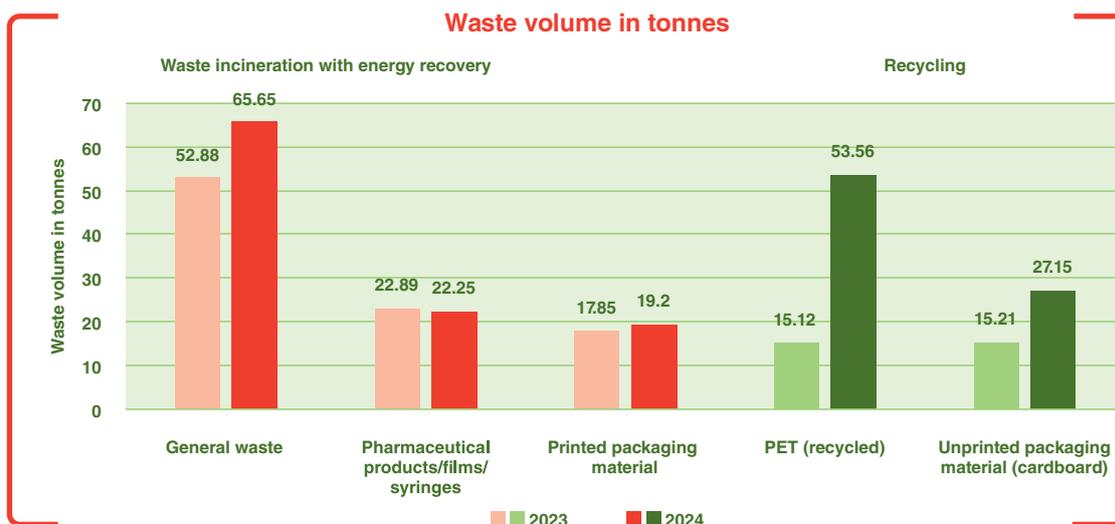
GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

The pharmaceutical industry is responsible for 300 million tonnes of plastic waste worldwide. However, the change-over to alternative packaging materials is complex, as the highly regulated pharmaceutical market sets high standards on packaging quality and safety. A more sustainable approach to packaging in the pharmaceutical industry is demanding but achievable. For this purpose, we are constantly investigating alternative materials and engaging in dialogue with our customers and suppliers.

Almost 188 tonnes of waste were generated in the reporting year, which amounts to 34% more than in the previous year.

The quantity of waste submitted for incineration increased by 14% from a total of 93.62 tonnes in 2023 to 107.1 tonnes. This breaks down to 61% general waste, 21% pharmaceutical products, films and syringes and 18% printed packaging material.

Almost 43% of our waste was able to be recycled. This is double the recycled waste compared to the previous year. One planned measure to enable printed paper-based packaging material to be submitted to the recycling process is the procurement of a shredder. This could increase the recycling proportion to 53.5%.



The increase in waste in the reporting year is attributable to the increase in sales with device assembly. The pre-assembled devices were delivered on PET plastic trays with plastic sheathing and on plastic pallets. While the PET trays could be 100% recycled, both the plastic sheathing and the pallets were submitted for incineration. We are currently establishing a recycling solution for the pallets, but we have not yet been able to find a solution for the plastic sheathing. We are in dialogue with our customers to explore alternative packaging options.

Further potential for optimisation was identified during employee training on sustainability. For example, the procurement of smaller rolls of film material may reduce unnecessary waste. These films often had to be disposed of after initial use due to their moisture-absorbing film. The employees also recommended more stable printing processes in order to reduce line waste and the reuse of bulk drums.



Strategic goals	Measures implemented	Progress of goal achievement
<p>We reduce the waste generated by Ivers-Lee by 10% per year (base year 2024).</p>		 <p>The volume of waste increased by 43% in the reporting year. At the same time, sales increased by only 12%. This means that waste has increased disproportionately.</p>
<p>We will increase the proportion of our waste that we submit for recycling to 42% by 2027 and 57% by 2030 (base year 2023: 37.56 tonnes; 28.6%).</p>		 <p>The recycling proportion increased to 42.93% in the reporting year. The main driver was the change in the product mix.</p>
<p>We support our customers in the introduction of electronic packaging inserts.</p>		 <p>Due to dependencies on the customer and regulatory specifications, no progress could be made in achieving this goal.</p>



# Product design

GRI 3-3

The product design of packaging is decisive for the reduction of plastic waste in the pharmaceutical industry. As a service provider, we primarily work according to customer specifications and thus have limited influence on material selection and design.

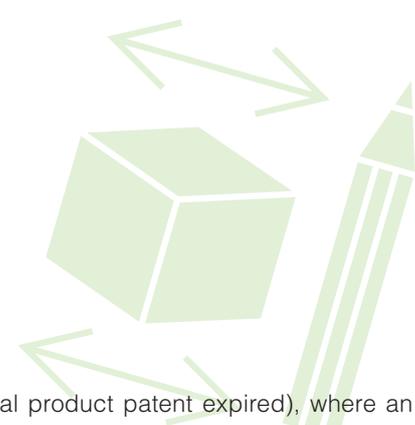
Nevertheless, we are planning studies in connection with mono-material blister packs. One major challenge here is the fact that our existing blister portfolio consists largely of aluminium/aluminium foil combinations, for which mono-material is unsuitable due to insufficient barrier properties and the resulting negative influence on product shelf life.

In addition, a large part of Ivers-Lee's blister portfolio consists of pharmaceutical products at the end of their life

cycle (pharmaceutical product patent expired), where an investment in a new packaging concept is no longer economically viable due to costly re-registration procedures.

One promising approach that Ivers-Lee is working on with its partners is the active blister, which could compensate for the potentially reduced barrier properties of monoblister by means of an active film. We are currently searching for financing partners for the realisation of a first development project in this field.

We are also planning an innovation workshop with key account customers to drive further innovative solutions forward.



Strategic goals	Measures implemented	Progress of goal achievement
By 2024, we will have developed the basic knowledge on recyclable blister materials.	We created a materials library in the reporting year.	 <p>We have not yet received the relevant information from all suppliers.</p>
We will have tested a mono-material packaging concept by 2027 and presented it to our customers.	Active blister project	 <p>A large proportion of the products are currently in aluminium/aluminium blister packs, which are not suitable for a mono-material concept.</p> <p>Active blister project still needs partners on the customer side for a first pilot project.</p>

# esg2go-Rating

We have been rating our sustainability performance with the help of esg2go since 2023. Based on the results, we identify areas posing potential for improvement or a need for action. Our achieved values (footprint and handprint

score) as well as the benchmark value compared to other companies in our sector can be found in the following table.

esg2go key area		esg2go rating score		Bench- mark	Change compared to previous year
		2023	2024		
Governance	Corporate management	71.43	78.7	60	↑
	Law and Compliance	69.63	90.06	60	↑
	Business and operational risk	87.01	87.68	60	↑
Environ- ment	Conformity with environmental sustain- ability	35.14	59.46	60	↑
	Energy and waste	71.09	74.93	60	↑
Social affairs	Workplace	63.50	63.35	60	↓
	Diversity and workforce dynamics	83.06	78.04	60	↓
	Education	30.00	31.00	60	↑
	Safety and health	71.61	68.57	60	↓
	Social contributions	76.77	77.26	60	↑

Compared to the previous year, Ivers-Lee was able to improve in the fields of governance and environment. There were slight decreases in the social affairs area, as our workforce grew in the reporting year, particularly in pro-

duction, where there are no home office opportunities, as well as due to a higher number of absence days (see the section on health and safety). We are constantly working to improve in all areas.



## List of abbreviations

BU	Occupational accident
CMO	Contract Manufacturing Organisation
CO <sub>2</sub>	Carbon dioxide
FTE	Full Time Equivalent
GMP	Good Manufacturing Practices
GRI	Global Reporting Initiative
kWh	Kilowatt hour
NBU	Non-occupational accident
SBTI	Science Based Targets Initiative
SDGs	Sustainable Development Goals
SUVA	Swiss National Accident Insurance Fund
GHG	Greenhouse gas emissions
UN	United Nations

# GRI Index

Ivers-Lee reports following the standards of the Global Reporting Initiative (GRI).

GRI disclosure	Information and references
<b>1. The organisation and its reporting practices</b>	
GRI 2-1   Organisational profile	Ivers-Lee AG is a stock corporation owned by the Schüpbach family with its headquarters in Burgdorf, Germany. Ivers-Lee AG operates in Switzerland and Germany.
GRI 2-2   Entities in the organisation's sustainability reporting	Ivers-Lee AG (IL-CSM Clinical Supplies Management GmbH is not included as its impact on the sustainability goals is low (negligible energy consumption and waste, < 5% of the total workforce)
GRI 2-3   Reporting period, reporting frequency and contact point	The reporting period comprises the entire calendar year from 1 January 2024 to 31 December 2024. This report will be published in September 2025. The contact person is Peter Schüpbach, CEO info@iverslee.com
GRI 2-4   Correction or restatement of information	This is the first sustainability report of Ivers-Lee AG.
GRI 2-5   External audit	Ivers-Lee has no guidelines for obtaining an external audit. The sustainability report and the data included are not externally audited.
<b>2. Activities and employees</b>	
GRI 2-6   Activities, value chain and other business relationships	Our value chain, p. 7 Note: - The organisation operates in the secondary economic sector (production). - The organisation is classified in accordance with the NOGA code [21] Manufacture of basic pharmaceutical products and pharmaceutical preparations.
GRI 2-7   Salaried employees	The total number of salaried employees is 151, of which 108 are female and 43 male. The total number of full-time equivalents (FTEs) is 145.60. In our esg2go rating in the area of Diversity and Workforce Dynamics, we achieve 59.46 points compared to other companies in our sector (benchmark = 60). All salaried employees are permanent employees. A total of 135 work full-time, of which 95 are female and 40 are male. 16 salaried employees work part-time, of which 13 are female and 3 are male. The number of employees who have left the company in the last 3 years is 53. The salaried employee figures are based on the reporting date as of 31 <sup>st</sup> December.
GRI 2-8   Employees who are not salaried employees	On average 10-15 FTEs per year. They are employed by a temporary office and mainly work in production.

3. Corporate management	
GRI 2-9   Management structure and composition	<p>Sustainability governance, p. 9</p> <p>Our Board of Directors consists of 5 people. Three members of the Board of Directors are independent of the family.</p> <p>The three independent members of the Board of Directors cover the following areas of expertise:</p> <ul style="list-style-type: none"> <li>- Finance and M&amp;A</li> <li>- Strategy process</li> <li>- Market expertise</li> </ul> <p>The number of female members of the Board of Directors is 0.</p>
GRI 2-10   Nomination and selection of the highest control body	Sustainability governance, p. 9
GRI 2-11   Chairman of the highest control body	Sustainability governance, p. 9
GRI 2-12   Role of the highest control body in the supervision of managing impacts	Sustainability governance, p. 9
GRI 2-13   Delegation of responsibility for managing impacts	Sustainability governance, p. 9
GRI 2-14   Role of the highest control body in sustainability reporting	Our sustainability strategy, p. 10
GRI 2-15   Conflicts of interest	Due to the size of the Ivers-Lee Group, conflicts of interest can be identified rapidly. No conflicts of interest were identified in the reporting year.
GRI 2-16   Communication of critical concerns	<p>Sustainability governance, p. 9</p> <p>There were no critical concerns in the reporting year.</p>
GRI 2-17   Collected knowledge of the highest control body	Sustainability governance, p. 9
GRI 2-18   Evaluation of the performance of the highest control body	There is no formal process for this.
GRI 2-19   Remuneration policy	In general, remuneration is a fixed component and is independent of the achievement of sustainability goals.
GRI 2-20   Procedure for determining the remuneration	<p>Sustainability governance, p. 16</p> <p>Remuneration is determined by the full Board of Directors. Shareholders are represented on the Board of Directors.</p>
GRI 2-21   Ratio of total annual remuneration	This is not disclosed for reasons of confidentiality.

<b>4. Strategy, guidelines and practices</b>	
GRI 2-22   Declaration of application of the sustainable development strategy	Foreword, p. 5 Our sustainability strategy, p. 10
GRI 2-23   Declaration of commitment to principles and procedures	Supplier management p. 16
GRI 2-24   Inclusion of the declarations of commitment to principles and procedures	Supply chain management, p. 16
2-25 Procedure for counteracting negative impacts	<p>With our sustainability strategy, we try to minimise negative impacts as far as possible. Should nevertheless people or the environment suffer negative impacts, Ivers-Lee strives to counteract and compensate them. Compensation is paid on an individual basis and depends on the type of impact.</p> <p>Since 2024, Ivers-Lee has established a reporting system that enables employees and external stakeholders to report concerns, legal violations or other information anonymously. Ivers-Lee uses the provider whistleblow, which complies with the specifications of the EU Whistleblower Directive and fully implements the German Whistleblower Protection Act. Ivers-Lee's stakeholders are not explicitly involved, as the system is provided by a third-party provider.</p>
GRI 2-26   Procedure for obtaining advice and reporting concerns	Persons wishing to report concerns within the context of our business activities can also use the channels mentioned in section 2-25.
GRI 2-27   Compliance with laws and regulations	There were no violations of laws and regulations in the reporting year.
GRI 2-28   Membership in associations and stakeholder groups	Ivers-Lee is a member of the following organisations:
<b>5. Stakeholder commitment</b>	
GRI 2-29   Approach to stakeholder involvement	Our stakeholders, p. 8
GRI 2-30   Collective employment agreements	100% of our employees in Switzerland are covered by the Swissmem GEA.
<b>GRI 3   Key topics</b>	
3-1 Procedure for determining key topics	Our sustainability strategy, p. 10
3-2 List of key topics	Our sustainability strategy, p. 10
3-3 Management of key topics	Section on key topics, p. 12-19

# Topic-specific GRI disclosures

We report the following topic-specific GRI disclosure recommendations for our key topics. Further information can be found in the sections on the respective topics.

Health and safety	
GRI 403-1   Management system for occupational health and safety	<p>There is a work instruction on the subject of occupational safety. The underlying specifications are:            OR (Swiss Code of Obligations) Art. 328.2            UVG (Swiss Accident Insurance Act) Art. 81            ArG (Swiss Employment Act) Art. 61            EKAS (Swiss Federal Coordination Commission for Occupational Safety) guidelines no. 6508 and corresponding legal regulations.</p> <p>All workplaces are covered</p>
GRI 403-2   Hazard identification, risk assessment and incident investigation	<p>Hazard identification/risk assessment with the corresponding SUVA checklists. Support from an external specialist with the involvement of the head of department. Incident clarification with definition of measures. Annual inspection and review of documentation by an external specialist. Tracking via a CAPA system. Product evaluation with regard to risks to employees. Specifications regarding PPE in work instructions.</p> <p>Accident investigations for work-related accidents are conducted in accordance with the SUVA protocol.</p>
GRI 403-3   Occupational health services	<p>The occupational health services at Ivers-Lee include trained company paramedics and a first-aid room with a defibrillator.</p>
GRI 403-4   Employee involvement, consultation and communication on occupational health and safety.	<p>The employee representatives are consulted accordingly. No separate employer-employee committees for occupational health and safety.</p>
GRI 403-5   Employee training sessions on occupational health and safety	<ul style="list-style-type: none"> <li>- SUVA module “Resources and Stress   Workshop for Executives”</li> <li>- Training on vital rules (LwR) in the Logistics and Technical Services department (mechanics)</li> </ul>
GRI 403-8   Employees covered by an occupational health and safety management system	<p>100% of our employees are covered by our occupational health and safety management system.</p>

## Topic-specific GRI disclosures

GRI 403-9   Work-related injuries	<p>Health and safety, p. 12</p> <p>We determine work-related hazards using SUVA checklists and have been able to identify the following hazards for injuries with serious consequences.</p> <p>1. Working in the warehouse, in particular working alone Measures: Regular mutual checks are carried out to ensure that everything is in order. An indication of potential accidents could also be result from materials not provided, which would be noticed by the employees. Logistics employees are periodically instructed on the vital rules of SUVA. The storage racks are checked periodically and repaired if necessary.</p> <p>2. Working in a modified atmosphere. Measures: Employees wear oxygen measuring devices to minimise potential risks.</p>
GRI 403-10   Work-related illnesses	Not known due to medical confidentiality
<b>Climate and energy</b>	
GRI 302-1   Energy consumption within the organisation	<p>Climate and energy, p. 14</p> <p>Based on our fuel costs, our fuel consumption was estimated at approx. 3,056,880 MJ by means of esg2go. Our costs are 12% lower than in the previous year. The fuel types used are 100% diesel and are therefore 0 % renewable.</p> <p>Our electricity consumption in 2024 is 2,208,031 kWh. This comes from 100% renewable sources. Electricity consumption dropped by 2.7% compared to 2023 (2,268,864 kWh).</p> <p>Cooling energy consumption is estimated at approx. 50%. Ivers-Lee has no thermal energy or steam consumption.</p>
GRI 305-1   Direct GHG emissions (Scope 1)	<p>Climate and energy, p. 14</p> <p>Based on the esg2go calculation, our Scope 1 emissions in the 2024 reporting year were: 126.68 tCO<sub>2</sub></p>
GRI 305-2   Indirect energy-related GHG emissions (Scope 2)	<p>Climate and energy, p. 14</p> <p>Based on the esg2go calculation, our Scope 2 emissions in the 2024 reporting year were: 36.01 tCO<sub>2</sub></p>
GRI 305-3   Other indirect GHG emissions (Scope 3)	<p>Climate and energy, p. 14</p> <p>Based on the esg2go calculation, our Scope 3 emissions in the 2024 reporting year were: 270.63tCO<sub>2</sub></p>
GRI 305-5   Reduction of greenhouse gas emissions	<p>Climate and energy, p. 14</p> <p>We were able to reduce our CO<sub>2</sub> emissions by 568.44 tonnes in the reporting year.</p>
<b>Circular economy</b>	
GRI 306-1   Amount of waste generated and significant waste-related impacts	Circular economy, p. 17
GRI 306-2   Management of significant waste-related impacts	Circular economy, p. 17

## Topic-specific GRI disclosures

GRI 306-3   Waste generated	<p>Circular economy, p. 17</p> <p>Our waste volume amounts to 188 tonnes.</p> <p>The following list breaks this down according to the composition of the waste:</p> <ul style="list-style-type: none"> <li>- Pharmaceutical products/films/syringes 22.25 tonnes</li> <li>- Recycled cardboard 27.15 tonnes</li> <li>- General waste 65.65 tonnes</li> <li>- Recycled PET containers 53.56 tonnes</li> <li>- Printed packaging material (incinerated) 19.2 tonnes</li> </ul> <p>Ivers-Lee has no hazardous waste.</p>
GRI 306-4   Waste diverted from disposal	<p>Circular economy, p. 17</p> <p>A total of 80.71 tonnes of our waste was diverted from disposal and recycled by a recycling company outside the site:</p> <ul style="list-style-type: none"> <li>- Recycled cardboard 27.15 tonnes</li> <li>- Recycled PET containers 53.56 tonnes</li> </ul>
GRI 306-5   Waste submitted for disposal	<p>Circular economy, p. 17</p> <p>A total of 108.1 tonnes of waste was disposed of and submitted for incineration (with energy recovery) outside our site:</p> <ul style="list-style-type: none"> <li>- General waste 65.65 tonnes</li> <li>- Pharmaceutical products/films/syringes 22.89 tonnes</li> <li>- Printed packaging material (incinerated) 19.2 tonnes</li> </ul>
<b>Supply chain management</b>	
GRI 308-1   New suppliers that have been checked on the basis of environmental criteria	100% of the packaging suppliers were assessed.
GRI 308-2   Negative environmental impacts in the supply chain and measures taken	No negative environmental impacts were identified.
GRI 407-1   Freedom of association and collective bargaining	We were unable to identify any operating facilities or suppliers where employees' rights to freedom of association and collective bargaining are restricted.
GRI 408-1   Child labour	Supplier management, p. 16
GRI 409-1   Forced or compulsory labour	We have no operating facilities or suppliers with a significant risk of forced or compulsory labour.
GRI 414-1   New suppliers that have been checked on the basis of social criteria	100% of the packaging suppliers were assessed.
GRI 414-2   Negative social impacts in the supply chain and measures taken	No social impacts were identified in the supply chain.