



Document

**BUSINESS SUSTAINABILITY Policy  
of SALUS, Ljubljana, d.d. and the  
SALUS Group**

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## 1. Foreword

The Business Sustainability Policy of SALUS, Ljubljana, d.d. and the SALUS Group (hereinafter: the "Policy") represents a comprehensive, balanced and strategic approach to business decision-making and conduct. It is based on the integration of sustainability principles into all aspects of business, with the aim of creating long-term value for all stakeholders and contributing to environmental, social and economic sustainability.

The policy serves as a reference framework in making business and organizational decisions, formulating strategies, implementing investment projects, deciding on acquisitions and mergers, managing stakeholder relations, and other key business processes. By implementing it, the SALUS Group (hereinafter: the "Group") ensures that sustainability principles are consistently adhered to both within the organization and in relations with external partners. We understand sustainability as a partnership process based on active cooperation with all stakeholders.

The central purpose of the Policy is to create long-term value for the Group, its stakeholders and the wider environment. Key elements include the active involvement of stakeholders in business decisions, the promotion of transparency and accountability, and the establishment of sustainable practices that are consistent with the Group's strategic objectives.

The Group strives to act for the benefit of the individual, society as a whole and the planet. We are committed to transparent and responsible operations, strengthening our integrative role in the value chain, and ensuring a safe, high-quality and timely supply of medicines and medical devices. Throughout the value chain, we strive for an environmentally friendly, responsible and sustainable way of doing business.

## 2. Sustainable business management

### 2.1. Education on sustainability

Employees are the key drivers of the sustainable development of the entire Group. Their awareness, knowledge and collaboration are the foundation for achieving our sustainability goals, which is why we systematically promote a culture of sustainability that is reflected in our daily work and decision-making.

All employees are acquainted with the basic principles of sustainable operation, the code of conduct, the anti-bribery and anti-corruption policy, and the possibility of reporting violations. We regularly conduct various trainings, such as on occupational health and safety, ethical conduct, personal data protection, cyber security, etc.

In various ways, we encourage employees to actively participate in sustainability initiatives, internal projects and volunteer actions to raise awareness of the importance of responsible behavior and seek improvements in our environmental and social impacts. By informing internally about progress, goals and achievements, we encourage open communication and the exchange of ideas.

The effectiveness of training is monitored in terms of participation, satisfaction and changes achieved in practice. We incorporate the findings into our annual sustainability reports.

The Management Board of the Group undertakes that sustainable development will be included at all levels of the companies in the Group and that every employee will have the opportunity to understand, co-create and implement the principles of sustainable business.

## 2.2. ESG working groups

On 26.8.2025, the Management Board of SALUS, Ljubljana, d.d. adopted a decision on the appointment of permanent members of working groups organized by individual categories for environment (E), society (S) and governance (G).

The members of the working groups are employees from the largest companies in the Group, which ensures that key knowledge and experience from various areas of the Group's operations are represented in the groups. The number of members of each working group varies and is determined based on several factors, including:

- the number of areas within each ESG category that have been identified as significant within the double materiality matrix and
- the complexity of individual areas, which requires varying degrees of professional engagement and cooperation between different departments within companies.

The work of the members of the working groups includes in particular:

- participation in the formulation of goals and strategies for each ESG category,
- setting and monitoring KPIs,
- communicating with other competent employees to ensure a holistic approach,
- preparing recommendations for improvements and measures in the field of ESG,
- assistance in writing the annual report,
- other tasks determined later, in accordance with business needs.

Sustainable development expert in the parent company SALUS, Ljubljana, d.d., coordinates the work of working groups and within them, prepares materials and key topics, organizes meetings, prepares minutes, and at the same time cooperates with external experts and partners to ensure professionally supported and coordinated sustainable approaches.

Such organization of working groups enables a comprehensive approach to the management of sustainability aspects in the Group, ensures professionally supported decisions and enables the effective implementation of sustainability measures and policies in all key ESG segments.

## 2.3. Responsibilities, reporting and internal control

The Policy is adopted by the Management Board and the Supervisory Board of the parent company SALUS, Ljubljana, d.d.

The Supervisory Board of the parent company:

- supervises and verifies the implementation of the Policy and whether the level of achievement of commitments is at the expected level,
- monitors whether the Policy promotes the achievement of long-term successful and sustainable operations of the Group, considering economic, environmental, social and governance aspects,
- monitors the Group's progress in establishing and developing a comprehensive sustainability management system and evaluates the performance of the Management Board, including a

review of the strategy and business model, an understanding of impacts, risks and opportunities, and the adoption of a systemic approach to mainstreaming sustainable development;

- takes a position on the auditor's report in the report to the general meeting,
- approve and adopt the Group's decarbonisation strategy together with the Management Board.

Supervisory Committee:

- monitors the process (effectiveness and completeness) of sustainability reporting (including the electronic reporting process) and prepares recommendations and proposals to ensure its completeness;
- monitors the effectiveness and efficiency of risk management systems (including sustainability risks), supervises the integrity of sustainability information;
- monitors mandatory reviews of the sustainability report and the consolidated sustainability report;
- is responsible for conducting the selection process for the sustainability assurance provider and for preparing a proposal to the Supervisory board regarding the candidate for the sustainability report auditor, which the Supervisory Board submits to the company's general assembly;
- participates in the preparation of the contract between the auditor and the company,
- reviews and monitors the independence of the auditor of the sustainability report;
- reports to the Supervisory Board on sustainability reporting and the role it played in this process.

The Management Board of the parent company SALUS, Ljubljana, d.d. is responsible for sustainable management in the Group, which confirms the Group's sustainability commitments and ensures their compliance with the business strategy. The Management Board is also responsible for the strategic planning, approval and adoption of the decarbonisation strategy together with the Supervisory Board, as well as the assessment and regular audit of the sustainable development management system.

The Sustainable development expert at the parent company SALUS, Ljubljana, d.d. is responsible for the comprehensive implementation of the sustainable development strategy. Its task is to monitor progress in the implementation of the commitments and to work with the management and members of the working groups to ensure that the strategy is aligned with the Group's business priorities.

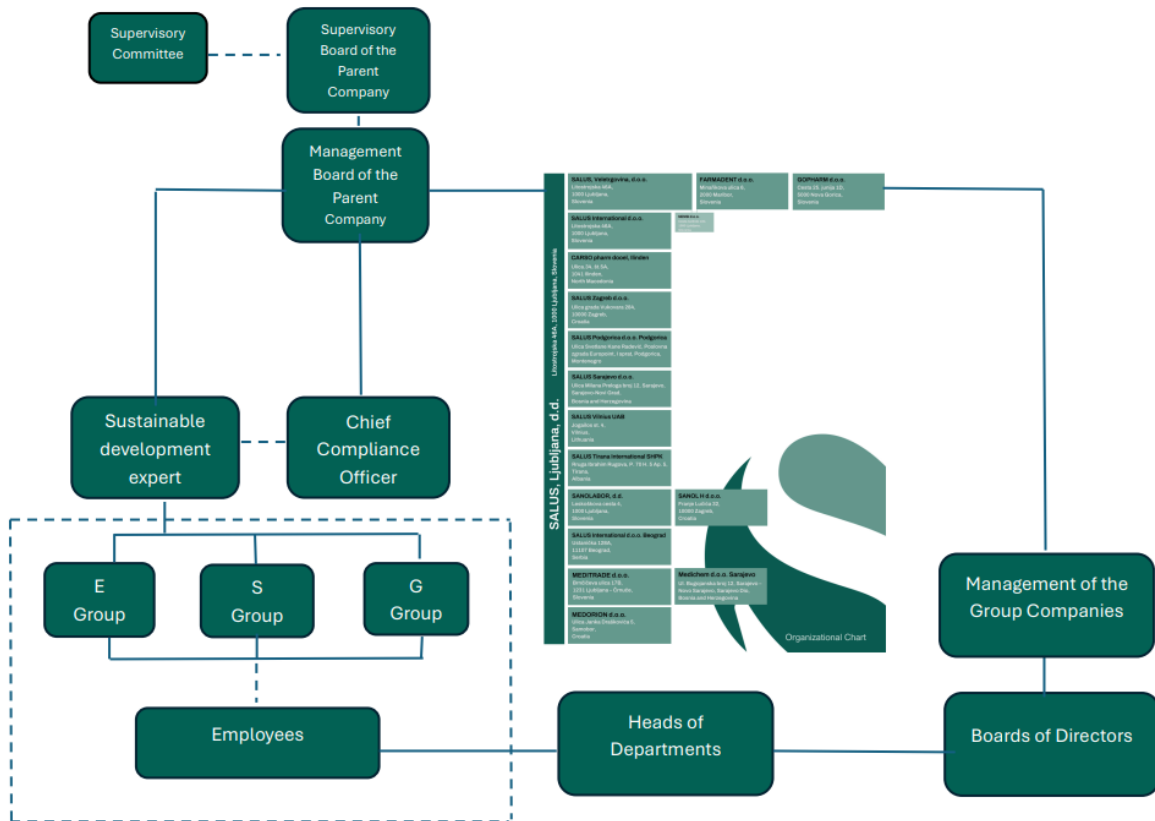
All management persons of the companies in the Group, together with the colleges of directors and employees involved in the implementation of these commitments, are responsible for the operational implementation of sustainability commitments.

Once a year, the Sustainable development expert together with the Management Board presents to the Supervisory Board the state of implementation and progress in achieving the set sustainability commitments, as a rule, upon the approval of the Group's annual report.

If the annual review shows that the set sustainability commitments are not implemented in accordance with the plan or expectations, the Supervisory Board, together with the Management Board, shall ensure:

- analysis of the root causes of deviations,
- the designation of persons responsible for remedying deficiencies, and
- the preparation and implementation of a plan to address deficiencies with a clear timeline.

Figure 1: Schematic representation of connections and responsibilities of sustainable reporting



## 2.4. Preparation of the annual report

Sustainability reporting is an integral part of the Group's annual report and is carried out in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD), which was transposed into Slovenian law by an amendment to the Companies Act (ZGD-1M). The report is prepared in accordance with the mandatory European Sustainability Reporting Standards (ESRS), which ensure the comparability, transparency and reliability of ESG disclosures.

The annual report is publicly available on the Group's website, [www.salus.eu](http://www.salus.eu) and on the Ljubljana Stock Exchange portal. In this way, we ensure transparency and provide the interested public with an insight into our sustainable commitments, efforts and achievements.

## 3. Pillars and commitments for sustainable development

Sustainable business is the foundation of our long-term strategy and responsible management. The Group is aware that our success is inextricably linked to the well-being of people, care for the environment and the trust of stakeholders. That is why we integrate sustainability orientations into all aspects of our operations; from business decisions to everyday tasks.

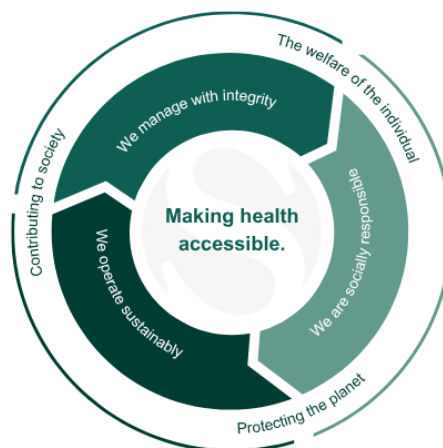
With a view to caring for individuals, contributing to society and protecting the planet, the Group has created three pillars of sustainable development, which are connected by our guiding principle: **"Making Health Accessible."**

These three key pillars represent the guidelines and fundamental orientations for the Group's sustainable management and development. By implementing them, we strive to strengthen the trust of stakeholders and contribute to the long-term well-being of the community in which we operate.

The pillars of sustainable business, in connection with ESG (Environment, Social, Governance) aspects, are:

1. pillar – **We operate environmentally friendly (E)**  
In our efforts to achieve sustainable business, we place emphasis on responsible use of resources, improvement of energy efficiency and reduction of carbon footprint, waste and other environmental impacts.
2. pillar – **We are socially responsible (S)**  
We pursue our social responsibility by providing safe, stable and inclusive workplaces, promoting equal opportunities and contributing to the sustainable economic and social development of employees, business partners and other stakeholders.
3. pillar – **We manage with integrity (G)**  
We are committed to long-term, responsible and transparent business, built on ethical principles, good governance and respect for the highest standards of integrity.

Figure 2: Graphical representation of the sustainability pillars of the SALUS Group



### 3.1. We operate in an environmentally friendly way

Our commitments are:

- **We are committed to energy efficiency**

- With our activities, we do not directly contribute to high CO<sub>2</sub> emissions, but reduce them by optimizing distribution routes, using green means of transport and increasing our own production from solar energy. Throughout the value chain, we promote the use of renewable energy sources and low-carbon means of transport, while also striving for greater energy efficiency and self-sufficiency.
- **We are focused on reducing emissions**
  - We promote sustainable ways of commuting to work, including the use of carpooling, public transport, cycling, walking, electric scooters and electric vehicles. Where possible, we also make it possible to work from home to further reduce emissions and promote sustainable mobility.
- **We manage resources efficiently and reduce waste**
  - We manage resources efficiently, prevent waste, introduce sustainable and returnable packaging, optimize processes through the digitization of documents, and encourage employees to rational use of resources, sustainable materials and consistent recycling.

### 3.2. We are socially responsible

Our commitments to social responsibility are:

- **Co-creating a better society with stakeholders in the value chain**
  - With a wide range of stakeholders and a partnership approach, we strive for sustainable and inclusive growth that benefits both the Group and the wider society. As a link in the value chain between suppliers, customers and end-users, we promote long-term and responsible cooperation and provide safe, efficient and quality products and services, while supporting the transition to a circular economy.
- **We care about a safe, healthy and stimulating working environment**
  - We establish an organizational culture with values that are common to all employees and enable regular education and the development of their potential. We care about a safe, pleasant and stimulating working environment, where the emphasis is on work-life balance, and at the same time we do not tolerate any form of violence or harassment.
- **Contributing to giving back to society**
  - The success of the Group is closely linked to the well-being of the community in which we operate, which is why we are committed to its development and return to society. In doing so, we support local organisations, schools, associations and other institutions that care for vulnerable groups, education, human health and culture, enabling the implementation of important projects and initiatives. Our employees are happy to get involved in volunteer activities, contribute their time and knowledge, participate in charity campaigns and financially support charity.

### 3.3. We manage with integrity

Our commitments within this pillar are:

- **We act transparently, ethically and in accordance with the law**
  - Compliance and ethical operations are the responsibility of managers and all employees, and the Group's operations are based on compliance with legislation, internal rules and absolute zero tolerance for non-compliant and unethical practices. All employees and managers must comply with the code of conduct and anti-corruption policies and report any violations. The group provides full protection to bona fide whistleblowers. We require the same ethical standards when working with third parties, so we check compliance in various

ways before a new partnership. Transparent communication and regular reporting are key; business and other reports are published on the Group's website, and we answer journalists' questions.

- **We manage and act responsibly**
  - We have a clearly defined sustainability policy that sets out our goals and principles, and we report regularly and transparently on our sustainability achievements. We actively cooperate with various stakeholders; employees, suppliers, customers and local communities, and promote sustainable practices in the supply chain. We are constantly improving our sustainability orientation, educating and raising awareness of our employees, and establishing an organizational culture with values that are common to all.
- **We are focused on growth and efficiency**
  - We strive to optimize all aspects of the business; with innovative solutions, finding synergies and continuous improvement of processes, we increase productivity and create added value for our customers. Our focus on growth is reflected in responsible management of resources, expansion into new markets and the development of new products and services, thus building long-term success and creating opportunities for further development of the Group and its employees.

## 4. Materiality matrix

In order to create a business sustainability policy that takes into account the needs and expectations of key stakeholders, the Group establishes a systematic approach to identifying, understanding and managing their interests. This approach involves regular monitoring and assessment of expectations, interests and potential challenges, allowing for responsive and flexible stakeholder relationship management.

The Group uses a variety of methods to collect feedback, with surveys being the central source of data. They are carried out at different levels and at specific time intervals to ensure that information on the needs and priorities of stakeholders is up-to-date and reliable. Based on the data collected, the Group creates a materiality matrix, which enables the identification of the most important impacts on sustainable operations, both from the point of view of stakeholders and the impact on the Group's financial performance.

The materiality matrix is a key tool in the formulation of sustainable strategies, goals and measures to achieve them, as it focuses attention on the areas with the greatest impact on stakeholder satisfaction, social responsibility and the long-term success of the Group. Such an approach ensures that a business sustainability policy is aligned with the real needs of the environment, society and governance, while strengthening transparency, trust and collaboration.

### 4.1. Important topics in terms of impact and/or financial importance

The areas of ESG factors and related topics and sub-topics that have been identified by key stakeholders as the most important, result from the materiality assessment process carried out. This process has made it possible to identify the areas where the Group has the greatest impact on the environment and society, and where these areas can also be financially important for business. These identified areas are<sup>1</sup>:

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1 Source: IRO analysis of the SALUS Group, March 2024

### 4.1.1. Environment

1. Climate change
  - Climate change mitigation
2. Substances of concern
3. Resource use and circular economy
  - Resource inflows, including resource use
  - Resource outflows related to products and services
  - Waste

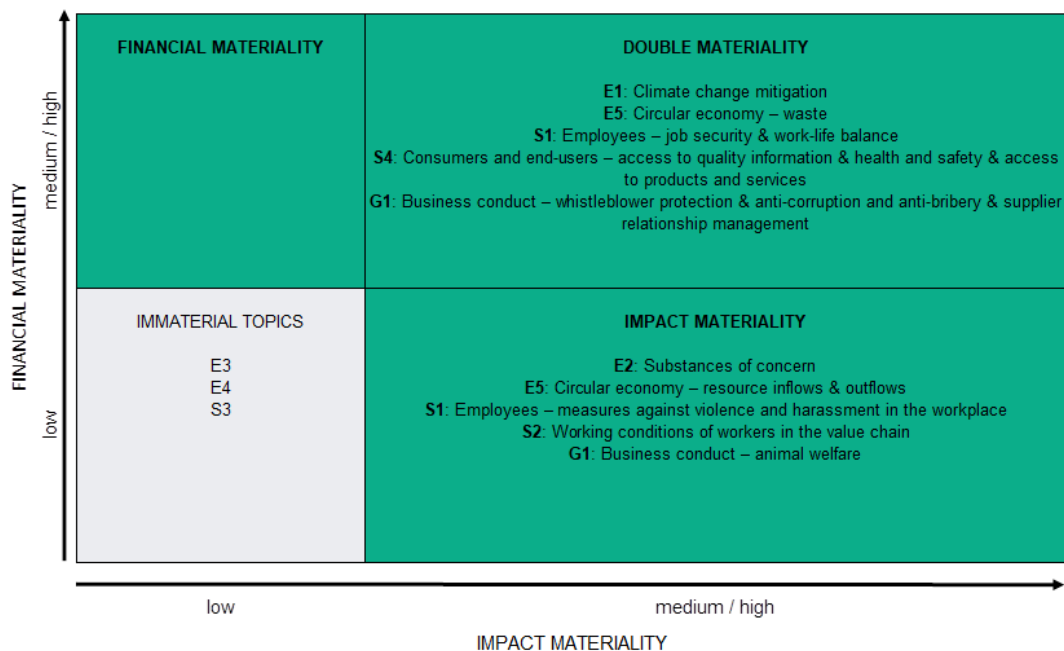
### 4.1.2. Society

1. Working conditions of employees in the Group
  - Job security
  - Work-life balance
  - Measures against violence and harassment in the workplace
2. Working conditions of workers in the value chain
  - Job security
  - Opening hours
  - Health and safety
3. Access to quality information for consumers and end-users
4. Health and safety of consumers and end-users
5. Access to products and services for consumers and end-users

### 4.1.3. Governance

1. Whistleblower protection
2. Animal welfare
3. Supplier relationship management, including payment practices
4. Corruption and bribery

Figure 3: Materiality matrix



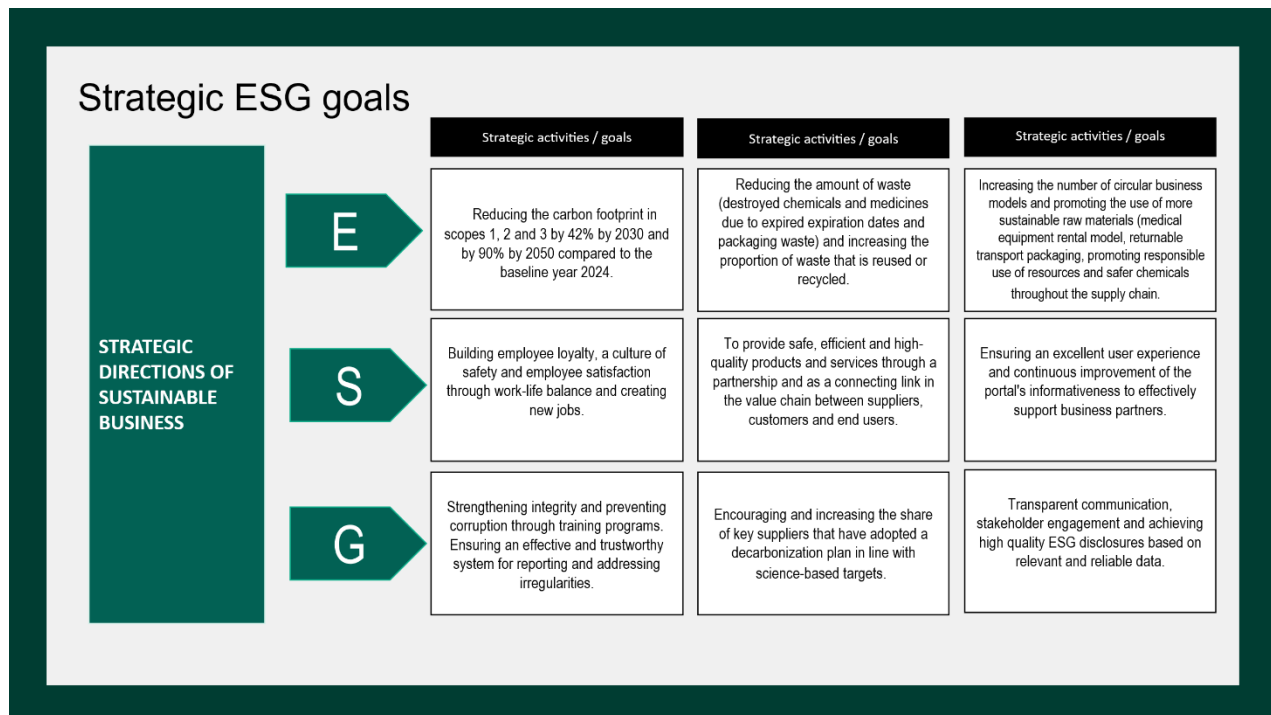
## 4.2. Strategic ESG goals

Based on the analysis of the double materiality matrix, we have defined strategic ESG goals that are key both in terms of environmental, social and governance impact, as well as in terms of financial importance for the Group.

These objectives represent a strategic framework for the sustainable orientation of operations and guide the development of policies, processes and activities that significantly contribute to the long-term success of the Group.

The goals and measures detailed in the SALUS Group's Decarbonisation Strategy for the period to 2030 and 2050 are designed to enable the systematic management of sustainable aspects of operations, the improvement of key performance indicators and contribute to the Group's long-term resilience and responsibility.

Figure 3: Strategic ESG goals



The Management Board and the Supervisory Board of SALUS, Ljubljana, d.d. confirmed these overarching objectives and the associated measures and strategy, thus ensuring their strategic coordination and support for implementation at all levels of the Group. This confirms the commitment of the Management Board and the Supervisory Board to sustainable development and responsible business, while at the same time enabling consistent monitoring and measurement of progress in achieving the goals.

To ensure transparency, accountability, and effective management of non-financial risks, appropriate matrices and key performance indicators (KPIs) have also been defined for all overarching ESG objectives. These indicators enable structured and comparable monitoring of progress and provide an objective basis for assessing the effectiveness of individual measures.

KPIs are designed to measure both qualitative and quantitative aspects of sustainable business, including progress in reducing environmental impacts, strengthening ethical and responsible business practices, managing risks, promoting transparency in the value chain, and improving social and governance practices.

Regular monitoring of these indicators and results serves as a basis for reporting, internal decision-making, and the timely implementation of corrective measures when necessary. In this way, the Group ensures consistent implementation of its objectives, enhanced management of non-financial risks, and a clear focus on continuous improvement in the area of sustainable development.

## 5. Stakeholder relations

The Group builds open and two-way communication with all stakeholders, which is crucial for the smooth operation and sustainable development of the Group. By understanding and harmonizing the different viewpoints, interests and opinions of stakeholders inside and outside the Group, we design and implement a sustainable strategy.

The impacts are mutual: economic, environmental and social factors affect the Group's operations, and at the same time, the Group's actions contribute to the sustainable development of the wider society. Relationships and influences are intertwined, the Group promotes a responsible and sustainable society through its initiatives, while external factors shape our business strategies and decisions.

The Group uses a variety of channels and tools to communicate with specific stakeholder groups, ensuring a transparent, timely and open bilateral exchange of information on sustainable business. The key stakeholders whose operations are directly or indirectly essential for the achievement of the objectives and the long-term development and sustainability of the Group include customers, suppliers, employees and shareholders.

*Table 1: Stakeholder groups identified as the most important in our value chain*

Stakeholder group	Communication content	Communication channels and tools
Shareholders, investors	Relevant information for the exercise of their rights: governance, business compliance and risk, sustainability in crisis situations (e.g., Covid-19 epidemic)	<ul style="list-style-type: none"> <li>• public notices on SEONet</li> <li>• website</li> <li>• General Assembly</li> </ul>
Customers: pharmacies, hospitals, specialist and veterinary surgeries, health centres, patients, and other end-users	Timely, high-quality and safe supply of medicines, medical devices and other products, high levels of trust, fast and professional response, open dialogue, participation in public procurement procedures	<ul style="list-style-type: none"> <li>• personal contacts of professional clerks</li> <li>• phone, e.mail, video and phone conferences</li> <li>• digital notice boards</li> <li>• ordering portal</li> <li>• professional magazines and catalogues</li> <li>• B2B tools</li> <li>• website</li> <li>• public procurement portal, portal eJN</li> </ul>
Suppliers	Safe storage and handling of products, good business relations	<ul style="list-style-type: none"> <li>• personal contacts of professional clerks</li> <li>• phone, e.mail, video and phone conferences</li> <li>• B2B tools</li> <li>• annual report</li> </ul>
Employees	Labor relations and employee relations: loyal, committed, satisfied and motivated colleagues,	<ul style="list-style-type: none"> <li>• internal web portal</li> <li>• internal group meetings</li> </ul>

	personal and career development of employees, health and safety, well-being, respect for human rights at work, equal opportunities, fair pay, work-life balance	<ul style="list-style-type: none"> <li>• digital notice boards</li> <li>• inbox</li> <li>• worker's assembly</li> <li>• interviews with managers</li> <li>• Management Board open days</li> <li>• quarterly management-employees meetings</li> <li>• monthly Mentimeter: ask the Board / express and opinion</li> <li>• employee satisfaction survey</li> <li>• social events, team-buildings and workplace health promotion events</li> </ul>
Subsidiaries	Good governance, risk management, business compliance, achievement of business objectives	<ul style="list-style-type: none"> <li>• periodic meetings with the managements of the subsidiaries</li> <li>• monthly reporting</li> <li>• assemblies</li> </ul>
Public institutions and regulatory authorities	Communication on compliance with legislative requirements (administrative and other procedures), participation in public procurement and tendering procedures	<ul style="list-style-type: none"> <li>• public notices on SeoNet</li> <li>• mail</li> <li>• document filing office</li> <li>• portals (e.g., public procurement, e-JN, eRevizija)</li> </ul>
Media	Answering press questions, publishing information on business performance	<ul style="list-style-type: none"> <li>• e-mail</li> <li>• public notices on SEONet</li> <li>• website</li> </ul>
Professional associations	Representing the company's interests and participating and making proposals	<ul style="list-style-type: none"> <li>• personal attendance (round tables, meetings etc.)</li> <li>• e-mail</li> <li>• portals</li> </ul>
Other interested public	Key information on compliance, market supply and other socially responsible topics	<ul style="list-style-type: none"> <li>• public notices on SEONet</li> <li>• website</li> <li>• sponsorships and donations</li> </ul>

## 6. Impacts, risks and opportunities, and measures

### 6.1. Management and control

Among others, the Group also manages environmental, social and governance risks by regularly identifying, assessing and managing their likelihood and impact at all stages of the value chain and in individual business segments. In doing so, it strives to eliminate, reduce or mitigate the negative impacts of risks, while the management method is constantly adapted to changes in the business environment, competitive activity, new technologies and regulatory requirements.

Environmental, social and governance risks are not a new category, but are addressed within the existing risk management framework and are comprehensively integrated into process risk assessments.

In managing risks and ensuring a strong internal control environment, the key standards of compliance, ethics, transparency and fairness are those resulting from the Code of Conduct of SALUS, Ljubljana, d.d. and the SALUS Group, and apply to all companies and all employees. The Group companies also follow the Anti-Bribery and Anti-Corruption Policy of SALUS, Ljubljana, d.d. and the SALUS Group, thus further strengthening the integrity of their operations.

The management of individual companies in the Group is operationally responsible for risk management as part of their day-to-day activities and obligations.

## 6.2. Risks, opportunities and measures

The Group has identified several key sets of sustainability risks, the successful resolution of which can bring new business opportunities and competitive advantages. In doing so, the Group strives to reduce the level of risk, while at the same time promoting sustainable growth, strengthening business resilience and contributing to the development of a more responsible and sustainable society as a whole by designing and implementing innovative business models to address sustainable challenges.

### 6.2.1. Environmental protection: climate change mitigation, circular life cycle of products and efficient use of energy and resources

In the Group, we actively reduce our environmental impact by increasing the use of energy from renewable sources, accelerating digitalization, introducing sustainable mobility into business processes and reducing waste at all stages of the work process and through cooperation with partners throughout the value chain.

#### Risks

- Physical damage to equipment and real estate due to climate change, and difficulties in integrating sustainable practices into the value chain.
- New, costly environmental legislation and the high costs of the transition to sustainable and energy-efficient energy sources.
- Social criticism, loss of reputation, increased costs of doing business and termination of contracts due to insufficient compliance with environmental criteria and legislation.

#### Opportunities

- Cost reduction through a changed structure in energy consumption (more solar energy) and process optimization.
- Increase in reputation due to the implementation of activities to protect the environment.
- Connecting with stakeholders in the value chain and jointly developing and implementing sustainable practices to improve environmental performance.
- Increase sales of environmentally friendly, sustainable and ethically produced products.

#### Reducing risks and creating opportunities

- Sustainable supply, energy-efficient business premises, investments in renewable energy sources and the promotion of eco-mobility, as well as digitalisation to reduce resource consumption.
- Simplification of packaging and materials used in cooperation with suppliers and environmental assessment of business partners through due diligence.
- Raising the environmental awareness of employees through active communication and involvement, and encouraging active participation in interest associations that support sustainable initiatives and good practices.

### 6.2.2. Own employees, consumers and end users

The Group is committed to transparency and accountability as a business partner and, as a key link in the value chain, ensures the safe, high-quality and timely supply of medicines and medical devices. In doing so, it actively contributes to improving human health, especially in the face of the increase in diseases and the rapid development of new technologies.

The Group companies also take care of the health, safety and well-being of employees, and ensure a safe working environment, appropriate working conditions and work-life balance.

#### Risks

- Reducing patients/users' trust in products due to (pharmaco)vigilance, statutory, other offences or privacy violations.
- Stopped supply of products due to cases of force majeure.
- Shutdown of information systems due to security incidents or storage systems due to mechanical and other failures.
- Reduced visits to retail units, e.g. due to the impact of digitalisation.
- Financial damage: the increase in the number of more expensive prescription drugs and the use of larger packages are a trend that can lead to challenges, as the margin remains tied to the amount of drugs sold, which stagnates.
- Significant price increases for over-the-counter medicines and medical devices can reduce accessibility, especially for older and socially vulnerable groups, and have a negative impact on their health and well-being.
- Shortages of skilled staff due to a decrease in the number of active population increase the cost of recruiting and retaining employees and can have a negative impact on operational efficiency.
- Disruptions in the work process due to health and safety incidents of employees, absenteeism due to illness and injury.

#### Opportunities

- Ensuring the Group's visibility and expanding its regional presence in order to acquire new dealerships.
- Sales opportunities especially for older customers through the adaptation of the sales program and the introduction of e-services, such as home delivery or delivery to homes for the elderly.
- Strengthening the role in society as part of the social infrastructure and additionally gaining the trust of stakeholders.
- Education and awareness raising of the professional public, financial support and organization of campaigns and professional workshops.

#### Measures to reduce risks and create opportunities

- Purchasing and operational resilience: a sufficiently diversified supply chain for substitute and alternative products and a business continuity plan in place.
- Customer and local community support: shopping assistance for the elderly, pharmacist advice to the general public, health measurement and monitoring, e-services, ordering, loyalty and benefits programs; connecting with the local community, universities and other partners.
- Adapting business to modern trends: introducing new innovative e-services and adapting the way of working to modern trends.
- Development and care for employees: employer branding, regular health protection training, workplace inspections, personal protective equipment, injury investigations and education in the field of information security, (pharmaco)vigilance and good distribution practices.

### **6.2.3. Promoting non-discrimination, equality, diversity and inclusion**

The Group creates conditions for attracting, developing and retaining diverse talent without discrimination (by gender, age, race, religion, etc.) in a stable and inclusive working environment, by offering competitive pay and equal opportunities for training and development.

#### Risks

- More difficult to recruit qualified staff and increased turnover due to the discrepancy between the requirements of the work process and family life, too long working hours or lack of understanding of the changes introduced.

- Negative impact on employee reputation and decreased trust due to incidents related to mental health, harassment, stakeholder disengagement, or perceiving change as a threat or not aligned with employee beliefs.

#### Opportunities

- Raising competitiveness and developing new businesses by actively promoting diversity and inclusion, recruiting qualified staff and identifying key personnel and young potentials.
- Increasing the motivation, work efficiency and attractiveness of the Group as an employer by establishing a work-life balance and using innovative technologies such as artificial intelligence, robotics and the internet of things.

#### Reducing risks and creating opportunities

- Diversity and inclusion initiatives, including seminars, workshops, leadership candidate training, work coordination support, health promotion, and employment for people with disabilities.
- Regular measurement of the organisational climate and implementation of HR policies and practices that promote equal opportunities, employee performance and preparation of action plans for improvement.

### 6.2.4. Respect for human rights and partnership for a sustainable future

The Group is committed to respecting human rights and the rights of employees and creating a working environment that supports the dignity of all individuals, which is defined in the Code of Conduct of the SALUS, Ljubljana, d.d., and the SALUS Group. The Group's goal is to ensure that every employee acts in accordance with the highest standards of integrity and ethics. Through a culture based on respect for human rights, as well as responsible action and partnerships, we identify risks and opportunities and contribute to a sustainable future.

#### Risks

- Violation of fundamental human rights or quality standards by employees or business partners, which may jeopardise reputation, legal certainty, trust of stakeholders and lead to termination of contracts and financial risks.

#### Opportunities

- Stable supply, good relationships with suppliers and new sales opportunities through respect for ethical business practices, fundamental human rights, care for the environment and compliant conduct, which also contributes to a better credit rating and access to cheaper financing.

#### Measures to reduce risks and create opportunities

- Adoption of policies and measures to protect the human rights of employees, improvement of organizational culture and regular training of employees, and informing business partners about standards of conduct.
- Establishing mechanisms and channels for anonymous reporting of harmful practices, implementation of corrective actions and ensuring the protection of whistleblowers.
- Inclusion of minimum expectations regarding respect for human rights in written agreements with contractual partners.

### 6.2.5. Ethical business and prevention of corruption

In the Group, we are committed to implementing the highest standards of ethical business, with the prevention of corruption being one of our key priorities. All our business actions and decisions are in accordance with the principles of integrity, transparency and accountability, which is defined in our Code of Conduct of the SALUS, Ljubljana, d.d. and the SALUS Group and the Anti-Bribery and Anti-Corruption Policy of the SALUS, Ljubljana, d.d. and the SALUS Group. Our commitment to ethical business and

corruption prevention is not only a legal obligation, but a key factor in building trust among our employees, customers, partners and the wider society. By doing so, we contribute to the long-term sustainability and success of our business.

#### Risks

- Bribery, fraud, corruption and non-compliant or unethical conduct may affect the integrity, reputation and non-compliance of the Group with the law and its financial position.
- Ineffective or inadequate oversight of the implementation of rules, policies and regulations.
- Lack of a culture of transparency and open communication.
- Incomplete or inadequate risk assessment of stakeholders in the value chain.

#### Opportunities

- Better credit ratings of financial institutions and suppliers, easier access to cheaper financing.
- New sales opportunities by providing products and services for ethical consumption.
- Increasing the satisfaction of customers and users of products and/or services.
- Acquiring new dealerships.
- Open communication, which encourages the sharing of new ideas and proposals, strengthens innovation and, in turn, accelerates growth.

#### Measures to reduce risks and create opportunities

- Implementation of due diligence checks or ongoing verification and assessment of partners through questionnaires or self-assessment.
- Adopted policies and procedures and established internal control mechanisms to prevent harmful practices of all kinds (including violations of standards of conduct).
- Establishment of a procedure for the safe and anonymous reporting of violations (i.e. a whistleblowing mechanism), including protection for whistleblowers and clearly defined procedures for handling reports.
- Strengthening a culture of transparency and integrity through regular training of employees on identifying and preventing non-financial risks.

### 6.2.6. Tax responsibility

The Group's conduct in the field of taxation is in accordance with legislation and international standards, such as OECD guidelines. The Group's tax liabilities are determined taking into account legally permitted reliefs and exemptions, while pursuing a conservative policy of assuming tax risks. The Group does not use tax avoidance or aggressive tax planning structures and does not align business objectives with tax objectives. It ensures that taxable profits are treated in the countries where the value is created and consistently applies the principle of comparable arm's length to related party transactions. The Group communicates regularly and transparently with the financial administrations in the countries where it operates.

#### Risks

- Incorrectly calculated tax liabilities, penalties and default interest.
- Loss of reputation due to identified tax irregularities.

#### Opportunities

- Building a reputation as a trustworthy and tax-regulated partner, positive differentiation from competitors.
- Attracting human resources by ensuring tax transparency and regularly complying with tax obligations as a responsible employer.

#### Measures to reduce risks and create opportunities

- Provision and continuous training of in-house experts in the tax field.

- Establishing a strong control environment to achieve compliance with tax legislation.
- Continuous training to better understand the tax risks by all involved.
- Regular monitoring of changes in tax legislation and their impact on the Group's operations.
- Preliminary assessment of the tax implications of new business opportunities before they are implemented.

### 6.2.7. Animal welfare

The Group is committed to respecting high standards in the treatment of animals and supports a responsible, humane and ethical attitude towards their welfare. All employees and all Group companies must, where relevant to our business, comply with applicable legislation, local regulations and international guidelines in the field of animal protection and welfare. We encourage the selection of partners and suppliers who act in accordance with ethical standards of animal protection and transparently report on their practices in this area. The attitude towards animals reflects the Group's broader social responsibility and our commitment to sustainable and responsible business.

#### Risks

- Failure to comply with local and international animal welfare regulations.
- Selection of partners/suppliers who do not comply with ethical standards.
- Reputational risk; negative media coverage or public criticism.

#### Opportunities

- Strengthening reputation and trust, good relations with business partners, encouraging cooperation with responsible suppliers and sharing good practices.
- Product innovations that reduce the impact on animal welfare.

#### Measures to reduce risks and create opportunities

- Policies and standards; establishing clear internal guidelines in relation to animal welfare.
- Communication and awareness-raising; promoting the Group's commitment to animal welfare, both internally and externally.

## 7. Final provisions

The Business Sustainability Policy is publicly published on the website of SALUS, Ljubljana, d.d., [www.salus.eu](http://www.salus.eu)

The policy enters into force on the day of its adoption but shall apply from 1.12.2025 onwards.

President of the Management Board

Mag. Žiga Hieng

Member of the Management Board

Gregor Jenko

Chairman of the Supervisory Board

Boris Šefman