



# Sustainability report 2024

OCASA 



# Table of contents



|                                      |    |
|--------------------------------------|----|
| 1 . About us                         | 4  |
| 2 . Our commitment to sustainability | 11 |
| 3 . Governance                       | 15 |
| 4 . Environmental                    | 24 |
| 5 . Social                           | 29 |
| 6 . Community                        | 34 |
| 7 . GRI Content index                | 37 |

## About this report

We believe that sustainable development is not only an inherent responsibility but also a **transformative opportunity to generate long-term value** for our employees, clients, communities and the global environment.

This sustainability report contains information of OCASA Life Sciences in accordance with GRI, covering the timeframe between January 1, 2024 to December 31, 2024.

For more information, please feel free to reach us out by the following email address: [lifesciences@ocasa.com](mailto:lifesciences@ocasa.com).

# About us

About us

Our values

A message from our President

We are OCASA Life Sciences

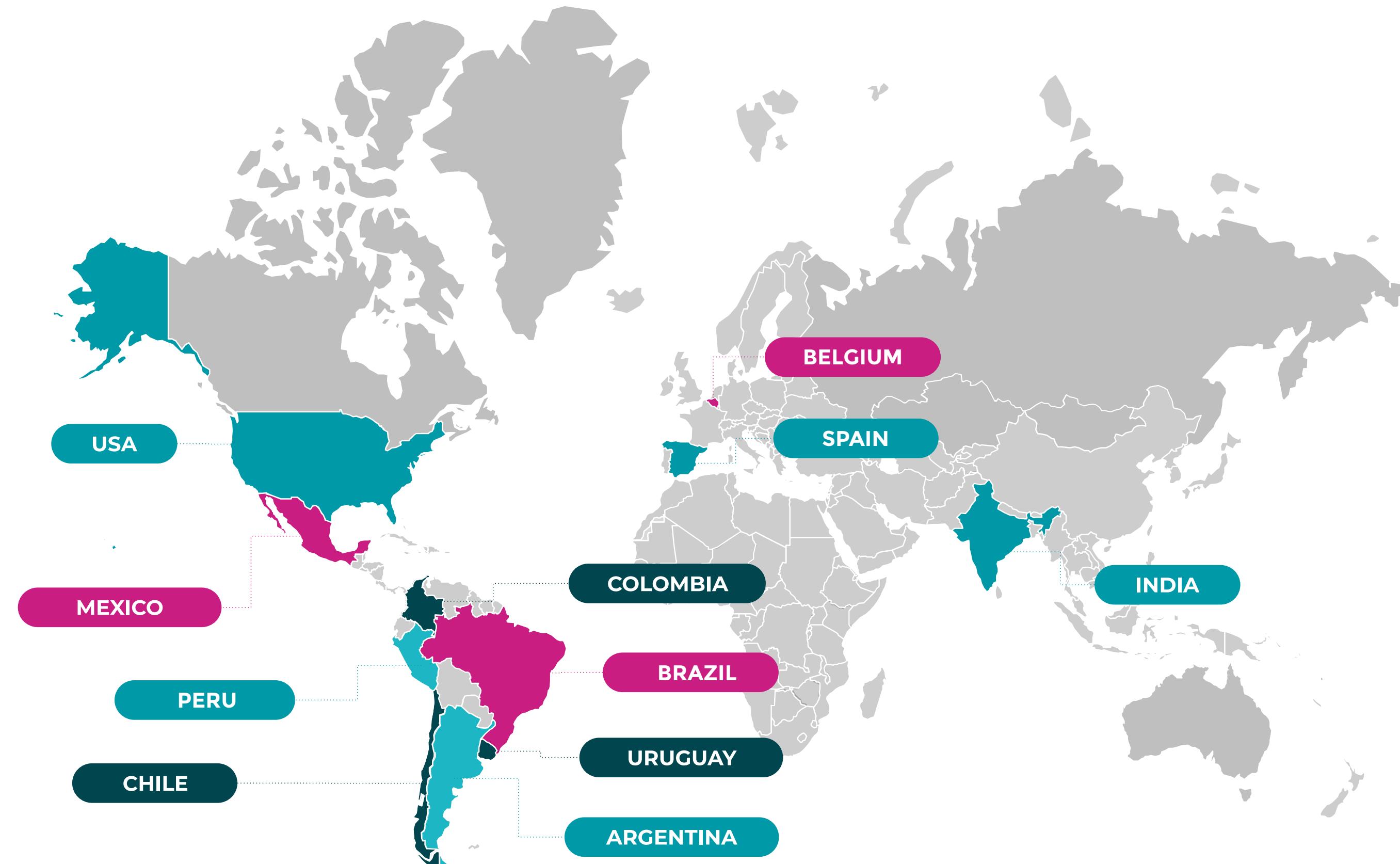
# About us

OCASA is a leading global logistics solutions company, continuously growing. With a solid track record of over 40 years, every operation reaffirms our ability to evolve, innovate, and deliver cutting-edge logistics solutions to clients worldwide. We develop services designed to positively impact people's lives, providing solutions whenever and wherever they are needed.

With more than 3,100 highly committed employees, we operate with our own structure in 11 countries and a network of agents across the globe, enabling us to open new paths and reach more destinations.

Through our two specialized business units, we provide the tailored approach required to meet the demands of diverse industries. Through our Life Sciences business unit, we offer specialized logistics services for the pharmaceutical industry, providing end-to-end solutions tailored to each clinical phase and adapting to the unique needs of every client. Meanwhile, from our General Logistics business unit, we act as a strategic partner, delivering comprehensive logistics solutions that drive the growth and development of business operations.

Throughout our history, we have turned every challenge into an opportunity to keep growing. By adapting to every need, we evolve to create efficient and reliable solutions. Our commitment extends not only to the development of our internal teams, but also to the communities we serve.



# Our Values

## COMMITTED TEAMS

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

## INNOVATION

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

## ADAPTABILITY

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

## RESILIENCE

We enhance our ability to address situations more effectively, showing determination and strength.

## EXCELLENCE

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

## AGILITY

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

## EFFICIENCY

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

## SUSTAINABILITY

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



# A message from our President

At OCASA Life Sciences, we firmly believe that sustainable development is not just a responsibility but a powerful opportunity to create long-term value for our employees, clients, communities, and the planet. I reaffirm our commitment to a business model that integrates Environmental, Social, and Governance (ESG) principles into every strategic decision we make. We understand that lasting success can only be achieved if we operate within the planet's boundaries, promote human well-being, and act with integrity in everything we do. Our sustainability strategy is built on three fundamental pillars:

Reducing our environmental impact, particularly in terms of carbon footprint and waste generation.

Fostering an inclusive and safe culture, where diverse talent is valued, and dignified working conditions are ensured.

Driving transparency and accountability throughout our value chain, promoting ethical and sustainable practices with our partners and suppliers.

In doing so, we uphold and integrate into our practices the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. These frameworks guide our actions to respect and promote human rights, ensure fair labor practices, and prevent harm through our operations and relationships.

We are firmly committed to leading the transition toward a low-carbon, just, and values-driven economy. We believe that companies that embrace sustainability as a core value will be the ones to generate a lasting impact and build trust with their stakeholders. Sustainability is not just part of our strategy; it defines how we grow, innovate, and contribute to a better world. We invite our employees, clients, partners, and communities to be part of this journey, working together to build a more responsible present and a more sustainable future.

**HERNÁN AVRUJ**  
PRESIDENT



# We are OCASA Life Sciences

OCASA Life Sciences is a business unit within the company, providing logistics solutions for the life sciences sector. With a solid track record of over 40 years, we demonstrate our ability to evolve, innovate, and deliver solutions for the pharmaceutical industry.

Our comprehensive services are designed to adapt to all stages of the clinical process, offering personalized and tailored responses for each client. Every challenge we face becomes an opportunity to grow and improve, developing efficient and reliable solutions that ensure timely and safe delivery worldwide. We value the importance of building strong and lasting relationships based on trust, integrity, and mutual respect. In every operation, we reaffirm our commitment to the human life behind the clinical process. We recognize that each person represents a unique and valuable life. Therefore, our mission goes beyond logistics efficiency; it is about providing hope and support to those who rely on us. Our commitment also extends to the development and well-being of our internal human team, as well as the communities we serve.

These solutions are based on the following services:

## CLINICAL LOGISTICS SERVICES

We understand the importance of biological samples in clinical studies. We offer comprehensive biological sample management solutions and robust biorepository capabilities, in line with international regulations.

## CLINICAL SUPPLIES DEPOT SOLUTIONS (GXP)

Aimed at being a strategic partner for each of our clients, we support them throughout their research and development with our comprehensive management and proper storage solutions for clinical supplies.

## PATIENT CARE SERVICES

We specialize in critical logistics services for patient care. Our mission is to provide outstanding service that is sensitive to the required timelines, prioritizing their experience and overall well-being.

## MEDTECH / PHARMA SERVICES

We provide logistics solutions for both medical technology and commercial pharmaceuticals. Through our solutions, we offer innovative, precise, and reliable responses that add value to the healthcare industry, allowing it to thrive on a global scale.

We understand that behind every patient, there is a person with a story, a family, and a future. That is why we continuously strive to offer solutions that not only meet the most demanding industry standards but also convey a message of hope.



# We are **YOU**CENTRIC

*Behind every label there is a **PERSON**.*

*Behind every person there is a **FUTURE**.*

*At OCASA, it's all about **YOU**.*

# Our commitment to sustainability

Our sustainability approach

Engagement with our stakeholders

Materiality assessment



## Our sustainability approach

We reaffirm our commitment to a business model that incorporates environmental, social, and governance (ESG) principles into every strategic decision. We recognize that enduring success is only achievable by operating within the planet's boundaries, promoting human well-being, and acting with integrity in all our actions.

In our practices, we integrate and are guided by the Universal Declaration of Human Rights, the ILO: International Labour Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. These frameworks help us uphold human rights, ensure fair labor practices, and prevent harm in our operations and relationships.

We are firmly committed to leading the transition toward a low - carbon, just, and values - driven economy. We believe that those companies that embrace sustainability as a core value are those that will generate a lasting impact and build trust with their stakeholders. Sustainability is not just part of our strategy; it is the foundation that defines how we grow, contribute and innovate towards a better world.

We strengthen our environmental commitment through concrete actions that promote natural resource conservation, efficient input use, waste reduction, and active collaboration with clients, suppliers, and communities. This responsible approach is embedded in our operations and enables us to advance toward a more resilient business model-one that is environmentally conscious and aligned with the global challenges of sustainable development.

# Engagement with our stakeholders

Our commitment across all our subsidiaries means that the Sustainability, Safety, and Environment policy is integrated into everyday activities and everything we do, both in our internal processes and in our relationships with clients and other stakeholders. We maintain a continuous, fluid, and transparent relationship with our stakeholders to understand their expectations and concerns, **translating them into valuable strategic information for the growth of our business**.

The dialogue, commitment, and interaction with each person in our value chain **allow us to identify the most relevant aspects and define measures to prevent negative impacts** on our operations while reinforcing positive impacts, fostering transparent, lasting, and mutually beneficial relationships.

## Process for impact management and remediation

Senior management receives regular training and awareness on sustainability issues. These programs cover the three pillars of the sustainability strategy. We promote the development of skills related to sustainable management, such as environmental and social risk assessment, participation in sustainability reporting, and the implementation of mitigation strategies associated with sustainability risks.

**We recognize our responsibility to address the negative impacts we may cause or contribute to, especially in the field of clinical trial logistics and the transportation of biological materials.**

We commit to remedying these impacts through fair, timely, and transparent processes, covering issues related to human rights, patient safety, sample and product integrity, environmental impact, data privacy, and ethical concerns throughout our value chain.

## Grievance mechanisms

Beyond formal mechanisms, we are dedicated to conducting root cause analysis for all validated complaints and collaborating with affected stakeholders to define corrective and preventive actions. We also engage with external experts, ethics committees, or industry networks when relevant, ensuring our remediation measures align with best practices and regulatory requirements.

To manage complaints and claims, we have implemented structured mechanisms accessible to all our stakeholders, both internal and external. We have a customer feedback and incident reporting system integrated with our Quality Management System (QMS) to record and address complaints related to service, compliance, or ethical conduct. Additionally, we have an incident reporting protocol for suppliers that allows vendors and logistics partners to raise concerns without fear of retaliation.

Stakeholder engagement is fundamental in the design and improvement of our complaint mechanisms. We consult with employees, clinical clients, logistics partners, and quality assurance stakeholders during the design and periodic review of our mechanisms. We gather feedback through feedback loops and adjust procedures based on the insights obtained. We ensure that our channels are available in multiple languages and formats, respecting accessibility and confidentiality needs.

# Materiality assessment

To understand our materiality regarding the Environmental, Social and Governance (ESG) factors, we worked on understanding the company's sustainability management and the sector to which it belongs.

In this regard, we identified the most relevant and rapidly growing topics in recent years for benchmark companies in the "Healthcare" and "Transportation" sectors, in alignment to the Sustainability Accounting Standards Board (SASB). This was complemented by an analysis of other benchmark companies. Through this process of understanding, identification, and subsequent qualitative analysis, we defined the material topics for OCASA Life Sciences, which will be addressed throughout this report.

Additionally, we have adjusted the naming of some topics to facilitate understanding and listed them in order of importance for us. All these changes are also aligned with market trends and the current needs of our stakeholders.

From this analysis, we identified Environmental, Social and Governance dimensions.

## Environmental

- Sustainability in the supply chain.
- Climate change management and GHG emissions reduction.
- Circular economy and packaging management.

## Social

- Employee well-being and engagement.
- Occupational health and safety.
- Employee recruitment and development.

## Governance

- Ethics, transparency, and regulatory compliance.
- Cybersecurity and information privacy.
- Safety and quality of products and services.
- Innovation and scientific research.
- Agility in delivery.



# Governance

Corporate governance

Ethics, transparency  
and regulatory compliance

Cybersecurity and information privacy

Safety and quality of products and services

Innovation and scientific research

Shipping agility



# Corporate governance

The Executive Committee is defined as the highest governance body and includes representatives from various entities within the company, including the President of OCASA Life Sciences.

| Executive Committee                       |                         |                                   |                    |                    |
|-------------------------------------------|-------------------------|-----------------------------------|--------------------|--------------------|
| Position                                  | Name                    | Seniority in corporate governance | Independent member | Executive function |
| President OCASA Life Sciences             | Hernán Avruj            | 16 years                          | NO                 | YES                |
| Chief OCASA Representative                | Federico Colella        | 17 years                          | NO                 | YES                |
| Senior Corporate Manager of Legal Affairs | Andrea Vázquez Martínez | 8+ years                          | NO                 | YES                |
| CEO OCASA General Logistics               | Santiago Castro Piccolo | 2+ years                          | NO                 | YES                |

# Corporate governance

## Governance of sustainability

Sustainability governance at OCASA Life Sciences is overseen by two key bodies: Executive committee and Life Sciences Steering committee.

Both bodies ensure that sustainability remains a core element of the corporate agenda and is embedded in strategic decision-making, providing consistency across global and regional levels.

This committee establishes specific roles and responsibilities within the corporate governance framework, thereby consolidating sustainability management across all levels of the organization.

| Position                              | Name              | Seniority | Independent member | Executive function |
|---------------------------------------|-------------------|-----------|--------------------|--------------------|
| Sr. VP of APAC                        | Manoj Sujan       | 16 years  | NO                 | YES                |
| HR VP                                 | Ana Bragado       | 1 year    | NO                 | YES                |
| Sr. VP Operations                     | Martín Cresmani   | 11 years  | NO                 | YES                |
| Sr. VP Strategy & Innovation          | Sebastián Delgado | 6 years   | NO                 | YES                |
| Sr. VP of Administration and Finances | Alejandro Onofrio | 13 years  | NO                 | YES                |
| Sr. VP of Sales                       | Steven Chavez     | 2 years   | NO                 | YES                |



# Ethics, transparency and regulatory compliance

At OCASA Life Sciences, we base our management on the highest standards of corporate ethics, ensuring transparency, clarity and integrity in all our processes.

This commitment to ethics, transparency and regulatory compliance is reflected in our concrete actions and constant dedication to the improvement of our internal practices. We understand that a safe and respectful work environment is essential for the well-being of all employees, in pursuit of the prevention and attention of workplace and sexual harassment, as well as gender violence.

## During 2024:

- 100% of the governing body members were informed about anti-corruption policies and procedures.
- There were no reported cases of corruption during this period.

We are convinced that these efforts will not only consolidate our position as leaders in ethical and regulatory compliance but will also foster a responsible work environment that enriches trust and mutual respect among all members of our organization. With a clear focus on continuous improvement, we are committed to moving towards excellence in all aspects of our operations, promoting equal opportunities and protecting the rights of all our employees.

We are deeply committed to responsible business conduct, particularly given our critical role in the logistics of clinical trials and the transport of biological samples.

Our approach is grounded in internationally recognized frameworks, also includes:

### Precautionary principle.

We apply the precautionary principle in all relevant areas, especially in relation to biosafety, temperature-controlled transport, and environmental risk, ensuring that decisions are made with full awareness of potential long-term impacts.

### Due diligence requirements

We have implemented due diligence processes across our operations and value chain to identify, prevent, and mitigate actual and potential adverse impacts on people and the environment.

### Human rights commitment

Our policies explicitly affirm our commitment to respecting internationally recognized human rights in every context where we operate or interact.

### Our Compliance Manual

Frames the behavior of all employees who are part of the company at a global level, summarizes the most relevant aspects related to ethics and good conduct in the work environment, and with commercial relations, in addition to what is regulated by applicable legislation.





At OCASA Life Sciences, the principles of responsible business conduct are embedded throughout our operations and value chain. As a pharmaceutical logistics provider with a critical role in the transport of clinical trial materials and biological samples, we recognize the ethical, regulatory, and human impact of our work.

Our commitments are operationalized through clearly defined on the following structures and processes:

- Allocation of responsibilities across the organization.
- Integration into strategies, policies, and procedures: Our commitments are integrated into key corporate policies, including: **Our Code of Ethics, Supplier Code of Conduct, Sustainability Policy, Standard Operating Procedures (SOPs), risk management strategy.**
- Training and awareness-raising: All staff receive mandatory training on **ethics, compliance, human rights, and environmental stewardship.**
- Application across business relationships.

During 2024, we had no significant cases of non-compliance

We reaffirm our commitment to ethics, transparency, and regulatory compliance. To achieve this, the company implements **remediation processes and grievance mechanisms** that ensure active stakeholder participation and the continuous improvement of our practices, covering as follows:

**Commitment to remediation of negative impacts:** We assumed responsibility for addressing and remediating negative impacts through transparent processes, ensuring the prioritization of human rights, safety, environmental protection, data privacy, and ethical standards across our value chain.

**Approach to handling complaints and grievances:** We established structured grievance and complaint mechanisms, accessible to clients, suppliers, and stakeholders, ensuring transparency and protection against retaliation.

**Additional remediation processes:** We implemented additional remediation processes, including root cause analyses, collaboration with stakeholders, and consultation with external experts to ensure actions were aligned with best practices and regulatory requirements.

**Stakeholder engagement in grievance mechanism design and improvement:** We engaged employees, clients, logistics and quality partners in the design and review of our grievance mechanisms, incorporating feedback received and ensuring accessibility and confidentiality across multiple languages and formats.

**Monitoring effectiveness and stakeholder feedback:** We monitored the effectiveness of our grievance mechanisms through case reviews conducted by the Compliance and Quality teams.

**Commitment to Responsible Business Conduct:** Access and Support Provided. We ensured that our employees, partners, and key stakeholders had access to our responsible business conduct policies through direct engagement with compliance officers, a dedicated ethics mailbox, and regular training sessions focused on the practical implementation of these policies.

# Cybersecurity and information privacy

We manage cybersecurity and information privacy proactively and strategically, through advanced technologies, access control policies, and contingency plans. Our goal is to protect the integrity of critical digital assets, ensure operational continuity, and foster organizational culture focused on effective incident prevention and response.

With a continued commitment to strengthening our technological infrastructure, safeguarding critical digital assets, and enhancing our incident response capabilities, we have defined specific objectives:

- Strengthen IT security posture against emerging threats and advanced cyberattacks.
- Protect the integrity, availability, and confidentiality of critical digital assets.
- Implement state-of-the-art technologies to detect incidents and respond comprehensively.

## Management and monitoring

Using technology tools such as FortiManager

- Centralized management of security infrastructure, we:

- Manage multiple security devices from a single console.
- Configure security processes consistently.
- Monitor network traffic.
- Generate detailed security reports.

FortiAnalyzer - Real-time visibility and analysis, we:

- Visualize and analyze network traffic in real time.
- Enable rapid detection and response to threats.
- Collect and analyze Fortinet firewall logs.
- Support compliance with regulations and standards (e.g., ISO 27001).
- Align IT Policy with ISO 27001 best practices.

### Access Control Measures

- Role-based and permission-based access to critical systems.
- Differentiated user profiles. Intrusion.
- Prevention of lateral movement in case of intrusion.

During 2024, we implemented various security programs:

### Business Continuity & Disaster Recovery

- BCP (Business Continuity Plan) implemented and validated to ensure operations during contingencies.
- DRP (Disaster Recovery Plans) defined and tested.
- SAP DRP validated on separate, resilient infrastructure.

### Security Programs Implemented

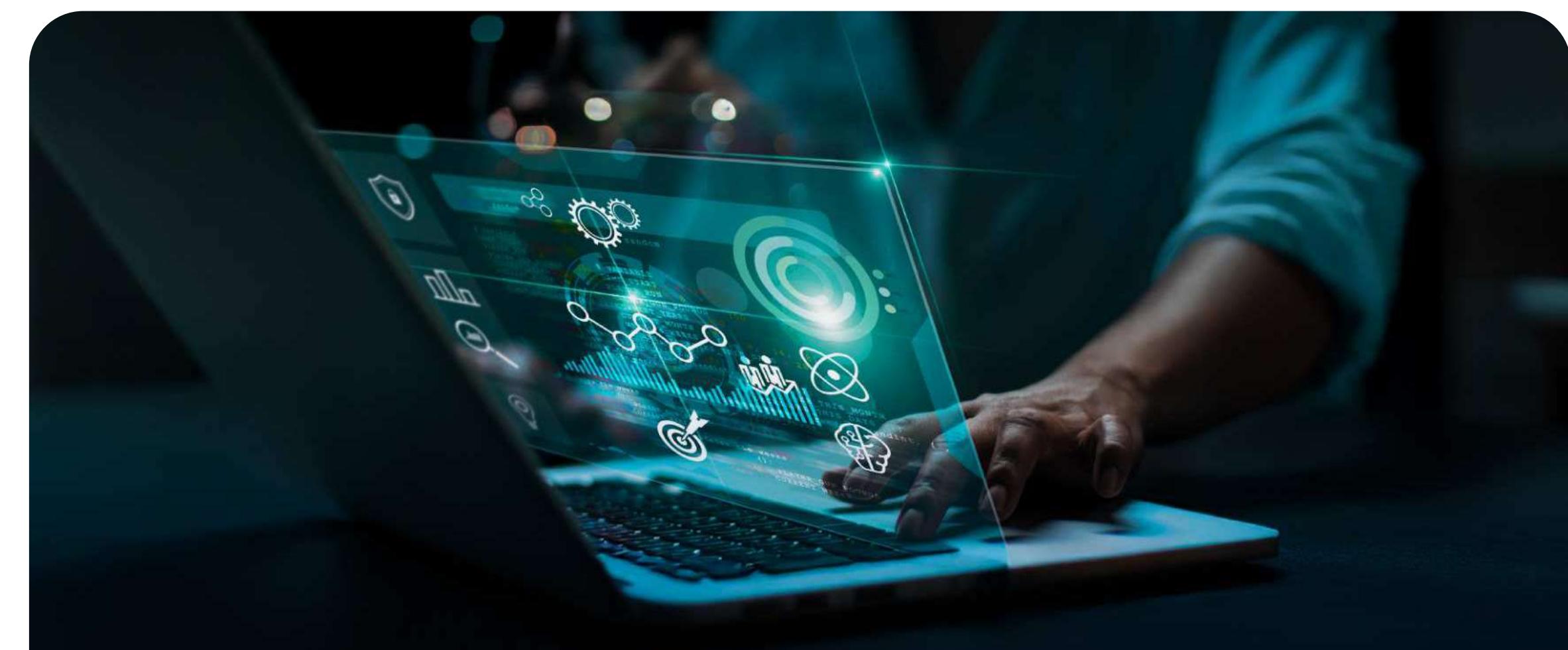
- MFA (Multi-Factor Authentication) for VPN access.
- Corporate Antivirus with proactive protection + centralized updates.
- XDR Platform for advanced threat correlation, detection, and automated response.

### Monitoring & Incident Response

- CyberSOC 24/7 - continuous monitoring with immediate alerts.
- IRA (Incident Response Automation) - rapid intervention, containment, documentation, reporting, and institutional communication.

### Infrastructure & Network Security

- Firewall replacement in all subsidiaries with critical infrastructure.
- Network segmentation by zones, environments, and functions.
- Role- and permission-based access controls.
- Secure password policy with mandatory rotation cycles.



# Safety and quality of products and services

We seek to ensure the safety and quality of our products and services through comprehensive management that combines international standards, regulatory compliance and continuous improvement processes at each operational stage.

Our operating model is designed to preserve the integrity of each sample, drug or device we manage, under validated protocols, traceability technology and controlled conditions throughout the logistics chain. Aware of the impact that our operations have on people's health, we assume this responsibility with an organizational culture based on control, prevention, innovation and operational excellence. We adopt this approach by integrating validated technology, multi-temperature infrastructure, standardized processes and active monitoring, which allows us to guarantee optimal levels of safety and control of each of our operations.

## During 2024

Reinforced our active monitoring tools in the logistics chain, incorporating validated sensors and real-time traceability, which allowed us to anticipate deviations, act preventively and reduce impact events on temperature-sensitive products to zero.

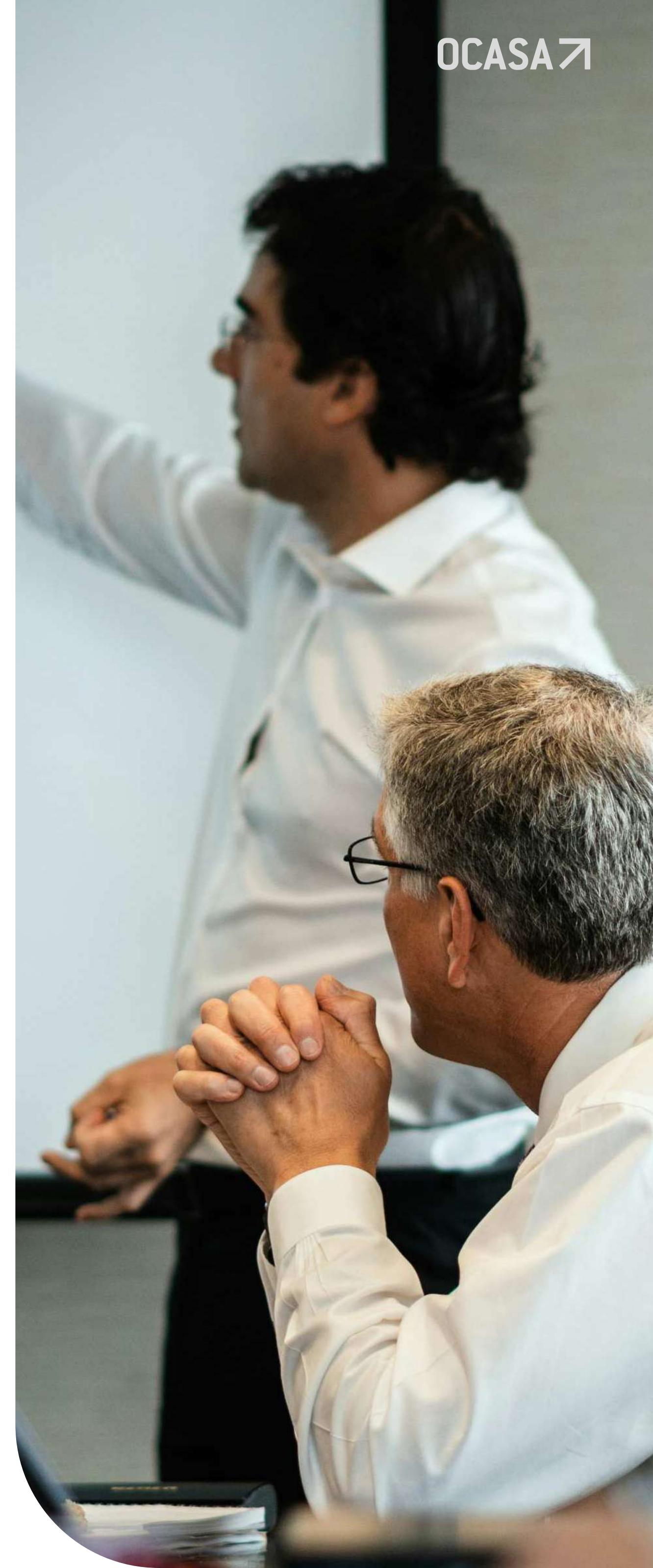
Obtained satisfactory results in external audits, both regulatory and customer, and managed to consolidate the regional standardization of critical processes, including packaging validation, event management, thermal control and operational documentation.

Expanded our validated logistics operations into new markets, maintaining the control and compliance structure in each country. We added technical capabilities to our facilities, improved risk management procedures, strengthened quality compliance indicators, and increased the maturity of our services aligned with the highest international standards.

## Quality management - ZenQMs

Continue to strengthen our commitment to health, safety and operational excellence, understanding that these factors are essential to maintain the trust of our customers and stakeholders in the Life Sciences sector. To do this, we formalized the implementation of our Quality Management System through ZenQMS, an electronic document platform that allowed us to:

- Centralize procedures and training.
- Ensure traceability of critical records.
- Automate quality workflows.
- Key Automated Workflows.
- Deviation management.
- CAPAs (Corrective and Preventive Actions).
- Change controls.
- Complaints management.
- Internal and external audits.
- Supplier management.



# Innovation and scientific research

We manage innovation and scientific research as fundamental pillars to remain at the forefront of the life sciences sector. We take a strategic, collaborative, and results-oriented approach, combining the constant exploration of new technologies with the implementation of more agile, sustainable, and customer-centric processes.

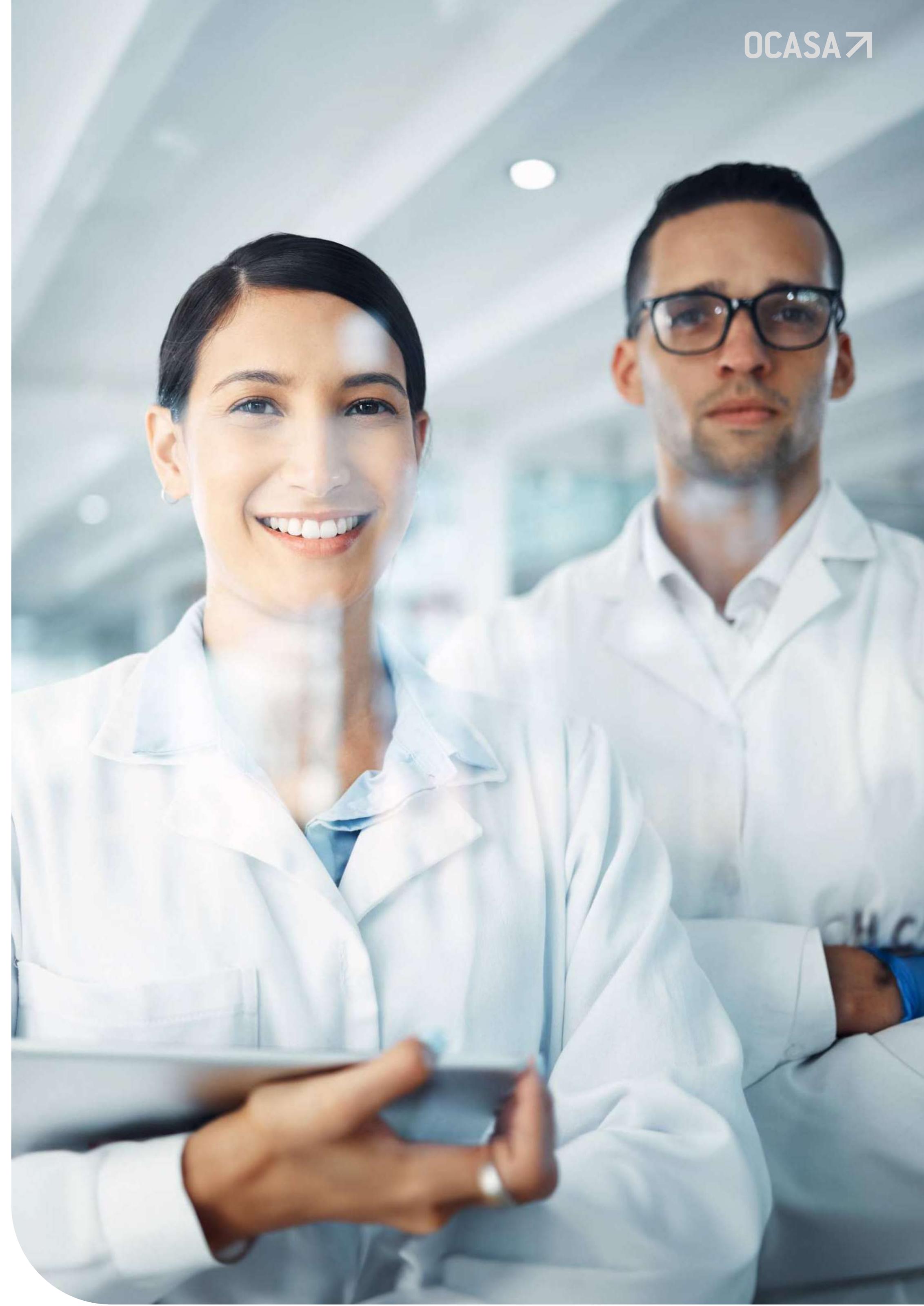
Our management is guided by clear objectives, programs, and a culture focused on intelligent and safe logistics solutions adapted to a constantly evolving environment. We aim to develop innovative products, solutions, and experiences that ensure speed, scalability, and alignment with the highest global standards.

To achieve this, we:

- Conduct ongoing market research to identify trends and new clinical study methodologies.
- Explore opportunities in reusable packaging, low-emission transportation, and carbon footprint reduction.
- Ensure compliance with the sustainability requirements of our stakeholders.

In 2024, we migrated pick up requests to digital channels, enabling the digitization of Transport Guides as part of a broader shift from traditional communication to agile, sustainable digital tools. This transformation supported our 2024 goals by:

- Defining a roadmap of strategic initiatives to drive regional growth.
- Establishing performance indicators to track milestones, digital adoption, and technology usage.
- Achieving 100% adoption of tools like Slack and Smartsheet among targeted users.



# Shipping agility

We understand that shipping agility is a key factor in ensuring accuracy, efficiency, and timeliness in timely access to medical supplies, pharmaceuticals, and biotech products.

For this reason, we continually pursue improvement, ensuring accuracy, efficiency, and timely access to medical supplies, pharmaceuticals, and biotech products.

Throughout 2024, we developed and implemented various continuous initiatives:

- Optimize logistics and distribution for efficiency, flexibility, accuracy, and resilience.
- Enhance responsiveness and coordination among key stakeholders.
- Ensure rigorous compliance with delivery deadlines.

## Key achievements

**Packaging Standardization:** homogenized high-volume product packaging to improve operational efficiency, minimize errors, and facilitate traceability and quality control.

**US Operations:** implemented direct flights to reduce transit times, redistribute workload efficiently, improve operational balance, and respond flexibly to demand variations.

**To continue promoting innovation and sustainable solutions we have implemented the following initiatives:**

**Warehouse Management Software (WMS) in Spain & Miami.** With the objective of:

- Optimizes storage of pharmaceutical products.
- Ensures detailed traceability.
- Improves inventory accuracy.
- Reduces response times to critical requests.

**Regulatory Compliance & Standard.** Focused on the following Standards:

- ISO 9001:2015 – Quality management.
- ISO 14001:2015 – Environmental management.
- ISO 45001:2018 – Occupational health & safety.

**Logistics Performance Monitoring.** Based on two main activities that aim to strengthen supporting data - driven decision - making and continuous improvement:

- Tracking shipments, transit times, and operational efficiency using monitoring KPIs.
- SAP - based system covering Argentina, Brazil, Chile, Colombia, Peru.

**Overall Impact**, with the objective of:

- Ensuring shipments arrive on time, safely, and in optimal conditions.
- Improving coordination between multi-disciplinary teams.
- Integrating intelligent technologies for agility, resilience, and sustainability.
- Reinforcing commitment to health, science, and well-being.

**Dynamic Route Optimization - India**, with the objective of:

- Adjusting delivery routes in real time based on traffic and weather.
- Enhancing efficiency and responsiveness.

**Proactive Risk Management**, with the objective of:

- Identifying potential delays in advance.
- Activating backup solutions to maintain continuity.

**Electric Vehicles - US Fleet**, with the objective of:

- Promoting cleaner and sustainable transport solutions, to reduce GHG emissions while maintaining high service quality.



# Environmental

Sustainability in the supply chain

Climate change management and  
GHG emission reduction

Greenhouse Gas Emissions

Our GHG inventory

Emissions across scopes

Circular economy and  
packaging management

# Sustainability in the supply chain

We consider sustainability to be a central axis to guarantee an ethical, resilient operation aligned with our environmental, social and governance commitments.

During 2024, we continued to consolidate a network of suppliers based on trust, legality, quality of service and respect for the principles that define our organizational culture.

## Compliance Framework:

- Reinforced Compliance Manual for management, employees, business partners, and suppliers.
- Ensures adherence to international laws: FCPA (US), UK Bribery Act, OECD Anti-Bribery Convention, UN Convention against Corruption.
- Aligns with internal Code of Ethics & Conduct.
- Supplier Requirements: Must know and respect integrity standards
- Compliance formalized via: Compliance Policy, Anti-corruption clauses, Offer letters & indemnity letters.
- Monitoring & Evaluation: Periodic supplier performance reviews, Apply corrective actions or improvements if deviations detected.

We established guidelines on fair business practices, ensuring that supplier selection is done through open, transparent, and non-discriminatory processes.

The offer or acceptance of gifts, favors or other benefits of any kind is emphatically prohibited. Additionally, we do not establish business ties with companies that engage in illegal or unethical activities.

**We actively promote a local, efficient supply chain with a positive impact on the communities where we operate. During 2024, out of the 60 most important suppliers:**

- 41% of our expenditures are with local suppliers.
- 98% relevant suppliers account for a significant portion of the company's total spending.
- 48 are local suppliers.
- 12 are international suppliers.

*Definitions:*

*Local Suppliers:* Operate regularly within the country of the operations (Geographical criterion).

*Significant Operations:* Activities that are regular, strategically relevant, or critical for business operations, requiring quality monitoring, compliance and operational impact.

## Our approach is to:

- Focus on consistency, not just efficiency.
- Partner with suppliers who share our ethical, transparent and sustainable vision.
- Commit to economic, social, and environmental development in every country of operation.



# Climate change management and GHG emission reductions

We recognize that climate change is one of the major environmental and social challenges of our time.

As a provider of logistics solutions for the pharmaceutical industry, we are aware that our operations contribute to Greenhouse Gas (GHG) emissions, primarily from energy consumption and resource use. We are committed to responsible fuel management and continuous reduction of GHG emissions.

In 2024 we carried out the following Initiatives & achievements:

- **Strengthening internal capabilities to measure and report energy consumption more accurately.**
- **ISO 14001:2015 certification achieved in India, which endorses the implementation of an environmental management system in clinical trials operations.**
- **Continuous improvement in climate management, aligning with sustainability goals and international standards.**

## Energy Performance Monitoring

In 2024 we focused on strengthen our energy consumption monitoring and measurement mechanisms by carrying out the following initiatives:

- Monthly collection of electricity, fuel, and other consumption data.
- Analysis of total energy use and energy intensity (energy per volume of service delivered).
- Data-Driven identification of opportunities for efficiency improvement and emissions reduction.

Aligned with our commitment to environmental management and climate action, in 2024 we closely monitored our energy consumption.

This structured approach ensures that our operations are environmentally responsible, measurable, and continuously improving in line with global sustainability commitments.

| Energy consumption of the organization by type of source | Unit              | 2024                     |
|----------------------------------------------------------|-------------------|--------------------------|
| Electrical energy                                        | kWh<br>GJ         | 836.587,30<br>301.171,43 |
| Diesel - Gasoil                                          | L<br>GJ           | 22.687<br>813,91         |
| Naphta - Gasoline                                        | L<br>GJ           | 52.102,12<br>1.782,09    |
| Total energy consumed                                    | GJ                | 303.767,43               |
| Total energy consumed                                    | GJ/m <sup>2</sup> | 18,2                     |



# Greenhouse gas emissions

We expanded our emissions mapping across scopes to gain a clearer picture of our environmental footprint and strengthen our climate strategy.

Greenhouse Gas (GHG) emissions represent a central focus of our environmental management efforts. These emissions arise from:

- Operational activities
- Use of fossil fuels in equipment
- Electricity consumption
- Transportation processes within our logistics operations.

## Our GHG inventory

Covers Scope 1 (direct emissions from fuel use) and Scope 2 (indirect emissions from electricity consumption). Includes key Scope 3 categories (Other indirect GHG emissions):

- Category 6: Employee business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution

This inventory is conducted following GHG Protocol guidelines, providing a comprehensive understanding of our emissions and supporting informed strategies to reduce our environmental impact.

## Emissions across scopes

By consolidating emissions data across all scopes, we established baselines that guide our reduction targets and ensure alignment with international standards.

### SCOPE 1

In 2024, scope 1 emissions were 185,15 tones of CO2Eq. The sources considered for this scope were mobile sources, and the emission percentages correspond to 98% to Gasoline and 2% to Diesel Fuel.

| Direct emissions (Ton CO2eq)* | 2024   |
|-------------------------------|--------|
| Total emissions               | 185,15 |

(\* ) Scope 1 emissions encompass mobile sources from all operational countries, excluding Argentina.

### SCOPE 2

Convers indirect GHG emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the organization.

| Direct emissions (Ton CO2eq)** | 2024 |
|--------------------------------|------|
| Total emissions                | 348  |

(\*\*) For scope 2, the following countries were considered: Belgium, Brazil, Chile, Colombia, Spain, the United States, India, Mexico, Peru, in which each one has its own emission factor according to its energy matrix.

### SCOPE 3

In relation to scope 3, the sources considered were Employee business travel, Employees commuting and Downstream transportation and distribution, and the emissions percentages correspond to 93% to Downstream transportation and distribution, 4% to Employee business and 3% to Employee commuting.

| Other indirect GHG emissions (Ton CO2eq)** | 2024     |
|--------------------------------------------|----------|
| Total emissions                            | 8.601,59 |

Having these indicators allows us to establish solid baselines, define reduction goals and guide our actions towards a more efficient, resilient operation committed to mitigating climate change.

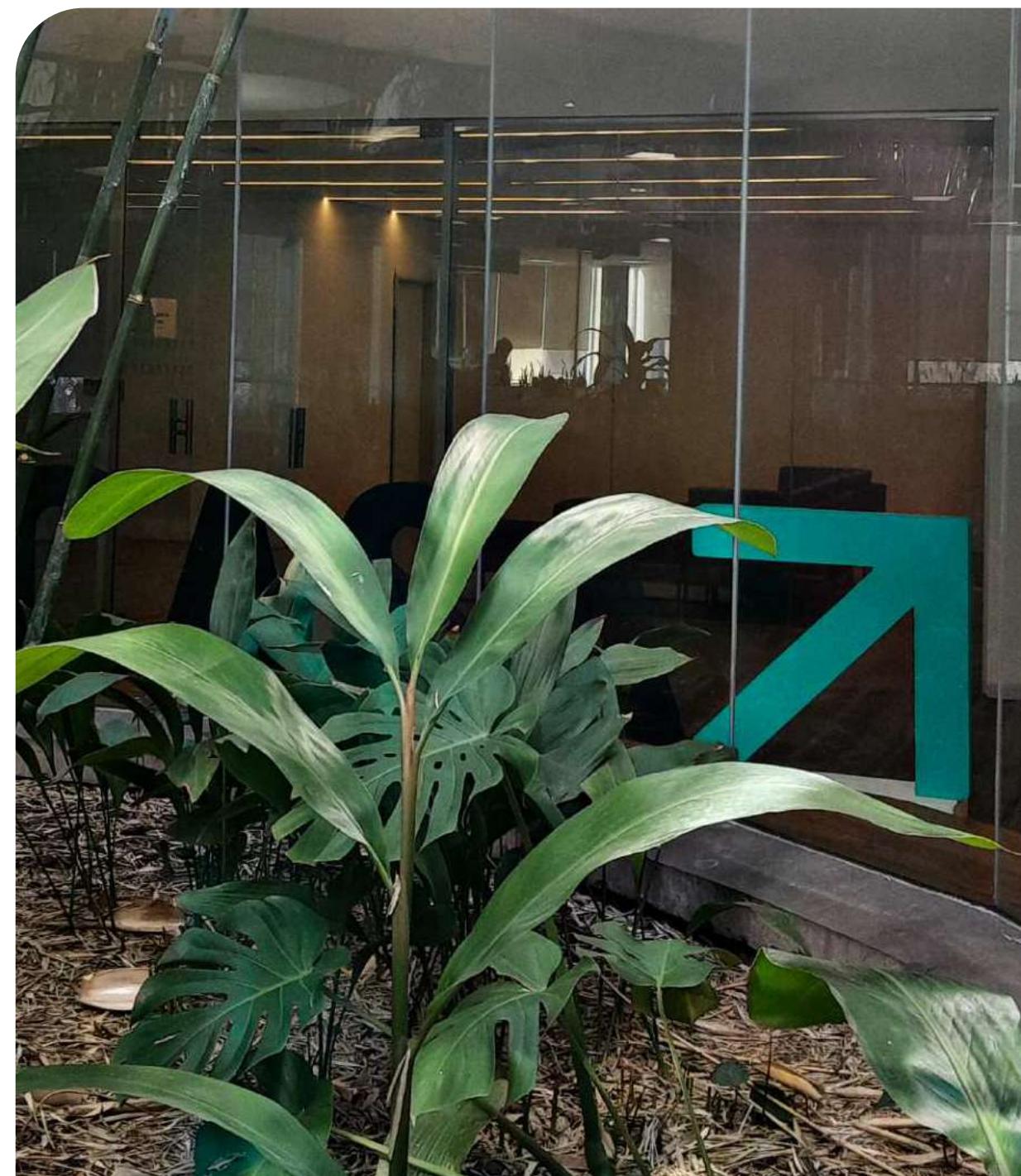
This decision reinforces our determination to align climate action with globally recognized standards, while ensuring transparency and credibility with our stakeholders.

### GHG emissions intensity

The emissions intensity, expressed as the number of tons of CO2 equivalent per representative unit of our operation, allows us to evaluate the efficiency with which our organization uses energy resources in relation to our services offered. This indicator is essential to establish solid baselines, define reduction goals and guide our actions towards an efficient, resilient operation committed to mitigating climate change.

| Intensity of GHG emissions (Ton CO2eq/m2) | 2024  |
|-------------------------------------------|-------|
| GHG Emissions Intensity ratio (*)         | 0,032 |

(\*) Includes Scope 1 and Scope 2 GHG emissions.



# Circular economy and packaging management

At OCASA Life Sciences, we are committed to responsibly managing the waste generated in our operations, minimizing environmental impact and reducing the volume sent to final disposal. Our approach is guided by institutional policies and global sustainability principles.

## 2024 Initiatives & Achievements

- Optimized operational practices to reduce waste generation and improve traceability of materials.
- Promoted source separation, reuse of inputs, and reduction of waste volume.
- Acquired special waste bins across all countries and developed training programs and recycling guidelines.
- Identified major waste types: cardboard, plastics, wooden pallets, film, tapes, medical devices, etc.
- Implemented differentiated collection systems, monitoring, and control processes for hazardous and non-hazardous waste in several regions including Argentina, Spain, and the United States.

This structured approach ensures that sustainability criteria are integrated throughout the lifecycle of materials used in our operations, supporting environmental stewardship and operational excellence.

## Key policies

- **Sustainability Policy:** Promotes reduce, reuse, and recycle to minimize landfill disposal.
- **Safety, Health & Environment Policy:** Ensures responsible management of environmental aspects and legal compliance.
- **Quality Policy:** Integrates environmental preservation within corporate social responsibility.

We developed awareness campaigns aimed at staff in India, Argentina and USA, focused on the proper management of waste generated in common areas such as dining rooms and kitchens.

In the United States, we reached 100% compliance with one of our milestones for the year by streamlining the import process of packaging materials shipped by sea, optimizing their use and disposal.





# Social

Occupational health and safety  
Employees  
People, culture & belonging

# Occupational health and safety

At OCASA Life Sciences, occupational health and safety are core pillars of our operational strategy. Ensuring safe, healthy, and dignified working conditions, not only as an ethical and legal responsibility, but also as a key factor in operational efficiency and sustainability.

Our occupational health and safety key objectives seek to focus our daily management, based on the Zero Harm principle:

- **Safe & Healthy Work Environment:** Prevent injuries and health risks; ensure compliance with standards.
- **Risk Identification & Assessment:** Prioritize hazards and implement effective controls.
- **Training & Empowerment:** Engage personnel at all levels to actively support and disseminate OHS practices.
- **Risk & Opportunity Management:** Promote continuous improvement through employee consultation and participation.
- **Regulatory Compliance:** Ensure adherence to legal requirements in all operating countries.

These measures are applied across all sectors, covering both internal staff and third parties involved in our logistics operations.



## Management approach

Our occupational health and safety management approach is based on:

- **Identification and evaluation of hazards.**
- **Implementation of preventive measures.**
- **Continuous training programs.**
- **Improvement actions based on audits and performance indicators.**

This system covers employees and contractors across all facilities and processes, fostering a preventive culture while meeting client-specific health and safety requirements.

## Key actions

At OCASA Life Sciences, we ensure that all operations comply with our Compliance Manual, safeguarding the health and safety of employees, clients, and contractors. We promote immediate reporting of safety risks, adherence to protocols, and responsible decision-making in risk situations. During 2024, we implemented the following key actions:

- **Annual safety and hygiene schedules, OHS-MS work plans, and regulatory compliance records.**
- **Ergonomic assessments, risk evaluations, and systematic provision of personal protective equipment.**
- **Development of safe work procedures, internal audits, technical training, periodic inspections, and corrective/preventive protocols.**
- **Promotion of a preventive and proactive organizational culture focused on employee well-being.**

These following outcomes in 2024, underscore our commitment to building safer and healthier work environments, placing employee well-being at the core of sustainable operations.

- **Argentina & India: Progress in ISO 45001 certification process.**
- **Colombia: Controls for noise, thermal comfort, biomechanical and height risks; forklift and height safety procedures.**
- **Perú: Achieved TISE 2023-2025 certification, met 100% of strategic goals, and received a satisfactory audit from the Ministry of Labor.**

# Employees

## Well-being and engagement

At OCASA Life Sciences, we recognize that the well-being and engagement of our employees is fundamental to the sustainable growth of the organization. We foster a positive and stimulating work environment, where individuals feel valued, heard, and supported in their professional development.

We emphasize the key role of each employee in achieving corporate goals, implementing procedures, and contributing to operational excellence. This commitment not only enhances performance but also positions OCASA as an attractive and challenging employer.

We also reaffirm our dedication to human rights, particularly regarding freedom of association and collective bargaining, ensuring a respectful and inclusive workplace.

### Our management approach focuses on:

- Fair working conditions that promote equity and respect.
- Skill development and continuous learning to strengthen individual and collective capabilities.
- A sense of belonging, fostering engagement and commitment to organizational objectives.

## Recruitment and development

At OCASA Life Sciences, we prioritize enhancing employee performance and are fully committed to their continuous development. Recruitment and development are strategic priorities, directly linked to attracting, retaining, and growing human talent, which is essential for long-term competitiveness and sustainability.

We promote ethical practices grounded in diversity, equity, and belonging, and invest in continuous training, well-being, and professional growth, in alignment with international frameworks such as the Global Compact Principles, the Sustainable Development Goals (especially SDG 8 on Decent Work and Economic Growth), and OECD guidelines on employment and training.

### Our approach includes:

- Ethical and transparent recruitment processes.
- Skills development programs tailored to current and future labor market needs.
- Performance management through clear objectives, continuous feedback, and alignment with organizational priorities.
- Comprehensive evaluations across all job categories, from executives to operational staff, promoting a holistic view of talent at all levels.



*93% of our employees participated in the periodic evaluation of performance and professional development.*

We foster regular dialogue between leaders and teams through **annual feedback sessions**, focusing on strengths, growth opportunities, and action plans to optimize performance.

**Managers receive dedicated training** to provide effective feedback, strengthening leadership and communication skills while supporting sustained professional development aligned with our organizational values and goals.

In line with our commitment to talent development, 2024 focused on strengthening the skills and capabilities of our employees. To support this, we leverage ZenQMS, a continuous training platform that provides access to updated content for all employees.

This approach ensures employees are effectively integrated into the operational and cultural environment of the organization.

Throughout the year, we implemented a strategic learning approach aimed at fostering continuous professional development, offering both technical and transversal courses on topics such as GxP guidelines, hygiene practices, GDPR, and counterfeit product prevention, among others.

As part of our professional growth framework, we design structured development plans for each employee, providing:

- **Evaluation opportunities.**
- **Internal mobility pathways.**
- **Access to targeted training tailored to the role and level of responsibility.**

This structured approach empowers employees to project their growth within the organization, aligning personal development with business objectives and contributing to the sustainability of our operations.

From the outset, each new hire participates in a comprehensive introductory training program, which covers:

- **Organizational orientation and culture.**
- **Compliance and regulatory requirements.**
- **Policies and procedures.**
- **Role-specific training.**
- **Systems and technology orientation.**
- **Safety and emergency guidelines.**

# People, culture and belonging

At OCASA Life Sciences, we recognize the importance of the People, Culture and Belonging as pillars for a strong organization and fundamentals to the long-term sustainability of our business. **We manage these concepts in a transversal and integrated manner, promoting values-driven work environments and guaranteeing equal opportunities across all operations.**

Our strategy is embedded within our corporate social responsibility framework, under the pillar of human development. This is achieved through policies, compensation practices, and processes designed to ensure fair treatment and opportunities for all employees.

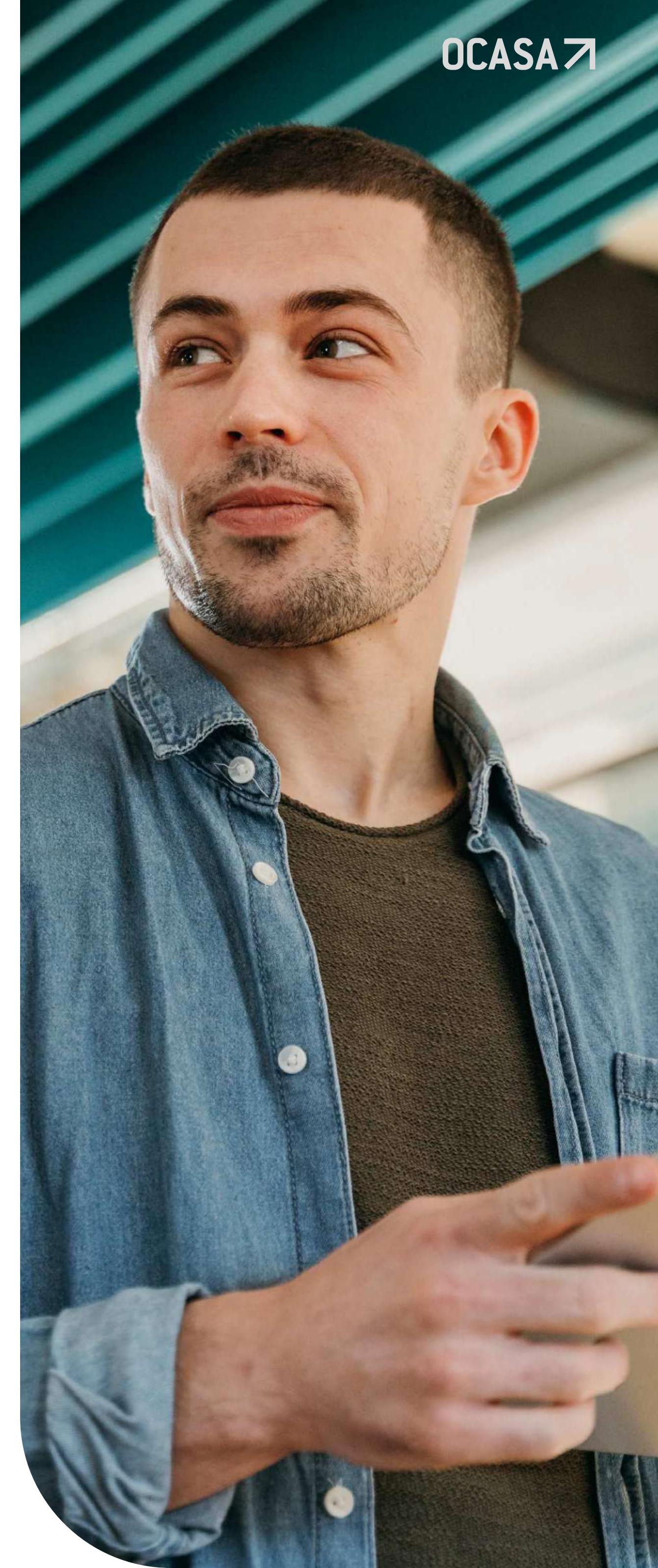
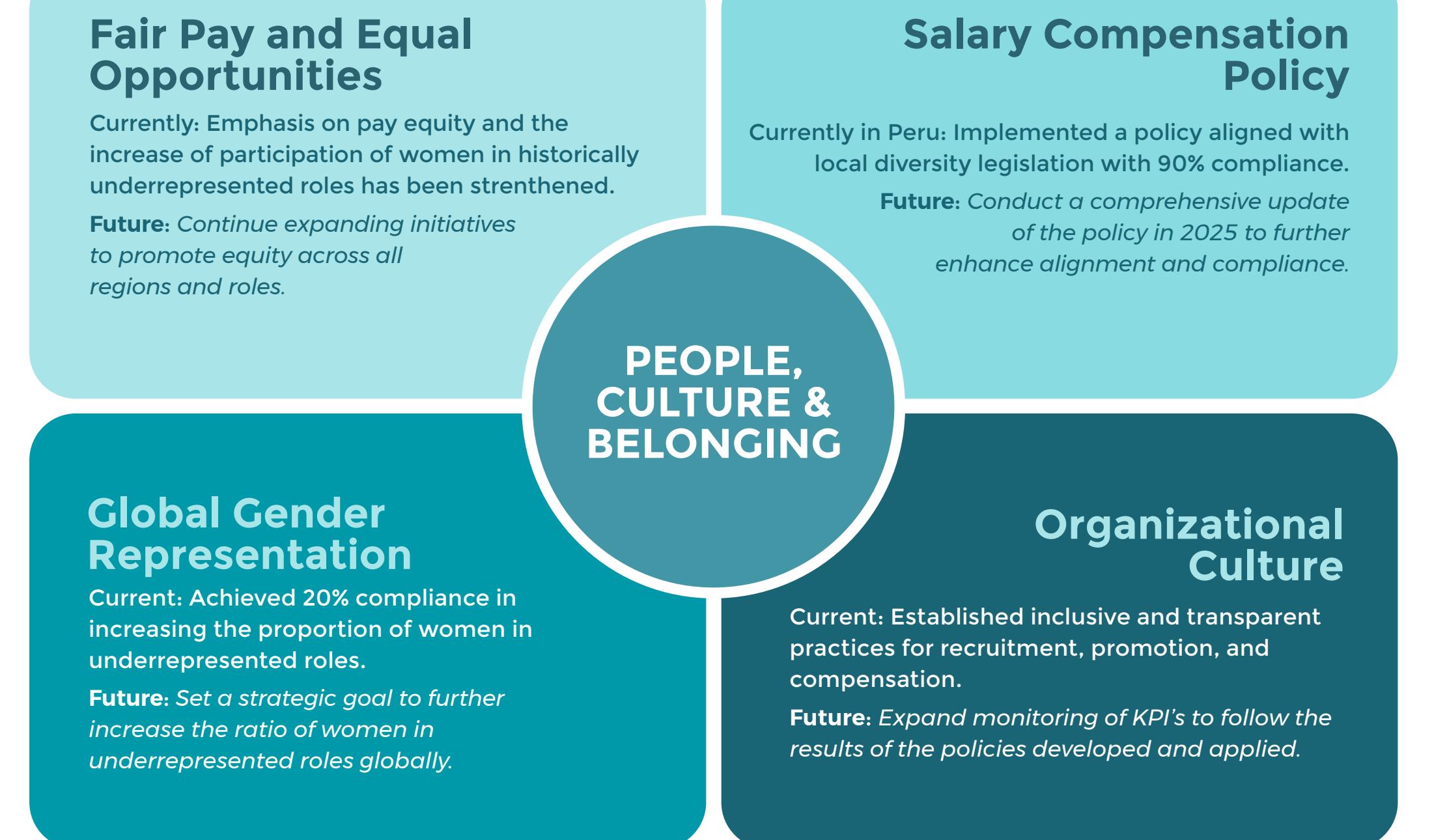
At the corporate level, we are advancing the implementation neutral compensation practices, where salary allocation is based exclusively on role, performance, and achievement of objectives.

We conduct annual salary reviews based on three main factors:

- **Cost of living evolution:** applying adjustments based on the Consumer Price Index (CPI) in each country to help preserve purchasing power.
- **Individual contribution to the business:** evaluating each person's impact and performance based on the objectives and responsibilities of their role.
- **Legal requirements in each country:** including collective bargaining agreements and diversity or equal pay regulations.

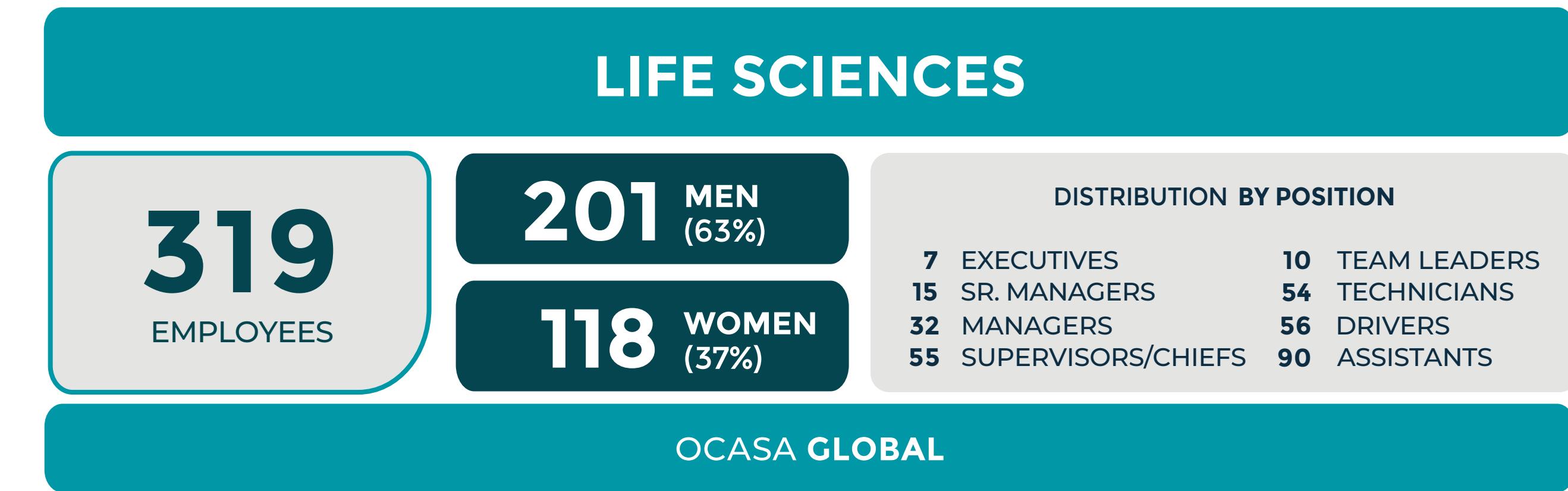
As part of our evolution, we are working to build a stronger compensation framework that reinforces these principles and supports a more transparent and market-aligned compensation management.

Our initiatives support our goal of building an ethic, transparent, and equitable management model aligned with the values we uphold as an organization. Also, we have set up some targets regarding the most important topics to manage in this matter.

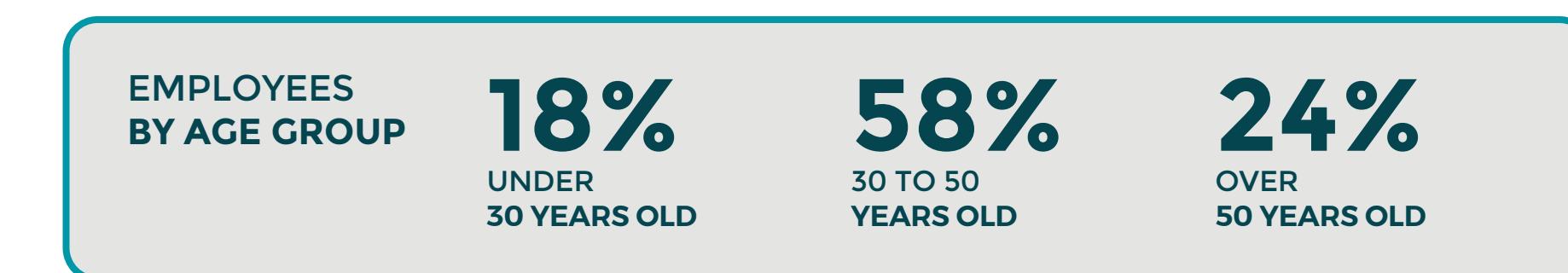


# People, culture & belonging

We build committed and efficient teams, focused on delivering high-quality service and driving growth. People, culture, and belonging are integral to our culture, fostering innovation, talent development, and long-term value creation.



At OCASA Life Sciences, we foster an ethical environment where diversity in gender, age, and experience strengthens our team. The following data reflects our commitment to equity and representation.



# | Community



# Community

## Community Support with Food Bank in Madrid, Spain



During the final months of the year, employees from the Spanish branch volunteered to collaborate with Madrid Food Bank, assisting with key logistical tasks related to the sorting and distribution of non-perishable food items for vulnerable populations in the region.

This initiative reaffirms OCASA's commitment to social development and value creation in the communities where we operate. Participating in solidarity-driven actions strengthens our core values and show active contribution to the local community.

## Environmental Volunteering in Miami, USA



As part of our commitment to environmental sustainability, OCASA collaborators in Miami took part in a beach cleanup day at Virginia Key, in partnership with Clean Miami Beach, a nonprofit organization. The initiative aimed to help preserve the marine environment by collecting waste (mainly single-use plastics) that threaten coastal biodiversity.

This action reflects our vision as a responsible company and our youCentric approach, driving initiatives that promote environmental care and the well-being of the communities where we operate.

# Commitment to the Community

At OCASA, we understand that our role as a company goes beyond providing logistics solutions.

We are committed to the communities in which we operate, and we seek to put our capabilities at the service of those who need them most.

From our experience, we know that logistics can be a powerful tool to generate social impact, and we choose to use it to bring concrete assistance to different parts of the country.

Through our own programs and in partnership with civil society organizations, we collaborate in actions that promote social integration, support in situations of vulnerability, and the creation of new opportunities.

We transport donations and essential resources safely and efficiently, connecting foundations

and associations with communities across Argentina.

In addition, we promote employment inclusion projects aimed at people experiencing homelessness and those who have been deprived of their freedom, supporting their reintegration into society and the world of work. We believe that inclusion begins with real opportunities, and we work to provide them from a human and transformative perspective.

## 2.790 packages delivered

Our commitment to the community is also a commitment to our own team: these actions strengthen our organizational culture and remind us that doing logistics can also be a way to build a fairer and more supportive world.





# GRI Content index

General contents  
Governance  
Environmental  
Social

# General contents



| GRI disclosure number                               | GRI disclosure title                                             | Page and Source | Additional information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------|------------------------------------------------------------------|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>The organization and its reporting practices</b> |                                                                  |                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| GRI 2-1                                             | Organizational Details                                           | See page 9      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| GRI 2-2                                             | Entities included in the organization's sustainability reporting | See page 5      | OCASA Life Science entities included in this report:<br>USA - US OCASA, INC., MEXICO - INTERNACIONAL LATINOAMERICANA DE SERVICIOS S.A. DE C.V., PERU - INTERNACIONAL LATINOAMERICANA DE SERVICIOS S.A. CHILE - INTERNACIONAL LATINOAMERICANA DE SERVICIOS S.A., COLOMBIA - L&D COLOMBIA LTDA, BRAZIL - INTERNACIONAL LATINOAMERICANA DE SERVICIOS LTDA, ARGENTINA - ORGANIZACION COURIER ARGENTINA S.A., SPAIN - LODILAT LOGISTICA, S.L., BELGIUM - LODILAT NV., INDIA - OC LOGISTICS INDIA PRIVATE LIMITED. |
| GRI 2-3                                             | Reporting period, frequency and contact point                    | See page 3      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| GRI 2-4                                             | Restatements of information                                      |                 | <i>It does not apply since it is the first time OCASA Life Sciences has produced a sustainability report.</i>                                                                                                                                                                                                                                                                                                                                                                                                |
| GRI 2-5                                             | External assurance                                               |                 | OCASA Life Sciences 2024 Sustainability Report does not have external verification.                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Activities and Employees</b>                     |                                                                  |                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| GRI 2-6                                             | Activities, Value Chain, and Other Business Relationships        | See page 9      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| GRI 2-7                                             | Employees                                                        | See pages 31-33 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

# Governance



| GRI disclosure number                     | GRI disclosure title                                                        | Page and Source | Additional information                                                                      |
|-------------------------------------------|-----------------------------------------------------------------------------|-----------------|---------------------------------------------------------------------------------------------|
| <b>Governance</b>                         |                                                                             |                 |                                                                                             |
| GRI 2-9                                   | Governance Structure and Composition                                        | See pages 16-17 |                                                                                             |
| GRI 2-11                                  | Chair of the highest governance body                                        |                 | <i>The President of OCASA Life Sciences is also a senior executive of the company.</i>      |
| GRI 2-12                                  | Role of the highest governance body in overseeing the management of impacts | See page 17     |                                                                                             |
| GRI 2-13                                  | Delegation of responsibility for managing impacts                           |                 | <i>This process has not yet been established in the Life Sciences division.</i>             |
| GRI 2-14                                  | Role of the highest governance body in sustainability reporting             | See page 16     |                                                                                             |
| GRI 2-16                                  | Communication of critical concerns                                          |                 | <i>Concerns are communicated through the hierarchical chain to the Executive Committee.</i> |
| GRI 2-17                                  | Collective knowledge of the highest governance body                         | See page 13     |                                                                                             |
| <b>Strategy, policies and practices</b>   |                                                                             |                 |                                                                                             |
| GRI 2-22                                  | Statement on sustainable development strategy                               | See page 8      |                                                                                             |
| GRI 2-23                                  | Policy commitments                                                          | See pages 18    |                                                                                             |
| GRI 2-24                                  | Embedding policy commitments                                                | See pages 19    |                                                                                             |
| GRI 2-25                                  | Processes to remediate negative impacts                                     | See pages 19    |                                                                                             |
| GRI 2-26                                  | Mechanisms for seeking advice and raising concerns                          | See pages 19    |                                                                                             |
| GRI 2-27                                  | Compliance with Laws and Regulations                                        | See pages 18    |                                                                                             |
| <b>Stakeholder engagement</b>             |                                                                             |                 |                                                                                             |
| GRI 2-29                                  | Approach to stakeholder engagement                                          | See page 13     |                                                                                             |
| <b>Innovation and Scientific research</b> |                                                                             |                 |                                                                                             |
| GRI 3-3                                   | Management of Material Topics                                               | See page 22     |                                                                                             |

# Governance



| GRI disclosure number                                                                                                   | GRI disclosure title                                                                          | Page and Source | Additional information                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Ethics, transparency and regulatory compliance</b>                                                                   |                                                                                               |                 |                                                                                                                                             |
| GRI 3-3                                                                                                                 | Management of Material Topics                                                                 | See page 18     |                                                                                                                                             |
| GRI 205-1                                                                                                               | Operation Assessed for Corruption-Related Risks                                               |                 | Our internal Audit area has not carried out specific assessments of risks related to corruption.                                            |
| GRI 205-2                                                                                                               | Communication and Training on anti-corruption policies and procedures                         | See page 18     |                                                                                                                                             |
| <b>Communication and training on anti-corruption policies and procedures</b>                                            |                                                                                               | <b>Total</b>    | <b>Percentage</b>                                                                                                                           |
| Members of the governing body to whom the organization's anti-corruption policies and procedures have been communicated |                                                                                               | 7               | 100%                                                                                                                                        |
| Employees who have been informed of the organization's anti-corruption policies and procedures                          |                                                                                               | 319             | 100%                                                                                                                                        |
| Business partners to whom the organization's anti-corruption policies and procedures have been communicated             |                                                                                               | 0               | 0%                                                                                                                                          |
| Members of the governing body who have received training on anti-corruption                                             |                                                                                               | 0               | 0%                                                                                                                                          |
| GRI 205-3                                                                                                               | Confirmed Corruption cases and actions taken                                                  |                 | There are no cases of corruption in the Organization during the reporting period.                                                           |
| <b>Cybersecurity, innovation and technology</b>                                                                         |                                                                                               |                 |                                                                                                                                             |
| GRI 3-3                                                                                                                 | Management of Material Topics                                                                 | See page 20     |                                                                                                                                             |
| <b>Shipping Agility</b>                                                                                                 |                                                                                               |                 |                                                                                                                                             |
| GRI 3-3                                                                                                                 | Management of Material Topics                                                                 | See page 23     |                                                                                                                                             |
| <b>Safety and quality of products and services</b>                                                                      |                                                                                               |                 |                                                                                                                                             |
| GRI 3-3                                                                                                                 | Management of Material Topics                                                                 | See page 21     |                                                                                                                                             |
| GRI 416-2                                                                                                               | Incidents of non-compliance concerning the health and safety impacts of products and services |                 | There were no cases of non-compliance cases relating to health and safety impacts of products and service categories in the reporting year. |



| GRI disclosure number                                         | GRI disclosure title                                    | Page and Source | Additional information |
|---------------------------------------------------------------|---------------------------------------------------------|-----------------|------------------------|
| <b>Sustainability in the supply chain</b>                     |                                                         |                 |                        |
| GRI 3-3                                                       | Management of Material Topics                           | See page 25     |                        |
| GRI 204-1                                                     | Proportion of spending on local suppliers               | See page 25     |                        |
| <b>Climate Change Management and GHG Emissions Reductions</b> |                                                         |                 |                        |
| GRI 3-3                                                       | Management of Material Topics                           | See page 26     |                        |
| GRI 302-1                                                     | Energy Consumption Within the Organization              | See page 26     |                        |
| GRI 302-3                                                     | Energy intensity                                        | See page 26     |                        |
| GRI 305-1                                                     | Direct GHG Emissions (Scope 1)                          | See page 27     |                        |
| GRI 305-2                                                     | Indirect GHG Emissions Associated with Energy (Scope 2) | See page 27     |                        |
| GRI 305-3                                                     | Other indirect GHG emissions (Scope 3)                  | See page 27     |                        |
| GRI 305-4                                                     | GHG Emissions Intensity                                 | See page 27     |                        |
| <b>Waste management and circular economy</b>                  |                                                         |                 |                        |
| GRI 3-3                                                       | Management of Material Topics                           | See page 28     |                        |

# Environmental

# Social



| GRI disclosure number                     | GRI disclosure title                                                                                           | Page and Source | Additional information                                                                                                                                                                                                                                                                                               |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employee Well-Being and Engagement</b> |                                                                                                                |                 |                                                                                                                                                                                                                                                                                                                      |
| GRI 3-3                                   | Management of Material Topics                                                                                  | See page 31     |                                                                                                                                                                                                                                                                                                                      |
| GRI 407-1                                 | Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be At Risk | See page 31     |                                                                                                                                                                                                                                                                                                                      |
| <b>Occupational Health and Safety</b>     |                                                                                                                |                 |                                                                                                                                                                                                                                                                                                                      |
| GRI 3-3                                   | Management of Material Topics                                                                                  | See page 30     |                                                                                                                                                                                                                                                                                                                      |
| GRI 403-1                                 | Occupational Health and Safety Management System                                                               |                 | <i>The scope of the Occupational Health and Safety Management System includes personnel with direct and indirect links, and all OCASA Life Sciences headquarters.</i>                                                                                                                                                |
| GRI 403-2                                 | Hazard Identification, Risk Assessment, and Incident Investigation                                             |                 | <i>At OCASA Life Sciences, we identify the risks related to the potential adverse effect on health both within the framework of the inculpable disease regime and also within the framework of the Compliance Manual and Safety, Health and Environment Policy, based on the use of the AMFE framework.</i>          |
| GRI 403-3                                 | Occupational Health Service                                                                                    | See page 30     |                                                                                                                                                                                                                                                                                                                      |
| GRI 403-4                                 | Employee Participation, Consultation, and Communication on Occupational Health and Safety                      | See page 30     |                                                                                                                                                                                                                                                                                                                      |
| <b>Occupational Health and Safety</b>     |                                                                                                                |                 |                                                                                                                                                                                                                                                                                                                      |
| GRI 403-5                                 | Employee training on occupational health and safety                                                            |                 | <i>We provide the following training, among others: Fire risk and use of fire extinguishers, Use and care of personal protection elements and general risks, Manual Lifting of Loads, First Aid and CPR, Preventive Self-Control, Evacuation Roles, Forklift Operation, time management, teamwork, among others.</i> |
| GRI 403-6                                 | Promotion of employee health                                                                                   |                 | <i>We base our activities on our occupational health program. We have a provider that provides occupational medicine activities, such as disease prevention workshops, among others.</i>                                                                                                                             |
| GRI 403-7                                 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  |                 | <i>All external suppliers must comply with the company's Safety, Health and Environment Policy, and the Compliance Manual.</i>                                                                                                                                                                                       |



# Social

| GRI disclosure number                                                                 | GRI disclosure title                                                                 | Page and Source   | Additional information                                                                                                                                                         |
|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employee recruitment and development</b>                                           |                                                                                      |                   |                                                                                                                                                                                |
| GRI 3-3                                                                               | Management of Material Topics                                                        | See page 31       |                                                                                                                                                                                |
| GRI 403-3                                                                             | Percentage of employees receiving regular performance and career development reviews | See page 31       |                                                                                                                                                                                |
| <b>Diversity, Equity and Inclusion</b>                                                |                                                                                      |                   |                                                                                                                                                                                |
| GRI 3-3                                                                               | Management of Material Topics                                                        | See page 32       |                                                                                                                                                                                |
| GRI 401-1                                                                             | New Employee Hires and employee Turnover                                             | See page 33       |                                                                                                                                                                                |
| GRI 405-1                                                                             | Diversity of governance bodies and employees                                         | See pages 16 - 17 |                                                                                                                                                                                |
| <b>Diversity in the governing body (Covers only Life Sciences Steering committee)</b> |                                                                                      | <b>Total</b>      | <b>Percentage</b>                                                                                                                                                              |
| <b>Gender Breakdown</b>                                                               |                                                                                      |                   |                                                                                                                                                                                |
| Men                                                                                   |                                                                                      | 6                 | 85,71%                                                                                                                                                                         |
| Women                                                                                 |                                                                                      | 1                 | 14,29%                                                                                                                                                                         |
| <b>Age Breakdown</b>                                                                  |                                                                                      |                   |                                                                                                                                                                                |
| Less than or equal to 30 years of age                                                 |                                                                                      | 0                 | 0%                                                                                                                                                                             |
| Between 31 and 50 years old                                                           |                                                                                      | 2                 | 28,57%                                                                                                                                                                         |
| Greater than or equal to 51 years of age                                              |                                                                                      | 5                 | 71,43%                                                                                                                                                                         |
| GRI 405-2                                                                             | Ratio of basic salary and remuneration of women to men                               |                   | At OCASA Life Sciences, we do not have a written salary review policy. However, we apply practices that seek to ensure fairness and consistency in our remuneration decisions. |
| GRI 406-1                                                                             | Incidents of discrimination and corrective actions taken                             |                   | There were no cases of discrimination in 2024                                                                                                                                  |



## Sustainability Report 2024



[ocasa.com](http://ocasa.com)



[linkedin.com/company/ocasa-life-sciences](https://linkedin.com/company/ocasa-life-sciences)