



ESG Impact Report 2025



A word from...

Laurent Guérindon – CEO



More than thirty years ago, Galactic chose fermentation, a naturally occurring process, as the foundation for delivering sustainable food safety solutions and green chemistry for industrial applications. This commitment has proven prescient. Today, our industry is accelerating its sustainability transition, propelled by consumer expectations and amplified by geopolitical pressures.

As I assume the CEO role since April 2025, my conviction is clear: sustainability must drive performance. Over time, we will embed ESG directly into our business operations, e.g. linking carbon, circularity, and safety targets to margin, growth, and cash generation. Every decision should strengthen both our impact and our competitiveness. Our strategic direction for the coming years is defined. Strong governance will ensure that every initiative answers one simple question: how does it advance our strategic plan? ESG will be subject to the same discipline.

While many of our products today are made from renewable resources, we must challenge ourselves to engineer solutions that deliver higher functionality and are measurably more sustainable tomorrow than they are today.

With rigor, innovation, and deep customer understanding, we will demonstrate that sustainability is not a trade-off, but a competitive advantage that compounds across Galactic's offering.

A word from...



Pieter van der Weeën – CIO & ESG Team Manager

In 2025, the global landscape continued to evolve rapidly across political, economic, and regulatory dimensions. These developments elevated sustainability as a priority for both companies and policymakers and prompted Galactic to reassess where we can create the most meaningful impact, in line with our scale and responsibilities.

The initiatives undertaken during 2025 reflect this focused approach. Our efforts concentrated on tangible sustainability and ESG topics that deliver clear value today while strengthening long-term outcomes for our employees, customers and broader stakeholder community.

Building on foundations laid in previous years, several existing initiatives were further embedded into Galactic's ways of working, while also introducing and shaping new focus areas throughout 2025.

Together, these actions mark an important step in the continued development of a robust and integrated Galactic ESG platform.

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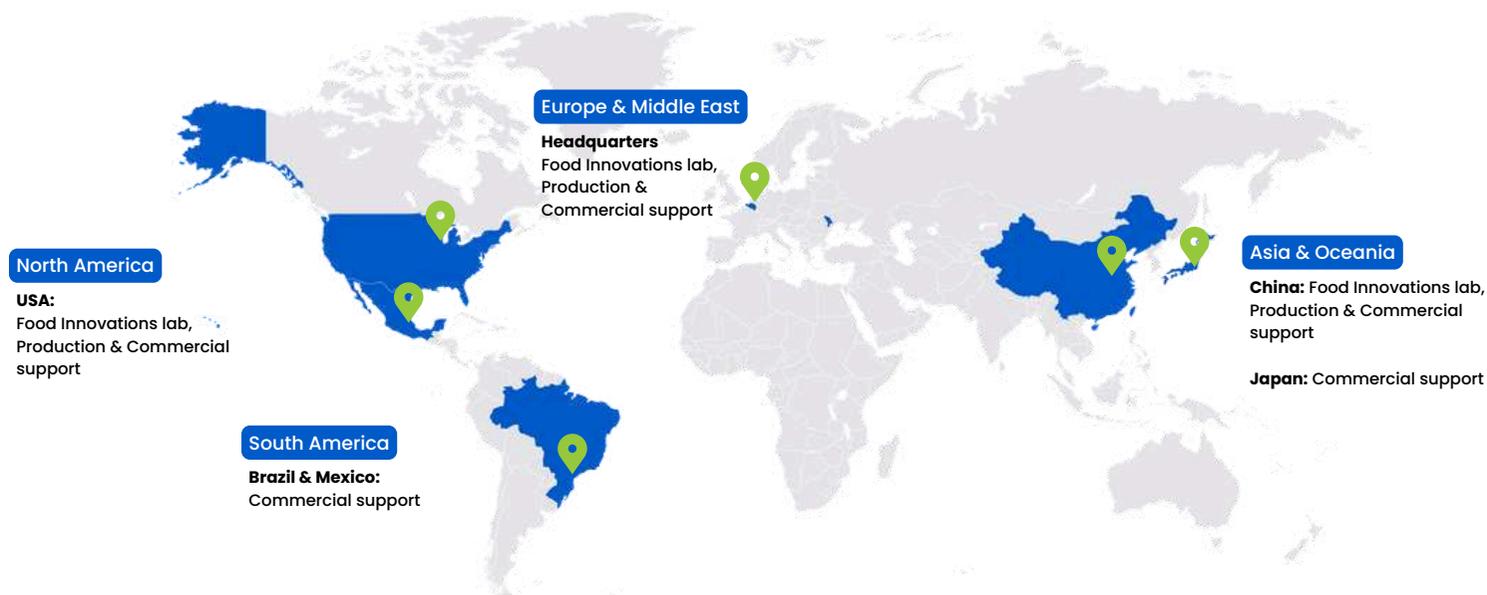


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About Galactic

At Galactic we are pioneers in fermentation technology and our purpose is to have a meaningful impact on what matters most. Inspired by consumers' increasing demand for natural and less processed foods, we take pride in providing a complete range of natural and healthy ingredients. From recipe improvement to microbiological analysis, our expertise is available to food producers all over the world. Besides this market, we also use our expertise to produce, by fermentation, new molecules to replace the traditional petro-based products. Looking ahead, we will continue to pursue our strategic plan while helping our clients create innovation and bring positive changes to the communities in which we work and live. Driven by our exceptional people, we are confident that Galactic is well placed to deliver further sustainable growth in the years to come.

Our organization: Galactic has three production facilities and innovation centers in Belgium, China and the United States, a support office in Moldova and 6, sales offices in Belgium, China, Japan, United States, Mexico and Brazil.



Who we are

Mission: In line with our new five-year strategic plan developed in 2025, Galactic updated its mission statement. Galactic offers perishable consumer goods manufacturers the most efficient bio-based antimicrobial solutions. Galactic supplies the highest quality lactate specialties in select markets.

Galactic further defined its focus areas and formalized a clear commitment to expanding bio-based solutions. This commitment now serves as a key guiding principle in our decision-making, not only for current operations but increasingly for future projects and development initiatives.

Values: Sustainability has long been one of the core values of Galactic. This commitment was translated into our ambition to find the best resources from nature to transform them into added value products via the low impact process of fermentation and the principles of green chemistry. The elaboration of a true global all-encompassing ESG strategy fits perfectly with this value.



Innovation

We are driven by innovation, constantly seeking original approaches to solve our customers' problems.



Sustainability

Using bio-sourced raw materials and fermentation technology, we minimize carbon footprint and help our customers improve their sustainability practices.



Quality

With our dedicated people, cutting-edge technologies, and consistent procedures, we ensure the quality of our products.



Discipline

We believe that the best way to reach our goals is to have a focus strategy, dedicated team, and advanced technology, all coupled with discipline.



Team spirit

Our team spirit drives us forward helping achieve our goals. We value being part of a strong team. Together, we are stronger!



Passion

We think that passion brings happiness, enhances relationships, and delights our customers.

ESG at Galactic

Our ESG team: Galactic's ESG approach is supported by a three-tier governance structure designed to ensure strategic alignment, operational effectiveness, and broad employee engagement. At the corporate level, ESG oversight is led by the Chief Innovation Officer alongside a dedicated ESG Officer. This team manages the Group-wide ESG project pipeline and drives all ESG-related initiatives across Galactic. Acting as link between the Board of Directors and the wider organization, they ensure consistent alignment between strategic priorities and operational execution. At the operational level, the Galactic Green Team brings together employees from different countries and professional backgrounds who act as local ESG ambassadors and lead specific ESG focus topics. The team is composed of both more experienced members and newcomers, fostering a balance between continuity, fresh perspectives, and project-specific expertise. Finally, ESG is embedded across the organization. All Galactic employees are made aware of the importance of ESG and contribute through targeted actions, initiatives, or data collection. While this collective involvement is essential to ensure progress on defined topics for a company of approximately 300 employees, it also represents a key strength, enabling every employee to actively participate in and contribute to Galactic's ESG journey.

Our ESG vision:

At Galactic, our vision is to orient preservation needs in Life Sciences and organic acid-based solutions in selected industries towards **natural solutions**. To facilitate this transition, we endeavor to achieve **quality, innovation, and customer-intimacy** in a sustainable manner.

It is clear to us that access to resources is of great importance for our success. Integrating our raw materials into a **circular economy** model while minimizing the environmental impact of transforming them into natural preservation solutions in our facilities and delivering them to our customers are crucial.

We understand that our Galactic people are the main driver to reach our goals. Therefore, we strive to provide them with **satisfactory and safe working conditions**, while maximizing their potential in a **stimulating and rewarding environment**.

Our ESG strategy: Galactic aims to be a leader in ESG by prioritizing transparency, sustainability, and a continuous commitment to improvement—striving to do better today than yesterday. We combine ambitious long-term objectives with a pragmatic and realistic approach to implementation. Our ESG strategy is shaped by the expectations of our stakeholders, ensuring that efforts are focused on areas where Galactic can generate the greatest positive impact. As a production company operating in the (bio)chemistry sector, a significant share of our ESG action plan naturally addresses environmental topics, as reflected in the UN Sustainable Development Goals we have selected.

At the same time, Galactic maintains a balanced ESG perspective by addressing key and relevant topics within the social and governance pillars, recognizing their essential role in long-term, sustainable value creation.



Introduction – Environmental actions

In 2025, the majority of Environmental actions represented either a continuation of initiatives launched in 2024 or follow-up actions informed by insights gained during that year. The carbon assessments conducted at plant level in 2024 provided valuable visibility into Galactic's main sources of greenhouse gas emissions and directly informed the development of our Scope 1, 2, and 3 emission reduction action plan.

In addition, the Life Cycle Assessment (LCA) of our heat-stable lactic acid grades, completed in 2024, proved valuable both internally and for our customers. Building on these results, 2025 saw increased efforts to further develop internal LCA expertise and capabilities.

Finally, a strengthened understanding that sustainability begins at the product conception stage led to the launch of several innovation initiatives in 2025. These initiatives aim to integrate sustainability from the outset, enabling Galactic to bring environmentally improved solutions to the market.



Scope 1, 2 and 3 carbon emission reduction plan

Reducing greenhouse gas (GHG) emissions across Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (indirect emissions across the value chain) is a cornerstone of Galactic’s sustainability strategy. While Scope 1 and 2 reductions are primarily driven by operational efficiency and renewable energy sourcing, Scope 3 emissions—particularly downstream—represent the most significant challenge due to their complexity and reliance on external stakeholders. Addressing these emissions requires collaboration, innovation, and robust governance to ensure meaningful progress toward our climate goals, an effort that Galactic is actively pursuing.

THE ACTIONS TAKEN IN 2025:

Scope 1 & 2 – Operational Emission Reduction

The Environmental Management System (EMS) was finalized and translated, ensuring alignment with local requirements. In addition, preparations were completed for its integration into the company intranet, which will enhance accessibility for all employees and strengthen compliance across sites. Critical parameters in terms of energy consumption, water usage and waste treatment are followed up on a regular basis.

Environmental Management System

Theme	Sub-theme	Location	Description	Indicator (kWh, kg, kg de CO2 par kg, %, m3, m2, ...)	Performance (2023)	Performance (2024)	Performance (2025)	Objective 2026	% Change 23-24	Responsible Person

ACTIONS TAKEN IN 2025:

Scope 3 – Downstream Emission Reduction

Building on the insights from 2024, Galactic significantly advanced its downstream emission reduction strategy in 2025 through targeted actions. A comprehensive evaluation of 18 projects was conducted, focusing on opportunities to lower Scope 3 emissions. Following feasibility analysis, five projects were dismissed, while five were successfully implemented either fully or partially, and four were placed under review and potential implementation for 2026.

Key initiatives in 2025 included:

- Switching transport from Nanjing to Shanghai port via river, reducing reliance on road freight.
- Securing closer external warehouses, minimizing transport distances.
- Eliminating air shipments, transitioning to lower-carbon alternatives.

Scope 3 – Upstream Emission Reduction

In 2025, Galactic laid the groundwork for a global supplier engagement initiative to be rolled out in 2026.

Key preparatory actions included:

- Designing a global Code of Conduct for suppliers, building on the framework developed for Belgium and aligning it with input from international purchasing teams.
- Planning the worldwide distribution and commitment process, which will require suppliers to formally sign and acknowledge the Code of Conduct.

AMBITIONS FOR 2026:

Scope 1 & 2 – Operational Emission Reduction

- Fully integrate the EMS into the intranet for all sites to standardize environmental management reporting practices.
- Complete and maintain the environmental dashboard with real-time data for all production plants.
- Conduct a comprehensive review of investments to quantify their environmental impact and prioritize projects with the highest sustainability benefits

Scope 3 – Downstream Emission Reduction

- Implement governance-approved projects and secure local management support for execution.
- Complete feasibility studies for the four projects under review and identify new opportunities for emission reduction.
- Strengthen organizational culture, fostering CO₂ awareness and accountability across all levels.

Scope 3 – Upstream Emission Reduction

- Extend the Code of Conduct for suppliers, initially developed for Belgium, into a global standard in collaboration with international purchasing teams.
- Distribute the global Code of Conduct to suppliers worldwide and request formal commitment through signature, followed by structured feedback tracking.
- Analyze assessment results to identify priority areas for improvement and define targeted objectives where the greatest impact can be achieved.

Focus on Life Cycle Assessments

An increasing number of our customers are conducting LCAs, either internally or in collaboration with external partners. Gaining robust, science-based insights into how products contribute to various aspects of climate impact is becoming standard practice. Rather than relying solely on certifications that confirm compliance, customers increasingly expect transparent, quantitative data demonstrating the environmental performance of products. LCA is a widely recognized and accepted tool for delivering this level of analysis. To effectively support our customers on this journey, Galactic has strengthened its understanding not only of the environmental impacts of its own products, but also of LCA methodologies and terminology. This enables constructive, informed discussions with customers and ensures alignment on data interpretation and decision-making.

ACTIONS TAKEN IN 2025:

- Several key employees from Galactic followed a tailor-made LCA course to grow our in-house expertise with LCA. The course allowed the team to understand the importance of LCA, the limitations, how to perform them and how to interpret and communicate the results. Based on this knowledge, the first in-house LCA was done. Having this knowledge in-house will make Galactic more agile and increase its value as partner for its customers in their sustainability journey.



ACTIONS TAKEN IN 2025:

- Four additional products from Galactic's product range were analyzed with the help of an external partner. All data was gathered in house, discussions on pertinent data sets were held and results were challenged and validated. These four products, together with the products already analyzed in the past, represent an important part of the variety of products managed by Galactic. These results serve as a reference point for future analyses but at the same time the discussions to obtain the results have provided the team with valuable insights.

Galactic performed a cradle-to-gate carbon footprint for 4 products:

- Ethyl lactate 98: Ethyl lactate obtained by esterification and distillation.
- Lactic acid powder 60: Lactic acid on carrier: powder grade.
- Calcium lactate pearls: Calcium lactate obtained by drying. Pearl form.
- Sodium lactate 60: Liquid sodium lactate obtained by neutralization.



AMBITIONS FOR 2026:

In 2026, Galactic aims to further strengthen its Life Cycle Assessment capabilities through the following objectives:

- Select and implement the most appropriate LCA software and databases aligned with Galactic's operational needs and long-term sustainability goals.
- Conduct at least four new LCA studies, with a minimum of two covering production sites outside Belgium. Expanding LCAs beyond the Belgian plant is essential to broaden methodological consistency, build internal expertise across sites, and actively involve teams from other locations in the LCA process.



Innovation as basis for sustainability

Innovation plays central part in how the future product portfolio of a company looks like. It is therefore important that sustainability and Ecodesign are taken into consideration from the very start. To strengthen this notion, several actions have been undertaken in the innovation department to design our sustainable products for the future.

ACTIONS TAKEN IN 2025:

Circular Economy and Sustainable Innovation

Circular economy principles are central to Galactic's research activities and innovation strategy. The company aims to maximize the reuse and recycling of resources wherever feasible; however, translating these principles into practice presents technical, economic, and environmental challenges. The use of lower-purity or secondary raw materials often requires more complex downstream processing, which can increase costs and generate additional energy use and emissions. In addition, many materials currently classified as waste lack established collection and treatment infrastructures, making their sourcing logistically complex.

Lactic acid remains a core building block within Galactic's product portfolio. The fermentation research team is therefore evaluating a range of alternative feedstocks derived from waste and by-product streams to assess their technical and economic viability as raw materials for lactic acid and its derivatives. Investigated streams include wood residues, coffee by-products, and cheese manufacturing side streams. Lactic acid grades have been successfully produced from all these sources and concentrated to level of up to 50%. A techno-economic assessment is currently underway to identify the most promising candidates for further development and scale-up.



ACTIONS TAKEN IN 2025:

What's next after sugar?



Cheese
manufacturing
side streams



Coffee waste



Wood waste

Sustainable Product Development and Eco-Design

Galactic blends and transforms raw materials using the principles of green chemistry to create high value-added products. New Product Development follows a structured stage-gate process, supported by cross-functional input, to evaluate feasibility, sustainability performance, and market relevance. All assessments are captured in a standardized scorecard that forms the basis for decision-making on a project's future by the stage-gate committee. In 2025, Galactic introduced an eco-design scoring methodology for all newly developed products. This tool assesses 14 criteria, including the origin and toxicity of raw materials, processing aids and final products, as well as the energy and waste intensity of production processes. By embedding sustainability considerations at the earliest stages of innovation, Galactic ensures that sustainable principles are systematically integrated into product development and supports the ongoing transition toward a more natural and sustainable portfolio.

ACTIONS TAKEN IN 2025:

Application Expertise and Food Waste Reduction

Galactic's application team plays a key role in demonstrating the performance of its products in real-world applications, supporting customer adoption and highlighting the effectiveness of natural solutions. The team primarily focuses on antimicrobial solutions for food applications. In 2025, the application team contributed to:

- The development of new sales kits showcasing fully natural antimicrobial solutions. These case studies illustrate practical use scenarios and provide guidance on the efficient application of Galactic's solutions across a range of food matrices, including pasta salad, apple cinnamon yoghurt, marinated shrimp, sticky rice, and béchamel sauce.
- Supporting customer engagement and sales development by advising on product selection and optimal application. By leveraging Galactic's preservation solutions, customers worldwide significantly extended the shelf life of meat products in 2024, **preventing an estimated 45,000 to 108,000 tons of meat from going to waste**. This calculation is based on Galactic's sales data, internal evaluations, and industry-standard food waste estimation models.



AMBITIONS FOR 2026:

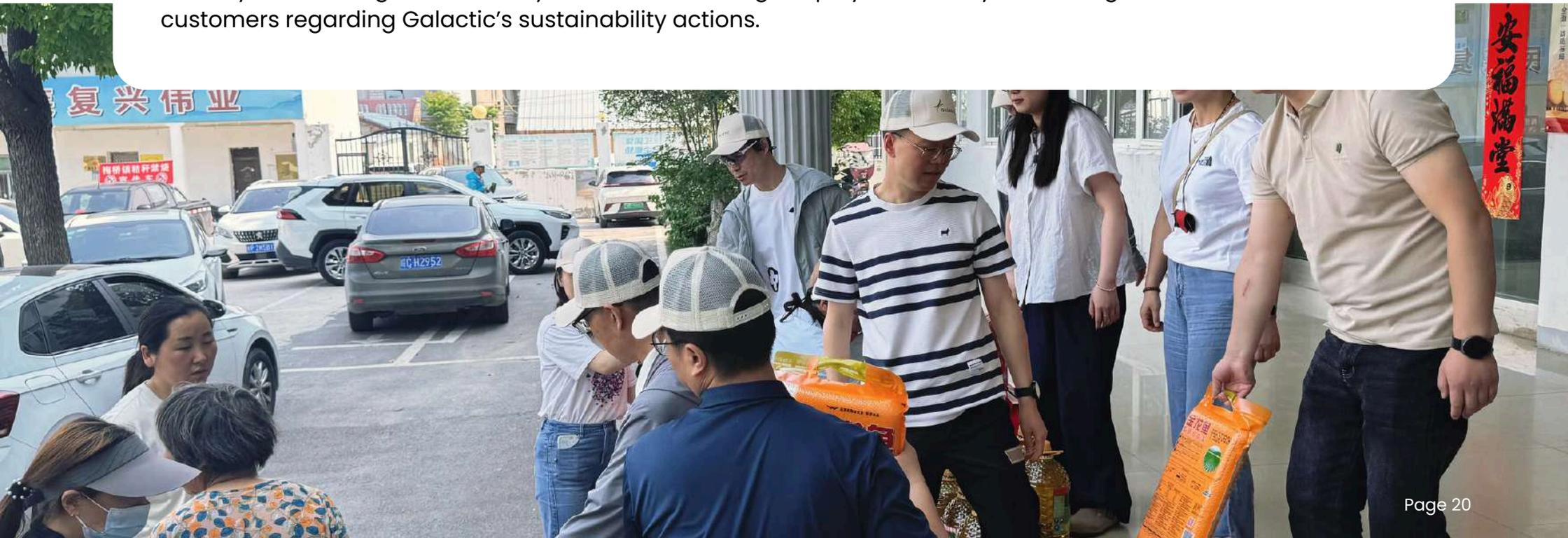
- Select one second generation sugar raw material to explore the possibilities further to develop a low carbon lactic acid grade.
- Evaluate our eco-design scoring system to define a 2.0 version that maximally fits our needs and challenges our decisions.
- Develop additional sales kits specifically for the Americas in various food applications highlighting our existing and new natural food preservation systems.



Introduction – Social actions

Galactic is committed to providing a safe, inclusive, and engaging working environment for its employees, while fostering positive relationships with the communities in which it operates. During the past year, the company continued to harmonize HR-related policies and procedures across the Group, strengthening consistency and best practices. In parallel, Galactic launched a Group-wide initiative to enhance safety awareness and incident reporting, marked by the organization's first Global Safety Day.

In addition, several initiatives were implemented to support a cultural shift toward more sustainable behaviors, both by embedding sustainability awareness among employees and by increasing communication towards customers regarding Galactic's sustainability actions.



Creating a better workplace for our employees

ACTIONS TAKEN IN 2025:

Well-being at Galactic

In 2025, Galactic continued its efforts to review and understand the diversity of HR policies and practices across the countries in which it operates. Further harmonization was achieved, and monthly Group-level reporting of key HR metrics was implemented. This enhanced transparency enables a more consistent monitoring of trends across entities and supports the assessment of the effectiveness of initiatives aimed at improving well-being at work.

The alignment of certain HR documents, such as training guidelines, requires a longer-term approach, as local regulations and specific operational needs must be carefully considered. In parallel, several concrete actions were implemented to strengthen employee well-being and engagement. These included the introduction of a designated confidential contact person, the review and improvement of workplace ergonomics, and the organization of information sessions to inform employees about the company's strategy and ongoing developments. Together, these initiatives aim to foster a stronger sense of belonging and support a healthy, inclusive working environment.



ACTIONS TAKEN IN 2025:

Safety actions

Not being a priority in the action plan for 2024, multiple actions were undertaken in 2025 related to safety to make it a focus topic moving forward:

Harmonized Incident Reporting: Historically, each Galactic entity applied its own (legal) definitions of incidents, medical interventions, and lost working time. This lack of alignment made it difficult to compare safety data across the Galactic Group and to systematically learn from each other. To address this, a harmonized incident reporting template was developed in collaboration with safety representatives from all countries. This standardized approach enables consistent tracking and analysis of safety data at group level, facilitating benchmarking, knowledge sharing, and the transfer of good practices across locations.

The image shows a template for an 'Incident Report Form' from Galactic. The form is divided into three main sections, each with a blue header and a yellow vertical bar on the right side indicating who fills it out.

- Section 1: Incident Identification Details** (Filled in immediately by employee and N+1). Fields include: Name, Name (N+1), Date & time incident, Site, Department, Job Title, and Short description of the incident (picture optional).
- Section 2: Type of Incident** (Filled in immediately by local HSE manager). Field: Choose an item.
- Section 3: Cause and Response of the accident** (Filled in immediately by employee and N+1). Fields include: Emergency Response and Details, and Preliminary Root Cause.

A small note at the bottom left of the form states: * WFL = Working Time Loss

ACTIONS TAKEN IN 2025:

- **Management Safety Visits:** In Belgium, a Management Safety Visit program was introduced, whereby managers from different departments accompany employees during their daily activities to discuss safety-related aspects of their work. These visits focus on identifying opportunities for improvement while also recognizing and reinforcing existing good practices. By fostering cross-functional dialogue, the initiative provides a broader perspective on safety and contributes to strengthening a strong safety culture throughout the organization. Following its successful implementation in Belgium, the program will be rolled out in other countries.
- **Galactic Safety Day 2025:** On September 9, 2025, Galactic organized its first Group-wide Safety Day. More than 250 employees across all locations participated in a diverse range of workshops, including office yoga, a driving-under-the-influence simulation, ergonomic office organization challenges, and other safety and well-being activities. The same workshops were delivered at multiple sites, with several sessions also offered online to enable participation by remote employees. By combining practical safety and well-being information with engaging activities, the event increased awareness, supported knowledge sharing, and strengthened team cohesion across the Group.



AMBITIONS FOR 2026

- Finalization of harmonization training and onboarding guidelines
- Organization of the second Galactic Safety Day
- Analysis of Group safety data and set objectives with accompanying action plan



Increasing awareness and staying aware

Continuously working on installing a sustainable mindset in the company is needed to achieve real change. We have further focused on investing in local communities in line with our SDG number 4, i.e. Zero Hunger and have started our climate fresh journey by training some of our colleagues to become facilitators. Furthermore, it is also important to communicate on our ESG actions to our stakeholders so that they know what we are working on and where we can collaborate to increase our impact.

ACTIONS TAKEN IN 2025:

Investing in Communities: As in 2024, Galactic employees actively engaged in local community initiatives in 2025, with a strong focus on food distribution and education. While several collaborations continued from the previous year, new initiatives were also introduced, further broadening our community impact.

In 2025, we collaborated with the following initiatives across our operating countries:

- Belgium: Les Restos du Coeur & La Croix Rouge
- Moldova: Diaconia
- China: Initiative with the government
- Japan: Second harvest
- Brasil: Rango de Rua





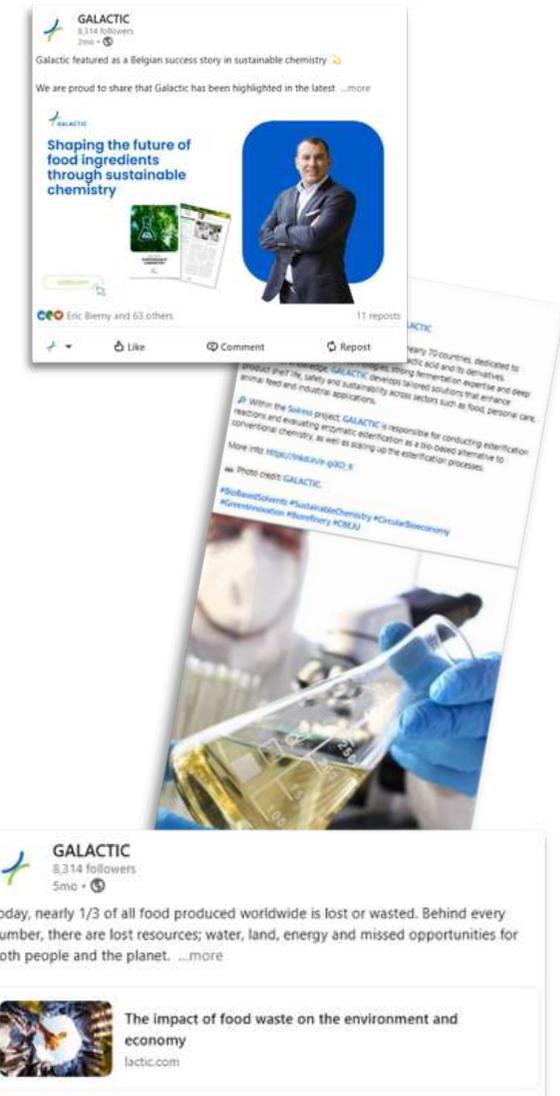
ACTIONS TAKEN IN 2025:

Climate Fresk

The Climate Fresk, a recognized tool for raising awareness of climate change and its underlying mechanisms, was first introduced to Galactic's Green Team in 2024. Building on its positive impact and its contribution to fostering a cultural mindset shift, several Galactic colleagues subscribed to becoming Climate Fresk facilitators in 2026. This internal capability will enable us to organize workshops more flexibly and to reach a larger number of employees within a shorter timeframe. In 2026, we aim to extend these workshops to the Board of Directors and to selected groups of employees who can act as ambassadors for further awareness-raising throughout the organization.

ESG Engagement with Customers

Throughout 2025, Galactic continued to actively engage with customers on ESG topics, both to share progress on our initiatives and to better understand customer expectations and priorities. ESG-related questions remained part of our annual customer survey, and ESG topics were further embedded in corporate presentations. This increased the depth and frequency of ESG-focused discussions with customers, including their needs, concerns, and areas of skepticism, enabling Galactic to prioritize actions that create meaningful impact in collaboration with its customers.



ACTIONS TAKEN IN 2025

ESG Communication to Stakeholders

In 2025, Galactic enhanced its external ESG communication by updating its website with a dedicated ESG section. This platform provides stakeholders with transparent access to information on Galactic's ESG strategy, initiatives, and progress. While the content will continue to evolve and expand, the website already serves as an important channel to meet stakeholder expectations. In addition, ESG topics were more prominently featured across Galactic's newsletters and LinkedIn communications, increasing visibility and engagement with a broader audience.

AMBITIONS FOR 2026

ESG Communication to Stakeholders

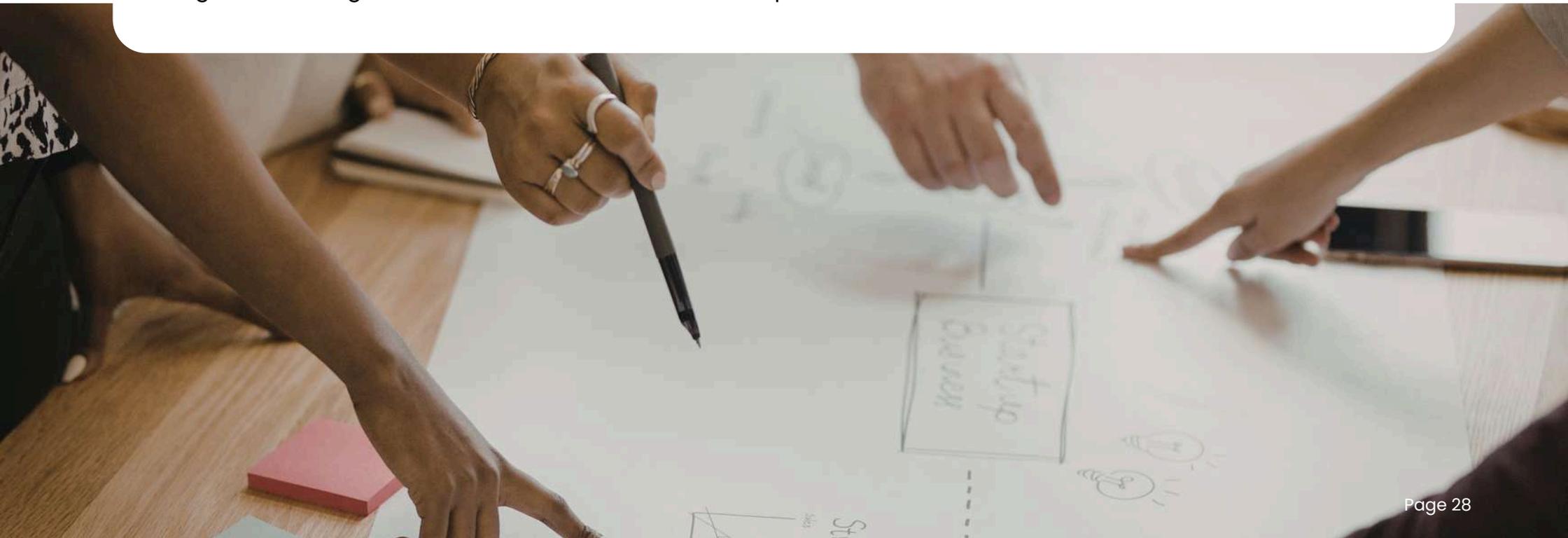
- Continue investing in local communities and increasing the impact by reviewing the format.
- Organize in-house Climate fresh workshops.
- Build out our ESG page on our website further with more content and information for customers.



Introduction - Governance actions

In 2025, Galactic continued to strengthen its governance framework by further embedding ESG considerations into strategic decision-making and management practices. Building on the introduction of Group-level ESG KPIs and key governance policies, the company focused on reinforcing leadership oversight, ethical standards, and alignment with stakeholder expectations.

Attention was given to integrating ESG topics at Direction level, maintaining a strong culture of ethics and integrity, and clarifying the Group's approach to sustainability certifications. These efforts support Galactic's long-term strategic ambitions and its role as a trusted partner for customers.



Integration of ESG at Direction level

In 2024, Galactic introduced ESG KPIs to monitor and manage key topics at Group level. With the arrival of CEO Laurent Guérindon, both the company's overall strategy and its ESG strategy entered a full review. As part of this process, the ESG KPI reporting approach and the follow-up of related actions are being reassessed to ensure alignment with the Group's updated strategic direction.

ACTIONS TAKEN IN 2025:

Under Laurent Guérindon's leadership, Galactic dedicated the second half of 2025 to shaping a new five-year strategic plan. Its goal is to position Galactic as a trusted, value-adding partner while clearly defining the company's growth ambitions. ESG factors are embedded as essential drivers of long-term success, supported by several concrete actions already implemented.

ESG performance reporting and the follow-up of ESG actions are conducted twice a year at the Board of Directors level, in collaboration with the Green Team. This governance structure ensures accountability, reinforces the legitimacy of agreed actions and strategic direction, and provides direct support from the highest level of the organization to achieve established ESG objectives.

A **five-year Group-wide plan** is being developed to steer resource allocation, budgeting, and project priorities, serving as a key reference for major decisions across the Galactic Group. ESG topics are reviewed and updated to stay aligned with this plan. As part of this alignment, the ESG KPI dashboard began a full review at the end of 2025, with completion expected in early 2026.

AMBITIONS FOR 2026

- Finalize the revision of ESG KPI dashboard in line with the new five-year strategic plan
- Integration of ESG topics in yearly objective setting

Code of Ethics

In 2024, Galactic introduced a Code of Ethics along with a whistleblower procedure to strengthen its governance framework and promote ethical conduct across the organization. Multiple training sessions were organized, and all related documentation was made easily accessible to employees. These initiatives were further reinforced in 2025 to ensure continued awareness, understanding, and effective implementation.

ACTIONS TAKEN IN 2025

Several refresher training sessions were organized at the beginning of 2025. These sessions were aimed at to onboard new employees who had joined since the previous training cycle, as well as providing an opportunity for employees who were unable to attend earlier sessions to participate in live training. As in the prior year, the sessions were recorded to maximize reach and allow employees to access the content later, ensuring broad awareness of the Code of Ethics, the whistleblower procedure, and their practical implications. In addition, the whistleblower procedure was reviewed and revised in 2025 to further strengthen confidentiality safeguards and improve the consistency and effectiveness of follow-up on reported cases.

AMBITIONS FOR 2026

- Organize new sessions on the code of ethics to train newcomers and refresh understanding of current employees.
- Update the code of ethics to ensure all content is up to date.



Certification Landscape & Strategy

A wide range of sustainability certifications exists, and there is currently no industry-wide consensus on which certification is most appropriate. As a result, customer preferences vary: some favor well-known third-party certifications such as B Corp or EcoVadis, while others rely on proprietary sustainability questionnaires tailored to their specific priorities. To define the most relevant certification strategy going forward, Galactic reviewed the existing certification landscape and engaged with customers to better understand their expectations and requirements.

ACTIONS TAKEN IN 2025

In 2025, Galactic conducted an in-depth analysis of multiple sustainability certifications, assessing required disclosures, covered topics, areas of focus, costs, and applicability across industries and geographies. Given Galactic's global footprint, particular attention was paid to regional differences in requirements and expectations. In parallel, the 2025 customer survey included a dedicated section on sustainability certification preferences and needs. The results of this survey are currently being analyzed and are expected to be available in early 2026.

Additionally, Galactic observed that many customers increasingly rely on their own sustainability questionnaires, either as a standalone assessment tool or as a complement to formal certifications. By reviewing and analyzing many of these questionnaires, Galactic identified recurring themes and commonly requested information. This analysis led to the development of a standardized ESG Answernaire aimed at responding more efficiently and consistently to customer and stakeholder inquiries. Completion of this ESG Answernaire is planned for 2026.

AMBITIONS FOR 2026

- Define the Galactic Group certification strategy.
- Complete the Galactic ESG Answernaire.



**Let's shape the future
together!**