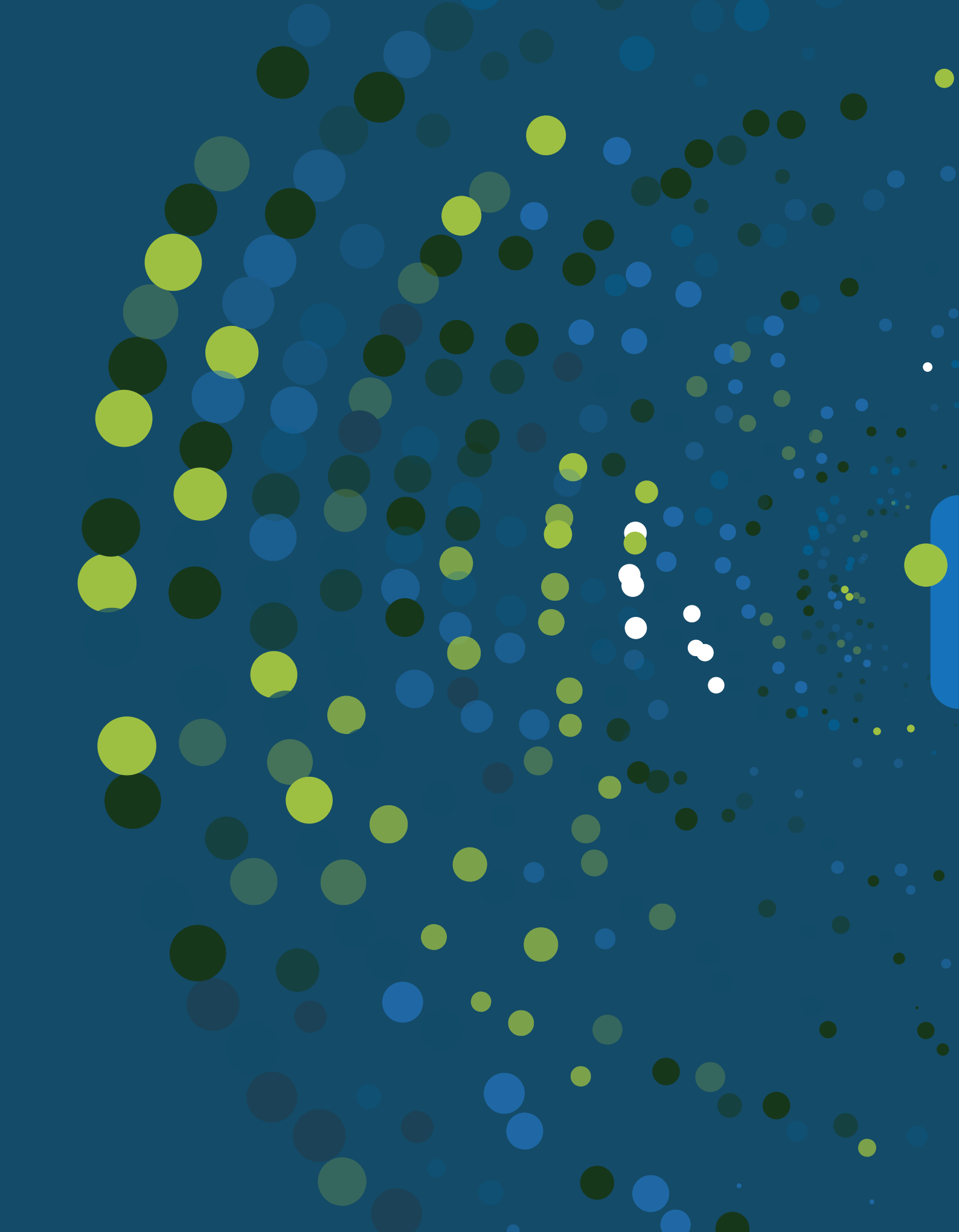




2025

Annual Report





DRAWING INSPIRATION FROM THE SHAPES OF CAPSULES AND BACTERIA, OUR NEW GRAPHIC DEVICE IS BUILT FROM THE GEOMETRY OF CIRCLES AND OF ROUNDED RECTANGLES. THIS DESIGN APPROACH CREATES A FORM THAT FEELS BOTH EXACTING AND APPROACHABLE ECHOING OM PHARMA'S BLEND OF SCIENTIFIC EXCELLENCE AND COMPASSIONATE CARE.

A photograph of three women and a dog hiking through a forest. The woman in the foreground is wearing a yellow sweater, a wide-brimmed hat, and a scarf, holding a leash for a beagle. Two other women are visible in the background, also wearing hats and outdoor gear. The scene is bathed in warm, golden light from the sun filtering through the trees.

Immune Health at the Heart of Prevention.



**Led by our vision
to transform immune health
for patients and society,
OM Pharma stands
at the intersection
of immune science,
education, and policy.**

This year has seen growing momentum, inside and outside OM Pharma, around the belief that immune health must sit at the heart of prevention and sustainable healthcare, and around the increasing interest in bacterial lysates as part of this conversation.



*At OM Pharma
we are entrepreneurs
in healthcare.*

— Etienne Jornod —

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Committed to immune health for the long term

ETIENNE JORNOD
EXECUTIVE CHAIRMAN & CO-OWNER 



2025 marked a defining moment for OM Pharma. Five years after acquiring the company and after navigating unimaginable global events, including a pandemic and war, we are stronger than ever and ready to sustain our momentum.

OM Pharma is now a firmly established company with long-term financing in place and equity that has been continuously increasing for several years and now exceeds 50% of the total balance sheet. Under the leadership of our CEO and Executive Committee, and despite foreign currency volatility, we delivered solid results in 2025, highlighted by standout growth in the EMEA region and continued strong performance in Switzerland.

We are now driving global momentum around the power of prevention with bacterial lysates – our top priority and exceptional therapeutic asset. Renowned key opinion leaders, including pioneers of “farm effect” research, recognise the potential of our bacterial lysates to mirror the protective effects of diverse microbial exposure observed in rural environments, supporting immune health and helping prevent infections. This represents a remarkable promise for improving patients’ quality of life.

In 2025, we saw the renewal of our product Broncho-Vaxom®’s registration by China’s National Medical Products Administration (NMPA) based on the very large body of evidence generated in recent years. And as we head into 2026, we are preparing to share new data that will strengthen the scientific foundation of our efforts and accompany our growth further.

The core idea behind the acquisition was to transform our company into a global leader in prevention and immunology and this now defines the very essence of our corporate identity. Our belief is that immune health is the most powerful basis for prevention and this guides how we invest and envision the future of our company and of bacterial lysates.

My commitment to OM Pharma extends far beyond quarterly cycles. It is anchored in long-term value creation, sustained investment, and the ambition to build a company that delivers meaningful benefits for patients. This is why we continue to invest in research and development, manufacturing, and education, ensuring OM Pharma remains a leader in immune health for years to come.

My sincere thanks go to our employees whose dedication drives our performance. To our shareholders and partners, thank you for your trust and collaboration. We remain deeply committed to building enduring value rooted in long-term vision, scientific conviction, and a global commitment to advancing prevention and immune health.



Immune health at the heart of prevention

ROCH OGIER
CEO 

This year at OM Pharma, we advanced our leadership across medical education, science and, increasingly, health policy, helping to shape discussions on prevention with the most influential audiences.

What struck me most was the enthusiasm expressed by the many people we engaged with around our vision to transform immune health and the role of bacterial lysates. Across markets and in discussions with healthcare stakeholders, one message is clearer than ever: as healthcare systems face rising costs, the growing burden of chronic disease, and antimicrobial resistance, effective preventive solutions are essential. We remain firmly committed to positioning immune health and our bacterial lysates as core pillars of this global shift.

Our five own-sponsored clinical studies advanced well in 2025, enabling us to grow our data set for the current and potential future use of our bacterial lysates. Across the USA and Europe, final patients were enrolled in our trial to see if OM-85 can reduce wheezing episodes in children. Wheezing episodes affect nearly 50% of children before the age of 6 and are a common cause of hospitalisation.

We also presented Phase I data around our OM-85 nasal spray showing it has a good safety profile and favourable tolerability. The results provide evidence to support the continuation of clinical development of OM-85 intranasal in patients with asthma.

We expanded our policy engagement, strengthening collaboration with patient organisations and policymakers who share our ambition to reduce disease burden through prevention. From Brussels to Geneva, the dialogue is evolving, with prevention increasingly recognised as both a medical necessity and an economic imperative. I am pleased to see OM Pharma taking a leading seat at the table in these important discussions.

Medical education remained central to our mission. This year, we launched Imm'Uni™, developed with leading global experts to elevate immune health as a cross-disciplinary field and make immune science accessible to a broader community of healthcare professionals. Its strong reception reinforces our role in shaping the foundations of preventive care.

These achievements reflect the dedication and passion of our employees. I am deeply grateful for their commitment and the energy they bring to OM Pharma. Together, we continue to pursue our vision to transform immune health with bacterial lysates and, in doing so, to make prevention a priority for healthcare systems worldwide.

Impact 2025

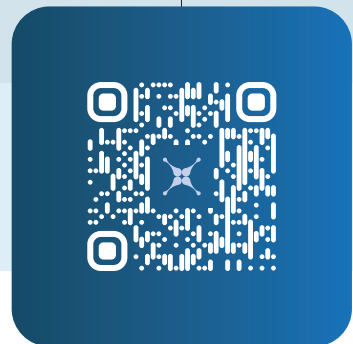
15.9M People reached with our core portfolio

350.0MCHF In-market sales

422 Employees worldwide

13,000 Patients part of our real world evidence study on the impacts of OM-85

Launch of our medical education platform Imm'Uni™





**Boosting immune health
onto the political agenda
at the European Parliament &
at the Geneva Health Forum**



Patient Voices

Patients with respiratory diseases are the first in line concerning their vulnerability to respiratory infections. At EFA we advocate for their needs as a priority. We are grateful for the support of OM Pharma as our corporate partner, and for related projects including the European Respiratory Patient Academy and #KeepBreathing 2025. These projects empower patient organisations to advocate for prevention and care, and above all to seek patient-led policy change to prioritise lung health.

**SUSANNA PALKONEN
EUROPEAN FEDERATION OF ALLERGY AND AIRWAYS
DISEASES PATIENTS' ASSOCIATIONS (EFA)**

Living with recurrent urinary tract infections (UTIs) means constantly thinking ahead, there is no improvising, or carelessness because that leads to another infection. Being mindful of prevention is way better than having another infection. But it's not just about preventing the infection and the symptoms, it's about avoiding taking antibiotics (and the struggle when they do not work anymore), avoiding being intimate, avoiding the influence symptoms have on my daily life, social life, working life, mental health, on every aspect of life.

ŠPELA NOVAK
RECURRENT UTI PATIENT

As a person with lived experience of antimicrobial resistance (AMR), I know the profound impact that a resistant infection can have. I was fortunate to survive antibiotic resistance after a three-year long struggle, fighting not only to save my face but also my life. Being somewhat wiser, today I value every possible preventative measure to ensure that the same destructive bacterial infection doesn't recur again. I wish I could have known this as a young woman with very limited understanding of AMR.

VANESSA CARTER
PATIENT WITH LIVED EXPERIENCE
AND EXECUTIVE DIRECTOR, THE AMR NARRATIVE (CIO)





**JOIN US ON
LINKEDIN**



**JOIN US ON
INSTAGRAM**



PART 1

The Company

From our Geneva-based headquarters, we've reached millions of people, bringing our trusted products to 100 countries around the world.

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Our Purpose

OM Pharma is committed to transforming immune health.

OM Pharma is transforming immune health for patients and society with bacterial lysates – innovative therapies derived from selected bacterial strains that train and strengthen the immune system.

Our mission is to address rising health issues related to poor immune health. Today's world is increasingly burdened by pollution, antimicrobial resistance, and chronic conditions leaving our immune systems unbalanced and making people more vulnerable to infections and other respiratory diseases such as asthma. Focusing solely on cures is no longer enough. OM Pharma, a global biopharmaceutical company, is investing into science and innovation to offer a different approach for the future – one that champions prevention.

Headquartered in Geneva and active in more than 100 countries, OM Pharma works alongside healthcare professionals to prevent recurrent respiratory and urinary tract infections, putting an end to preventable suffering in vulnerable populations worldwide.



**Find out more about
who we are
and our heritage**



Voices for Immune Health

From fragility to immune resilience

Leo is a young boy sitting indoors while friends play outside, facing his fourth respiratory infection in six months. His parents are exhausted, fearful of the next inevitable crisis. Maria is an adult who views every cold as a ticking time bomb – a simple sniffle that invariably leads to a persistent cough, an emergency room visit due to another asthma exacerbation, and weeks of lost productivity ahead.

I often see patients like Leo and Maria. They don't just feel sick; they feel fragile. They avoid leisure activities, new projects, or even travel because fear takes over: they are convinced they will simply get ill again.

The burden of recurrent respiratory tract infections (RTIs) remains a significant challenge. RTIs are the single most destabilizing factor for those living with asthma or other allergic diseases. For a child, it means missed school and disrupted development, from impaired lung growth to profound social impact; for an adult, it means lost capacity and a severely declining quality of life. Clinically, these episodes lead to a dangerous vicious cycle: repeated infections trigger inflammation, necessitating more medication, including frequent bursts of oral corticosteroids and antibiotics.

This cumulative burden carries devastating long-term consequences, from airway remodelling to systemic metabolic risks and antimicrobial resistance (AMR).

This is why I advocate for a holistic approach that places the individual at the centre. We must move beyond just extinguishing the fire of exacerbations and focus on prevention. This is where immune training with bacterial lysates, as part of preventive care, becomes a game-changer.

Why is immune health the absolute foundation of prevention? Because timing is everything. Immune health acts upstream. By “training” the immune system to be resilient, we contribute to turn what would have been a devastating exacerbation into a manageable “non-event”. We stop the vicious cycle before it starts. Ultimately, this proactive shift is not only a clinical necessity for the individual but a societal imperative to reduce costs and combat AMR. Prevention, truly, is the only sustainable path forward.

Helena Pité, MD, PhD Immuno-Allergy Specialist

HEAD OF THE IMMUNO-ALLERGY DEPARTMENT,
CUF TEJO HOSPITAL, LISBON, PORTUGAL

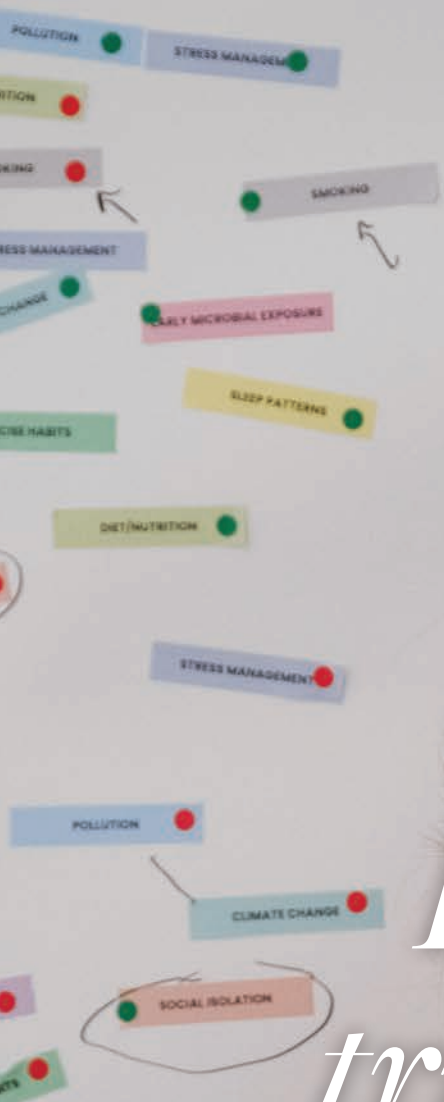
AFFILIATED PROFESSOR, NOVA MEDICAL SCHOOL,
UNIVERSIDADE NOVA DE LISBOA, PORTUGAL

CO-CHAIR OF THE SKIN ALLERGY-URTICARIA COMMITTEE,
WORLD ALLERGY ORGANIZATION (WAO);
MEMBER OF SEVERAL TASK FORCES OF THE WAO,
THE EUROPEAN ACADEMY OF ALLERGY AND CLINICAL
IMMUNOLOGY (EAACI), THE PAEDIATRIC ASTHMA
IN REAL LIFE (PEARL), AND THE EUROPEAN FORUM
FOR RESEARCH AND EDUCATION IN ALLERGIES
AND AIRWAY DISEASES (EUFOREA)



marks are the property of

ESITY



*Prevention,
truly is the only
sustainable path
forward.*

OM Pharma SA and its subsidiaries and other, more specific



Voices for Immune Health

Why our immune system needs contact with nature

As lifestyles have become increasingly urban, ever more sanitized and less biodiverse, we are being exposed to fewer microbes. One major outcome of this is that the immune system is no longer educated in the way it evolved to be, leading to a loss of immune resilience. This shift can help explain the growing prevalence of chronic inflammatory and immune-mediated conditions seen across all ages.

Immune resilience describes a healthy immune system that can adapt to challenges, respond appropriately, and restore balance—avoiding both under-reaction and harmful over-reaction. A key foundation of immune resilience is microbial diversity. The gut, skin, and respiratory tract all host complex microbial ecosystems that help regulate immune responses. When this diversity is reduced or skewed, immune balance can be disrupted leading to recurrent infections and chronic diseases.

The immune system needs education through exposure to a diversity of microbes as found in nature. Research shows that increasing microbial exposure, particularly early in life, can support healthier immune development. For example, children raised in rural or farm environments have a reduced risk of RTIs, asthma and allergies.

Studies suggest that natural surroundings – including plant-rich environments – influence immune regulation. Regular contact with nature, may help recreate some of the immune benefits once provided by more biologically rich environments. While returning to farm life is unrealistic for most, innovative therapies such as bacterial lysates can offer patients the potential to reap the benefits of diverse microbial exposure.

Building immune resilience, therefore, is about restoring diversity, reintroducing appropriate immune education, and aligning modern living with the immune system's underlying needs to be at its full potential.

Prof. Dr. Mika Mäkelä
Pediatric Allergologist

PROFESSOR, CHAIRMAN
ALLERGIC DISEASES, HUS INFLAMMATION CENTER
AND UNIVERSITY OF HELSINKI

*The immune system
needs education
through exposure
to a diversity of microbes
as found in nature.*





*Better immunity
means fewer
infections & less
antibiotic use.*

Voices for Immune Health

From immune health to global health security

Antimicrobial resistance (AMR) is one of the most serious threats to global health. More than five million deaths each year are associated with drug-resistant infections, and antibiotics that have formed the backbone of modern medicine are steadily losing their effectiveness.

The inappropriate and extensive use of antibiotics remains a major driver of resistance, particularly when they are prescribed viral illnesses such as colds, flu, bronchitis, and recurrent infections.

Reducing antibiotic use is essential to tackling antimicrobial resistance. This depends not only on appropriate antibiotic prescribing, but also on effective infection prevention.

A well-functioning immune system reduces susceptibility to infection and limits the need for antibiotics. Preventive strategies that support immune health are therefore an important component of antimicrobial resistance stewardship. Vaccination is a key example, preventing infections such as influenza, pneumococcal disease, and COVID-19, and significantly reducing downstream antibiotic exposure.

In addition, other immune-based approaches, including bacterial lysates, have shown promise in reducing recurrent respiratory and urinary tract infections by training the immune system

By prioritising immune health and prevention, fewer infections occur, fewer antibiotics are prescribed, and fewer opportunities arise for resistance to develop. Protecting immune health is therefore not separate from tackling AMR – it is a critical part of the solution.

Matteo Bassetti, MD, PhD Infectiologist

PROFESSOR OF INFECTIOUS DISEASES,
DEPARTMENT OF HEALTH SCIENCE,
UNIVERSITY OF GENOA

HEAD, INFECTIOUS DISEASES CLINIC, POLICLINICO
SAN MARTINO HOSPITAL – IRCCS, GENOA, ITALY

HEAD REGIONAL DEPARTMENT OF INFECTIOUS
DISEASES (DIAR), REGIONE LIGURIA

PRESIDENT OF THE ITALIAN SOCIETY
OF ANTI-INFECTIVE THERAPY (SITA)

CHAIR, ESCMID CRITICALLY ILL
PATIENTS STUDY GROUP (ESGCIP)

Imm'Uni™

Medical Education in Focus

Imm'Uni™ is a global non-promotional medical education initiative launched by OM Pharma, bringing together science, education, and collaboration to make immune health a priority in clinical practice across specialties.

This platform reflects our commitment to advancing immune health, especially through greater awareness and understanding of preventive approaches. From 30 June to 2 July, OM Pharma hosted the first Imm'Uni™ Global Summit at the Genolier Innovation Hub.

It brought together 82 healthcare professionals from over 30 countries, including pediatricians, pulmonologists, urologists, immunologists, allergologists, and infectiologists. Two internationally recognised co-chairs, Professor Manuel Soto-Martínez (respiratory health expert) and Professor José Tirán (urinary health expert), guided the programme's scientific direction.

Let's to



FROM L-R:

PROF. JOSÉ TIRÁN-SAUCEDO (MEXICO), PROF. MANUEL SOTO-MARTINEZ (COSTA-RICA);
PROF. DOMINIQUE VUITTON (FRANCE); PROF. GARY WONG (HONG KONG);
PROF. FERNANDO MARTINEZ (USA).

Imm'Uni combines education with innovation and networking. It empowers healthcare professionals from different specialties to adopt a structured, integrated view of immune health, ensuring that patient-centricity remains at the forefront of management.

**HELENA PITÉ, MD, PHD
IMMUNO-ALLERGY SPECIALIST**

The Path Forward:



Adopting an Immune Health Mindset



Balanced immune function reduces infection frequency and severity.



Preventative approaches to immune health complement other medical treatments.



Supporting immune function decreases dependence on antibiotics.



**Find out more about
our approaches
to immune health**



At OM Pharma
we are entrepreneurs
in healthcare,
offering a diverse portfolio
suited to a variety
of healthcare needs
globally.

Our Portfolio

Bacterial lysates

Recurrent respiratory tract infections (RTIs) and recurrent urinary tract infections (UTIs) are an economic and societal burden, and their prevention is key to improving individual immune health as well as global health challenges.



Broncho-Vaxom® is a bacterial lysate (OM-85) of 21 bacterial strains used for the prevention of recurrent respiratory tract infections in children and adults.

- 5.1M+ patients reached
- Available in **69 countries***



Uro-Vaxom® is a bacterial lysate (OM-89) of 18 strains of *Escherichia coli* for the treatment and prevention of recurrent urinary tract infections.

- 1M+ patients reached
- Available in **53 countries***



* COUNTRIES WHERE PRODUCTS ARE REGISTERED

Vascular diseases

Microangiopathies, chronic venous insufficiency, haemorrhoids and capillary bleeding can affect numerous patients either as complications of underlying metabolic diseases or as separate conditions. OM Pharma has products to treat these different vascular disorders.



Doxium[®] (calcium dobesilate) is used for the oral treatment of microangiopathies, signs of chronic venous insufficiency in the lower limbs, diabetic retinopathy and haemorrhoidal syndrome.

The product is available in **54 countries***. Calcium dobesilate is also available in topical form (with lidocaine) under the brand name **Doxiproct**[®] for haemorrhoidal syndrome only.



Dicynone[®] (etamsylate) is indicated in the treatment of capillary haemorrhages of different origins such as heavy menstrual bleeding or surgeries affecting highly vascularised tissues.

The product is available in **78 countries***.

MORE ON OUR GLOBAL
PORTFOLIO HERE



* COUNTRIES WHERE PRODUCTS ARE REGISTERED

Swiss portfolio



Our Swiss affiliate provides a broad and diverse portfolio of both proprietary and in-licensed medicines, across six core therapeutic areas.

These include treatments for respiratory infections, specialised products addressing needs in urology and gynaecology, a range of therapies focused on disorders of the central nervous system, solutions targeting various vascular diseases, and most recently also drugs in the field of hospital care plus, as of 2026, in neonatology.

Beyond our global products like Broncho-Vaxom[®], OM Pharma offers Swiss patients a wide range of 32 marketed brands of established proprietary (e.g. Symfona[®], Jarsin[®], Hepa-S[®], Lithiofor[®] and Mg5[®]) and in-licensed products (e.g. Xeplion[®], Trevicta[®], Trittico[®], Trimbow[®], Foster[®] and Prolastin[®]).

MORE ON OUR SWISS
PORTFOLIO HERE



LATAM portfolio

OM Pharma Latin America is a partner of choice for physicians working in respiratory, women's health and gastrointestinal areas. The OM Pharma Peru office is the regional hub for marketing, medical, regulatory and commercialisation across the region. We are actively pursuing ways to develop the Latin American market with our global products and regional products such as Aero-OM[®] and Aero-Motil[®].



MORE ON OUR LATAM
PORTFOLIO HERE





Immunity Exploration in Action

In 2025, OM Pharma's preclinical team delivered significant scientific and strategic achievements, reinforcing the company's leadership in immune health and its commitment to innovation grounded in robust data.

A major milestone was reached with the advancement of the OM-85 intranasal product programme. OM Pharma successfully conducted an in vivo toxicity study that confirmed the favourable safety profile of this new intranasal formulation and confirmed its readiness to be used during the next phase of the product's clinical development programme. This achievement represents an essential step in de-risking development and supports the continued progression of this innovative therapeutic approach.

In parallel, OM Pharma significantly advanced the understanding of oral OM-85 through the generation of new pharmacokinetic data in animal models. These data provide valuable insights into the biodistribution and exposure profile of OM-85.

Beyond internal preclinical research, OM Pharma continued to promote a deeper and broader understanding of bacterial lysates through an active and growing network of collaborations with renowned research laboratories.

In 2025, academic collaborations were maintained or expanded across Switzerland (Lausanne, Bern, and Davos) as well as internationally in Austria, the United Kingdom, Germany, the United States, Brazil, Australia and China. These partnerships enabled the generation of high-quality scientific data and fostered cross-disciplinary exchange at the forefront of immunology research.

The outcomes of these collaborative efforts were shared at international scientific congresses, contributing to increased visibility, recognition and positioning of bacterial lysates as prophylaxis immune interventions for infectious and inflammatory diseases within the global scientific community. Importantly, this body of work has positioned OM Pharma's bacterial lysates at the forefront of contemporary immunology, as reflected by a milestone publication in *Nature Immunology*.

Through these achievements, OM Pharma continues to demonstrate that it is firmly anchored in science. By embracing a data-driven approach and fostering excellence in preclinical research, OM Pharma reaffirms its mission to advance evidence-based solutions that promote its mission to advancing and strengthen immune health.

FIND OUT MORE ABOUT
THE LATEST RESEARCH
INVOLVING OM-85
IN NATURE IMMUNOLOGY



Clinical Research to Broaden Patient Reach

2025 was a year of milestone achievements for the clinical development portfolio.

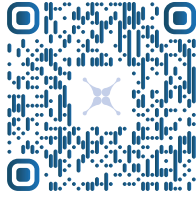
Recruitment of our three large company-sponsored paediatric clinical trials, TIGER, BEAR and EAGLE were all completed on time or ahead of schedule. TIGER and BEAR looking at the impact of OM-85 on RTIs in China and several European countries completed recruitment in early 2025, and their data will be available in early and late 2026, respectively.

The Phase 2b study, EAGLE, looking at the impact of OM-85 on wheezing episodes in children from the US, Australia and several European countries completed recruitment in September, and the data are also expected by the end of 2026.

The Phase Ia/Ib clinical study with the intranasal form of OM-85 (OM-85-IN) was completed in May and its data presented at the American Thoracic Society (ATS) congress in San Francisco. This study demonstrated that OM-85-IN has a good safety profile and was well-tolerated by both healthy subjects at all doses tested and in mild asthmatic patients at the highest dose.

These results provide safety evidence to further continue the clinical development of OM-85-IN in patients with asthma.

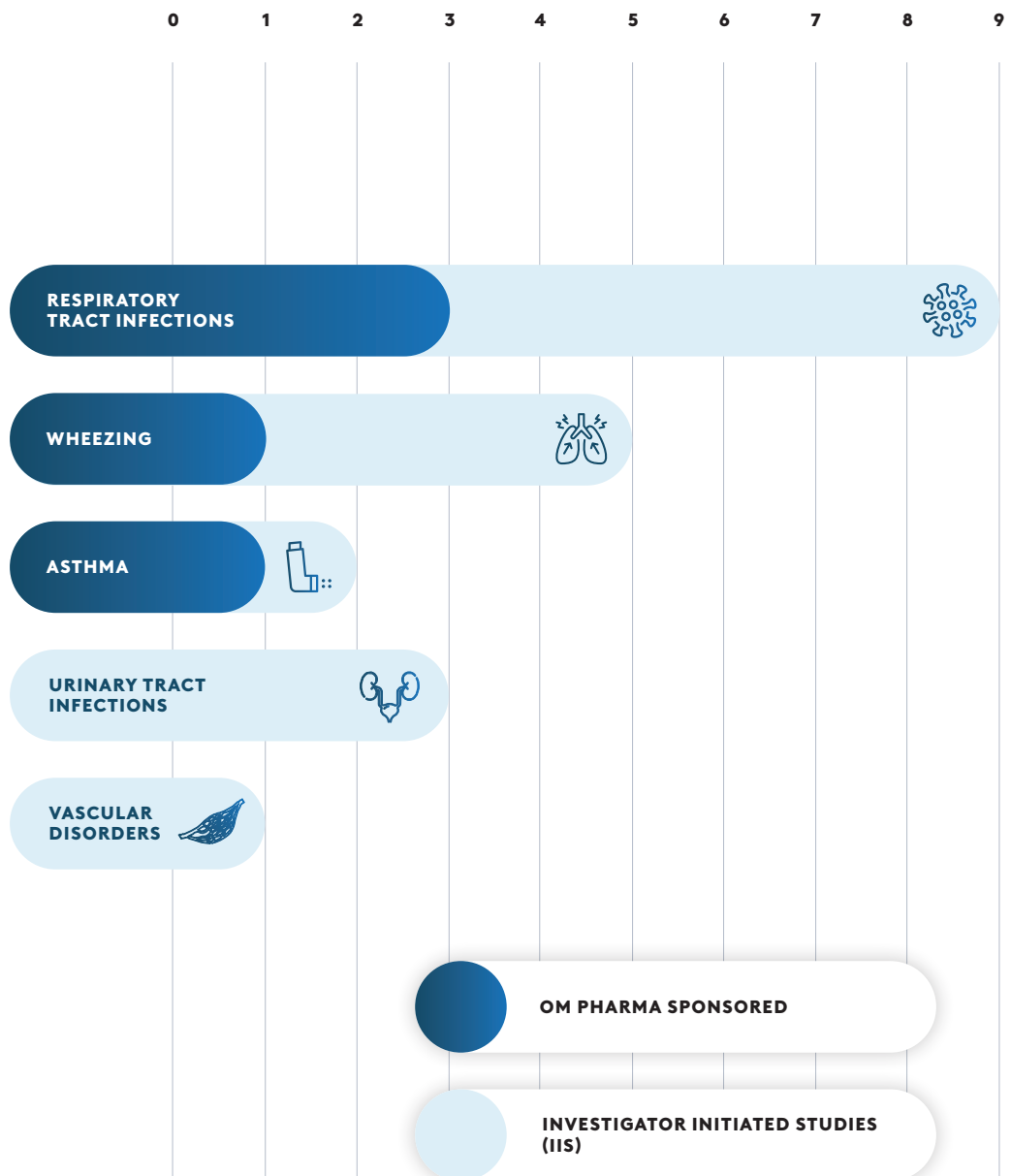
Finally, the real-world study, REACH, collecting and analysing data on OM-85 use in clinical practice from Belgian, Italian and Chinese databases covering over 13,000 patients will deliver its first data in early 2026.



DISCOVER
OUR PIPELINE
PARTNERING
OPPORTUNITIES

R&D Project Progress

Number of ongoing or completed clinical trials in 2025



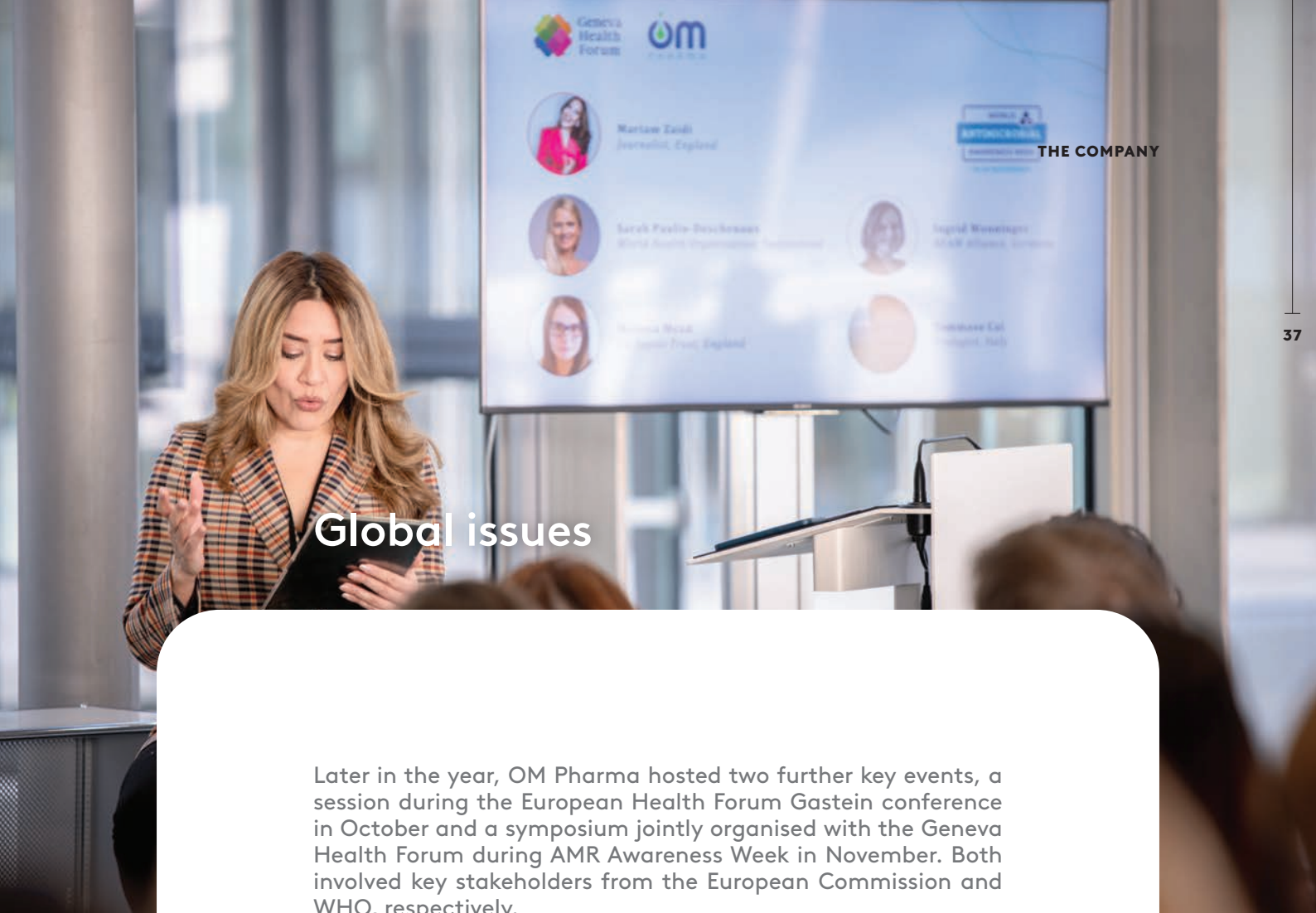
Prevention on the Policy Agenda

Public Affairs activities during 2025 focused on creating awareness around the importance of prevention. Communication, events and individual meetings targeted various stakeholders, including policy makers, patient associations, NGOs and institutions or industry organisations, and addressed key public health topics, such as AMR and women's health.

European focus

A flagship event took place in March at the European Parliament. This roundtable panel hosted by Member of the European Parliament (MEP) Stine Bosse (*Renew Europe*, Denmark) focused on the prevention of infections and its impact on women's health and AMR. MEP Bosse emphasized that AMR is the "creeping pandemic" with Europe's AMR preparedness remaining far too low.





Global issues

Later in the year, OM Pharma hosted two further key events, a session during the European Health Forum Gastein conference in October and a symposium jointly organised with the Geneva Health Forum during AMR Awareness Week in November. Both involved key stakeholders from the European Commission and WHO, respectively.

2025 was also marked by a stronger engagement with patient organisations, especially EFA (European Federation of Allergy and Airways Diseases Patients' Associations), EPF (European Patients' Forum) and The AMR Narrative.



Our People

Investing in our people is central to how we succeed and grow as a company. We believe in people development by experiencing and practicing, this is why we always consider and promote internal development and mobility, creating opportunities for employees to evolve and take on new challenges. This approach is reflected at the highest level: every member of our Executive Committee has advanced through internal mobility.

This demonstrates our confidence in the talent within OM Pharma and our commitment to building long term careers from within.

Our investment in people also includes the next generation. Through strong partnerships with schools and universities, we help young individuals transition from the classroom to the workplace. Apprenticeships, internships and discovery programmes offer them meaningful first experiences and the chance to develop practical skills.



Skills to support performance

Building skills for personal growth and long-term performance remains a priority. In 2025, organisation-wide talent reviews helped us assess our workforce and plan future needs. Our mentoring programme, Moment'OM, moved from pilot to a structured, highly demanded development tool reflecting our values. Seedlings, our initiative for employees under 30, expanded through interactive sessions that built skills and networks.

We also introduced structured development discussions between employees and managers. These growth plans reinforce our HR vision of "the right fit for the long run", ensuring employees build the skills they need today and progress in their careers, while fostering a culture of continuous learning aligned with the company's goals.



The right approach

We believe long-term performance depends on an environment that balances ambition and personal wellbeing. In 2025, our flexible working model continued with home office and flexible hours, strengthened by clearer team guidelines for efficient collaboration. We launched an annualised part-time option, giving employees more control over how part-time work meets their needs.

We reinforced psychosocial health through targeted support for teams and managers, while counselling and assistance services remained key resources. Sport@work activities also expanded, providing inclusive ways to stay active and connect with colleagues.

The right fit for the long run

Our People by the Numbers

Our employees by discipline:

Technology & Operations

178

Medical & Commercial

201

General Administration

43

Total Headcount

422

404.8 TOTAL FULL-TIME EQUIVALENT (FTE)

FIND OUT MORE



Four hundred and twenty-two

EMPLOYEES GLOBALLY

+ Sixty-seven
TRAINEES & INTERNS THROUGHOUT 2025
+ Seven
APPRENTICES

41%
MEN

59%
WOMEN

50%
WOMEN IN THE EXECUTIVE COMMITTEE

50%
WOMEN IN MANAGEMENT POSITIONS (ALL SITES)

Two hundred and eighty-five

EMPLOYEES AT OUR BIOTECH
SITE AND HQ IN GENEVA

*At The Heart Of
What We Do*

Sustainability & Responsible Operations

In 2025, we further strengthened the sustainability of our biotech site by systematically integrating environmental, social, and ethical considerations into daily operations.

Our approach links patient safety, employee development, climate responsibility, and transparent manufacturing practices to long-term value creation and operational resilience.

Our industrial operations achieved an OTIF (On Time In Full) rate above 96%, with our Geneva site reaching 99.9%, ensuring reliable access to therapies while maintaining efficient and responsible resource use.

A successful annual technical shutdown, involving 45 companies and 80 contractors, increased OM-89 lysis capacity by 50%. Strategic upgrades - including new production tanks, enhanced automation, replacement of the production autoclave chamber, and qualification of our lyophilization unit - strengthened operational reliability, improved process efficiency, and supported more sustainable manufacturing performance.



Environmental stewardship

In line with our environmental commitments, we earned the “Écomobile” label for sustainable mobility and automated our carbon footprint assessment to improve transparency and climate performance tracking.

Our flexible mobility plan promotes lower-carbon commuting through expanded bicycle shelters and electric vehicle charging stations. We also revived our company apiary, harvesting 50 kg of honey, supporting biodiversity and raising environmental awareness among employees.



Employee safety & development

We maintained a two-year period without lost-time accidents, reflecting a proactive safety culture and continued infrastructure investments. Fire safety upgrades and the modernisation of health facilities enhanced workplace resilience and employee well-being.

Ongoing training and professional development initiatives ensure that our workforce remains skilled, engaged, and aligned with our sustainability ambitions.



Quality & patient safety

Maintaining the highest quality standards is fundamental to sustainable healthcare delivery. In 2025, we successfully underwent seven partner audits and inspections by Swissmedic and Turkish health authorities, with no critical observations.

Our quality culture was further reinforced through targeted education initiatives, including employee participation in the first session of the Certificate of Advanced Studies (CAS) in Quality Management at the University of Geneva, strengthening internal expertise and long-term compliance capabilities.



Innovation & knowledge sharing

We strengthened IT governance and advanced digital transformation initiatives, including the implementation of Advanced Planning and Scheduling (APS) software and an Electronic Batch Record (EBR) system. These tools enhance traceability, reduce paper usage, and improve operational efficiency.

Our Virtual Manufacturing Experience supports immersive training and global knowledge sharing, reducing travel-related emissions while expanding access to expertise.



IT enhancements

We initiated integrated data management for sales, CO₂ emissions, and energy consumption, reinforcing data-driven sustainability oversight.

Enhancements to our Enterprise Resource Planning (ERP) system and strengthened cybersecurity measures further support resilient, responsible, and future-ready operations.

Partnership

We have cultivated over 90 distribution and marketing collaborations in 100 countries. Our partners range from local, family-owned to prominent multinational entities worldwide.

These strategic partnerships serve as a crucial conduit, allowing us to extend our reach to patients in dynamic pharmaceutical markets characterized by medical need for our products.

OM Pharma's success is anchored in its affiliates and global network of partners.

We keep a strong and trusted relationship with OM Pharma, built on a shared commitment to delivering high-quality, science-backed therapies that improve patients' health.

We are proud to be the exclusive partner for the OM Pharma portfolio in Portugal and believe that by working closely together we will continue to expand access to these valuable treatments.

**MEDINFAR
OM PHARMA PARTNER
IN PORTUGAL**

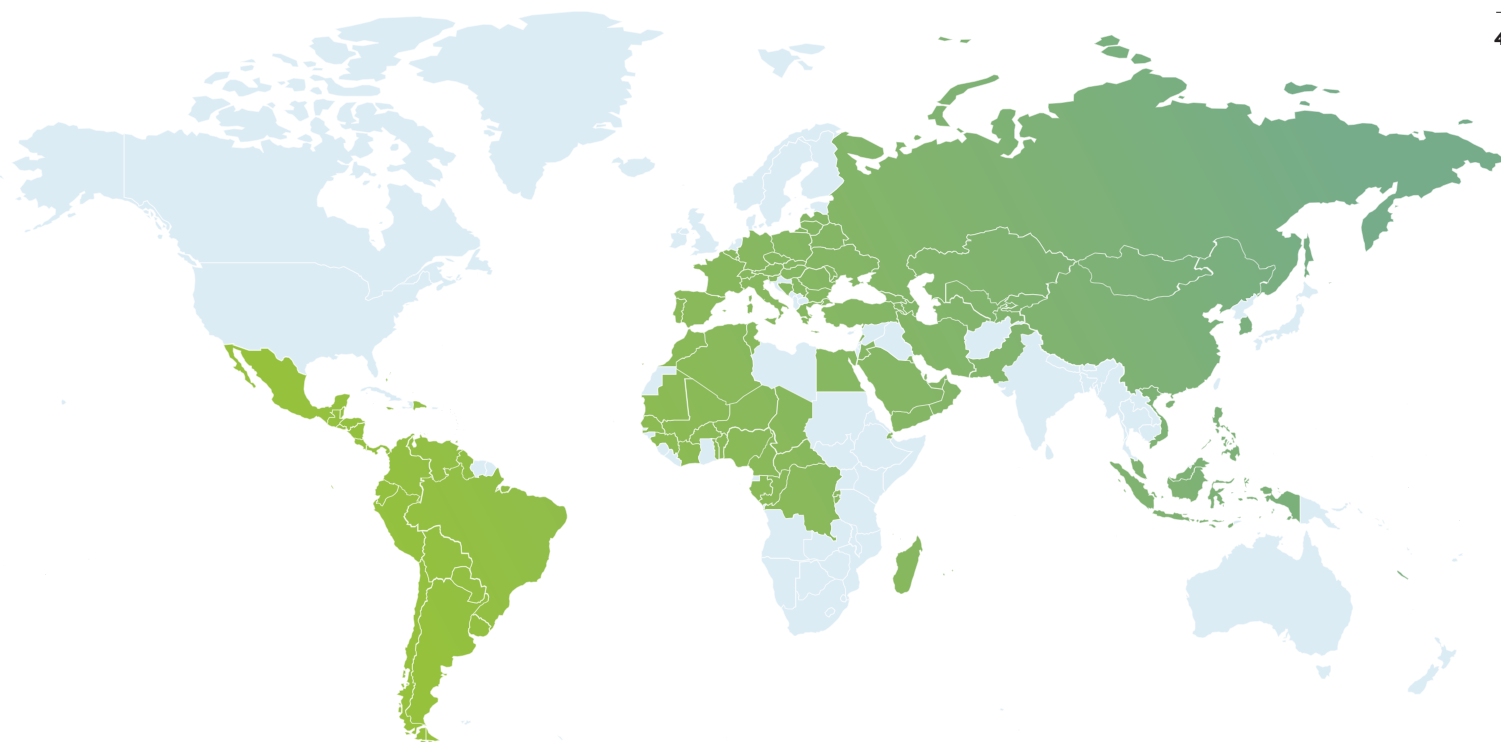
Our partners in Switzerland include:



Our global partners include:





 QUIFATEX 			 上海医药 SHANGHAI PHARMA 上药科园贸易 SPH KYUAN TRADE
		 A FOSUNPHARMA Company	 Union Pharmaceutique d'Orient s.a.l.

Contact Information

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1217 Meyrin, Geneva
Switzerland

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Switzerland

PERUVIAN AFFILIATE

OM Pharma S.A.
Jirón Ricardo Rey Basadre 385
Magdalena del Mar, Lima
Republic of Peru

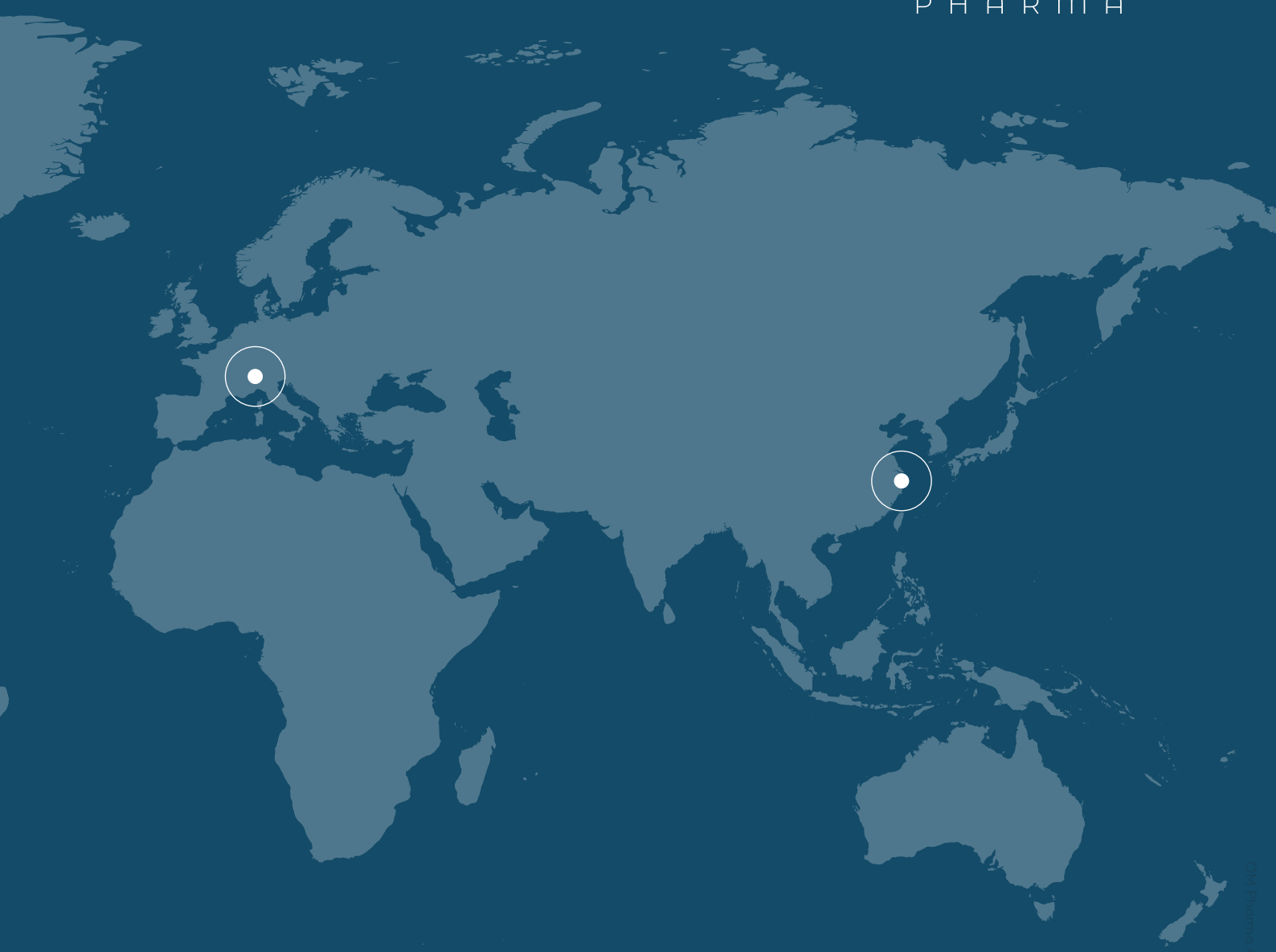
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People's Republic of China

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PART 2

The Business Review

In 2025, OM Pharma delivered solid results, highlighted by standout growth in the EMEA region and continued strong performance in Switzerland.

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Brand and Market Review	55
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Remuneration	60
Pension Fund	62
Governance	64



Find out more about our organisation.



Financial Summary

197.3M

Global
net sales

350.0M

Global
in-market sales

135.7M

Net sales
of global brand portfolio

66.4M

Net sales
of Swiss affiliate

24.8M

Investment in R&D,
production capacity & IT

ALL FIGURES IN CHF





Brand and Market Review

In 2025, overall sales increased by 5% in local currencies compared with the previous year.

After accounting for the impact of the strong Swiss franc, reported sales reached 197.3^{MCHF} representing a year-on-year increase of above 2%.

Global net sales for brands and portfolios

Broncho-Vaxom®	52.6 M
Uro-Vaxom®	28.8 M
Doxium®	24.5 M
Dicynone®	23.6 M
Other global brands	6.1 M
Global portfolio	135.7 M
Portfolio exclusively marketed in Switzerland *	61.6 M
Brand global net sales **	197.3 M
Global in-market sales ***	350.0 M

ALL FIGURES IN CHF

* WITHOUT BRONCHO-VAXOM®, URO-VAXOM® AND DOXIUM® NET SALES

** OM PHARMA SALES TO PARTNERS AND OM PHARMA AFFILIATES
TO WHOLESALERS AND HOSPITALS

*** ESTIMATION OF OM PHARMA AND PARTNERS' SALES TO WHOLESALERS
AND HOSPITALS

ALL FIGURES IN CHF

Global net sales by geography

SWITZERLAND (OM Pharma Suisse)	66.4 M
EMEA	63.1 M
Europe	34.7 M
Russia	11.6 M
Other	16.7 M
LATIN AMERICA	52.7 M
Mexico	16.9 M
Central America (OM Pharma Salesforce)	16.8 M
Brazil	7.7 M
Peru (OM Pharma Peru)	4.2 M
Other	7.2 M
Asia-Pacific	15.0 M
China	1.8 M
South Korea	11.8 M
Other	1.3 M
Global net sales	197.3 M
Global in-market sales	350.0 M



• **Find out more about our biotech site in Geneva**

Manufacturing

Annual production figures



109M

CAPSULES
(BRONCHO-VAXOM®
AND URO-VAXOM®)

12.3T

LYOPHILISATE
(INCL. SUBCONTRACTOR)



10.6M

BLISTERS

78T

LIQUID API
(ACTIVE
PHARMACEUTICAL
INGREDIENT)



Remuneration

Compensation philosophy

Our compensation philosophy aims to attract and retain effective, talented and entrepreneurial individuals through the following guiding principles.

Pay for performance

Our programme recognises performance while enabling us to provide market competitive rewards. We have at our disposal different reward ranges according to the level of performance of each employee, allowing us to value and reward all performers.

Internal and external equity

Our employee compensation and benefits packages reflect differences in roles and responsibilities for each position in a fair and equitable manner.

To ensure our packages are competitive with other pharmaceutical companies, we regularly conduct compensation benchmarking in partnership with external providers.



Compensation components

Our compensation is built on a combination of fixed and variable components, including base salary, Short-Term Incentives (STIs), Long-Term Incentives (LTIs) and a range of other benefits and awards.

	BASE SALARY	SHORT-TERM INCENTIVES (STIs)	LONG-TERM INCENTIVES (LTIs)	SOCIAL SECURITY AND OTHER BENEFITS
PURPOSE	Attract and retain.	Align management and employees with company goals and pay for performance.	Foster long-term focus, retention, and alignment with shareholders' interests.	Provision for pension, insurances.
PAYMENT	Monthly cash.	Annual cash bonus paid in April of the following year.	Annual allocation of shares blocked for 3 to 5 years.	Monthly allowances, contributions to pension and insurance.

Pension Fund

We are proud to offer our employees the benefit of a private and independent Pension Fund.

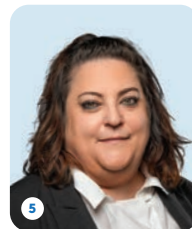
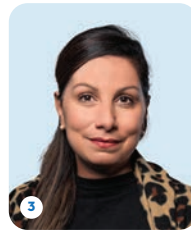
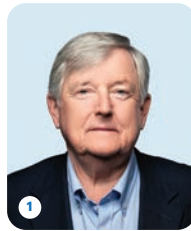
We are proud to offer our employees the benefit of a private and independent Pension Fund, with a coverage rate exceeding 130%. In 2025, the OM Pharma Pension Fund Board decided to apply the interest rate of 6%, i.e. 4.8 times the interest rate set by the Federal Council for the return on pension capital (1.25%).

Having its own pension fund gives OM Pharma the freedom to act in terms of regulation, planning, and long-term investments in the best interest of its employees.

At OM Pharma, benefits are defined in the pension regulations and are significantly higher than the minimum benefits granted by the *Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (BVG)*, meaning that our pension fund has an additional advantage in terms of attracting and retaining people.

Active policyholders	334
Beneficiaries of pensions	46
Total insured	380
Average age of insured working people	42.9
Average age of beneficiaries	68.8
Ratio of active policyholder vs beneficiaries	7.3

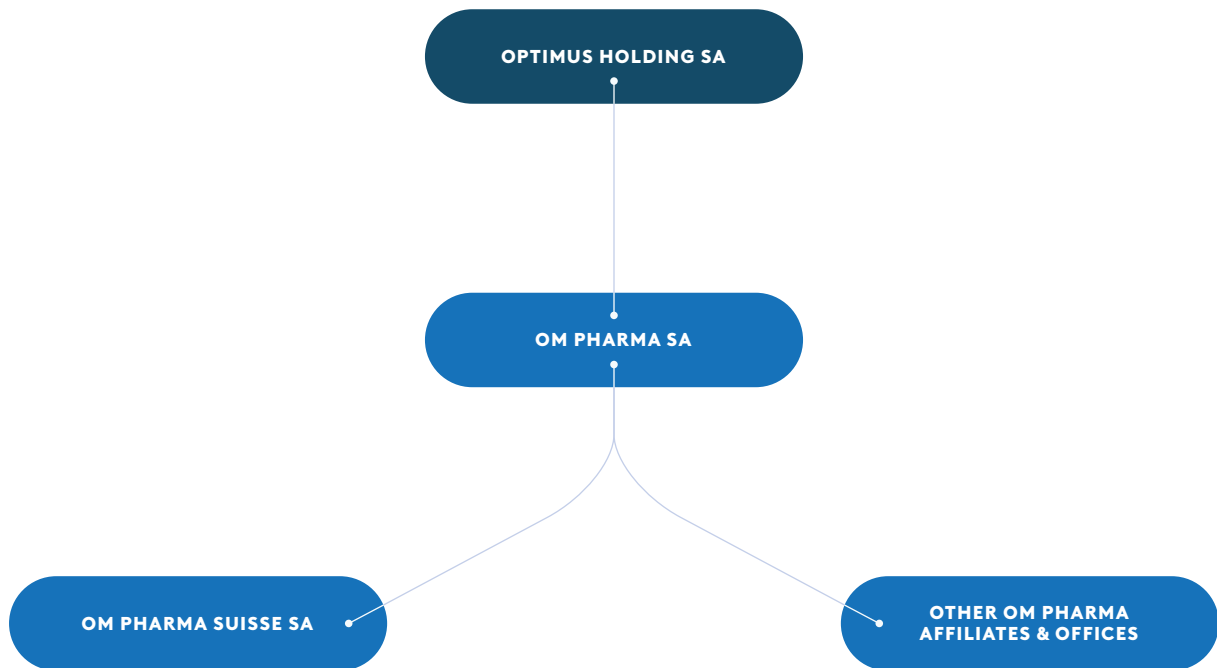
Members of the Pension Fund Board



1	Fritz Hirsbrunner	President and employer representative
2	Laurent Perritaz *	Employer representative
3	Patricia Moles-Licata	Employer representative
4	Robin Coffy	Employee representative
5	Sarah Ferretti Luchaire	Employee representative
6	Cristina Ducruet	Employee representative

* IN POSITION UNTIL 31 MARCH 2026

Corporate Governance



Group structure

Optimus Holding SA, headquartered at Rue du Bois-du-Lan 22, 1217 Meyrin (Geneva), Switzerland, is a privately owned corporation under Swiss law. As a holding company, Optimus Holding SA owns all shares of OM Pharma SA.

Shareholders of Optimus Holding SA

Under the leadership of Etienne Jornod, who controls the company, the following group of shareholders, which have the same vision and values, owns Optimus Holding SA.

PARTNERS	SHAREHOLDERS	REPRESENTATION ON THE BOARD OF DIRECTORS
Etienne Jornod Family holding	Kela Consulting Sàrl Beneficial owner: Etienne Jornod	Etienne Jornod, Executive Chairman
Strategic partner	Abdi Ibrahim Investments B.V. Beneficial owner: Nezih Barut	Suha Taspolatoglu, Member of the Board
Family partners	Madarex AG Beneficial owner: Matthias Reinhart Fritz Hirsbrunner This E. Schneider Felix Ehrat	Matthias Reinhart, Fritz Hirsbrunner, Members of the Board
Management Buy Out (MBO) partners	Swiss entrepreneurs with close ties to Etienne Jornod Members of the EC, staff of OM Pharma and various Represented by MBO Partners Sàrl *	Beat Brechbühl, Martin Menzi, Per Falk, Members of the Board

*To foster an entrepreneurial mindset and encourage motivation and engagement, OM Pharma employees at all levels have the right to participate in the company's achievements through our employee share programme (ESP).

Thanks to this programme, employees are also represented on the Board of Directors. To facilitate the allocation of shares to entrepreneurs, employees and management, MBO Partners Sàrl has been created to hold their shares in escrow and represent them within Optimus Holding SA.

The Board of Directors

The Board of Directors and its Committees prepare the business of the Board regarding particular topics and submit recommendations to the entire Board of Directors. They meet as often as business requires, drawing up their own agendas and keeping the minutes.



1	Etienne Jornod	Executive Chairman	■
2	Suha Taspolatoglu	Member of the Board of Directors	■
3	Matthias Reinhart	Member of the Board of Directors	■
4	Beat Brechbühl	Member of the Board of Directors and representative of the MBO shareholders	■
5	Fritz Hirsbrunner	Member of the Board of Directors	■
6	Martin Menzi	Member of the Board of Directors	■
7	Per Falk	Member of the Board of Directors	■

MEMBER OF THE REMUNERATION AND NOMINATION COMMITTEE (REMCO) ■

MEMBER OF THE AUDIT AND RISK COMMITTEE (ARC) ■

Advisors

Our advisors evaluate, challenge and validate the Scientific, Technology and Operational strategy, and make recommendations to the Executive Committee and Board of Directors.



1	Geneviève Berger	Scientific Advisor
2	Klaus Dugi	Scientific Advisor
3	Michel Gardet	Business Advisor
4	Fernando Martinez	Scientific Advisor
5	Frédéric Zwahlen	Industrial Advisor

Duties of the Executive Chairman

As Executive Chairman, Etienne Jornod is responsible for leading the Board of Directors. He maintains a close and trustful interaction with the CEO and the members of the Executive Committee (EC), for the ongoing strategic development of the Group, alliances and acquisitions, and for the positioning of the Group with regard to communications and stakeholder relations.

The Executive Chairman is closely involved in the implementation of the most important strategic projects. In addition, he has overall responsibility for OM Pharma's corporate culture, a key competitive factor in the labour market. Likewise, he helps shape OM Pharma's Corporate Communications and Human Resources policy.

Duties of the CEO

The CEO, Roch Ogier, is responsible for implementing the strategic and operational objectives approved by the Board of Directors, for preparing budgets (together with the CFO) for approval by the Board of Directors and ensuring that they are met, and for developing relationships with customers, suppliers and authorities.

He implements the Group values, putting patients' needs at the core (including safety, quality and the OM Pharma Code of Conduct). Together with the other members of the EC, he issues binding guidelines for the Group companies and functions. The CEO leads the EC and reports directly to the Executive Chairman, with whom he works closely on the most important decisions and prepares the information for the meetings of the Board of Directors.

The Executive Committee (EC)

The EC is a group of executives appointed to act on behalf of the Board of Directors (BoD) and the Executive Chairman within the powers granted to them. Under the leadership of the CEO, their role is to implement the strategic instructions and resolutions of the BoD and the Executive Chairman.




1	Roch Ogier	Chief Executive Officer
2	Sandrine Bertrand	Chief Technical Officer
3	Laurent Perritaz *	Chief Financial Officer
4	Patricia Moles-Licata	Chief HR Officer
5	Pascal Schumacher	Chief Commercial Officer
6	Anna Thomas	Chief Scientific Officer

* IN POSITION UNTIL 31 MARCH 2026

2025





*OM Pharma
is dedicated
to changing
the way we look
at immunity.*

— Roch Ogier —



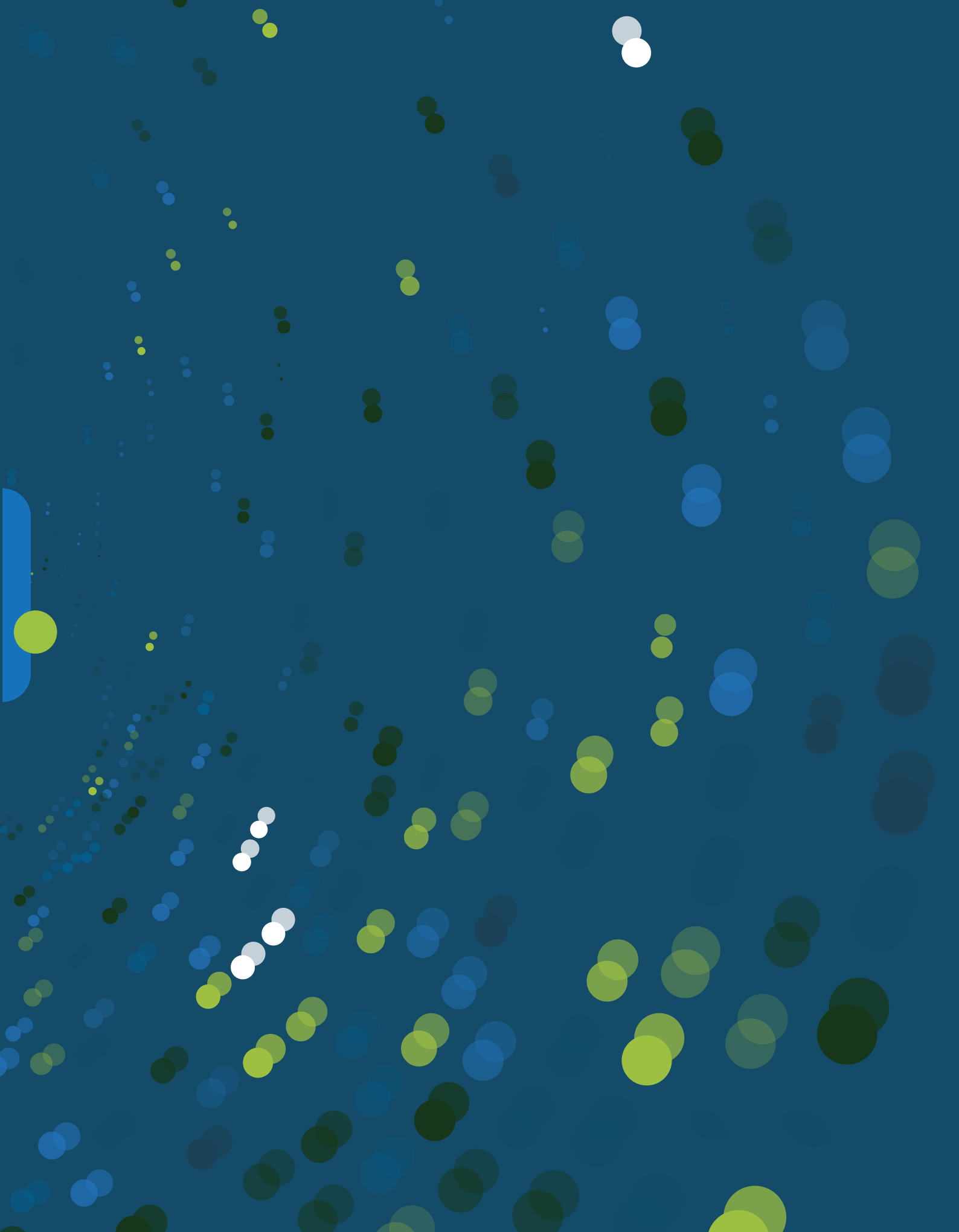


ANNUAL REPORT OF OPTIMUS HOLDING SA,
CONSOLIDATED WITH ITS AFFILIATES,
INCLUDING OM PHARMA SA
(COLLECTIVELY REFERRED TO AS "OM PHARMA").

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PHARMA

