



Corporate Social Responsibility Report

SUSTAINABILITY REPORT 2024 / 25



Dear reader,

Sustainability is a broad term. As a family-owned company operating in the transport and logistics sector with a wide range of industries, both nationally and internationally, on road and rail and at 19 locations with almost 30 logistics centres, a focus on a sustainable strategy is essential for us. The diversity of social, political and regional environments at our various locations and in the different industries we serve makes our day-to-day work exciting and challenging. Our extensive business reach also brings with it a responsibility for social structures, political and societal developments, and the environment. In line with our credo, 'We don't think in quarters, we plan in generations,' we therefore embrace challenges, think ahead to the day after tomorrow, and take conscious steps towards a sustainable future through our commitment. Every day, we work on meaningful measures and ambitious goals to make our world a better place for future generations.

In this report, we comment on current issues and analyses that have been deliberately carried out, and focus on specific areas of sustainability that we can influence. We present goals, opportunities and effective measures with which we are making our contribution as a family-owned company.

P. Galliker *R. Galliker* *E. Studer*
Peter Galliker Rolf Galliker Esther Studer

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To improve readability, we have refrained from using masculine, feminine and diverse language forms (m/f/d) simultaneously. All references to persons refer to all genders.

**CREATING
GREAT IDEAS
TOGETHER**



Galliker Transport AG

Family business

Galliker Transport AG has been growing since 1918 – supported by strong employees, clear vision and lived values. The small haulage company in Hofstatt has become an international logistics company headquartered in Altshofen.

Galliker Transport AG is still 100% family-owned. Our financial independence allows us to invest in our future as a traditional company – now under the management of the third and fourth Galliker generations. Building on the knowledge and experience of our long-standing employees, we focus on young talent and the transfer of know-how and skills. In addition to our employees, we also attach great importance to our corporate and structural values: in our warehouses, at our offices and in the maintenance of our vehicle fleet, cleanliness and order are more than just a requirement. Order leads to structured action and creates trust, predictability and thus also safety. Investments in the care and maintenance of our infrastructure and vehicle fleet pay off and mean true sustainability.

Agile action with clear goals

As a family-owned company, our decision-making processes are short, enabling us to act quickly and thoughtfully and to form genuine partnerships on an equal footing. Our customers value the open dialogue, innovative spirit and commitment to sustainable solutions in a changing market.

Logistics with vision

We promote young talent, build on experience and focus on cooperation. With our guiding principle of ‘Taking logistics further’, we create a working environment that opens up new perspectives – with dedicated teams, modern infrastructure and a commitment to responsibility.



Galliker is known for

- ✓ Market- and customer-oriented services
- ✓ Respect for the environment
- ✓ Creating added value for our customers
- ✓ Motivated, qualified employees
- ✓ Quality at the highest level

3'500

employees in total

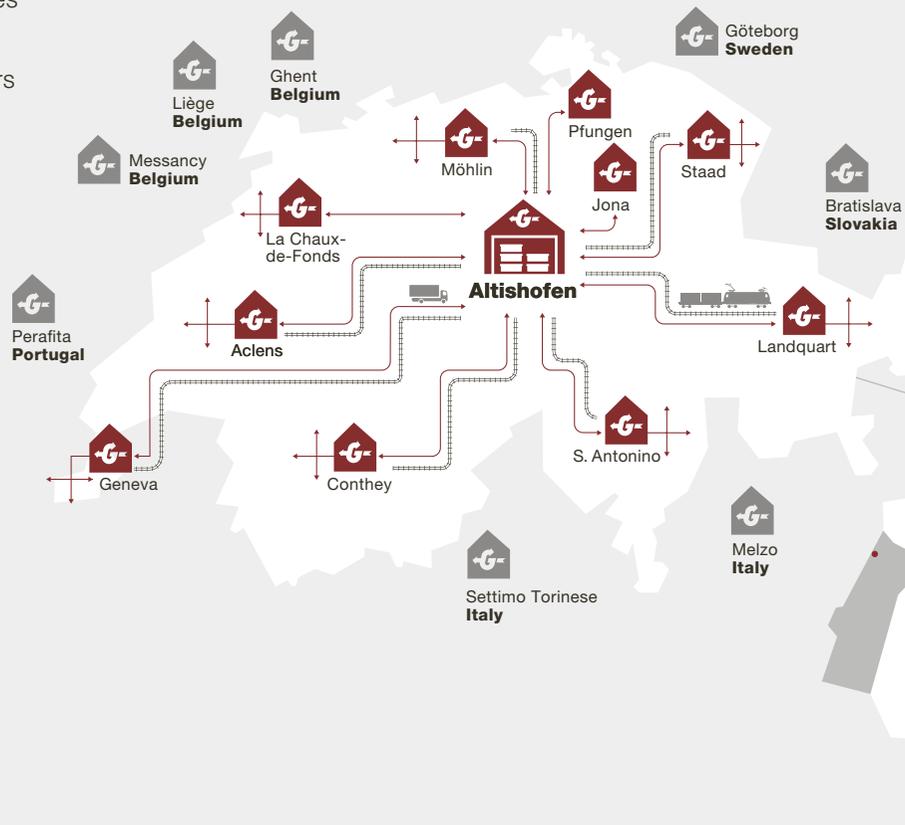


of which in Switzerland

3'000

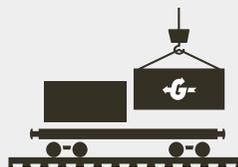
19 branches

in 6 countries



1'383

trucks



40-50

railcars per day

632'000 m²

of storage space

18'000

covered parking spaces for customer vehicles in the Car Logistics area



20'430 MWh

of electricity generated per year. This is enough to meet the electricity needs of 3'500 households.

Services

Many years of experience in transport and logistics in various industries, partnership-based relationships with customers and innovative thinking have resulted in the development of a wide range of services over the past few years. Constant adaptation to rapidly changing economic and social conditions forms the basis of our development: all services should be tailored to the current market situation as closely as possible and, at the same time, be implemented in a way that makes sense in the long term.

Versatile industry solutions

Quality, sustainability and innovation are our top priorities in developing our range of services. We work closely with our customers to develop new concepts that open up exciting opportunities. The different starting points of various industries and stakeholders present constant challenges – challenges that can only be overcome through the targeted deployment of skilled experts and state-of-the-art technology. Partially and fully automated logistics processes also enable a high level of efficiency in process execution.

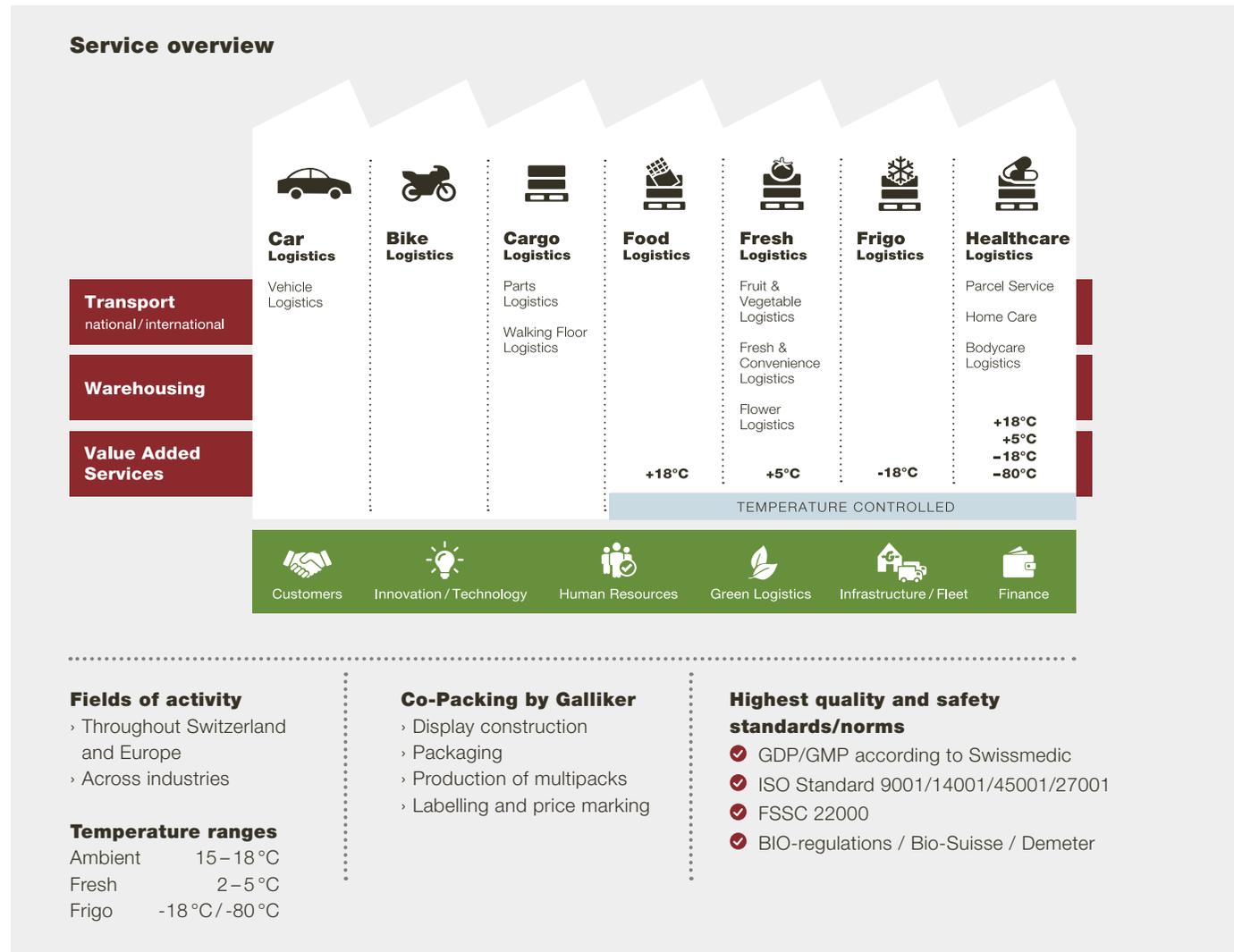


**Temperature-controlled logistics:
Food, Fresh, Frigo**

We successfully use our national and international branch network for the logistics of foodstuffs in various temperature zones. The closed cold chains cover the entire process from the takeover of sensitive goods from production, through storage and handling, to final delivery. Customer-oriented additional services in the area of customising/packaging round off our comprehensive range.

Cargo Logistics

Our own Galliker branch network enables a smooth, 24-hour collection and delivery service for transport goods throughout Switzerland. Picked up today, transported overnight by rail between the individual branches, delivered tomorrow on time to the desired destination. Our friendly, experienced employees deliver a wide range of shipments to the right place on time, whether in a remote Alpine valley or in the bustling city centre. Professional warehousing and specific value-added services round off our wide range of services.



Car Logistics

With a modern fleet, we enable reliable and punctual deliveries of passenger cars and commercial vehicles. Before the vehicles are delivered to car dealers, many of them make a stopover at our premises – either for temporary storage or, if necessary, for stock maintenance and preparation work to keep the vehicles in top condition and deliver them ‘ready to go’ directly to the showroom or to customers.

Bike Logistics

Under the Galliker Bike Logistics brand, we offer our customers a comprehensive all-round service: from transport and storage to workshop repairs on motorcycles from a wide range of manufacturers.

Healthcare Logistics

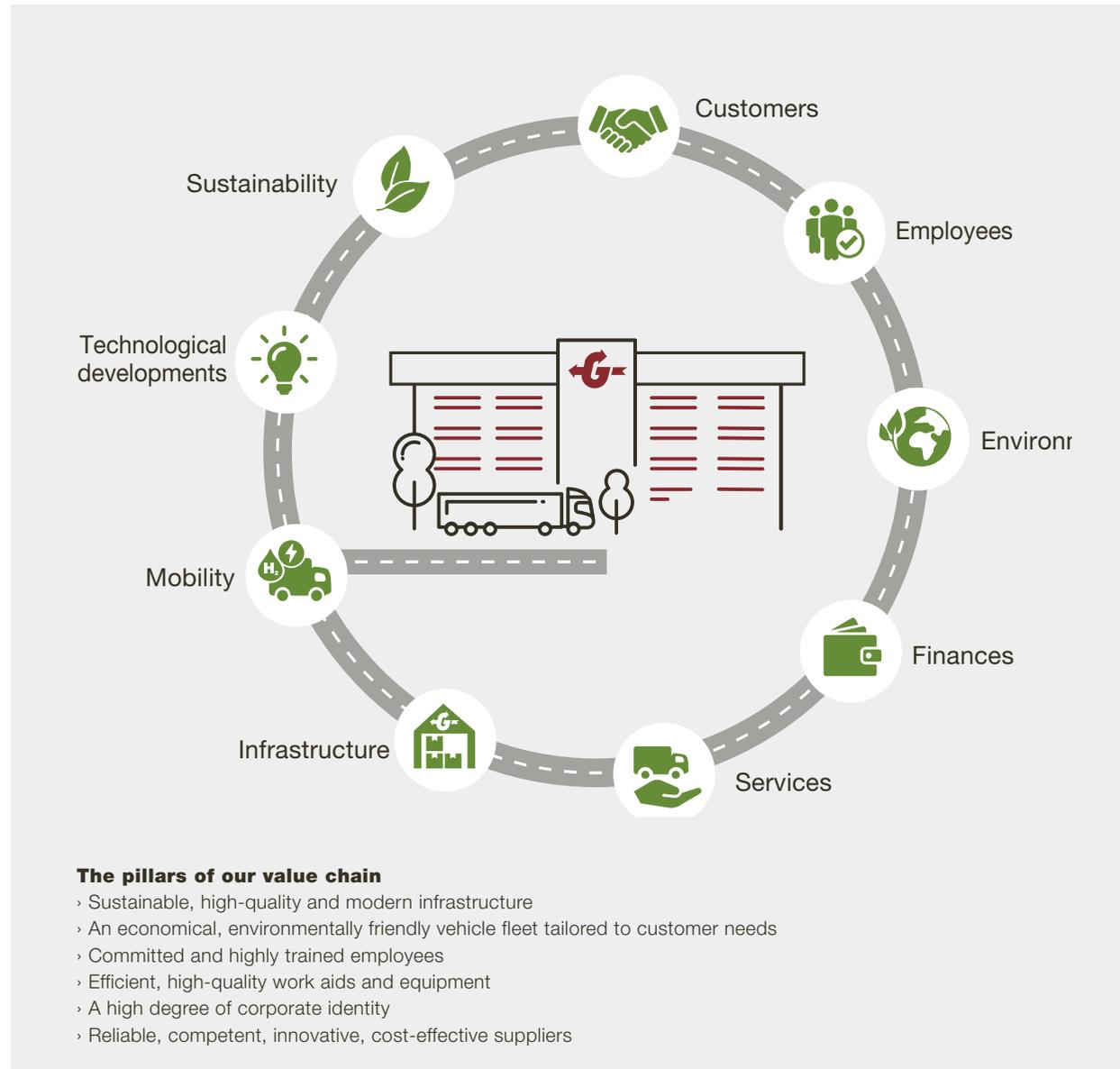
The transport, storage and picking of medicines, medical and pharmaceutical products and medical devices place the highest demands on safety, reliability and quality. Qualified employees, state-of-the-art logistics facilities and vehicles, combined with intelligent IT systems, form the basis for logistics solutions tailored to individual customer requirements in accordance with GDP/GMP guidelines, especially for the handling of pharmaceutical products.



Value chain

In over 100 years, we have grown from a small haulage company to an international logistics provider. Clearly structured processes are therefore essential to keep our own value chain efficient as the company grows and to integrate ourselves profitably as a service provider into our customers' value chains.

Despite ongoing growth, globalisation and pressure to innovate, we remain true to our core values: committed employees, top-notch infrastructure, a modern fleet and sustainable, innovative transport and logistics solutions form the cornerstones of our value chain and thus our success. Our goal is to be perceived as a trustworthy and reliable partner for customers, employees, authorities and society. We want to add value not only within our own company, but also as part of a larger system and as a pillar in our customers' value chains.



Corporate strategy / Roadmap

With a clear corporate strategy, strong values and a focus on long-term partnerships and customer and supplier relationships, we work towards clear goals in various areas of the company.

We maintain and profitably expand our partnerships with our customers through reliable transport and logistics services. We quickly identify and evaluate opportunities in order to implement suitable innovations and strive to collaborate with start-ups and universities. Our activities and projects are always designed to offer added value for all parties involved and impress with their high level of effectiveness and reliability.

We attach great importance to a positive corporate culture and motivated employees. Involving our employees and maintaining close contact with our customers generates ideas and suggestions for improvement. The Galliker Roadmap also serves as a compass for mastering future challenges and operating successfully on the basis of our values and principles.



We strive for proactive communication and on-going evaluation of services with our **customers**, as well as rapid action in the event of discrepancies or changes. For maximum customer satisfaction and long-term customer loyalty.



We encourage clear, fair and respectful interaction among **employees** at all levels. Close, proactive cooperation within and between teams is the basis for our shared success. We also invest in promoting diversity, implementing and continuously developing training and development programmes, and strive to achieve a healthy balance in working conditions.



In our **environment**, we actively respond to changes in the global economy and current events, monitor political developments, assess trends and act quickly and agilely. Regulations and government requirements should be critically examined, and we advocate for changes when necessary and appropriate.



In the area of **finance**, the focus is on cost optimisation through increased support for controlling. BI-supported data models and key performance indicators are continuously developed and established.



Our range of **services** is constantly being developed in line with trends and customer requirements. Existing processes are optimised to achieve a positive effect on efficiency and sustainability.



Infrastructure and vehicles are constantly being adapted to new possibilities relating to alternative energy sources and optimised energy use. We closely monitor technological developments and invest in line with our business needs.



We promote **technological development** by implementing user-friendly and forward-looking systems. This ensures stable and reliable infrastructures and the best possible safety standards.



We continuously work towards ambitious **sustainability** goals – our proactive approach and forward thinking make us a pioneer in the industry.

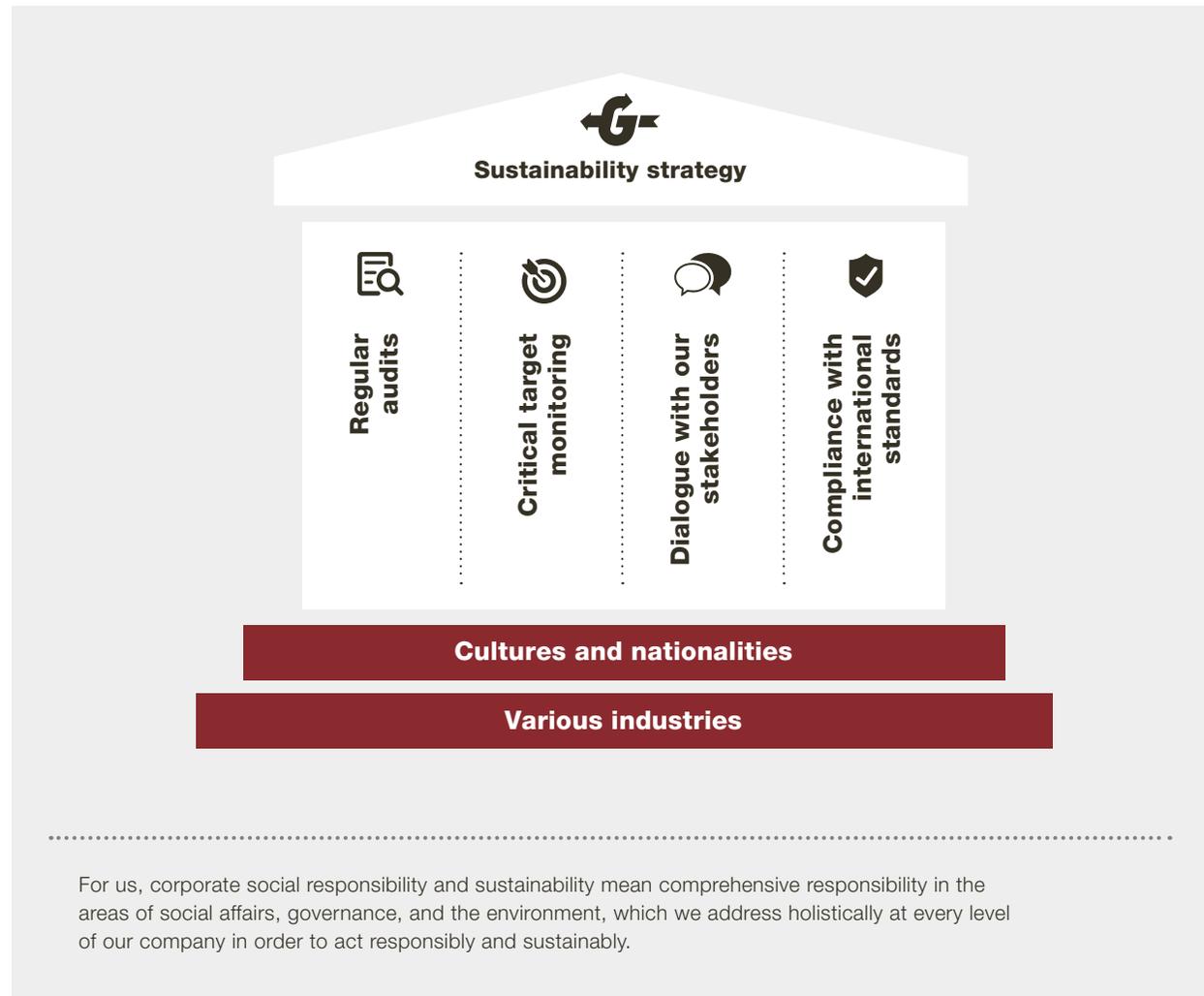


Sustainability report

Sustainability strategy

Thanks to our cross-sector, cross-border, and cross-cultural activities, we bear not only local but also far-reaching responsibility. We fulfill this responsibility in various areas—in corporate management as well as in social and environmental matters, we strive every day to identify changes and trends and respond to them with sensible measures based on realistic risk assessments.

To ensure this, sustainability is embedded in various areas of our company and responsibilities are clearly structured. Regular audits, critical evaluations of our measures, ongoing analysis of the carbon footprint of our various divisions, lively and regular dialogue with our stakeholders, and adherence to internationally applicable standards characterize our commitment to sustainability.



UN sustainability

With its 17 Sustainable Development Goals, the United Nations presents a global plan to promote sustainable peace and prosperity and protect our planet as part of its 2030 Agenda.

These goals serve as a basis for us to plan our own commitments in line with our business activities and the social and political environment, to take appropriate measures, and to define our individual goals.

In this way, we ensure that socially, politically, and environmentally relevant issues are consistently covered. Due to our business areas and the resulting spheres of influence of our company, certain focus areas arise to which we give primary consideration. We do this in the knowledge that our measures in the prioritized areas can have a relatively greater leverage effect.



Commitment to ESG principles

In order to summarize the relevant aspects of sustainability in a meaningful way, we work according to the ESG principle. ESG stands for the areas of environment, social responsibility, and responsible corporate governance. In combination with the UN Sustainable Development Goals, this results in the following focus areas, which primarily influence our objectives and action plans.



Our business activities are guided by the principles of the United Nations Global Compact and contribute to its sustainability goals.



Governance

Comprehensive sustainability management requires the consolidation of all levels of sustainability and the interests of the stakeholders involved at a central point within the company so that meaningful, risk-conscious decisions can be made and measures initiated based on the “big picture.”

- › Clear responsibilities for sustainability areas within the corporate structure
- › Conscious handling of risks
- › Prevention of corruption, bribery and money laundering
- › Clarification of conflicts of interest
- › No anti-competitive behaviour
- › Maintenance of customer and supplier relationships
- › Data security
- › Compliance with tax and other economic obligations



- › Reducing CO₂ emissions
- › Sensible waste management and recycling
- › Promoting product and service innovation
- › Raising environmental awareness internally and externally



- › Promoting employee engagement
- › Diversity and gender equality
- › Commitment to the community
- › Ensuring the health and safety of our employees
- › Respecting human and labour rights



Environment

Consideration for the environment and the conservation of our natural resources and nature as a whole is a matter of course for us in our everyday business.



Social

Motivated, satisfied employees and a safe, secure working environment are our top priorities. We open doors to training and further education, thereby ensuring a strong foundation on which to build our business activities.

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



Governance

“The trick is to meet the needs of all stakeholders to a degree that ensures the company's long-term success. This requires a clear strategy and clearly assigned responsibilities within the company – only then can we think big and still pay attention to the smallest details.”

Rolf Galliker, Chairman and COO

We take responsibility

Our extensive international structures require a clear organization of responsibilities in order to equally meet all the demands of our stakeholders, including employees, customers, partners, politicians, and society.

Management

At the management level, it is ensured that all issues are correctly assigned within the company as a whole and weighted in accordance with the overall strategy.

Sustainability management

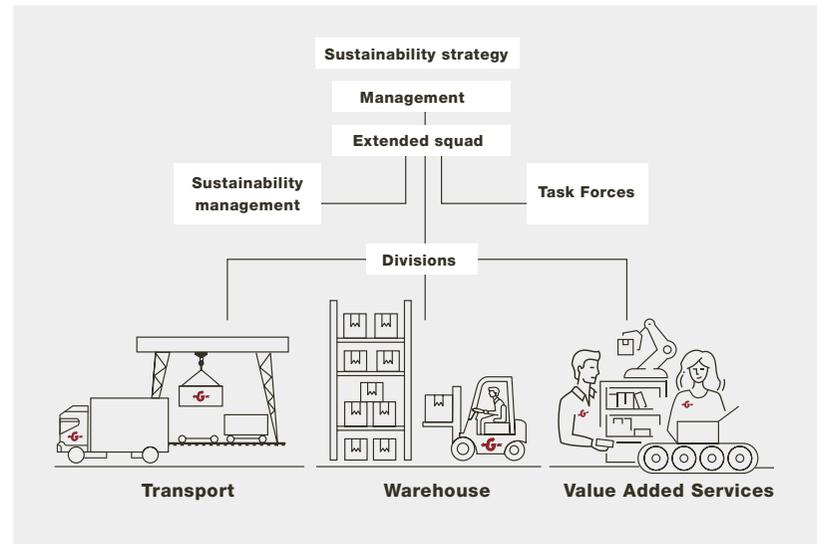
Sustainability management is responsible for implementing the measures defined in the sustainability strategy. It is also responsible for reporting results, changes in circumstances, risks, and opportunities to the Executive Board.

Task Force

Working closely with sustainability management, the task forces operate independently in their specialist areas so that they can focus on specific priorities.

Divisions

In all service areas and at all locations, goals and measures are communicated using a top-down approach. Implementation in line with the ESG structure and reporting on the local situation are carried out using a bottom-up approach – this promotes a balance between holistic corporate thinking and individual, market- and service-dependent local circumstances.



Recognition for corporate responsibility

At the beginning of October 2024, our company owners Peter Galliker, Rolf Galliker, and Esther Studer-Galliker received a special honor: they were presented with the prestigious “EY Entrepreneur Of The Year Switzerland 2024” award in the “Family Business” category. This award not only recognizes the visionary leadership of Galliker, but also the significant and outstanding achievements of our employees.



Quality management

Our quality management system ensures compliance with specified external and internal standards and guidelines. Specific processes, audits and training contribute to this assurance. The principles of quality assurance, product safety and occupational safety are therefore fundamental to our working methods and are reflected in the certifications that we continuously renew and expand.



External audits and inspections

In line with our commitment to comply with generally accepted standards and norms, we undergo regular audits to obtain various certifications and approvals (see page 20).

Auditing of partners and suppliers

To ensure compliance with our own guidelines throughout the entire value chain, we conduct regular audits of our partners and suppliers. This includes checking compliance with our Supplier Code of Conduct.

Training and education

Our employees are trained by internal and external bodies to comply with standards relating to safety, conduct, fair and equitable mutual treatment and general compliance with the Code of Conduct. Regular e-learning modules and targeted internal and external training courses ensure that this level of knowledge is maintained and kept up to date.

Whistleblower reporting

If violations of rules and guidelines are identified, these incidents can be reported to the company via various known and anonymous channels.

Risk management

Galliker sets new standards for the protection of sensitive data with a certified information security management system (ISMS) in accordance with ISO/IEC 27001. We strengthen the trust of our customers and partners through clear processes, high security standards and a strong sense of responsibility.

Setting standards in information security

Information is valuable and must be optimally protected against threats. Increasing requirements from legislators and the market demand a high level of responsibility and due diligence from companies towards all stakeholders in the area of information security. Galliker is aware of this responsibility and has established an information security management system (ISMS) as a foundation, which has been certified according to ISO/IEC 27001 and is being further developed. We focus on all information that is processed in our company. This enables us to minimise risks and ensure the confidentiality, integrity and availability of information. We also strengthen the trust of our customers and partners with a high level of information security.

Certification as proof of sustainable quality

Customers and partners already benefit from our ISO 9001 (quality), 14001 (environment) and 45001 (health and safety) certifications, as well as other certifications and approvals in the food and healthcare sectors. With ‘Green Logistics by Galliker’ and numerous sustainability labels, we also emphasise our commitment to sustainable practices. The introduction of an ISMS at Galliker is therefore an important and appropriate addition to our long-established management systems.

An ISMS in accordance with ISO/IEC 27001

ISO/IEC 27001 is the gold standard for establishing an ISMS. The standard is widely used and respected around the world. It enables companies and organisations to systematically strengthen their information security.

The holistic approach for maximum information security

The information security management system is our plan that focuses on the security of company information. It encompasses employees, processes and systems. By

adhering to good security practices and through the vigilance of each individual, we work together to create a secure and trustworthy working environment.

Advantages of our ISMS

With ISO/IEC 27001 certification, we confirm our commitment to sustainable quality:

- › Certified management system (ISO/IEC 27001)
- › Protection of confidentiality, integrity and availability
- › Protection of sensitive data
- › Compliance
- › Identification, assessment and minimisation of security risks
- › Early detection and prevention of threats
- › Business continuity
- › Increased trust from customers, partners and stakeholders

The protection goals of information security

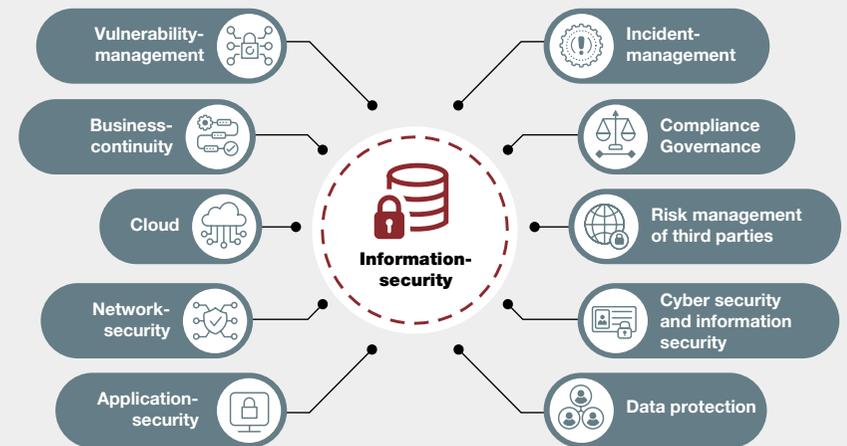


Integrity: The information is reliable and cannot be manipulated.

Confidentiality: Only authorised persons have access to the information.

Availability: Information is available at the desired times.

ISMS according to ISO/IEC 27001



Certificates

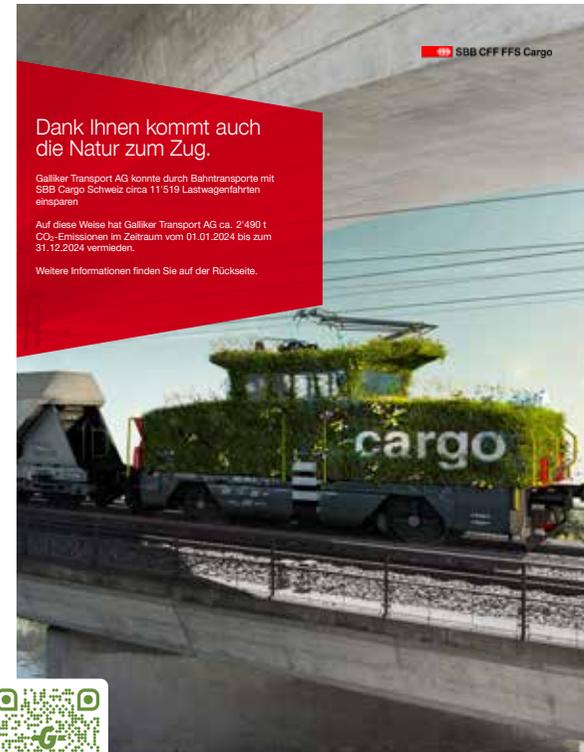
We place great value on systematic progress and verifiable results in all areas.

We operate a proactive environmental management system to ensure that we treat the environment with care. In addition to our most important resource, our motivated and qualified employees and managers, we rely on globally recognised standards and competent partners to implement our environmental goals.

Certificates

- › ISO 9001 Quality Management System
- › ISO 14001 Environmental Management System
- › ISO 45001 Management system for occupational health and safety

- › ISO/IEC 27001 Information security management
- › Tisax: Information Security Management System Standard
- › FSSC 22000 Food Safety
- › BIO-regulations / Bio-Suisse / Demeter
- › Swissmedic GDP/GMP authorisations
- › Sedex Ethical Base Code/ SMETA Declaration
- › Ecovadis sustainability rating
- › Carbon Disclosure Project (CDP)
- › NQC Supplier Assurance
- › CO₂-certificate from EnAW (Energy Agency for Industry)
- › Science Based Targets Initiative (SBTi)
- › Wood label FSC/HSH/PEFC
- › Air freight / Regulated Agent
- › ISO 14023: Galliker Green Compass CO₂ monitoring



Certificates



Swiss Energy Award – Watt d'Or

At Galliker, sustainability is not just a promise, but a reality – it always has been, and with a growing spirit of innovation. The Watt d'Or 2025 award recognises a pioneering project and confirms once again that green logistics is not a vision, but our path to the future.

Sustainability has been firmly anchored in Galliker's corporate strategy since the company was founded. This core value was further strengthened in 2020 with the launch of the 'Green Logistics by Galliker' strategy. The company is delighted and proud to have received a special award: the prestigious Watt d'Or 2025. CEO Peter Galliker:

‘Winning the Watt d'Or award is confirmation of our commitment to making the logistics industry sustainable. It shows that innovation and responsibility can go hand in hand. It proves that sustainable logistics is not only possible, but also viable for the future.’

One of the most impressive examples of Galliker's innovative strength is the underground power tunnel at its headquarters in

Altshofen (LU). The pioneering project, which was awarded the Watt d'Or 2025, provides space for power lines that supply 28 charging stations with a capacity of up to 200 kW. Thomas Müller, Head of Infrastructure Services, explains: ‘With the power tunnel, we are creating an infrastructure that enables electric trucks to be efficiently integrated into logistics operations. At the same time, the above-ground infrastructure remains untouched and protected – a decisive step towards CO2 neutrality.’



to the E-Power Tunnel video





Social

‘At Galliker, we take responsibility for our employees. We ensure that fair working conditions prevail in all our national and international branches and that codes of conduct and values are actively observed and lived by.’

Esther Studer-Galliker,
Finance & Board of Directors

Focus on people

A safe working environment and a supportive, ethical workplace are the foundation for mutual success – we take responsibility for providing our employees with such an environment through a range of measures.

At Galliker, people are at the heart of everything we do. Our success is based on the daily commitment and passion of our employees. That is why we create a safe, healthy and supportive working environment in which initiative is encouraged and rewarded. Training, individual development and long-term cooperation are central to us. Respect and fairness characterise our interactions – both internally and externally. There is no place for undesirable behaviour at our company. We live our values in our everyday work,



anchor them in our code of conduct and review them in our supply chain. Certifications such as Sedex Global and Ecovadis underscore our commitment to fair working conditions.

Code of Conduct

Our Code of Conduct is based on applicable law and recommendations from associations, the UN, the OECD and other organisations. All employees undertake to comply with it upon joining the company. We also ensure this throughout the entire value chain via the Supplier Code of Conduct. Violations can be reported anonymously via the internal whistleblower system.



The Code of Conduct covers the following areas

- › Compliance with laws and regulations
- › Free and fair competition
- › Bribery and corruption
- › Conflicts of interest
- › Safe and fair working conditions
- › Human rights
- › Forced labour, child labour and human trafficking
- › Discrimination
- › Safety and health
- › Protection of information, data and assets
- › Environment
- › Response to violations (whistleblowers)



Further details on the areas covered are available in the Code of Conduct via the link opposite.



ecovadis

www.sedexglobal.com
www.ecovadis.com.

Our values

We are an innovative, attractive and forward-thinking employer. Our working environment is enjoyable, supportive and positively inspiring. We want to achieve extraordinary goals together with ease and enthusiasm, create added value for all partners involved, and work together mindfully and consciously to make a big difference in all areas.

familiar – We ...

- ... are all on first-name terms
- ... treat each other with respect – with warmth, support and helpfulness
- ... have an open-door policy at all levels
- ... treat everyone else as we would like to be treated ourselves

remarkable – We ...

- ... are down-to-earth, straightforward and fair
- ... are unique, original and exceptional
- ... are uncomplicated, pragmatic, straightforward and reliable
- ... are organised, clean and well-groomed

conscious – We ...

- ... think holistically, consciously and in a balanced way
- ... strive for a better quality of life for everyone
- ... see ourselves as part of the ‘big picture’

sustainable – We ...

- ... plan and think in terms of generations
- ... deliver added value for our customers
- ... think about an intact world for tomorrow
- ... invest in new clean technologies and processes for the future

future-oriented – We ...

- ... are refreshing, progressive and courageous
- ... take new and unusual paths
- ... enjoy new things
- ... anticipate expectations and think ahead



Diversity and inclusion

Galliker attaches great importance to attracting and promoting talented employees. We are committed to unrestricted openness towards all nationalities and cultures.

Around 48 nationalities are represented among our employees – a wide range of languages are used in public and internal communication channels, and local and international activities for teams and departments, supported by the new employee platform Glix, promote cultural exchange. The workforce is made up of 17% women and 83% men. Around 8% of our driving staff are women. The gender distribution is due to the fact that most of our areas of activity are traditional male professions. We strive to make our professions attractive to women in particular. The proportion of women on the Board of Directors is 20%, and 40% in the Executive Board.

Employee retention and knowledge transfer

We consider employee retention to be key to Galliker's long-term and sustainable development, as it allows us to retain knowledge and expertise within the company. We achieve this through strong leadership, individual career paths and further training. The success of these measures is reflected in

the fact that we have a large number of long-serving employees. More than a third of all employees have been with the company for over 10 years, and one in seven for over 20 years. The turnover rate rose by two percentage points compared with 2023 and stood at 12.77% in 2024.

Cultural backgrounds as a factor for success

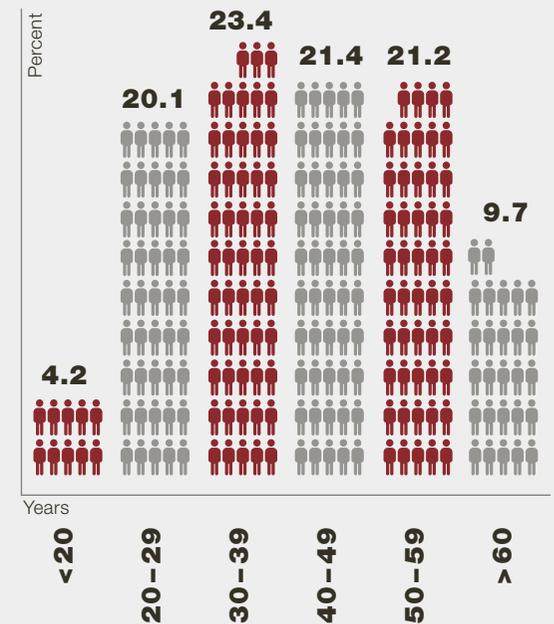
We see the diversity of our employees as a key factor in our success. Their different backgrounds, views and experiences help us to generate new ideas, make balanced decisions and understand our customers' needs as well as possible.

Inclusion of people with disabilities

We want to fulfil our social responsibility as an employer and offer people with disabilities entry into the primary labour market wherever possible. To this end, we work closely with specialised institutions such as the Brändi Foundation and the IV (Swiss Disability Insurance). We offer free language courses to foreign-language employees, both in person and with the help of a language learning app.

Our age structure

The age structure of our workforce is balanced. One in five employees is under 30, which speaks for our consistent commitment to promoting young talent.



Employer attractiveness

Dialogue with employees

Regular communication with our employees at all levels is an integral part of our corporate culture. We use formal channels such as regular meetings for drivers, our MARE suggestion scheme, the Glix employee platform and regular employee appraisals. We also try to make time for informal conversations with employees.

Remuneration

We comply with the applicable national legislation in all countries. Remuneration is based on local standards; regulations and applicable minimum standards are met or exceeded. 90% of employees are paid a monthly salary. Unskilled employees in their first three years of service and temporary staff are paid hourly wages. Internal and external audits ensure that any unexplained differences in pay between men and women are identified and that measures can be taken if necessary.

Health and safety

We are responsible for the health and safety of all our employees and do everything in our power to ensure this. We implement various measures to promote a safe and healthy working environment for all employees.

The absence rate has fallen over the past four years and currently stands at 4.6% (2023: 4.3%, 2022: 5.14%; 2021: 4.91%). According to comparative figures from the FSO (Federal Statistical Office), we are below the Swiss average and slightly above the industry average. Our absence rate includes all absences (in particular those lasting longer than six months) and thus provides a more detailed picture of the actual situation than the comparative figures from the FSO.

'GoSafe' safety concept

By prioritising and complying with safety requirements in planning and operations, we ensure that our working environment meets the applicable health and safety requirements. We comply with the guidelines of Suva (Swiss Accident Insurance Fund) and other relevant safety regulations in the respective countries, in particular with regard to hazardous goods, foodstuffs and pharmaceutical products, as well as the relevant national and international

laws, norms and standards. With GoSafe, our ISO 45001-certified accident prevention concept, we have been able to reduce the number of accidents per 1'000 employees in recent years.

The goal for the coming years is to further reduce workplace accidents to fewer than 80 incidents per 1'000 employees. In 2025, accident prevention will focus particularly on our apprentices. Specific measures are being implemented to promote their safety in a targeted manner and ensure a safe training period.



Company paramedic

A key component of this 'GoSafe' concept is the training and further education of specially trained employees in occupational first aid, whose task is to provide professional first aid and stabilise injured persons in an emergency. At the Altishofen site alone, more than 60 company first aiders are on duty to provide first aid and, if necessary, ensure smooth coordination of the emergency services. As part of the 'GoSafe by Galliker' campaign, they work together with KOPAS (occupational safety contact persons) to take responsibility for preventive measures to avoid accidents in the workplace. Thanks to their specific knowledge and skills, they can respond quickly and efficiently in medical emergencies, thereby making a significant contribution to the safety and well-being of employees.

Prevention and reintegration

In order to promote health and safety in a targeted and systematic manner, we created a new position in occupational health management in autumn 2024. This specialist unit is responsible for coordinating, planning and implementing effective health promotion and prevention measures in close cooperation with internal and external individuals and specialist units. Our employees receive targeted support and assistance from internal or external case management in the event of absence due to illness or accident. This enables us to lay the foundations

for a successful and sustainable return to work at an early stage. By providing light duties or individually adapted working conditions at the employee's usual workplace, we promote a needs-based and smooth return to work. We work closely with social partners to find the best possible solution for everyone involved.

'With the creation of this new position in occupational health management, Galliker is strengthening its commitment to the key issues of health and safety. As a specialist, I see this development as a very welcome and important step.'

Jasmin Arber, Occupational Health Management Specialist



Galliker Academy World

Through targeted training and further education, we strive to ensure that our employees develop their professional skills in line with requirements and to increase their awareness of quality and sustainability. The ongoing support of our employees and the varied training of apprentices in all our professions form the basis of the committed and motivated Galliker family.

Consciously focusing on young talent

For many years, Galliker has been particularly committed to promoting young talent. In a technology-driven industry such as transport and logistics, this is exactly what is needed – people who work with conviction, openness and passion. That is why we focus on more than just specialist knowledge when it comes to promoting young talent. We nurture talent, instil values and help young professionals become true ambassadors for their professions. For us, training is not a by-product – it is a strategic foundation on which we shape the future. Over 140 young talents are trained at Galliker in 18 different professions and prepared for a promising future. In 2024, almost 95% of apprentices who started the qualification process successfully completed it (42 out of 45 apprentices), and 36 of them remained employed at Galliker

after their training, which corresponds to a retention rate of 80%. The goal of the qualification process is a 100% success rate.

SwissSkills – shaping champions

SwissSkills is the Swiss national skills competition, where young professionals from various fields demonstrate their abilities. Galliker supports this prestigious competition with the Galliker Academy World, which combines excellent training and targeted talent development. In 2025, five apprentices from the fields of road transport, logistics and IT will compete for Galliker – including outstanding talents who have completed their basic training with honours. The intensive preparation includes specific training, mental support and an inspiring meeting



with a former SwissSkills winner. SwissSkills offers participants a unique opportunity to compete with the best and further develop their professional skills.

Galliker actively promotes young talent in a tangible way

With the Galliker Academy World, the company is deliberately opening itself up to the outside world through guided tours, events and close cooperation with schools, professional associations and local partners. The aim is to make the diverse and modern professions in transport and logistics tangible and to inspire young people to join the industry.

Galliker organises around 150 events each year – a strong sign of its commitment to promoting young talent. The focus is on practical experiences: on National Future Day, for example, around 70 schoolchildren aged between 10 and 12 were given their first insights into the world of work.

A special highlight took place on 25 May 2024: the third Galliker Junior Day. The event, initiated by Galliker itself, attracted 580 guests to Altishofen in glorious summer weather, including 250 young people. The young visitors were able to experience the world of transport and logistics up close – from personal exchanges with apprentices and vocational trainers to driving a truck or forklift truck themselves. Experiences like these clearly show that Galliker sees training not only as a duty, but as an investment in the future – practical, modern and delivered with enthusiasm.

Career change programmes

Through our in-house career change programmes, we enable interested employees to acquire the necessary qualifications for the relevant profession or even obtain an official vocational qualification. We currently offer such programmes for logistics, driving personnel and truck mechanics (automotive specialists).

Employee training and development

The continuous training and development of our employees is a key factor in our success, enabling us to meet constantly changing and growing requirements at all times. This is achieved through

e-learning, on-site courses and external courses. Our Driver Academy is accredited to provide the mandatory training for drivers (CZV courses) in-house.



Swiss Logistics Awards 2025: Galliker Academy World takes second place

We were delighted that our Galliker Academy World project came second in the Swiss Logistics Award 2025. 'Amidst so many innovative projects with a digital, technical or energy-related focus, here comes a company that puts people at the heart of what it does. We were really impressed!' These were the words of praise from the jury president at the award ceremony on 5 June in the Kursaal Bern for the Galliker Academy World concept.



Human and employee rights

We respect human and employee rights and comply with national and international regulations and guidelines. To ensure that these are also observed by employees who work for us through temporary employment agencies, we only work with temporary employment agencies and recruitment agencies that have official authorisation in the respective country.

Social commitment

Many of our employees are involved in local associations, often on a voluntary basis. We strive to make a positive impression in the regions where we operate and support regional cultural, social and sporting institutions and events.

Whistleblower facility

Our Code of Conduct requires all employees to report any violations of the values set out in the Code immediately. Employees have various options for doing so, including informing their direct supervisor, a senior

manager, a member of the Executive Board, the Human Resources department, the Compliance Officer or a specifically designated email address.

Social auditing by SMETA

The Sedex Members Ethical Trade Audit (SMETA) is a leading global social audit for assessing company sites and suppliers and aims to continuously improve working conditions throughout the supply chain.



Galliker's corporate ethics are in line with SMETA requirements

- › All human rights are guaranteed.
- › Year-end reviews are conducted and analysed.
- › Freedom of association and the right to collective bargaining are respected.
- › Working conditions are safe and hygienic.
- › Child labour is not used.
- › The maximum working hours stipulated by law are observed.
- › There is no discrimination.
- › A management system is in place.
- › There is no inhumane or brutal treatment.



www.sedexglobal.com

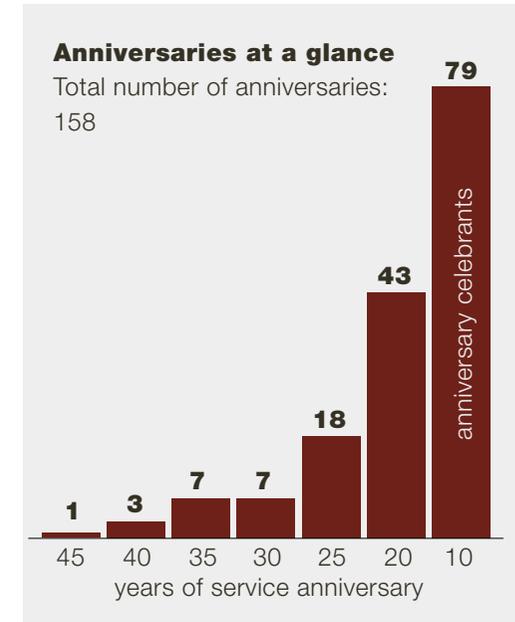
Loyal employees

In honour of our long-standing and loyal employees, we hold an annual anniversary evening to celebrate their work and commitment. This year, the evening was celebrated with 158 employees and their partners at Campus Sursee, with stylish decorations, a varied programme of events and a sumptuous meal.

45 years of dedication – a portrait of Franz Lüönd

With 45 years of service to Galliker Transport AG, Franz Lüönd is particularly deserving of recognition this year. The jubilarian began his career at the family-owned company Galliker in Hofstatt on 7 August 1978 at the age of 15. He was trained by Alois Schwegler, who celebrated his 50th anniversary at Galliker in 2023. As a newcomer, Franz was jointly responsible for chassis cleaning and various service tasks on the state-of-the-art fleet. After just under four years, Franz's dream came true: he passed his truck driving test. Dispatched by Helene Galliker, the new driver delivered car parts throughout Switzerland. At the

end of 1985, despite greatly enjoying his job and his employer, Franz resigned because of a romantic relationship. However, after around seven months, Franz returned to his familiar working environment full of enthusiasm and was given the opportunity to drive the new Volvo F12 to Ticino and occasionally to Italy and Sweden. But it was the general cargo routes in Switzerland that Franz particularly enjoyed. In 1996, Franz set the tour record that still stands today with 45 deliveries. Even after many years with Galliker, he never found the work boring. Now aged 60, he is determined to reach the half-century mark at Galliker.



7 BEZAHLBARE UND SAUBERE ENERGIE



9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR



12 NACHHALTIGE/R KONSUM UND PRODUKTION



13 MASSNAHMEN ZUM KLIMASCHUTZ



17 PARTNERSCHAFTEN ZUR ERREICHUNG DER ZIELE



Environment

‘With clean technologies and good concepts, people with vision and an awareness of sustainable business practices – that’s how we can do it together’

Peter Steinmann,
Head of Quality Management

Green Logistics by Galliker

With ‘Green Logistics by Galliker’, we are pursuing the goal of continuously reducing the harmful effects on the environment and the consumption of non-renewable resources in our logistics processes.

Our openness and willingness to embrace new ideas – in other words, our pioneering spirit – drive us to continuously explore innovative, sustainable



ideas in all our activities and turn them into reality. Against the backdrop of our cross-divisional corporate goals, we pursue a clear strategy in which environmental sustainability is firmly anchored. In this area, we not only adhere to our internal standards, but also declare our willingness to join ambitious official movements, such as the Science Based Targets Initiative, and to do everything in our power to contribute to the joint achievement of environmental goals.

Through close cooperation with customers, suppliers and, above all, partner companies involved in development, we are committed to giving innovative ideas a chance and leading by example every day.

In recent years, numerous ‘green stories’ have emerged in the areas of employees, mobility and infrastructure, which we have only been able to implement together, thanks to close cooperation with our innovative employees, our customers and business partners, and with the support of politicians. We see the new technological possibilities as an opportunity. We want to use them as our contribution to a sustainable future.

Green Logistics by Galliker means

- › shifting transport from road to rail thanks to our own branch network
- › using trucks with state-of-the-art drive technology that meets the EURO 6 emissions standard
- › Investing in new vehicle drive technologies; using trucks with electric and hydrogen drives
- › Installing photovoltaic systems on the roofs of all logistics buildings
- › Training employees in economical and environmentally friendly driving
- › Using digital tools to increase transport efficiency (telematics, dispatching, planning)
- › Careful use of resources
- › Investing in sustainable building technology

Green Stories

Galliker Green Logistics is not just a concept on paper – the strategy and the resulting measures are put into practice in our company every day. You can find the stories that result from this on pages 44 to 48.



Employees



Mobility



Infrastructure

Green Logistics by Galliker

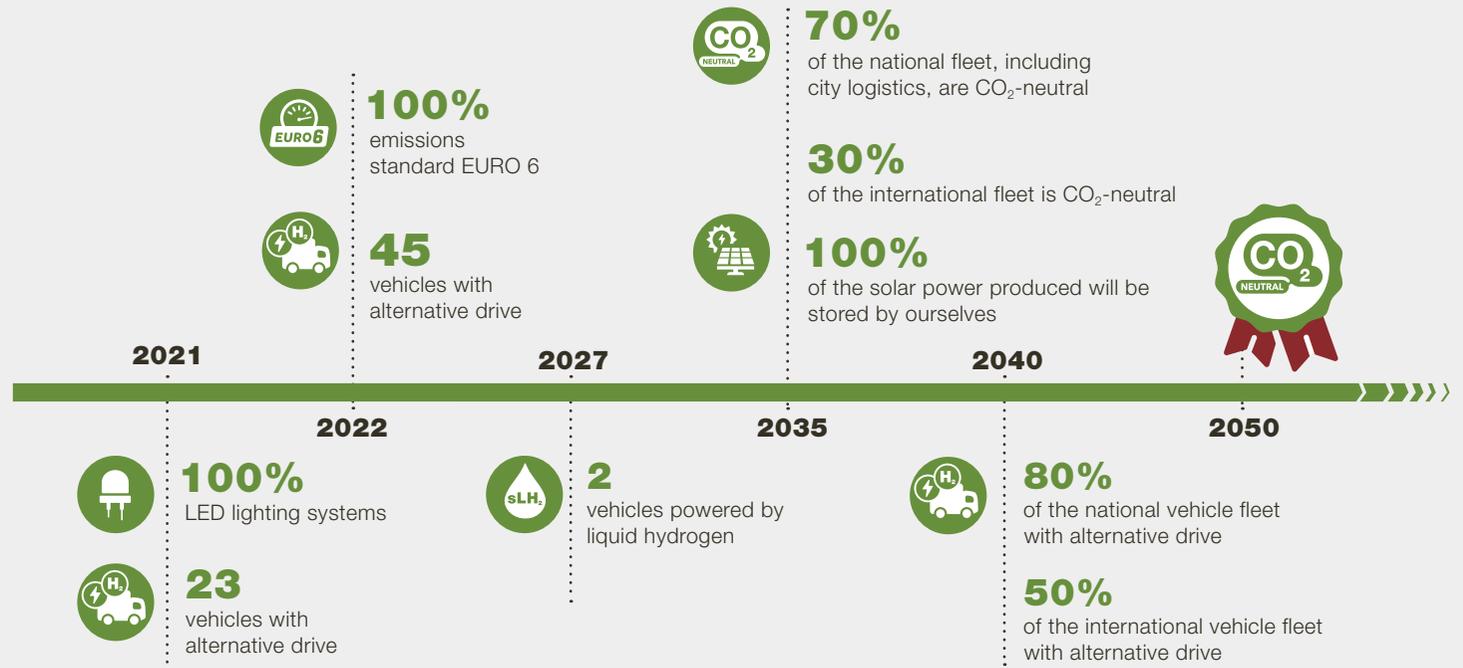
Galliker Green Logistics Support Association

Together with like-minded, committed partners, our main goal is to be CO₂-neutral for our customers by 2050 at the latest. This gave rise to the idea of the Galliker Green Logistics support association.

Thanks to the commitment of the association's partners and Galliker, 7'365'107 kg of CO₂ had already been saved by 31 December 2024.



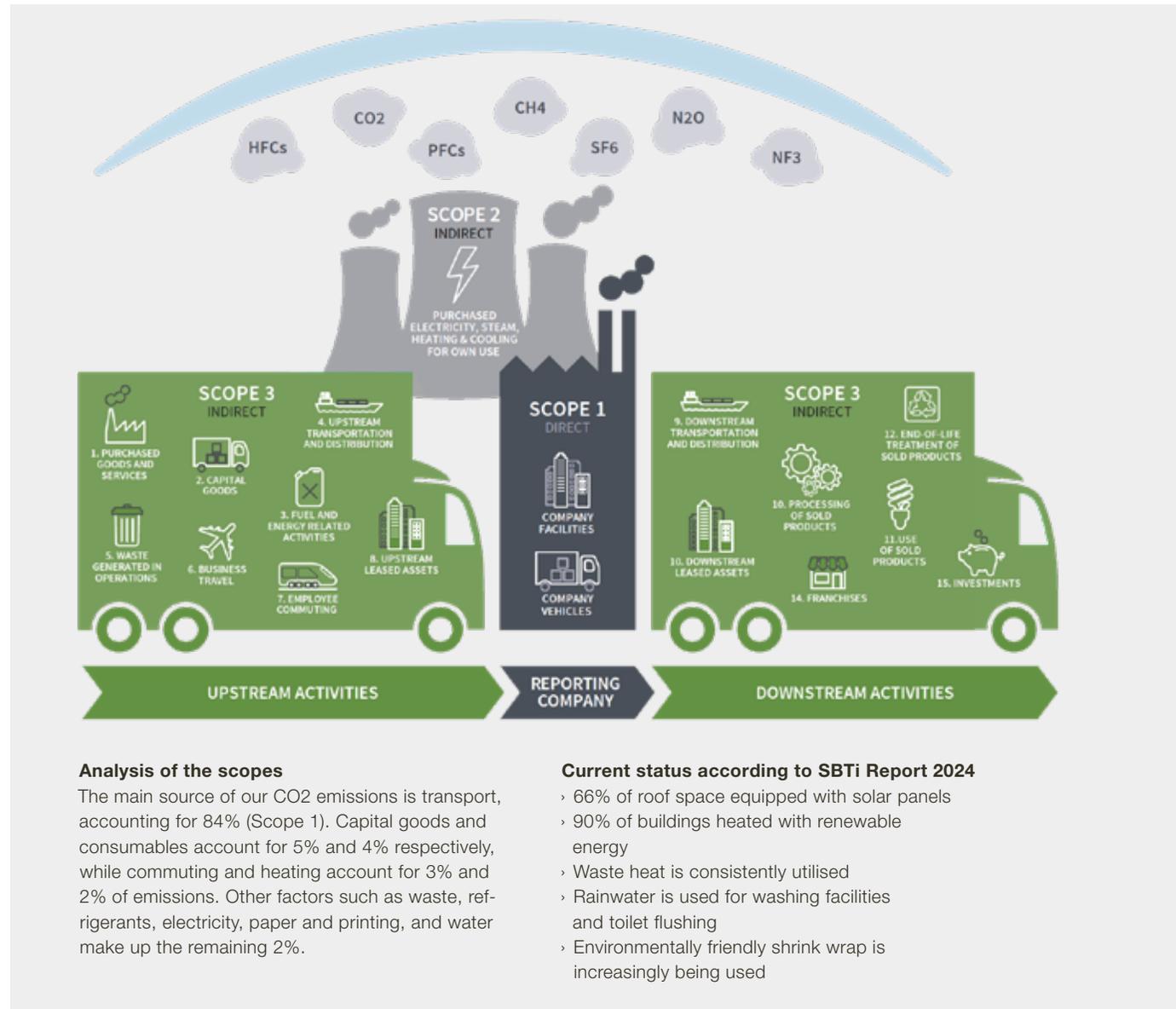
ISO 9001
ISO 14001
ISO 27001
ISO 45001



Science Based Targets Initiative

The Science Based Targets Initiative (SBTi) stands for clear, science-based targets for a carbon-neutral economy. SBTi shows its member companies which measures are appropriate to achieve carbon neutrality in a sustainable and economically viable manner.

As part of the Science Based Targets initiative, we are the first Swiss transport company to commit to the ambitious goals of the SBTi in all three scopes (emission areas). In accordance with the SBTi guidelines, we undergo an annual analysis of our carbon footprint in scopes 1, 2 and 3. This analysis showed that the road kilometres travelled by our transport vehicles account for 84% of our total emissions. While the vehicle fleet should be maintained in view of the systemic relevance of our services, it is also important to sustainably reduce its CO₂ emissions per kilometre driven. This is the only way to realistically achieve the net-zero target by 2050. See also Green Logistics Goals page 34.



Mobility

We have set ourselves the ambitious goal of reducing our CO₂ emissions by at least 5% annually. Accordingly, we are planning to further develop our vehicle fleet and its targeted use.

When modernising our vehicle fleet, we focus on the innovation of the latest vehicle generations and thus on future-oriented, environmentally friendly systems. The entire Galliker vehicle fleet is equipped with networked telematics.

Modern vehicle technology

As of April 2025, we have 78 fully electric heavy-duty vehicles, one fully electric vehicle with a maximum gross weight of 3.5 tonnes and six hydrogen trucks nationwide. Vehicles with alternative drive systems already account for 12.5% of the entire Galliker fleet in Switzerland. The rest of the fleet consists of diesel-powered vehicles that meet the EURO 6 emissions standard.

Own truck workshop

With our own truck workshop, we carry out vehicle checks every 12–16 weeks to ensure that our fleet is in top condition.

National vehicle fleet

87.5%

with emission standard Euro 6



12.5% with alternative drive

84 trucks

Electro-truck	64
Electro-car-transporter	14
Hydrogen-truck	6

International vehicle fleet

96.8%

with emission standard Euro 6



3.2% with alternative drive

11 trucks

Electro-truck	7
Electro-car-transporter	4

Networked communication

The POD app (Proof-of-Delivery app) sends transport orders directly to the driver's smartphone – with route optimisation, journeys are sustainable and efficient. A telematics system in the vehicle enables transparent planning and deployment for dispatch, which in turn leads to efficient utilisation of the vehicle fleet and minimised empty kilometres.

Conscious driving and reducing speed

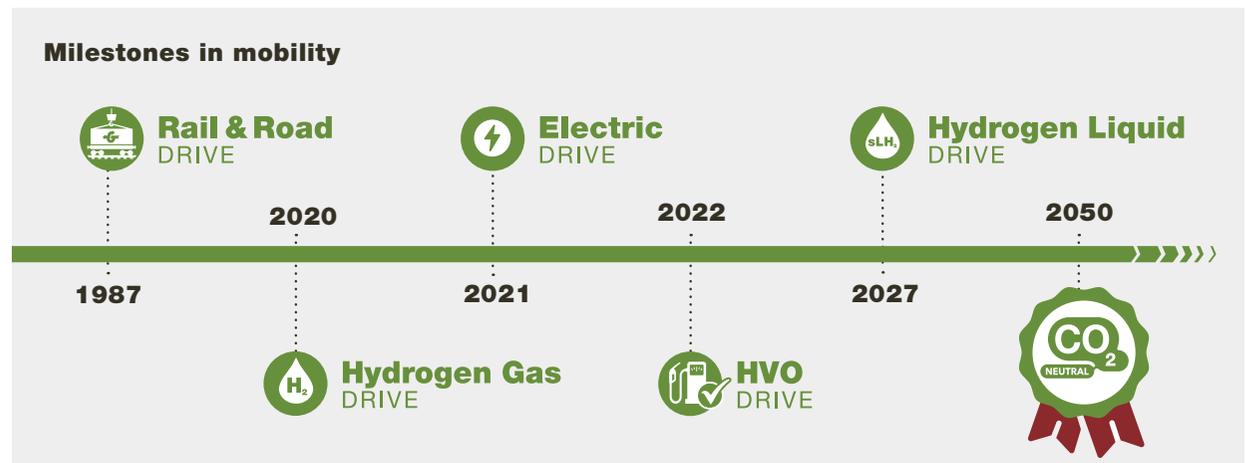
Our drivers are trained in forward-thinking, considerate and sustainable driving during our regular internal driver training courses and mandatory CZV training sessions. Since 2018, our vehicle fleet has also been limited to a maximum speed of 85 km/h.

Use of HVO diesel

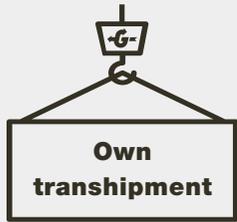
Since 2022, we have been using HVO diesel to fuel our commercial vehicles with combustion engines (HVO: hydrotreated vegetable oil). HVO burns much cleaner overall than fossil diesel. The fuel is produced from vegetable waste and thus from renewable raw materials – the CO₂ released during combustion has therefore already been taken into account during the cultivation of the vegetable oils. This makes it an ideal substitute for fossil diesel.

Moving sustainably together – Bike to work

Galliker Transport AG is actively involved in social and environmental projects. An outstanding example of this is the annual participation of numerous employees in Switzerland's largest health and cycling promotion campaign, 'Bike to Work', which takes place every May and June. Participation is a valuable addition to the company's existing sustainability initiatives. It not only promotes the health and well-being of employees, but also team spirit and awareness of environmentally friendly mobility. A commitment that pays off in many ways.



Road/rail combination



2'498 t
less CO₂ per year



11'519

fewer truck journeys

1'523'727 l

less diesel per year



Savings through shifting goods to rail

	2020	2021	2022	2023	2024
Number of truck journeys saved	16'272	16'910	18'898	16'903	11'519
Tons of CO ₂ emissions reduced	3'582	4'274	4'555	4'275	2'490

All figures as of the end of 2024

Mobility infrastructure of the future

Galliker Transport AG is driving forward the transformation to emission-free logistics with innovative charging infrastructure, powerful battery storage systems and sustainable energy supply. Through projects such as the E-Power Tunnel, the Mega Charger and the Zero Emissions Network, the company is setting new standards for a CO₂-neutral future of transport.

From diesel to electricity – and more

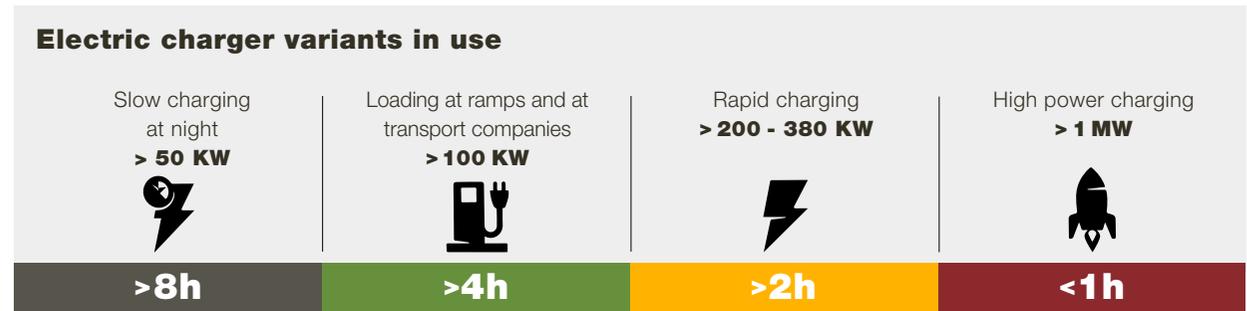
Until 2021, Galliker supplied around 650 trucks with diesel every day at six filling stations in Altishofen – with a tank capacity of 350'000 litres. Today, sustainable drive technology is at the heart of the company's strategy: over 100 electric trucks are already in daily use, supported by a modern charging infrastructure and solar panels. All national locations are equipped with electric fast-charging stations, enabling emission-free fine distribution and shuttle transport. The international locations in Belgium, Italy, Sweden and Portugal are also being equipped with corresponding charging points in order to implement CO₂-neutral transport across the board. But Galliker is thinking beyond electric: six hydrogen trucks are already in operation – Galliker is one of

the pioneers of this technology in Switzerland. The vehicles are currently fuelled with green hydrogen from the Switzerland-wide Hydros spider network. Looking ahead, the company plans to use liquid hydrogen (Hydrogen Liquid Drive) from 2027, which should enable a longer range and faster refuelling. With this technology-neutral approach, Galliker is demonstrating that the future of sustainable mobility does not have to be one-sided. Electric mobility, hydrogen and renewable fuels work together seamlessly – and already ensure reliable, flexible and climate-conscious logistics today.

E-Power Tunnel – Efficient charging at the highest level

One highlight of the charging infrastructure is the E-Power Tunnel in Altishofen. With the capacity to charge up to 28 trucks simultaneously at 200 kW each, it sets new standards in energy-efficient

mobility. Galliker was awarded the Watt d'Or 2025 for this innovative project. The tunnel not only enables fast charging, but also the integration of renewable energy through solar panels and battery storage.



Mega Charger – Next-generation fast charging

The mega charger in Altishofen is another milestone. With a planned charging capacity of up to 1 MW and a battery capacity of 960 kWh, it enables trucks to be fast-charged in just 45 minutes. Its integration into the Arealnetz Nord grid and the use of self-generated solar power make it a prime example of sustainable energy supply. The technology is based on the Megawatt Charging System (MCS), which was developed specifically for heavy commercial vehicles.

E-Park & Ride – Infrastructure for the future

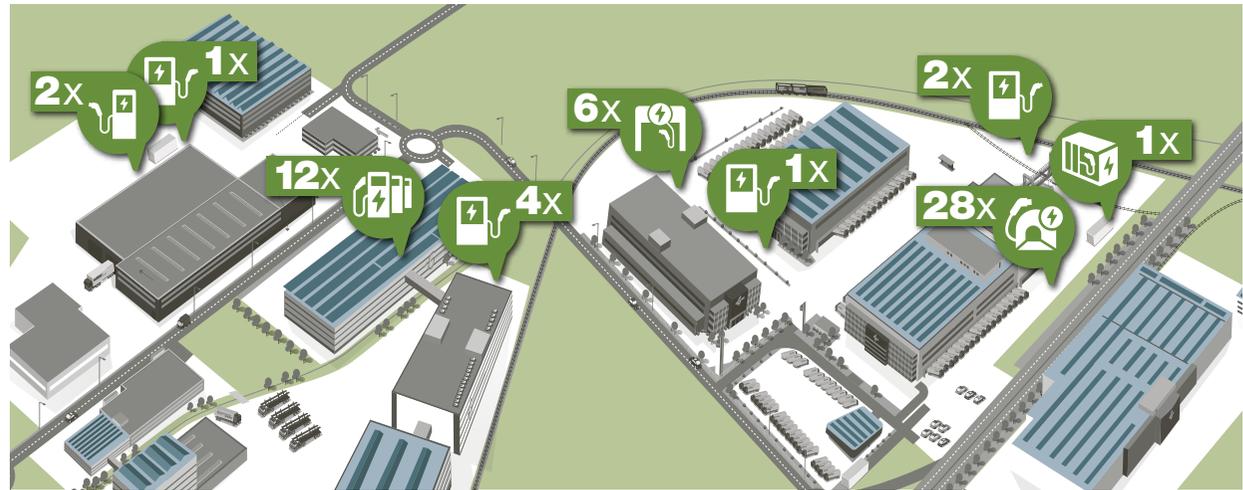
The E-Park & Ride will go into operation in Altishofen in 2027. With 41 charging ports for electric trucks and a further 50 for electric cars, it offers a comprehensive solution for electric mobility. The facility will be supplied by its own medium-voltage grid, battery storage and photovoltaic systems, ensuring an independent and sustainable energy supply.

Zero Emissions Network

Under the Zero Emissions Network brand, Galliker is planning independent, forward-looking and sustainable infrastructure for decarbonising its truck fleet at all its national locations. A key element is the 15 MWh battery storage package. The electrification of 650 trucks over the next ten years is expected to

enable a reduction of 270'000 tonnes of CO₂. Locations such as Aclens and San Antonino will soon have comprehensive 'System Net Zero' solutions with medium-voltage networks, battery storage systems, PV systems and e-charging infrastructure. With these comprehensive measures and invest-

ments in new technologies, Galliker Transport AG is sending a strong signal for a sustainable and emission-free future in the logistics industry.



Charging infrastructure in Altishofen

- E-Super Charger with up to 500 kW power
- E-Station Charger with up to 100 kW power
- E-Power Terminal Charger with up to 200 kW power
- E-Power Tunnel Charge with up to 200 kW power
- E-Power Bridge Charger with up to 150 kW power
- Mega Charger for storage and charging in max. 45 minutes

Risks related to climate targets

Climate change and environmental measures give rise to risks that directly or indirectly affect our services. The risk assessment carried out by the responsible internal departments identified the following risks as relevant.



Increasingly uncertain weather conditions

Temperature fluctuations, gusts of wind, hail and heavy rainfall, resulting in flooding, have increased in recent years. If this trend continues, there is a growing risk that such weather conditions could unexpectedly affect our business activities or cause financially significant damage.

Energy availability

A switch to renewable energies, be it HVO, hydrogen, electricity or other innovative energy sources, always involves a risk in terms of availability – switching too quickly could jeopardise the supply of new energies and thus threaten the entire system.

Costs due to process changes and alternative raw materials

Developments, changes in raw material sources and the procurement of new technologies are costly – the market's willingness to bear such cost increases is questionable and can lead to conflicting objectives in the strategy.

Unknown effects of innovations

Technical innovations and the procurement of previously unknown raw materials have only been tested for a short time. The long-term effects of many new technologies are not yet known.

Opportunities related to climate targets

Alongside the risks, the changes also bring opportunities – the following areas were identified as relevant.

Strong positioning

The pioneering role we enjoy thanks to short decision-making processes and innovative partnerships strengthens our credibility in the market as a modern, future-oriented company.

Market-driven service models

The changing demands placed on logistics and transport services by customers and stakeholders can often only be met if one is prepared to drive change and explore new avenues. By taking measures to achieve our climate targets, we are automatically adapting to the needs of the market.

Infrastructure and technology

For new builds and renovations, we consistently rely on the latest technologies and the use of environmentally friendly products and materials.

Out of a sense of responsibility towards future generations, Galliker plans its infrastructure with foresight and attaches great importance to the use of ecologically advanced building materials, energy systems and technologies. We value energy-efficient and sustainable construction methods. Only natural refrigerants are used in all our cooling systems. Waste heat is consistently utilised and used for heating buildings or domestic water. The portfolio of photovoltaic systems is being continuously expanded. Buildings are optimally connected to each other in order to achieve an even higher degree of self-sufficiency in terms of electrical energy.



100% LED

lighting systems

75% lower electricity consumption for lighting

66% of roof space is equipped with solar panels

90%

of buildings are heated with renewable energies

Natural refrigerants used in refrigeration systems

Electronically powered industrial trucks

All figures as of the end of June 2025

Resources

Sustainable packaging and containers

Together with our customers, we strive to use recyclable, sustainable packaging materials or reusable containers wherever possible. We also ensure systematic waste separation throughout our entire company.

Clean vehicle fleet

We attach great importance to a clean, well-maintained fleet. Our vehicles are regularly cleaned in our own modern truck wash facilities. We use mostly rainwater and biologically recycled water for this purpose.

Use of electrically powered industrial trucks

95% of the industrial trucks used in our warehouses and on our transshipment platforms are electrically powered (hand pallet trucks, order pickers, forklifts, cleaning machines, etc.).

Operating resources

The Galliker Group handles the operating resources it uses with great care and sustainability, in compliance with the legal

requirements of SDR/ADR and chemical legislation. Wherever possible, natural resources are used as operating resources. We also ensure that operating resources are handled correctly in accordance with the information provided in the safety data sheet, and we are committed to providing our employees with ongoing training.

Workplaces

All workplaces – whether in the office, workshop, logistics department or driver's cab – meet the highest standards. We pay particular attention to ensuring that workplaces are advanced, modern, ergonomic and promote good health. We also pay attention to the indoor climate and the exchange and supply of fresh air – for example, all office spaces commissioned from 2024 onwards will be equipped with a CO₂ meter.



Packaging

Professional recycling of packaging material



Preliminary treatment of wastewater



Rainwater

for washing facilities and toilet flushing



Recycling

Professional recycling of separate materials: paper, wood, cardboard, plastics, chemicals, glass, metal, batteries



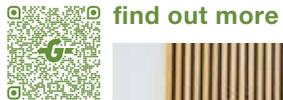
Green Stories – Employees



Why transport logistics and sustainability are not mutually exclusive

Taking responsibility for sustainability in line with the motto 'We don't think in quarters, we think in generations'.

Only by acting consciously and with foresight, giving sufficient weight to all aspects – the environment, society, politics, employees and partners – will we be able to not only maintain our system for generations to come, but also expand and develop it.



find out more



Bike to Work Challenge 2025

Galliker and Imbach are participating in this year's Switzerland-wide Bike to Work Challenge to promote environmentally friendly mobility and health in the workplace.

More than 100'000 people from over 3'800 companies are taking part. The aim is to cycle or ride an e-bike to work on as many days as possible in order to reduce CO₂ emissions, improve personal health and make a positive contribution to the environment at the same time.



find out more



Together against food waste – Tischlein deck dich

As a family-run transport and logistics company, we are responsible for our environment, our society and a sustainable future.

Galliker has been supporting 'Tischlein deck dich' for many years by transporting donated food to regional logistics warehouses. In doing so, Galliker is committed to a socially meaningful and environmentally sustainable organisation that supports socially disadvantaged people and prevents perfectly good food from going to waste.



find out more





E-Power-Terminal CHARGER



Green Stories – Mobility



Our new Mercedes eActros 300: sustainability meets innovation

A very special vehicle has recently joined our fleet under the motto ‘Achieving great things together’.

Sustainable, future-oriented and innovative: the fully electric Mercedes eActros 300 with a body built by Kässbohrer is a great addition to our fleet for local transport of new cars in Switzerland. Thanks to its eAxle with two motors and up to 400 kW peak power, it accelerates powerfully and with virtually no delay.



find out more



Operating technology new 100% electric on the road

As part of our Galliker Green Logistics strategy, another area is taking the next step towards sustainable mobility.

With the complete switch to electric vehicles, we are underlining our commitment to sustainable development not only in the transport business, but in all areas of the company. The new vehicles are from Nissan, Maxus, Renault and Mercedes and will be used for a wide range of technical maintenance tasks.



find out more



Galliker opts for fully electric Volvo FH Electric in Belgium

A new electric truck strengthens Galliker’s green fleet – climate-friendly in operation at the port of Ghent.

Since 31 March 2025, Galliker has been operating a fully electric Volvo FH Electric in Belgium. The 600 kW truck with a range of 300 km transports up to 33 pallets CO₂-neutrally in the port of Ghent. With a payload of 25 tonnes, it saves around 28’350 kg of CO₂ annually. The e-expansion is a milestone on Galliker’s path to achieving its goal of complete CO₂ neutrality by 2050.



find out more





Green Stories – Infrastructure



Green light for Zero Emissions Network

With the launch of the Zero Emissions Network project, Galliker is embarking on the path to electrifying 650 trucks – a milestone on the road to a carbon-neutral future.

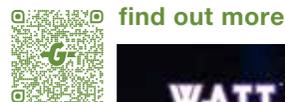
The official launch of the Zero Emissions Network project took place on 28 May 2025. The aim is to expand the infrastructure at all national locations in order to operate 650 electric trucks over the next ten years. The first e-charging stations will go into operation in Aclens this autumn.



Galliker wins the Watt d'Or 2025 award in the energy-efficient mobility category

Galliker Transport AG has won the prestigious Swiss Watt d'Or 2025 energy award for energy-efficient mobility with an innovative project.

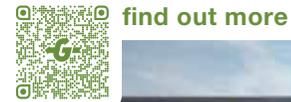
Galliker Transport AG was awarded the Watt d'Or 2025 for the planning and construction of the underground power tunnel at its headquarters in Altishofen. The tunnel houses the power lines for 28 charging stations, which can charge 28 electric trucks with a capacity of up to 200 kW.



Revolutionary charging speed for electric trucks – a pilot project

The long-awaited mega charger and battery storage unit from Designwerk has arrived at the Galliker Transport AG premises in Altishofen.

Transporting and installing the technically sophisticated battery storage system was a challenge, but extensive test runs began just weeks after delivery. Step by step, the charging capacity was increased until both CCS connectors were finally supplying 400 kW each.





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