



Corporate Social Responsibility Report

SUSTAINABILITY REPORT 2025 / 26



Dear reader,

For us as a family-owned business, sustainability is more than just a buzzword. It is a central component of our business operations. As an international logistics service provider with 18 locations and nearly 30 logistics centers, we transport goods daily by road and rail, connecting markets in the process. This broad business reach across a wide variety of industries brings with it an immense responsibility toward social structures, societal developments, and the environment.

To fulfil this responsibility directly, the 'Zero Emissions Network' – which we initiated – is now at the heart of everything we do. Through this initiative, we are significantly driving forward the expansion of energy and charging infrastructure at our sites. True to our motto, 'We don't think in terms of quarters, but plan for generations', we are tackling today's challenges and already thinking ahead to the day after tomorrow. Every day, we take deliberate steps to make our world a place worth living in for future generations.

In this report, we comment on current issues and analyses we have carried out. We focus on areas over which we have influence and set out our objectives, opportunities and effective measures through which we are making our contribution to a sustainable future.

Peter Galliker

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Content

Galliker Transport AG

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

**CREATING
GREAT IDEAS
TOGETHER**



Galliker Transport AG

Family business

Galliker Transport AG has been growing since 1918 – driven by a strong workforce, clear vision and values put into practice. What began as a small haulage business in Hofstatt has grown into an international logistics company headquartered in Altishofen.

Galliker Transport AG remains 100 per cent family-owned to this day. Our financial independence allows us, as a long-established company, to invest in our future independently – today under the leadership of the third and fourth generations of the Galliker family.

Building on the knowledge and experience of our long-serving staff, we place great emphasis on young talent and on passing on know-how and skills. With the newly opened Galliker Academy World, we are consolidating our training and development activities and creating a central platform for the targeted development of our staff. Alongside our staff, we also attach great importance to our corporate and structural values: In warehouses, in the office and in the maintenance of our vehicle fleet, cleanliness and order are more than just a requirement. Order leads to a structured approach

and fosters trust, predictability and, consequently, safety. Ongoing investment in the sustainable transformation of our infrastructure and vehicle fleet, as well as their careful care and maintenance, pays off and represents true sustainability.

Agile working with clear objectives

As a family-run business, our decision-making processes are streamlined – this enables us to act swiftly and thoughtfully, and to build genuine partnerships on an equal footing. Our customers value our open dialogue, our spirit of innovation and our commitment to finding sustainable solutions in a changing market.

Logistics with a long-term vision

We nurture young talent, draw on experience and prioritise collaboration. Guided by our motto ‘Taking logistics to the next level’, we create a working environment that opens up new opportunities – with dedicated teams, modern infrastructure and a culture of responsibility.

Our subsidiary Imbach Logistik

Our vision of future-oriented logistics is also put into practice by our subsidiary. Imbach Logistik AG has been a wholly-owned subsidiary of the Galliker Group since 2008. Founded in 1905, this long-established company has deep roots in the Lucerne area and shares our values as a family-run

business. With over 300 employees at its sites in Schachen, Büron, Kriens and Lucerne, Imbach perfectly complements our network and strengthens our presence as a reliable partner and employer in the region.



Galliker is known for

- ✓ market- and customer-oriented services
- ✓ respect for the environment
- ✓ creating added value for our customers
- ✓ motivated, qualified staff
- ✓ the highest standards of quality

3'500

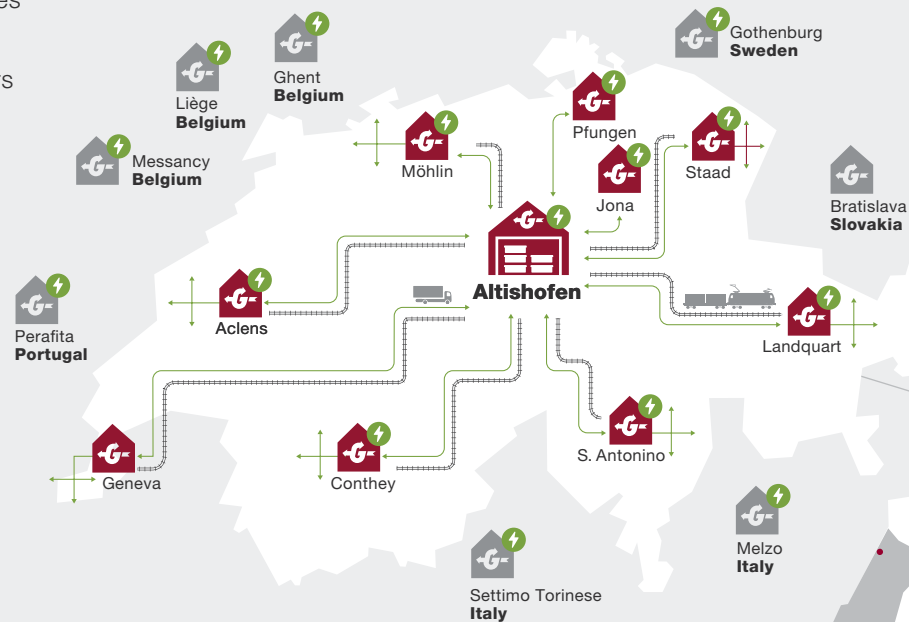
employees in total



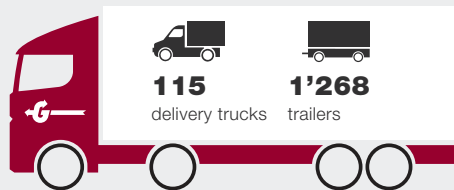
of which in
Switzerland

3'000

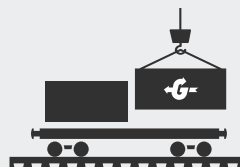
18 branches
in 6 countries



Branches with electric vehicle charging facilities



1'383 trucks



40–50
railcars per day

632'000 m²

of storage space

18'000

covered parking spaces for customer
vehicles in the Car Logistics area



20'430 MWh

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

Über 50% des Strombedarfs
produziert Galliker selber

Services

Drawing on many years' experience in transport and logistics across various sectors, our partnership-based approach to working with customers and our innovative mindset have led to the development of a wide range of service areas in recent years. Constant adaptation to rapidly changing economic and social conditions forms the basis of our development: all our services are designed to meet the current market situation as effectively as possible, whilst also ensuring they can be implemented effectively in the long term.

Versatile industry solutions

Quality, sustainability and innovation are our top priorities when developing our range of services. Working closely with our clients, we develop new concepts that open up exciting opportunities. The diverse circumstances of different sectors and stakeholder groups present constant challenges – challenges that can only be overcome through the targeted deployment of skilled specialists and state-of-the-art technology. Partially and fully automated logistics processes also ensure a high level of efficiency in process execution.



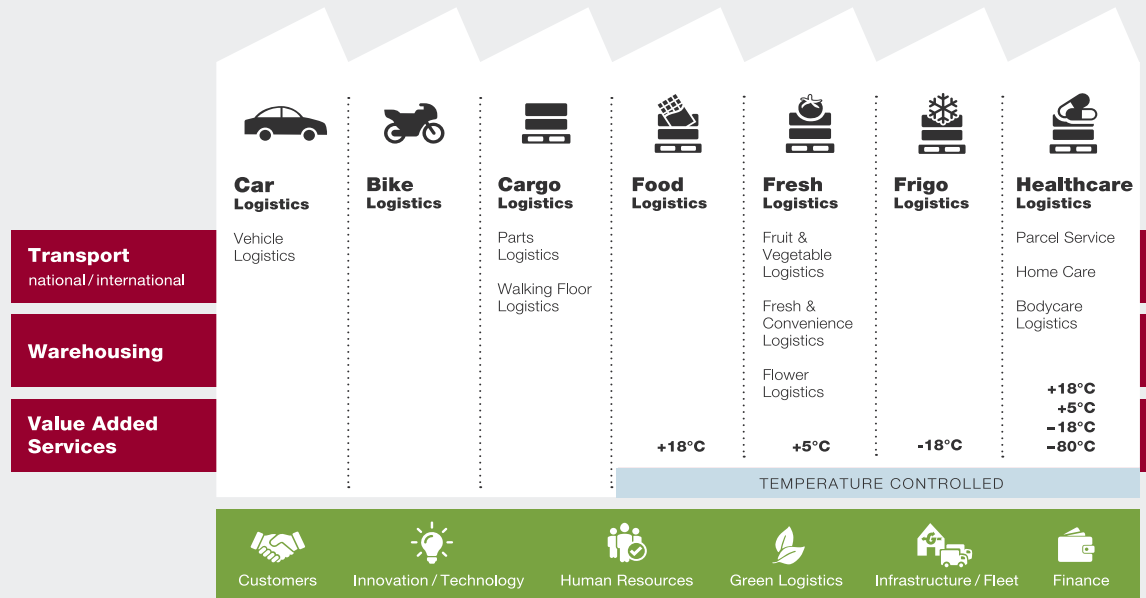
Temperature-controlled logistics: Food, Fresh, Frigo

We successfully utilise our national and international branch network for the logistics of foodstuffs across various temperature zones. Our closed cold chains cover the entire process, from the collection of perishable goods directly from the production facility, through storage and handling, to final delivery. Customer-focused additional services in the areas of customisation and packaging round off our comprehensive range of services.

Cargo Logistics

Galliker's own network of branches enables a seamless, 24-hour collection and delivery service for freight throughout Switzerland. Collected today, transported overnight by rail between the individual branches, and delivered punctually tomorrow via our local distribution network in accordance with your requirements. Our friendly, experienced staff ensure that a wide variety of consignments reach the right destination on time, whether in a remote Alpine valley or a bustling city centre. Professional warehousing and specific value-added services round off our wide range of services.

Service overview



Fields of activity

- › Throughout Switzerland and Europe
- › Across industries

Temperature ranges

Ambient	15 – 18 °C
Fresh	2 – 5 °C
Frigo	-18 °C / -80 °C

Co-Packing by Galliker

- › Display construction
- › Packaging
- › Production of multipacks
- › Labelling and price marking

Highest quality and safety standards / norms

- ✓ GDP/GMP according to Swissmedic
- ✓ ISO Standard 9001/14001/45001/27001
- ✓ FSSC 22000
- ✓ BIO-regulations / Bio-Suisse / Demeter

Car Logistics

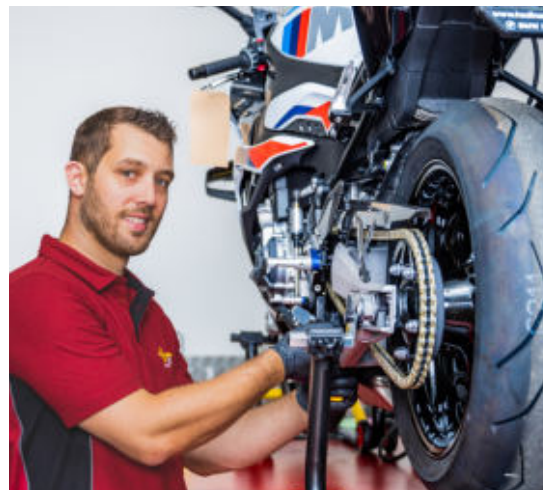
With our modern fleet, we ensure reliable and on-time deliveries of passenger cars and commercial vehicles. Before the vehicles are delivered to car dealers, many of them make a stop-off with us – either simply for temporary storage, or, where necessary, for stock maintenance and reconditioning work, to keep the vehicles in optimum condition and deliver them ‘ready to go’ directly to the showroom or to customers.

Bike Logistics

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

Healthcare Logistics

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



Corporate strategy

Through a clear corporate strategy, strong values and a focus on long-term partnerships as well as customer and supplier relationships, we are working towards clear objectives across various areas of the business.

We continually nurture and profitably expand our partnerships with our customers through reliable transport and logistics services. We identify and assess opportunities swiftly in order to implement appropriate innovations, and we seek to collaborate with start-ups and universities. Our activities and projects are always designed to offer added value to all stakeholders and to impress through their high level of effectiveness and reliability.

We place great importance on a positive corporate culture and motivated staff. By involving our staff and maintaining close contact with our customers, we generate ideas and suggestions for improvement. The 'Galliker Roadmap' also serves as a compass to help us overcome future challenges and operate successfully in line with our values and principles.



We aim to maintain proactive communication with our **customers**, continuously assess our services, and respond swiftly to any discrepancies or changes. This is to ensure maximum customer satisfaction and long-term customer loyalty.



We encourage clear, fair and respectful interaction amongst our **employees** at all levels. Close, proactive collaboration within and between teams forms the basis for our shared success. We also invest in promoting diversity, in the implementation and ongoing development of training and professional development programmes, and strive to achieve a healthy balance in our working conditions.



In our **field**, we respond proactively to changes in the global economy and current affairs, monitor political developments, assess trends and act swiftly and flexibly. We take a critical look at regulations and government guidelines; where necessary and appropriate, we advocate for change.



In the **finance** department, the focus is on optimising costs through enhanced support for management accounting. BI-supported data models and key performance indicators are continuously developed and established.



We are constantly developing our range of **services** in line with trends and customer needs. We optimise existing processes with a view to improving efficiency and sustainability.



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



We drive **technological development** by implementing systems that are designed with user-friendliness and a long-term perspective in mind. This ensures stable and reliable infrastructure, as well as the highest possible safety standards.



We are constantly working towards ambitious **sustainability** goals – by taking a proactive approach and thinking ahead, we are leading the way as pioneers in the industry.

Stakeholder engagement

Ongoing dialogue with our stakeholders is a key part of our approach to sustainability. It builds trust, fosters innovation and helps us to actively fulfil our responsibilities towards society, the environment and the economy.

As a diversified logistics group, we engage daily with our employees, customers, suppliers, public authorities and other stakeholders. Their expectations, needs and feedback provide us with valuable insights that enable us to continuously develop our services and create sustainable solutions. Through open dialogue based on partnership, we strengthen long-term relationships and work together to shape the future of responsible logistics. The following overview sets out our key stakeholders and how we actively and purposefully shape our collaboration with them.

	Key concerns / expectations	Dialogue formats / Engagement
Employees	› Fair pay › High standards of safety at work › A modern fleet of vehicles and infrastructure › High-quality training and professional development › Career prospects › Protection of personal data	› End-of-year reviews › Mare-Tool: Improvement platform › Internal communication app 'Glix' › Galliker Academy World for training and professional development
Customers	› Punctuality and high delivery standards › Fair, competitive prices › Efficient and sustainable logistics › A strong capacity for innovation	› Regular face-to-face meetings with clients › Involvement in joint projects › Proactive communication when clients are affected › Company tours for direct insights › Attendance at trade fairs
Suppliers / Partners	› Long-term partnerships › Planning certainty › Collaboration on pilot projects	› Annual Partner Days › Planning discussions (in person / online) › Involvement in partner projects
Society / State	› Creation of local jobs › Noise and emissions control › Compliance with statutory standards	› Information events and open days › Support for regional events › Participation in trade fairs › Information on construction projects
Shareholders, Owners	› Sustainable business continuity › Preservation of value › Financial independence › Leadership in innovation	› Regular management meetings › Long-term strategy workshops
Competitors	› Fair competition › Industry standards › Overcoming market challenges	› Exchanges within specialist committees and associations › Collaborations on logistics solutions › Participation in industry events / trade fairs

Materiality analysis

At Galliker Transport AG, sustainability is deeply embedded in our corporate DNA and our family values. The dual materiality analysis serves as our compass for sustainable logistics and helps us to target our resources precisely where they will have the greatest impact.

Based on the methodology of the new European sustainability standards (ESRS/CSRD), we have introduced a systematic process to assess the materiality and impact of our sustainability issues internally as a first step. In consultation with our management team, we have examined these issues from two perspectives: on the one hand, we assessed the impact of our business activities on the environment and society (inside-out perspective); on the other hand, we evaluated the significance of these issues for our long-term business success, operational safety and risk management (outside-in perspective).

The assessment was deliberately carried out at management level to ensure that the priorities identified are supported by those responsible for the various business areas and consistently implemented in day-to-day operations. In line with our esta-

blished 'Green Logistics by Galliker' strategy, we have decided to divide the traditional environmental sector into two distinct areas – mobility and infrastructure – to enable more precise management. We have therefore consolidated the overall results of this analysis into the following four strategic areas:

Corporate governance

Forward-looking logistics require a secure and reliable backbone. The area of data protection and information security was identified as the most critical issue for our operational resilience, with a score of 4.1 (impact) and a top score of 4.4 (relevance). Together with a sound sustainability strategy (4.3 impact / 3.4 relevance) and sustainable corporate governance (4.3 impact / 3.6 relevance), these areas of focus ensure the trust of our customers and partners, as well as our competitiveness.

Social

People are at the heart of everything we do. The issues of health and safety at work (a top score of 4.4 for impact / 3.8 for relevance) and fair working conditions and employees' rights (4.1 for impact / 3.8 for relevance) have a direct impact on the well-being of our staff and form the basis of our strong, motivated corporate culture. Continuing professional development (3.9 for impact / 3.5 for relevance) also plays a vital role in continuously developing the skills within our Galliker family.

Environment / Mobility

As a logistics service provider, a large proportion of our carbon footprint is generated on the road. Reducing greenhouse gas emissions lies at the heart of our environmental responsibility and has been assessed accordingly (3.5 Impact/3.6 Relevance). Through the ongoing expansion of our Green Logistics programme, we are actively driving forward the decarbonisation of our fleet in the mobility sector in order to tackle the global challenges posed by climate change.

Environment / Infrastructure

Our logistics centres form the physical foundation of our work. In particular, the consistent expansion of renewable energy (rated 3.8 in both dimensions) and efficient waste management and recycling (rated 2.8 in both dimensions) ensure the careful use of resources at our sites. The protection of water and soil, rated at 2.9 (impact) and 2.7 (relevance) respectively, also remains an integral part of our infrastructure management.

Materiality analysis

Mobility Impact / Relevance

1	Reduction in greenhouse gas emissions	3.5	3.6
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Infrastructure

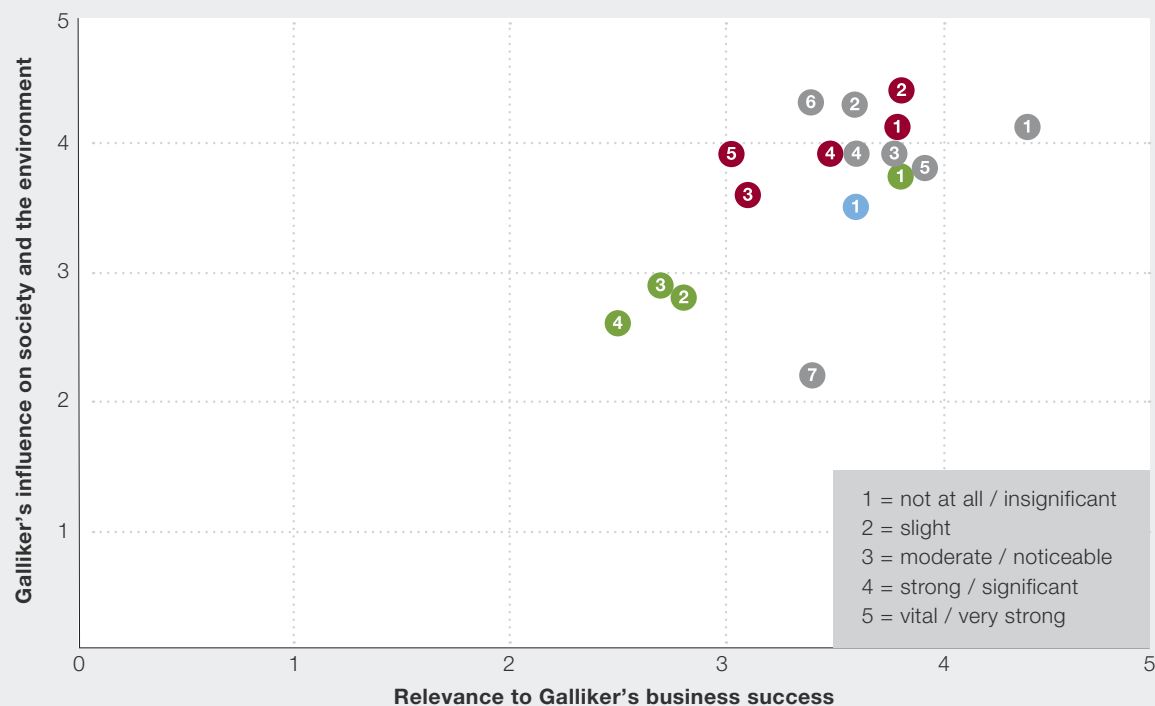
1	Renewable energy	3.8	3.8
2	Waste management & recycling	2.8	2.8
3	Water & soil pollution	2.9	2.7
4	Biodiversity & ecosystems	2.6	2.5

Social

1	Working conditions & employees' rights	4.1	3.8
2	Health and safety at work	4.4	3.8
3	Equal opportunities	3.6	3.1
4	Further training	3.9	3.5
5	Social engagement	3.9	3.0

Corporate governance

1	Data protection & information security	4.1	4.4
2	Sustainable corporate governance	4.3	3.6
3	Supply chain due diligence obligations	3.9	3.8
4	Prevention of corruption	3.9	3.6
5	Compliance with labour rights	3.8	3.9
6	Sustainability strategy	4.3	3.4
7	The global economy & climate change	2.2	3.4



Conclusion and Outlook

Our materiality matrix (see diagram) serves as our strategic roadmap. Issues in the top-right quadrant – such as IT security, health and safety at work, and climate protection – are the absolute priorities for our actions. We will continue to monitor closely issues with less immediate operational

relevance – such as biodiversity, which is rated at 2.5 (impact) and 2.6 (relevance). This clear focus ensures that we remain economically resilient whilst, at the same time, making our contribution to a future worth living in.



The image shows a person's hand in a light-colored sweater interacting with a laptop. Overlaid on the scene are several digital elements: a green card with 'CO₂ NEUTRAL' and a hand icon, a 'Zero Emissions NETWORK' diagram with icons for solar, wind, and buildings, a speedometer icon with a lightning bolt, a green card with a 'G' and arrows, a card with a classical building icon and a target, a card with a bicycle icon, a card with a group of people icon, a card with a lightbulb and bar chart, a card with a globe and leaf, a card with three checkmarks, a card with a truck and H₂ icon, and a card with a line graph. The background is a blurred laptop and desk.

Sustainability strategy

Sustainability strategy

The right infrastructure, forward-looking mobility and investment in our staff form the foundations of our work. We see new technological possibilities as an opportunity and are working on meaningful measures and ambitious goals to make our world a place worth living in for future generations. Together with our customers and partners in the Galliker Green Logistics Association, we are able to make a real difference every day.

Given that our activities span various sectors, countries and cultures, we bear not only a local responsibility but, more importantly, a far-reaching one. We fulfil this responsibility in various areas – in corporate governance as well as in social and environmental matters, we strive every day to identify changes and trends and to respond to them with appropriate measures, based on a realistic risk assessment.



To ensure this, the issue of sustainability is addressed at various levels within our company, and responsibilities are clearly defined. Regular audits, critical assessments of our measures, an ongoing analysis of the carbon footprint of our various divisi-

ons, a lively and regular dialogue with our stakeholders, and adherence to internationally recognised standards characterise our commitment to sustainability.

UN Sustainability

Through its 17 Sustainable Development Goals, the United Nations is presenting, as part of the 2030 Agenda, ‘a global plan to promote sustainable peace and prosperity and to protect our planet’.

These objectives serve as the basis for us to plan our own initiatives in a targeted manner, in line with our business activities and the social and political

environment, to take appropriate measures and to define our individual objectives. In this way, we ensure that socially, politically and environmentally relevant issues are consistently addressed. Given our business areas and the resulting spheres of influence of our company, certain focus areas emerge to which we give primary attention. We do this in the knowledge that our actions in these prioritised areas can exert a relatively greater leverage effect.



Commitment in line with ESG principles

In order to summarise the relevant aspects of sustainability effectively, we work in accordance with the ESG principle. ESG stands for the areas of the environment, social issues and corporate governance. In combination with the UN Sustainable Development Goals, this results in the following key focus areas, which primarily influence our objectives and our action plans.



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



Governance

Comprehensive sustainability management requires the integration of all aspects of sustainability, as well as the interests of the relevant stakeholders, at a central point within the organisation, so that meaningful, risk-informed decisions can be made and measures implemented on the basis of the 'big picture'.



Environment

Taking environmental considerations into account and preserving our natural resources and the natural world as a whole is a matter of course for us in our day-to-day business operations.



Social

Our focus is on motivated, satisfied staff and a safe, secure working environment. We open doors to training and further education, thereby ensuring a strong foundation on which to build our business activities.





Measures

- › Reducing accidents with 'Go Safe' & monthly prevention campaigns
- › Health and safety audits at all sites
- › Health promotion and ergonomic workplaces
- › First-aid training courses
- › Psychological support
- › Occupational Health and Safety Management System ISO 45001

Documentation

- › Supplier Code of Conduct
- › QEHS policies
- › Accident statistics (KPIs)
- › Safety manual
- › Emergency plans
- › Evacuation drills
- › Safety e-learning
- › ISO 45001 certificate available at galliker.com



Measures

- › Training courses at the Galliker Academy
- › Apprenticeship training and the development of young talent
- › Galliker Junior Day
- › Language courses and management training programmes
- › Regular Eco-Drive training sessions
- › Digital learning platform
- › Support for external training courses

Documentation

- › Academy programme
- › Training regulations
- › Training statistics
- › Talent management
- › Galliker Junior Day review
- › Success rate in the qualification process



Measures

- › Promoting women in logistics and leadership
- › Regular pay reviews (Fair-ON-Pay)
- › Protection against discrimination and harassment
- › SEDEX SMETA 4-Pillar membership

Documentation

- › Wage structure analysis
- › Operating regulations
- › CSR guidelines
- › Recruitment process
- › SEDEX certificate on galliker.com



Measures

- › Investing in solar power for maximum self-sufficiency
- › Charging hubs for heavy-duty electric commercial vehicles
- › Improving energy efficiency in buildings
- › Connection of the North and South site networks at head office
- › Implementation of storage solutions
- › Galliker support association

Documentation

- › Energy monitoring
- › Environmental strategy
- › Infrastructure Investment Plan
- › greenlogistics.galliker.com
- › greenlogistics.galliker.com/en/support-association



Measures

- › No use of subcontractors; 100% of drivers are employed directly
- › Tool for continuous improvement (MARE)
- › Annual reviews
- › Employee surveys
- › Securing the site and local jobs and apprenticeships
- › Fair pay and supplementary social security benefits

Documentation

- › MARE reports
- › Operating regulations
- › Supplier Code of Conduct
- › Employee surveys



Measures

- › Pioneering work in alternative propulsion systems (H₂, electric, biogas)
- › Innovative logistics centres with automation
- › Helping to shape the charging infrastructure in Switzerland
- › Digitalisation to avoid empty runs
- › Quick decision-making processes thanks to owner-management

Documentation

- › Green Logistics strategy
- › Innovation business plan
- › Fleet statistics
- › Investment plan Infrastructure/Mobility
- › A 100% owner-managed family business



Measures

- › Waste reduction and recycling management
- › Reusable containers and optimised packaging
- › Monitoring of service life via telematics
- › Water management
- › 100% LED lighting systems
- › Durable work equipment and workwear

Documentation

- › Waste balance / waste disposal statistics
- › Electricity balance
- › Water balance
- › Life-cycle assessments



Measures

- › Zero emissions by 2050 with a clear roadmap
- › Expansion of the electric vehicle fleet and hydrogen lorries
- › Shifting long-distance freight to rail (combined transport)

Documentation

- › Carbon footprint
- › CSR-report
- › Roadmap Green Logistics by Galliker
- › Investment plan fleet management



Measures

- › Zero tolerance of corruption, bribery and money laundering
- › Anonymous whistleblower scheme (whistleblowing@galliker.com)
- › Data protection under the GDPR and the amended Data Protection Act
- › Code of Ethical Conduct
- › Transparent cooperation with the authorities

Documentation

- › Code of Conduct
- › Supplier Code of Conduct
- › Privacy policy
- › Compliance reports
- › Whistleblower scheme



Measures

- › Leadership role within the Green Logistics support association
- › Collaboration with manufacturers on prototypes
- › Involvement in trade associations and organisations
- › Knowledge exchange with colleges and universities
- › Partnership with the Swiss Federal Office of Energy (SFOE)

Documentation

- › Articles of association
- › Partnership agreements
- › Minutes of specialist committees



Governance

“The trick lies in meeting the needs of all stakeholders to an extent that ensures the company’s long-term success. This requires a clear strategy and carefully defined responsibilities within the company – only in this way can we, by thinking big, also attend to even the smallest details.”

Rolf Galliker, Chairman and COO

We take responsibility

Our extensive, international structures require a clear division of responsibilities in order to give equal consideration to the needs of all our stakeholders – including employees, customers, partners, policymakers and society at large.

Management

On a management level, care is taken to ensure that all matters are correctly allocated within the organisation and given due weight in line with the overall strategy.

Sustainability Management

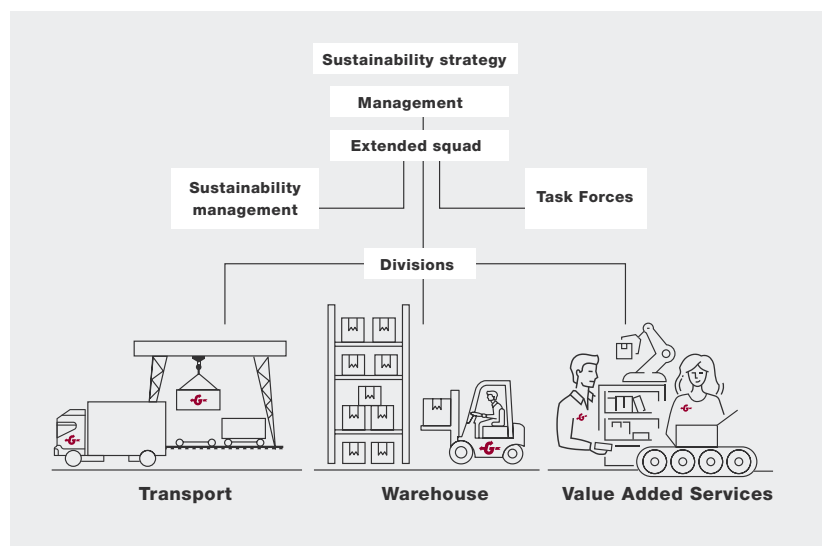
Measures in the sustainability strategy are implemented and overseen by the Sustainability Management team, which reports regularly to management on results, opportunities, risks, and changes.

Task force

Working in close collaboration with the sustainability management team, the task forces operate independently within their specialist areas in order to prioritise specific focus areas.

Divisions

Senior management across all divisions aligns its actions with the overarching corporate objectives and communicates these using a top-down approach. Implementation in accordance with the ESG framework and reporting on the local situation are carried out using a bottom-up approach. In this way, the entire company pursues common, overarching objectives, whilst clearly fulfilling its corporate responsibilities and taking into account individual local circumstances dependent on the market and the services provided.



Recognition for corporate social responsibility

In early October 2024, our company owners, Peter Galliker, Rolf Galliker and Esther Studer-Galliker, received a special honour: they were presented with the prestigious 'EY Entrepreneur Of The Year Switzerland 2024' award in the 'Family Business' category. This award recognises not only the visionary leadership of Galliker, but also the significant and outstanding achievements of our staff.



Risk management

Based on our clear organisational structure, we regard risk management as an integral part of our corporate governance. At Galliker, the identification and assessment of risks takes place at the highest level: the Executive Board assesses and prioritises all project and change requests at regular meetings. In doing so, investments and resources are sensibly prioritised and allocated according to their strategic importance and other weighted criteria. Through an iterative assessment process, we ensure that external factors are always taken into account in the prioritisation process and that projects are consistently given the necessary priority.

Certified safety through interlocking

Our risk management places particular emphasis on the ongoing monitoring of regulatory requirements and market developments. Through close dialogue between the specialist task forces and the operational divisions, we ensure that risks in the areas of technology, legal affairs and ESG are identified at an early stage. The integration of top-down targets and bottom-up reporting enables us to respond quickly to changes and ensure business continuity at all our sites.

As a direct result of this structured approach, customers and partners are already benefiting from our certifications to ISO 9001 (quality), 14001 (environment) and 45001 (occupational health and safety), as well as other certifications and authorisations in the food and healthcare sectors. With 'Green Logistics by Galliker' and numerous sustainability labels, we also emphasise our commitment to sustainable practices.

Information security at Galliker

As a central pillar of our risk management, the protection of sensitive information is our top priority. Information is valuable and must be optimally protected against threats. Increasing demands from regulators and the market require companies to demonstrate a high degree of responsibility and due diligence towards all stakeholders in the field of information security. Galliker is aware of this responsibility and has established an Information Security Management System (ISMS) as its foundation, which has been certified to ISO/IEC 27001 and is being continuously developed.

In doing so, we focus on all information processed within our company. This enables us to minimise risks and ensure the confidentiality, integrity and availability of information. Furthermore, by maintaining a high standard of information security, we strengthen the trust of our customers and partners.

An ISMS in accordance with ISO/IEC 27001

ISO/IEC 27001 is the gold standard for establishing an ISMS. The standard is widely used and respected worldwide. It enables companies and organisations to systematically strengthen their information security. We have been certified since early 2025 and undergo annual recertification to maintain our certification and consolidate information security within our company.

TISAX – the standard for the automotive industry

In addition to its ISO certification, Galliker has once again successfully passed the TISAX (Trusted Information Security Assessment Exchange) assessment. TISAX is a standard for information security defined by the automotive industry and serves as recognised proof of the secure handling of sensitive data within the supply chain. Thanks to our information security management system, we can guarantee our partners the highest level of protection.

Targeted measures and raising awareness

The holistic approach of our ISMS covers staff, processes and systems in equal measure. To strengthen the technological protection of our infrastructure, we introduced two-factor authentication (2FA) for over 3,000 staff members last year, amongst other measures. Furthermore, by using a professional password manager, we provide a central tool to ensure the secure handling of login details throughout the organisation.

The vigilance of every individual is crucial. That is why we use regular campaigns to foster a high level of security awareness in our day-to-day work. To this end, we publish targeted articles on our internal communication platform on topics such as the secure handling of emails and physical security. We also use practical tools such as desk displays to raise awareness on a daily basis.

Alongside raising awareness, a key pillar is the ongoing and specific training of our staff. Since the introduction of our ISMS, we have been offering an e-learning course on information security, which all staff are required to complete. By adhering to these

security practices, we work together to create a secure and trustworthy working environment.

Benefits of our ISMS

With our certification to ISO/IEC 27001 and TISAX, we reaffirm our commitment to sustainable quality:

- › Certified management system (ISO/IEC 27001) and the TISAX label
- › Protection of confidentiality, integrity and availability
- › Protection of sensitive data & supply chain security
- › Compliance
- › Identification, assessment and minimisation of security risks
- › Early detection and prevention of threats
- › Business continuity
- › Increased customer confidence

The objectives of information security

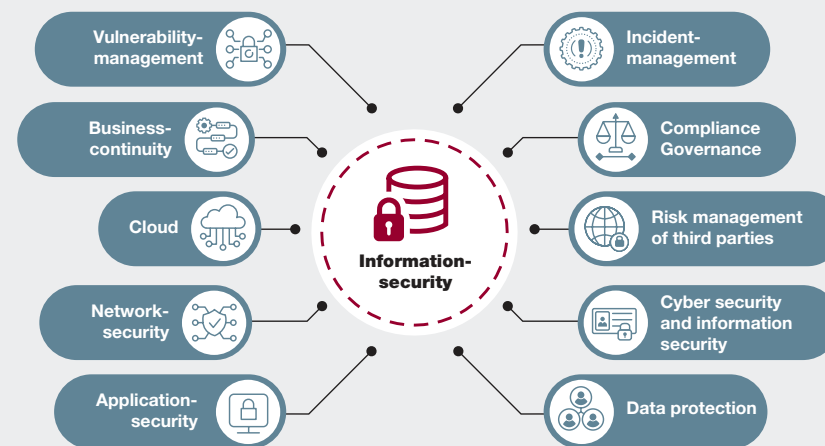


Integrity: The information is reliable and cannot be tampered with.

Confidentiality: Only authorised persons have access to the information.

Availability: Information is available at the requested times.

ISMS in accordance with ISO/IEC 27001



Quality management

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



External audits and inspections

In line with our commitment to complying with generally applicable standards and regulations, we undergo regular audits to maintain various certifications and authorisations (see page 25).

Auditing of partners and suppliers

To ensure compliance with our own guidelines throughout the value chain, we carry out regular audits of our partners and suppliers. This includes verifying compliance with our Supplier Code of Conduct. In addition, we recorded well over 100 customer audits in the current reporting year, with GDP audits in the healthcare sector accounting for the majority of these. All audits, as well as inspections by regulatory authorities, were completed successfully without any major uncontrolled non-conformities.

Training and courses

Our staff receive training, both internally and externally, on safety, conduct, fair treatment and our Code of Conduct. We ensure that their knowledge remains up to date through regular e-learning modules and targeted training courses.

Whistleblower reporting

Should any breaches of rules and guidelines be identified, these can be reported to the company via various channels.

Swiss energy prize

NSustainability has always been part of Galliker's corporate strategy and has been further strengthened through 'Green Logistics by Galliker'. Winning the prestigious Watt d'Or 2025 award confirms that we are on the right track: for us, sustainable logistics is not just a vision, but a reality we live by.

CEO Peter Galliker: "Winning the Watt d'Or confirms our commitment to shaping the logistics sector in a sustainable way. It shows that innovation and responsibility go hand in hand, and that sustainable logistics is fit for the future." Among the projects recognised was the underground power tunnel at the company's headquarters in Altishofen (LU). This supplies 28 charging stations with up to 200 kW of power and lays further groundwork for the efficient integration of electric lorries.



watch the E-Power Tunnel video

Certificates

In all areas, we place great emphasis on systematic progress and demonstrable results.

To ensure we treat the environment with care, we practise proactive environmental management. In pursuing our environmental objectives, we rely not only on our most important resource – our motivated and skilled staff and our managers – but also on globally recognised standards and expert partners.

Certificates

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

- › ISO/IEC 27001 Information security management
- › Tisax: Information Security-Management System Standard
- › FSSC 22000 Food Safety
- › BIO/Organic-regulations / Bio-Suisse / Demeter
- › Swissmedic GDP / GMP authorizations
- › Sedex Ethical Base Code / SMETA Declaration
- › Ecovadis sustainability rating
- › Carbon Disclosure Project (CDP)
- › NQC Supplier Assurance
- › CO₂-certificate from EnAW (Energy Agency for Industry)
- › Science Based Targets Initiative (SBTi)
- › Wood label FSC / HSH / PEFC
- › Air freight / Regulated Agent
- › Galliker Green Compass CO₂-Monitoring (acc. to ISO 14083)





Social

“At Galliker, we take responsibility for our staff. We ensure that fair working conditions prevail in all our national and international branches, and that codes of conduct and our values are actively upheld and put into practice.”

Esther Studer-Galliker,
Finance & Board of Directors

Focus on people

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

Social auditing by SMETA

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

Social engagement

Many of our staff are involved in local organisations, often on a voluntary basis. We strive to make a positive impact in the regions where we operate and support local cultural, social and sporting organisations and events.

Code of Conduct

Our Code of Conduct is based on applicable law and on recommendations from trade associations, the UN, the OECD and other organisations. All employees undertake to comply with it upon joining the company. Through the 'Supplier Code of Conduct', we also ensure this compliance throughout the entire value chain.

The Code of Conduct covers the following areas

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



Further details on the areas covered can be found in the Code of Conduct via the link above.



Sedex
www.sedexglobal.com

ecovadis
www.ecovadis.com



Galliker's corporate ethics are in line with the SMETA requirements

- › All human rights are upheld.
- › End-of-year appraisals are conducted and analysed.
- › Freedom of association and the right to collective bargaining are respected.
- › Working conditions are safe and hygienic.
- › No child labour is used.
- › The statutory maximum working hours are observed.
- › No discrimination takes place.
- › A management system is in place.
- › There is no inhumane or brutal treatment.

Our values

We are an innovative, attractive and forward-thinking employer. Our working environment is rewarding, supportive and positively inspiring. With ease and enthusiasm, we aim to achieve extraordinary goals together, create added value for all our partners, and work together mindfully and consciously to make a significant difference in all areas.

familiar – We ...

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

remarkable – We ...

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

conscious – We ...

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

sustainable – We ...

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

future-oriented – We ...

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



Diversity and Inclusion

For Galliker, attracting and developing talented staff is of paramount importance. In doing so, we are committed to being fully open to people of all nationalities and cultures.

Around 60 nationalities are represented amongst our staff – a wide range of languages across our public and internal communication channels, as well as local and international activities for teams and departments, supported by the new staff platform Glix, promote cultural exchange. The workforce consists of 17% women and 83% men. Among driving staff, the proportion of women is around 10%. This gender distribution is due to the fact that most of our areas of activity are traditionally male-dominated professions. We are committed to making our professions attractive to women in particular. Women make up 20% of the Board of Directors and 40% of the Executive Board.

Staff retention and knowledge transfer

We believe that retaining knowledge and skills within the company through staff retention is key to Galliker's long-term and sustainable development. We achieve this through strong leadership, personalised career paths and further training. The success of

these measures is evident in the fact that we have a large number of long-serving staff members. More than a third of all staff have been working for our company for over 10 years, and one in twelve for over 20 years. The staff turnover rate fell by 1.45 percentage points compared with 2024 and stood at 11.32% in 2025.

Cultural background as a factor for success

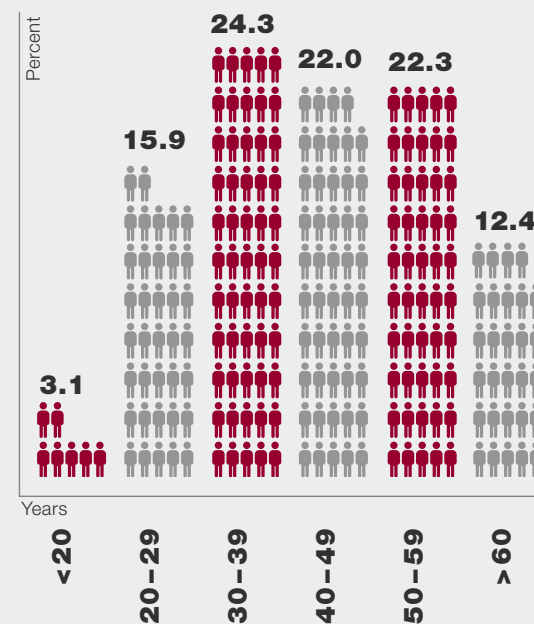
We regard the diversity of our workforce as a key factor in our success. Our employees' different backgrounds, views and experiences help us to generate new ideas, make well-balanced decisions and understand our customers' needs as fully as possible. We offer free language courses to employees who speak other languages, both in person and via a language-learning app.

Inclusion of people with disabilities

We are committed to fulfilling our social responsibility as an employer and, wherever possible, offer people with disabilities the opportunity to enter the open labour market. To this end, we work closely with specialist organisations such as the Brändi Foundation and the IV (Swiss Disability Insurance).

Our age profile

Die Altersstruktur unserer Mitarbeitenden ist ausgeglichen. Jede fünfte Person ist unter 30 Jahre alt, was für die konsequente Nachwuchsförderung spricht.



Employer attractiveness

Dialogue with staff

Regular dialogue with our staff at all levels is an integral part of our corporate culture in practice. To this end, we use formal channels such as the regular discussion sessions for driving staff, our MARE suggestions scheme, the Glix staff platform and the regular staff appraisals. We also endeavour to make room for informal conversations with staff.

Remuneration

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

Health and safety

We are responsible for the health and safety of all our staff and do everything we can to ensure this. Through a range of measures, we are committed to providing a safe and healthy working environment for all our staff.

Following a period of gradual decline, we recorded an increase in the absence rate to 5.26% in 2025 (2024: 4.6%; 2023: 4.3%; 2022: 5.14%; 2021: 4.91%). This means that this year we are above both the Swiss average and the industry average (Federal Statistical Office, 2025). Our absence rate includes all absences (in particular those lasting longer than 6 months) and thus provides a more detailed picture of the actual situation than the FSO's comparative figures.

'GoSafe' safety concept

By prioritising and complying with safety requirements in both planning and operations, we ensure that our working environment meets the applicable health and safety standards. We adhere to the guidelines of Suva (Swiss Accident Insurance Fund) and to other relevant safety regulations in the respective countries, particularly with regard to dangerous goods, foodstuffs and pharmaceutical

products, as well as the relevant national and international laws, norms and standards.

Thanks to GoSafe, our ISO 45001-certified accident prevention programme that we put into practice, we have been able to reduce the number of workplace accidents per 1,000 employees in recent years. Our target for the coming years is to further reduce workplace accidents to below 80 incidents per 1,000 employees. In 2026, a particular focus in accident prevention will be on our apprentices. Specific measures are being implemented to specifically promote their safety and ensure a safe training period.



Company first-aider

A key component of this 'Go Safe' concept is the training and further education of specially trained staff in workplace first aid, whose role is to ensure that injured people receive professional first aid and are stabilised in the event of an emergency. At the Altishofen site alone, over 60 workplace first-aiders are on duty to provide first aid and, where necessary, to ensure the smooth coordination of the emergency services. As part of the 'Go Safe by Galliker' campaign, they work alongside the KOPAS (occupational safety contact persons) to take on additional responsibility for preventive measures aimed at avoiding accidents in the workplace. Thanks to their specialist knowledge and skills, they are able to respond quickly and efficiently in medical emergencies, thereby making a significant contribution to the safety and well-being of staff.

Prevention and Reintegration

To promote health and safety in a targeted and systematic manner, we created a new post within our occupational health management team in autumn 2024. This specialist unit is responsible for coordinating, planning and implementing effective health promotion and prevention measures – in close collaboration with internal and external individuals and specialist units. Our staff receive targeted support and guidance through an internal or external case management service in the event of absence due to

illness or accident. In this way, we lay the foundations at an early stage for a successful and sustainable return to work. By providing adapted workstations or individually tailored working conditions at the employee's usual workplace, we facilitate a return to work that is tailored to their needs and as seamless as possible. In doing so, we work closely with the social partners to find the best possible solution for all parties involved.

“By creating this new post within occupational health management, Galliker is reinforcing its commitment to the key issues of health and safety. As a specialist in this field, I see this development as a very welcome and important step.”

Jasmin Arber, Occupational Health Management Specialist



Galliker Academy World

Through targeted training and professional development, we aim to ensure that our staff's professional development meets the requirements of the role and to raise their awareness of quality and sustainability. The ongoing support of our staff and the comprehensive training of apprentices across all our trades form the foundation of the dedicated and motivated Galliker family.

Opening of the Galliker Academy World

With the grand opening of the new Galliker Academy World in 2025, we are sending a strong signal for the future. At our headquarters in Altishofen, state-of-the-art training facilities have been created which are far more than just a training centre – they form a hub for learning, discovery and personal development.

These new premises have created a central platform where initial and continuing training are brought together and developed with a view to the future. They combine existing training structures with new forms of learning and create the ideal conditions for the development of talent and skilled workers. In interactive learning stations and real-world working environments, knowledge is put directly into practice,

with the focus not only on technical and logistical skills but also on soft skills such as teamwork and customer focus.

The CarroLack Academy – Craftsmanship with precision

As part of this reopening, the CarroLack Academy was established as the seventh specialist academy. Although Galliker has been successfully training people in these trades for many years, the new academy enables even more specialised support for the next generation of technical professionals. Here, talented individuals are trained and further educated in trades such as car body painter, panel beater and car body repairer (EFZ/EBA).

The Academy World is clearly visible from the street

By redesigning our driving school vehicles, we have brought the new look of our Academy World to life on the roads. It all began with the desire not simply to put branding on our driving school vehicles – but to give them a story. A story that shows what we at Galliker stand for: training, the future, commitment and family. At the heart of the concept were authentic scenes from our everyday working lives. Trainees and employees' children aged between 5 and 6 were photographed together and depicted in typical work situations – in the workshop, in transport and in logistics. The images symbolise what makes training at Galliker special: a practical approach,





responsibility and the passing on of knowledge across generations. The newly branded vehicles are now on the road nationwide, showcasing our commitment to vocational training – right where our industry is in constant motion every day.

Making a conscious effort to support young talent

What is depicted on our vehicles is what we put into practice every day in our operations. For many years, Galliker has been particularly committed to developing the next generation. In a technology-driven sector such as transport and logistics, this is exactly what is needed – young people from the NextGen who work with conviction, openness and passion. We therefore focus on more than just specialist knowledge: we nurture potential, instil the right attitude and help ensure that young professio-



nals become true ambassadors for their professions. For us, training is not a by-product – it is a strategic foundation upon which we are shaping the future. Over 145 talented young people are being trained at Galliker across 21 different professions. In 2025, just under 98 per cent of the apprentices who sat the qualification exams passed (45 out of 46), and 33 of them remained employed at Galliker after completing their training, representing a retention rate of 70 per cent. The target for the qualification exams is a 100 per cent pass rate.

SwissSkills – Shaping Champions

SwissSkills is the Swiss vocational skills competition, where young professionals from various fields demonstrate their skills. We see this competition as a key platform for the professional and personal development of our young professionals.

We are convinced that excellence requires space to flourish. That is why we actively support our qualified apprentices by providing them with specific time slots during working hours for their training. This enables intensive preparation through mental support and the opportunity to exchange ideas with former winners, whilst at the same time reducing the additional strain alongside their regular work commitments. This exceptional commitment is also recognised through financial rewards. We reward outstanding dedication with a bonus of CHF 1,000 for taking part, as well as an additional prize of CHF 500 for a podium finish. In 2025, four apprentices from the fields of road transport, logistics and IT competed for Galliker – including outstanding talents who had completed their basic training with honours. What our participants have achieved deserves the utmost respect. The tasks were challenging, the pressure intense – and yet they performed impressively. Even after the competition days had come to an end, the SwissSkills story was



not yet over for us. During two squad meetings, the participants had the opportunity to present their personal experiences and insights to the management team. These discussions not only recognised the positive experiences but also openly addressed constructive suggestions for improvement. We are using these insights to tailor our support for future talent even more specifically and effectively. In this way, we ensure that SwissSkills is far more than just a one-off competition for our apprentices: it represents a lasting step forward in their personal career development and, at the same time, helps us to continuously optimise the Academy World.

Galliker actively promotes NextGen in a way that brings it to life

With the Galliker Academy World, we are deliberately opening up our company to the outside world. Our aim is to bring the diverse range of careers in transport and logistics to life through tailored guided tours, events featuring interactive elements, and collaborations with schools and local partners, in order to inspire young people to take an interest in our industry.

Galliker Junior Day

In May 2026, this open day attracted around 460 guests, including 200 interested young people, to our headquarters in Altishofen. 'Listening, asking questions and trying things out' were the focus of the programme. The young talents got stuck in

at interactive stations: among other things, they carried out mechanical repairs, designed water bottles and wired up IT networks. 77 enthusiastic apprentices and 31 trainers were on hand to share their passion for the profession. The absolute highlight was the chance to drive real lorries and cars themselves.

National Future Day

In 2025, around 80 children gained fascinating insights into what goes on behind the scenes at Galliker during Future Day. Of these, 58 opted for the specially organised morning programme, which

allowed them to choose from a range of career areas, before joining their parents or carers in the afternoon. Whether it was driving, painting, welding or order picking – there were entertaining and exciting tasks on offer everywhere.





Zebi – Central Switzerland Education Fair

We also position ourselves as an innovative training organisation beyond our own premises. At Zebi 2025, our hands-on stations truly captivated visitors. Using VR headsets, they were able to paint cars virtually, drive a lorry on a simulator, test their order-picking skills on a mini-shelf and see a real engine in action. Many young people took advantage of the opportunity and came back several times.

Safety training for children

On 10 June, we had the opportunity to raise awareness among 31 children aged between 6 and 13 about the 'blind spot'. Through a game of hide-and-seek around the lorry, the children discovered just how limited a driver's field of vision can be. By moving between the cab and the area around the vehicle, they experienced how quickly people can disappear from view and why it is important to maintain a safe distance from other vehicles.

These events clearly demonstrate that, with the Galliker Academy World, we are not only seeking to inform young people about career opportunities, but also to give them the chance to experience our professions with all their senses. By creating space for real-life experiences, we are laying the foundations for a world of vocational training in which curiosity gives rise to genuine passion and, ultimately, a well-founded professional future.

Career change programmes

Through our in-house career change programmes, we enable interested employees to acquire the necessary qualifications for the relevant profession or even to obtain an official vocational qualification.

We currently offer such programmes for logistics, driving staff and lorry mechanics (automotive technicians).

Staff training and development

The ongoing training and professional development of our staff is a key factor in our success, enabling us to meet ever-changing and growing demands at all times. This is achieved through e-learning, in-house courses and external training programmes. Our Driver Academy is accredited to deliver the mandatory training for drivers (CZV courses) in-house.



45 Years of shaping the future

Since joining the family business 45 years ago, Rolf Galliker has been involved in and helped shape numerous milestones. His career to date has been characterised by international experience, the establishment of new sites and the ongoing development of services and business divisions.

Rolf Galliker completed his commercial apprenticeship and honed his language skills during stays in French-speaking Switzerland and England. This enabled him to gain valuable international experience at an early stage and lay the foundations for his later career in the family business.

In early 1988, he moved to Belgium, where, over the course of ten years, he played a key role in shaping the development of the Galliker Group's international branch network. From there, his responsibilities included establishing branches in Italy and Sweden, and he made a significant contribution to the company's international expansion.

Following his return to Switzerland in 1999, Rolf Galliker devoted himself to expanding Car Logistics. With great dedication, he continuously developed

the services further and successfully implemented numerous customer-focused projects.

In 2006, Rolf Galliker, together with his siblings Peter and Esther, took over the management of the family business from their parents. Since then, he has played a key role in shaping the strategic development of the Galliker Group and has helped to drive the company's forward-looking development.

Today, in addition to the International and Car Logistics divisions, he is responsible for IT, Finance and Human Resources. With entrepreneurial vision, he drives innovation, promotes new business areas and develops additional value-added services. As Chairman of the Board of Directors of Galliker Transport AG, he leads the family business alongside his siblings and the fourth generation, and is deeply committed to its sustainable development.



Xaver Warth & Josef Sattler with Rolf Galliker

Loyal employees

Xaver Warth and Sepp Sattler have been part of the Galliker family for more than 45 years. Whether on international routes, in transport planning or in car logistics – with great dedication, a wealth of experience and genuine passion, they have helped shape the company's development over the decades.

Sepp has been working for Galliker for 45 years

Sepp Sattler began his career at Galliker in 1981 as a trainee construction fitter in the newly opened vehicle manufacturing department. At the same time, he passed his lorry driving test and was soon employed as a temporary driver. His big dream, however, was to drive a lorry and trailer combination himself on international routes. This dream came true in a rather unusual way: on a journey to Turin, his assignment was actually only supposed to take him as far as Lugano. Because the scheduled convoy was already fully booked, Sepp decided on the spot to take over the transport to Gothenburg himself. Two days later, he returned. Senior partner Galliker greeted him with a

smile and said: "Do I have to sack all the dispatchers now?" He then pointed to the yard: "Your very own articulated lorry is parked there, effective immediately."

For many years, Sepp Sattler spent most of his time travelling between Sweden and Italy. As the international transport sector changed, Belgium, Germany and France were later added to his areas of operation.

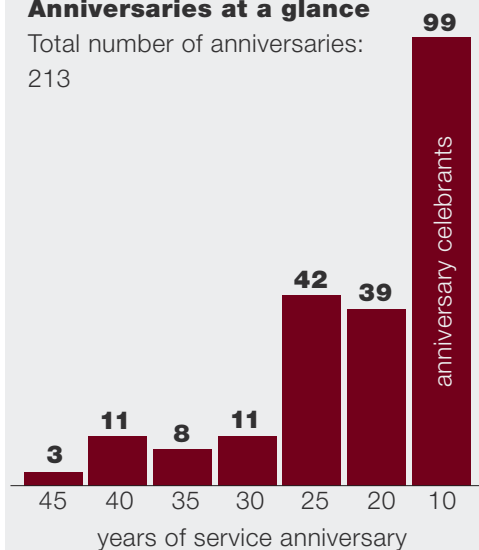
Following a tragic accident in 2022, his right foot had to be amputated. With remarkable determination, Sepp fought his way back step by step and successfully completed the long rehabilitation process with his prosthetic leg. He has been back behind the wheel of his lorry for around two years now and has decided to continue pursuing his dream even after he reaches retirement age in early 2026.

Xaver has been working for Galliker for 45 years

Xaver Warth began his career as a driver on a car transporter. He then worked abroad, including in Belgium, Italy and, for a time, in Sweden, where he transported spare parts and vehicles for Volvo. After further assignments in general cargo and domestic car transport, he moved into dispatch in 1995, where he worked until 2011. He then took on responsibilities in invoicing for car transport. Most recently, Xaver worked as a clerk at Car Logistics in Altishofen. Today, he can once again be found driving his lorry along Switzerland's roads with great passion.

Anniversaries at a glance

Total number of anniversaries: 213





Environment

“With clean technologies and sound concepts, people with vision and an awareness of sustainable business practices – that’s how we can achieve this together.”

Peter Steinmann,
Head of Quality Management

Green Logistics by Galliker

Through ‘Green Logistics by Galliker’, we aim to continuously reduce the harmful impact of our logistics processes on the environment and our consumption of non-renewable resources.

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



ideas in all our activities and to put them into practice. Against the backdrop of our cross-divisional corporate objectives, we pursue a clear strategy in which the issue of environmental sustainability is firmly embedded. In this area, we are guided not only by our internal standards, but are also committed to aligning ourselves with ambitious official initiatives, such as the Science Based Targets Initiative, and to pulling out all the stops to do our very best to contribute to the collective achievement of environmental goals.

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

As a result, numerous ‘green stories’ have emerged in recent years in the areas of our workforce, mobility and infrastructure – stories that we have only been able to bring to life through close collaboration with our innovative staff, our customers and business partners, and with the support of policy-makers. We see these new technological opportunities as a chance. We intend to make the most of them as our contribution to a sustainable future.

Green Logistics by Galliker means

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

Green Stories

Galliker Green Logistics is not just a concept on paper – the strategy and the resulting measures are put into practice in our company every day. You can find the stories that result from this on pages 56 to 61.



Employees



Mobility

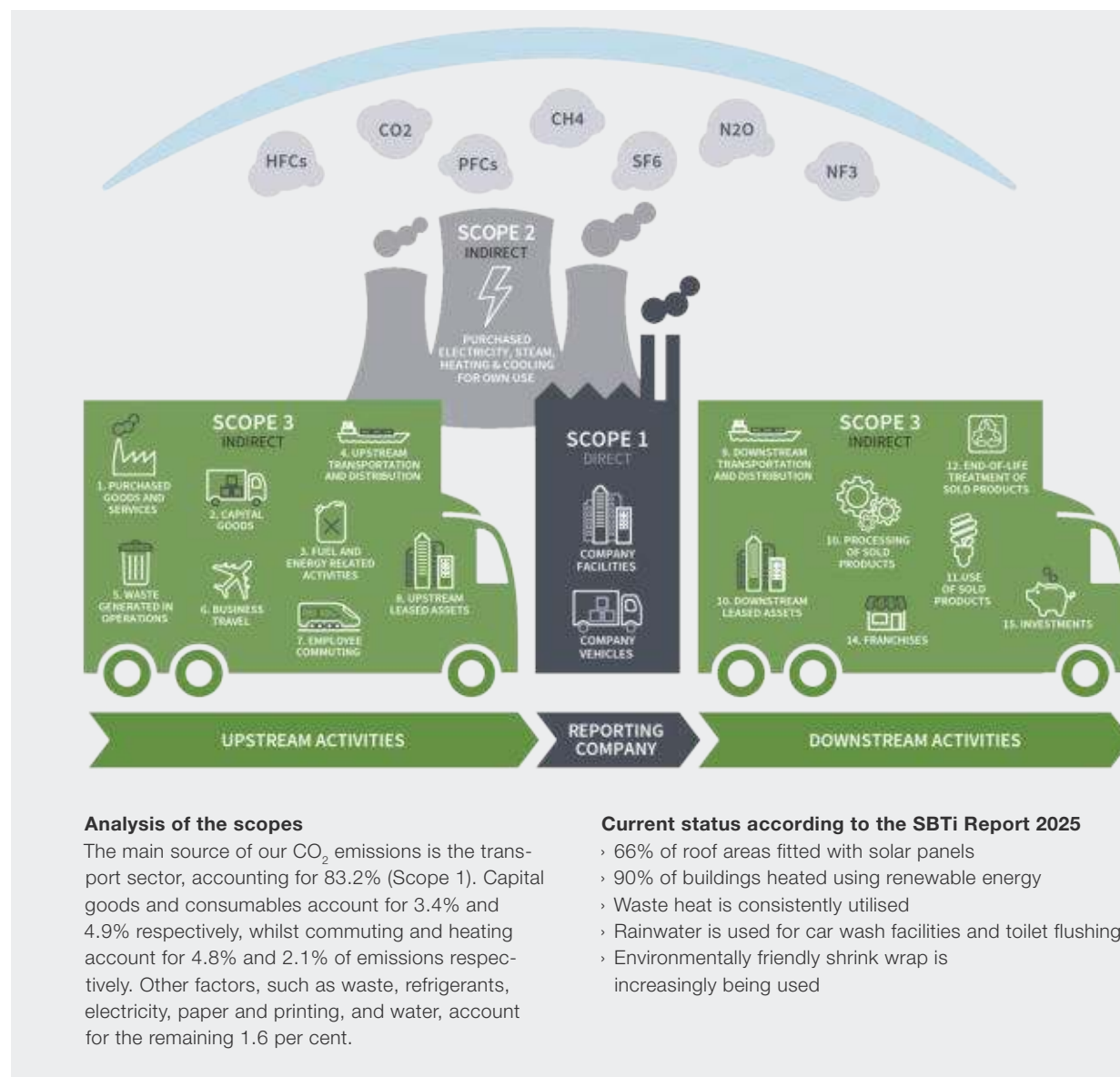


Infrastructure

Science Based Targets Initiative

The Science Based Targets Initiative (SBTi) advocates clear, science-based targets for a carbon-neutral economy. The SBTi advises its member companies on the measures that are appropriate for achieving carbon neutrality in a sustainable and economically viable manner.

As part of the Science Based Targets Initiative, we are the first Swiss transport company to have committed to the SBTi's ambitious targets across all three scopes (emission categories). In accordance with the SBTi guidelines, we carry out an annual analysis of our carbon footprint across Scopes 1, 2 and 3. This analysis revealed that the kilometres travelled by our transport vehicles account for the largest share of our total emissions, at 83.2 per cent. Whilst the vehicle fleet must be maintained given the systemic importance of our services, it is also essential to sustainably reduce its CO₂ emissions per kilometre travelled. Only in this way is it realistic to achieve the net-zero target by 2050. See also Green Logistics Targets on page 42.



Zero Emissions Network

With the Zero Emissions Network, we are pursuing a clear goal: the ongoing transition towards largely emission-free transport and logistics solutions. Since its launch on 28 May 2025, the network has provided the strategic framework for the further development of our company in the coming years. It brings together infrastructure, energy supply and vehicle technology to form an integrated, holistic system, thereby defining the guiding principles for our sustainable development.

The focus is on establishing an efficient, company-wide energy and charging infrastructure. Through photovoltaic systems, modern charging systems and smart storage solutions at our sites, we are creating the conditions to use locally generated electricity efficiently within our own operations. In doing so, we are laying the foundations for the gradual electrification of our vehicle fleet – with the aim of operating around 764 electric lorries by 2035.

A key factor in our success is our close collaboration with partners from the private and public sectors. The support provided by the Swiss Federal Office of Energy (SFOE) underscores the relevance and innovative potential of our project and helps to drive the implementation of forward-looking solutions in the field of sustainable logistics.

The Zero Emissions Network is therefore far more than just a single project. It provides a long-term strategic framework that links investment, innovation and operational decisions, and clearly defines our path towards a more sustainable future.



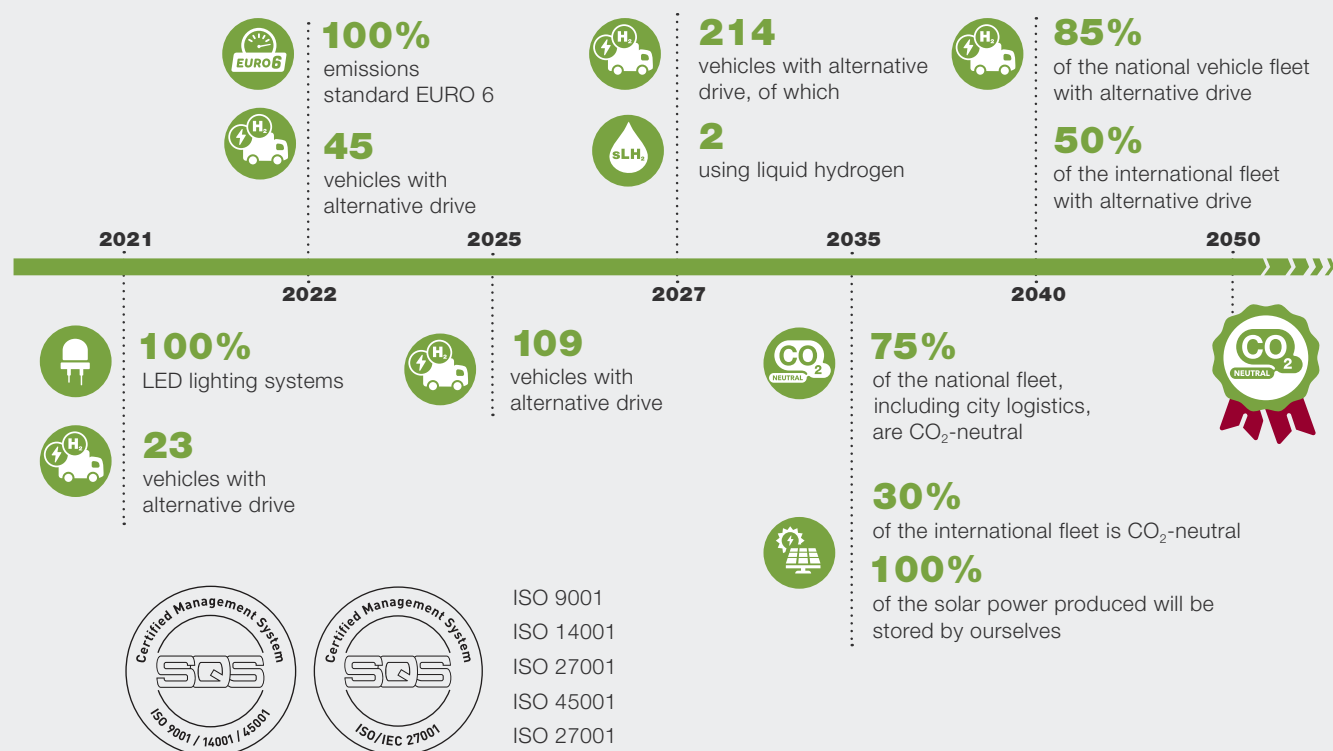
Support association

Together, we are shaping the transition to CO₂-neutral logistics and investing in the mobility of tomorrow as partners.

Through the Green Logistics Support Association, we are working alongside our partner companies to drive the transition to sustainable transport and logistics solutions. Galliker doubles all membership fees and contributes these to the support fund. The funds generated in this way are channelled directly into investments in alternative propulsion systems and the associated charging infrastructure.

In return, partner companies receive an annual, transparent report detailing the CO₂ savings achieved through their commitment. This makes sustainability performance measurable and strengthens shared responsibility throughout the entire value chain.

Green Logistics by Galliker



System Net Zero

Building on the strategic framework of the Zero Emissions Network, we are gradually transforming our sites into 'net zero' systems.

A prime example is our site in Aclens: the existing Logistics Centre 1 and the newly opened Logistics Centre 2 are connected via their own medium-voltage site network to form an integrated energy system. Electricity is supplied by photovoltaic systems on the roofs of both buildings, with a total capacity of around 1,878 kWp, as well as by a photovoltaic



façade on the south-facing side of Logistics Centre 2, with a capacity of 160 kWp.

Where possible and appropriate, the electricity generated is used directly to power the logistics infrastructure or is temporarily stored in a battery storage system with a capacity of 15 MWh and a power output of 5 MW, and fed back into the grid as required. A significant proportion of this energy is used to charge the partially electrified vehicle fleet in Aclens overnight. Around 40 charging points enable the vehicles to be powered using the company's own electricity and support the transition to electric lorries.

Aclens serves as a prime example of how an integrated energy system can enable the decarbonisation of the transport fleet whilst simultaneously improving the efficiency of the site's overall infrastructure. By the end of 2030, all our sites in Switzerland will be upgraded with the same system.

Roadmap electric mobility

The Roadmap 2030 is an initiative under the patronage of DETEC. It brings together businesses, academia, the public sector and civil society with the shared aim of driving forward electric mobility in Switzerland through their own initiatives.

By signing the Charter on 15 April 2026, the members are publicly committing to this initiative. We are proud to be part of the Roadmap and to contribute to the success of the Roadmap 2030 by expanding our charging infrastructure as part of our Zero Emissions Network.



Bringing sustainability to life

For us, sustainability is more than just a strategic goal – we make it visible, understandable and tangible. Through the E-Power Campus, the Green Logistics Day and the themed area at the Umwelt Arena Schweiz, we demonstrate how the path to CO₂-neutral logistics can be shaped.

E-Power Campus

The E-Power Campus, which opened in January 2026, brings the objectives of the Zero Emissions Network to life and links strategy with operational implementation. The focus is on illustrating our approaches to zero-emission logistics – from charging infrastructure and technical requirements right through to the potential applications and benefits of individual charging solutions.

Green Logistics Day

On 2 June 2026, we hosted Green Logistics Day at the Umwelt Arena Schweiz exclusively for the members of our support association. Together with partners from the Zero Emissions Network and leading commercial vehicle manufacturers, we presented the latest developments in battery technology, energy management, charging infrastructure and

zero-emission vehicles, and encouraged discussion on sustainable logistics.

Theme island

Also on 2 June 2026, we opened our themed area at the Umwelt Arena Schweiz. The interactive exhibition showcases modern and sustainable logistics solutions to a wide audience. Together with our partners in the Zero Emissions Network, we are thereby making an important contribution to knowledge transfer and promoting understanding of CO₂-neutral transport and logistics solutions.



Mobility

We have set ourselves the ambitious target of reducing our CO₂ emissions by at least 5 per cent each year. Accordingly, we are planning the further development of our vehicle fleet and its targeted deployment.

As we modernise our vehicle fleet, we are focusing on the innovations of the latest generations of vehicles and, consequently, on forward-looking, environmentally friendly systems. The entire Galliker vehicle fleet is equipped with connected telematics.

Modern vehicle technology

As of May 2026, we have 101 fully electric heavy goods vehicles nationwide, one fully electric vehicle with a maximum gross weight of 3.5 t, and six hydrogen-powered lorries. Vehicles with alternative propulsion systems already account for 13 per cent of Galliker's total fleet across Switzerland. The remainder of the fleet consists of diesel-powered vehicles meeting the EURO 6 emissions standard.

Our own lorry workshop

Thanks to our in-house lorry workshop, we carry out a vehicle inspection every 12–16 weeks to ensure our fleet is kept in top condition.

Proportion of trucks powered by alternative fuels

National vehicle fleet

87%

with emission standard Euro 6



13% with alternative drive

107 trucks

Electro-truck	87
Electro-car-transporter	14
Hydrogen-truck	6

International vehicle fleet

96%

with emission standard Euro 6



4% with alternative drive

12 trucks

Electro-truck	8
Electro-car-transporter	4

All figures are as at May 2026

Connected Communication

Via the POD app (Proof-of-Delivery app), transport orders are sent directly to the driver's smartphone – and with the route optimised for the delivery round, journeys become sustainable and efficient. A telematics system in the vehicle enables a transparent planning and dispatch system for operations management, which in turn leads to efficient utilisation of the vehicle fleet and minimised empty kilometres.

Defensive Driving and Speed Reduction

In our regular in-house driver training sessions and the compulsory CZV training courses, our drivers are trained in anticipatory, considerate and sustainable driving. Since 2018, our vehicle fleet has also been travelling at a maximum speed of 85 km/h.

Moving forward sustainably together – Bike to work

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



Future investment in the vehicle fleet

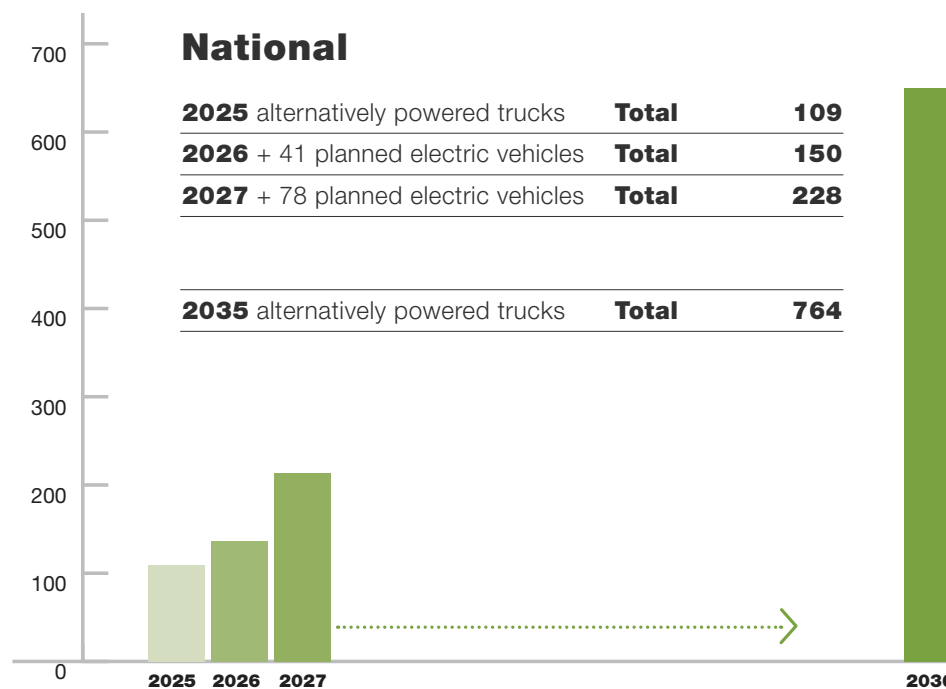
Through our Zero Emissions Network, we are systematically driving forward the electrification of our vehicle fleet and laying the foundations for carbon-neutral transport logistics. Already, 13 per cent of our domestic fleet and 4 per cent of our international fleet are powered by alternative fuels. By 2027, the number of trucks powered by alternative fuels will rise to 228, and by 2035 to a total of 764.

With this expansion, we will reduce our CO₂ emissions by around 48,000 tonnes annually from 2036 onwards, which corresponds to a saving of around 17 million litres of diesel. The following overview shows the development of our vehicle fleet and the associated potential for sustainable emissions reductions.

Future development of the lorry fleet

From **2036**, our CO₂ emissions will be reduced by

48'000t or **17 million** litres of diesel each year.



Decarbonisation thanks to HVO diesel

We are constantly striving to reduce our CO₂ emissions through a wide range of measures. In addition to vehicles with alternative propulsion technologies, such as electric or hydrogen, we are also turning to alternative fuels. Since 2022, as part of our sustainability targets, we have therefore been specifically using HVO diesel (hydrotreated vegetable oil) to refuel our commercial vehicles with internal combustion engines.

This synthetic, biogenic fuel is produced from the hydrocarbons found in used vegetable and animal fats and waste, thereby closing valuable material cycles. Not only does HVO burn significantly more cleanly overall than conventional fossil diesel, but it also enables a CO₂ saving of 84.8 per cent compared with it. As the CO₂ released during combustion was already removed from the atmosphere during the original growth of the processed biomass, the fuel cycle is virtually closed. For us, HVO is therefore an immediately effective measure to directly substitute fossil fuels and drastically reduce our environmental footprint in logistics.

We offer our customers the opportunity to invest directly in the use of renewable fuels through an increased fuel surcharge. We report the proportionate CO₂ reduction retrospectively at the end of the year, so that it can be seamlessly incorporated into the

customer's own emissions calculations. To ensure maximum transparency, this process is audited annually by an independent audit firm.

Project Pegasus

We are proud to be part of Daimler Truck's pioneering 'Pegasus' project. The project forms part of the European IPCEI hydrogen programme and aims to demonstrate the technical feasibility of GenH2 trucks for heavy goods transport before they are expected to go into series production in the second half of the decade. Of the total of 100 vehicles being tested as part of this project, we will be welcoming two Mercedes-Benz GenH2 trucks to our fleet from February 2027.

What sets the technology in these two lorries apart is the use of liquid hydrogen (sLH₂) instead of the gaseous form. Storing it at an extreme temperature of -253°C results in a significantly higher energy density, enabling an impressive range of 1,000 km. The trucks are fitted with 300 kW fuel cells from Cellcentric and are specifically designed for heavy-duty long-haul transport – precisely where conventional electric powertrains often reach their limits.



A smart combination of road and rail

Resource-efficient transport solutions are not achieved through alternative propulsion technologies alone. That is why Galliker has been committed to the intelligent integration of road and rail for many years. The majority of its domestic sites have a direct rail link, thereby creating the conditions for efficient intermodal transport chains.

In addition to national distribution via the rail network, there has been an increase in the number of vehicle shipments by rail from Zeebrugge to Nebikon since April 2026. Following the arrival of the first train on 21 April 2026, an average of one to two rail shipments per month are planned for the rest of the year.



2'498 t

less CO₂ per year

11'519

fewer lorry journeys

1'523'727 l

less diesel / year



Cost savings achieved by shifting freight to rail

	2021	2022	2023	2024	2025
 Number of lorry journeys saved	16'910	18'898	16'903	11'519	11'604
 Tons fewer CO ₂ emissions	4'274	4'555	4'275	2'490	2'405



All figures are as at the end of 2025

LiBattery Lifecycle

As a responsible logistics company, we are actively committed to a sustainable circular economy in the field of electric mobility. At our own Lithium Battery Competence Centre, we cover key stages of the 'LiBattery lifecycle': we transport, store, test and repair lithium-ion batteries safely and in accordance with regulations, in order to maximise their service life.

When a battery reaches the end of its life, the cycle is completed through our strategic partnership with the innovative recycling specialist LIBREC. Through what is known as 'closed-loop recycling', LIBREC processes the latest generation of batteries, achieving an impressive recovery rate of 97 per cent. Thanks to an annual capacity of 9,000 tonnes, valuable raw materials such as lithium, cobalt and nickel are efficiently recovered from the black mass and fed directly into the production of new batteries. Through this seamless integration of logistics with a state-of-the-art recycling process, we significantly reduce the demand for primary raw materials and minimise the environmental footprint of electric mobility.



97% recoveries

Battery components: cobalt, nickel, lithium, manganese, graphite, copper, aluminium and electrolyte

Mobility infrastructure of the future

The roll-out of an efficient charging infrastructure forms the basis of our transformation. Only with a smart energy supply can large electric vehicle fleets be operated economically and reliably. That is why we are already making targeted investments in scalable charging solutions that will enable the gradual expansion of our electric vehicle fleet and support the transition of our national sites to net-zero systems by 2030.

E-Power Tunnel

The underground E-Power Tunnel at the headquarters in Altishofen integrates the charging infrastructure directly into the site without disrupting above-ground traffic and logistics processes. It has a charging capacity for up to 28 lorries, which can be charged in parallel at a power output of up to 200 kW each. Through the intelligent integration of photovoltaic systems, battery storage and load management, renewable energy is efficiently incorporated into the charging operations. Galliker 2025 was awarded the Watt d'Or for this pioneering project.



E-Power-Tunnel
CHARGER

Mega-Charger

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



Mega
CHARGER

E-Power Terminal

The E-Power Terminal expands the infrastructure with flexible, high-performance charging points featuring intelligent power management. Four power units, each with a capacity of 400 kW, enable flexible power distribution across a total of twelve charging points: six charging points can be operated at up to 200 kW, four at 75 kW and two at 50 kW. This configuration allows for demand-optimised charging of lorry batteries.

E-Power Bridge

The E-Power Bridge is a space-saving charging truss designed to supply six charging points simultaneously with a power output of up to 150 kW. The steel structure, installed above the parking spaces

with a span of over 23 metres, rests on concrete plinths and can be erected on existing asphalt infrastructure. This significantly reduces the space required and enables flexible expansion of the charging infrastructure at existing sites.



E-Park & Ride

From 2027, the E-Park & Ride in Altishofen will expand its charging infrastructure to include a central charging and parking facility for the electric fleet. The facility comprises 41 high-power charging points for electric lorries, capable of charging up to 82 vehicles per night, as well as a two-storey underground car park with around 300 parking spaces and 74 charging points for electric cars.



Today, all our domestic sites and seven of our eight international sites in Belgium, Italy, Sweden and Portugal are equipped with charging infrastructure. This enables us to lay the groundwork for achieving CO₂-neutral transport across all our sites and throughout our entire network.

Risks associated with climate targets

Climate change and environmental measures give rise to risks that affect our services either directly or indirectly – following a risk assessment carried out by our internal departments, the following risks have been identified as relevant.

Unknown effects of innovations

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



Increasingly unpredictable weather conditions

Increasingly unpredictable weather conditions- Prolonged heatwaves, extreme temperature fluctuations, gusts of wind, hail, heavy rainfall and, as a result, flooding have become more frequent in recent years. We regularly assess the resulting risks in our Business Continuity Plan (BCP), provide ongoing and verifiable training for our staff, and have the necessary equipment to take preventive action against incidents.

Energy availability

A transition to renewable energy sources – be it HVO, hydrogen, electricity or other innovative energy sources – always carries a risk to availability; a transition that is too rapid could jeopardise the supply of new energy sources and thus also threaten the entire system.

Costs arising from process changes and alternative raw materials

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

Opportunities arising from climate targets

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

Strong positioning

The pioneering role we are able to play, thanks to our short decision-making processes and innovative partnerships, reinforces our credibility in the market as a modern, forward-looking company.

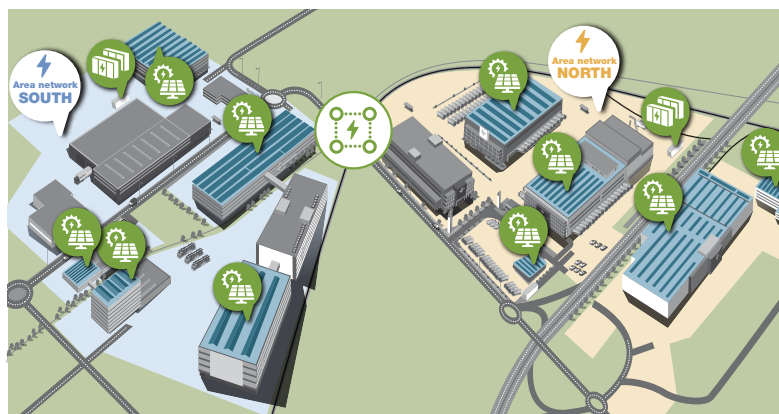
Market-oriented service models

The changing demands of customers and stakeholders regarding logistics and transport services can often only be met if one is prepared to drive change and break new ground – through the measures we are taking to achieve our climate targets, we are automatically adapting to the needs of the market.

Infrastructure and technology

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

Out of a sense of responsibility towards future generations, Galliker plans its infrastructure with a long-term perspective, placing great emphasis on the use of environmentally advanced building materials, energy systems and technologies. We prioritise energy-efficient and sustainable construction methods. Only natural refrigerants are used in all our refrigeration systems. Waste heat generated is consistently utilised to heat buildings or domestic hot water. Our portfolio of photovoltaic systems is being continuously expanded. Buildings are optimally interconnected to achieve an even higher level of self-sufficiency in electrical energy.



100% LED

lighting systems

75% lower electricity consumption for lighting

66% of roof areas are fitted with solar panels

90%

of buildings are heated using renewable energy

Natural refrigerants

used in refrigeration systems

Electrically powered
industrial trucks

All figures are as at the end of June 2025

Resources

Sustainable packaging and containers

Together with our customers, we strive to use recyclable, sustainable packaging materials or reusable containers wherever possible. We also ensure that waste is systematically sorted throughout our entire organisation.

Clean vehicle fleet

We attach great importance to maintaining a clean, well-maintained fleet. Our vehicles are regularly washed in our own modern truck wash facilities. For this, we use mainly rainwater and biologically treated water.

Use of electrically powered industrial trucks

In our warehouses and on our transshipment platforms, 95 per cent of the industrial trucks used are electrically powered (hand pallet trucks, order pickers, forklift trucks, cleaning machines, etc.).

Operating resources

The Galliker Group handles the operating resources it uses with great care and in a sustainable manner – whilst complying with the legal requirements set out in SDR/ADR and chemicals legislation. Wherever possible, natural resources are used. We also ensure that these resources are handled correctly in accordance with the information provided in the safety data sheet, and we are committed to providing our employees with ongoing training.

Workstations

All workstations – whether in the office, the workshop, the logistics department or the driver's cab – meet the very latest standards. We pay particular attention to ensuring that our workplaces are advanced, modern, ergonomic and designed to promote good health. We also take care to ensure a healthy indoor climate and the circulation and supply of fresh air – for example, all office spaces brought into use from 2024 onwards will be equipped with a CO₂ monitor.



Packaging

Proper recycling of packaging materials



Preliminary treatment of wastewater



Rainwater

for car washes and toilet flushing



Recycling

Proper recycling of separately collected materials: paper, wood, cardboard, plastics, chemicals, glass, metal, batteries



Green Stories – Human Resources



Why transportation logistics and sustainability are not mutually exclusive

As part of an article in the Tagesanzeiger & Fokus.swiss, Peter and Rolf Galliker had the opportunity to discuss the topic of “The Future of the Supply Chain” and, by extension, the broader issue of sustainability.

An engaging interview offers insight into the Galliker brothers' way of thinking, as well as their goals, strategies, and outlook on the future of the transportation industry.



learn more



We support “Tischlein Deck Dich” – Working together to combat food waste

Logistics can make an important contribution to society. For many years, we have been supporting the Swiss food aid organization “Tischlein Deck Dich” by providing transportation services.

Last year, we provided transportation services worth approximately 35,000 CHF on a pro bono basis for “Tischlein Deck Dich.” These services help efficiently deliver surplus but perfectly good food to regional distribution centers.



learn more



Knowledge creates value: Green logistics field trip at the E-Power-Campus

On March 17, 2026, the regular sales meeting with all sales and location managers took place, led by Corinne Galliker.

To provide customers with information on the latest developments in green logistics, all participants visited our new E-Power-Campus. This serves as a central platform for experiencing our solutions in the “Zero Emissions Network” firsthand.



learn more





Green Stories – Mobility



New electrically powered diesel refrigeration units now in use

Galliker Transport AG is taking another decisive step toward sustainable and zero-emission transportation solutions.

For the first time, Carrier's installed refrigeration units have been modified so that they can be powered directly by the electric locomotive's high-voltage battery. The refrigeration unit runs entirely on electricity and no longer requires fossil fuels.



learn more



Successful interaction for sustainable vehicle logistics by rail

Around 220 brand-new vehicles from Zeebrugge (BE) arrived safely and sustainably in Switzerland on a 620-metre-long freight train.

The rail transport concept highlights how modern vehicle logistics and environmental responsibility go hand in hand at Galliker. Immediately after the new cars arrived by ship, they were transferred to 20 specialised rail wagons operated by Lineas. Transport by rail results in emissions of 3,555 kg CO₂e.



learn more



Zero-emission site transport in Imbach

Since mid-August 2025, Imbach Logistik AG has been the proud owner of a fully electric terminal tractor from the German manufacturer Terberg Spezialfahrzeuge GmbH.

The YT203-EV (also known as the Duck Duck) is used to move semi-trailers and trailers around the company premises in Schachen and is in operation during the day as well as in the evening and at night. Thanks to its fully electric drive system, the vehicle produces zero emissions and operates at a significantly lower noise level.



learn more





Green Stories – Infrastructure



Solar power from a new perspective – our PV facade in Aclens

Roof-mounted solar panels are almost standard today. At Aclens, we're taking it a step further and reimagining solar power.

As part of our new construction project, "Logistics Center 2" in Aclens, we are installing a large-scale photovoltaic façade for the first time. Approximately 1,000 m² of photovoltaic panels are integrated directly into the south-facing façade of the building envelope and will generate sustainable electricity in the future.



learn more



Groundbreaking Ceremony for a forward-looking E-Park & Ride Project

On January 13, 2026, Galliker Transport AG reached an important milestone: The traditional groundbreaking ceremony for the new "E-Park & Ride" project took place in Dagmersellen. At the same time, the completed E-Power-Bridge, was officially opened.

The "E-Park & Ride" project is creating a state-of-the-art charging infrastructure in Dagmersellen with 41 high-power charging points for electric trucks. Thanks to the high charging capacity, up to 82 trucks can be charged per night.



learn more



Sustainable water management at Galliker

When it rains, most people think of wet streets or gray days. At Galliker, we see it differently – as a valuable resource.

At Logistics Centers 1 through 3, rainwater is used to flush toilets. With a consumption of about 10 liters per flush, this saves thousands of liters of drinking water each year. Rainwater also plays a key role at the LC4 site. It is used exclusively to recirculate and cool the refrigeration system for the temperature-controlled storage areas.



learn more





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