



# Nordic Pharma Corporate Social Responsibility 2025 Highlights

Making a sustainable impact on people's health

## **Welcome to the Nordic Pharma sustainability highlights for 2025.**

Three years on, we are pleased to share the progress we've made since our first sustainability report in 2022. At that time, we outlined our strategy focused on people, planet, and prosperity. Since then, we've continued our efforts and have made steady and positive advancements toward achieving the goals we set. This year is especially meaningful for us as we celebrate our 30-year anniversary, a milestone that reinforces our long-standing commitment to responsible and sustainable growth.

In this report, we provide detailed updates on the actions we've implemented and the progress we've made over the past twelve months. This is part of our ongoing work as we prepare for the new Corporate Sustainability Reporting Directive (CSRD).

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# Welcome

## Building a responsible future

2025 was an important year for Nordic Pharma as we celebrated our 30-year anniversary, marking three decades of responsibility toward the patients we serve, the partners we work with, and the communities we support. This long-standing sense of responsibility continues to shape how we operate today and how we plan for the future. As Charlotte Phelps, our CEO, explains, *“We have always maintained a strong sense of responsibility, reflected in the people we serve and the products we provide. Our commitment to sustainability is reflected in our five-year roadmap.”*

The material topics guiding our sustainability agenda are the following:

- Safe and effective treatments for patients
- Talent attraction, development, and wellbeing
- Occupational health and safety
- Climate adaptation and mitigation
- Business ethics and compliance
- Responsible supply chain
- Chemical use
- Packaging and product circularity

Building on the reporting frameworks and governance structures established in previous years, in 2025 we continued to further align our sustainability reporting with the requirements of the Corporate Sustainability Reporting Directive (CSRD). Cross-functional workstreams are collaborating to refine methodologies, improve data



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consistency, and enhance internal controls, ensuring that our reporting evolves in line with both regulatory expectations and business needs. This work represents a natural progression of our existing practices rather than the introduction of entirely new processes.

In parallel, we are strengthening reporting practices across the organization to improve the quality, comparability, and transparency of sustainability information. Enhancements in areas such as carbon measurement and environmental data collection support more robust reporting and enable clearer communication of our performance and progress over time.

**CSR remains a key part of our business strategy for another year**

Corporate social responsibility (CSR) remained one of the five pillars of our overall Nordic Pharma strategy. With responsible business at the heart of what we do, we embedded environmental and social practices throughout our daily operations and future plans.

Similar to previous years, we released updated policies in the workplace to reinforce the ethical standards we expect of our people and suppliers. These included Conflict of Interest, IT Security, and Health & Safety, among others.

We were also proud to renew our United Nations Global Compact (UNGC) membership in 2025, reaffirming our commitment to responsible business practices. Our engagement with the UNGC and the Sustainable Development Goals, specifically SDG 3 “Good Health and Well-being”, SDG 5 “Gender Equality”, SDG 12: “Responsible Consumption and Production”, and SDG 13 “Climate Action”, strengthened our efforts to address the pressing challenges

faced by communities, society, and the planet. By holding ourselves accountable to the UN Sustainable Development Goals and UNGC business principles, we demonstrate how our core values are reflected in everything we do at Nordic Pharma.

- **SDG 3** (Good Health and Well-being) guides our patient-focused initiatives, including advancing treatments for rare diseases and improving access to healthcare.
- **SDG 5** (Gender Equality) underpins our efforts to foster an inclusive workplace and equitable opportunities for all employees.
- **SDG 12** (Responsible Consumption and Production) informs our approach to resource efficiency, waste reduction, and sustainable supply chain practices.
- Finally, **SDG 13** (Climate Action), drives our initiatives to minimise environmental impact and support a low-carbon future.



By embedding these goals into our daily operations and long-term planning, Nordic Pharma ensures that our business contributes meaningfully to the global agenda for sustainable development.



### CSR Ambassadors

Launched in 2024, the CSR Ambassadors program encourages employees to drive sustainability and social impact across functions and geographies. Participants see the initiative as both a meaningful opportunity to contribute to positive change and a way to develop their careers, collaborating on initiatives that make a difference locally and globally. The network also serves as a forum to exchange ideas and share best practices. With representatives across most countries, the Ambassadors help foster awareness and engagement around key sustainability initiatives, supporting a culture prepared for evolving reporting frameworks.

In 2025, the program continued to grow, strengthening its global representation and reinforcing the role of Ambassadors as sustainability champions. The network facilitates collaboration with NGOs, organizes digital cleanups and local CSR initiatives, and mobilizes employees to participate in fundraising for meaningful causes. By connecting employees around shared values, the Ambassadors community accelerated Nordic Pharma’s social and environmental commitments while cultivating an engaged culture where employees actively shape the company’s positive impact.

## Caring for Patients

At Nordic Pharma, patients are at the core of everything we do. A key part of this is our focus on rare diseases, long term medical disorders or inherited conditions that are life affecting or life limiting. Through our portfolio, we provide treatments for conditions where options are often limited, helping improve quality of life and addressing critical medical needs. Our medicines cover areas including serious heart surgery, organ transplantation, cystic fibrosis, rare types of cancer, and autoimmune diseases, among others. These conditions go beyond being niche; they have a significant and lasting impact on patients and their families.

Our continued investment in these therapies in 2025 reflected a clear commitment to supporting patients in areas where the need is high, even if these products may not serve large populations or represent the most profitable segments. It is part of our mission to deliver on our purpose: “Making a Sustainable Impact on People’s Health.” Choosing to remain active in these areas underscores that improving patient outcomes remained at the centre of our business.

This patient centric approach also guided our broader CSR efforts, from community engagement to responsible digital practices and environmental initiatives, demonstrating how our activities collectively contribute to lasting impact.



# Celebrating our 30-Year Anniversary

In 2025, Nordic Pharma celebrated its **30-year anniversary**, marking three decades of commitment to patient safety, innovation, and purpose-driven healthcare. From our founding in 1995 to today, our journey has been guided by a clear mission: to make a lasting and sustainable impact on people's health.

To mark this anniversary, our global teams came together in the **“Step It Up” challenge**, a fun and engaging initiative that encouraged everyone to be active while making a difference. Together, we logged millions of steps in support of **Orbis International**, a nonprofit dedicated to eliminating avoidable blindness. We'll share more about this initiative and our partnership with Orbis later in the report.

Our partnership with Orbis resonates deeply with our values of **respect, integrity, and reliability**. What drew us to Orbis wasn't just their life-saving work, but their long-term, community-focused, and educational approach to sustainable change, which reflects the values that guide how we operate every day.

As part of our internal engagement, we also organized a session to raise awareness among employees about preventable vision loss, highlighting how our collective efforts can make a tangible difference and reflecting our commitment, collaboration, and ambition to **create meaningful impact**.

As we reflect on three decades of growth, innovation, and partnerships, we remain inspired by how every decision, every step, and every relationship has brought us closer to a **healthier future**. And while we celebrate today, we're also looking ahead, because our mission continues, and there are many more steps to take.



Read more

Scan the QR code for additional details

# Our key achievements in 2025

SILVER | Top 15%

**ecovadis**

Sustainability Rating

**AUG 2025**

We achieved the EcoVadis Silver rating and stepped up from our previous Bronze status.  
p. 20



We evolved our supplier relationship management by strengthening ESG requirements and accountability.  
p. 21



We received the Vålvald certification for our Swedish OTC products highlighting our ethical and environmentally responsible manufacturing  
p. 22



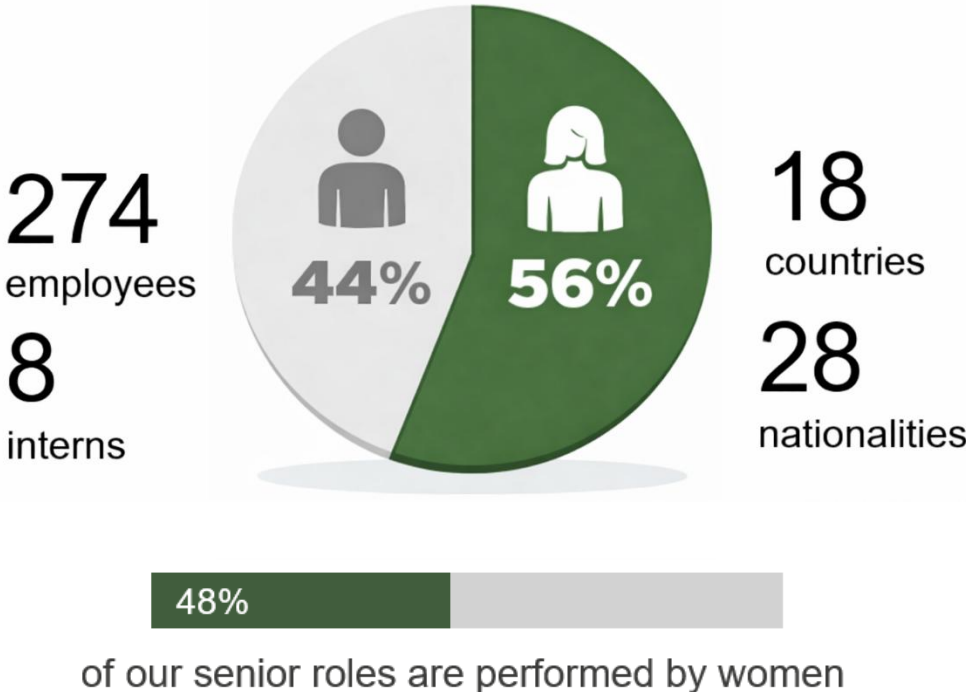
We partnered with an organization that aligns with our corporate values, Orbis UK, to support their mission to prevent avoidable blindness.  
p. 9

# Our People

In 2025, our workforce continued to reflect our commitment to global collaboration. Across our teams, we are proud to have a broad representation of nationalities, fostering an environment where varied perspectives drive innovation and growth. At Nordic Pharma, women hold an increasing share of senior positions, highlighting our ongoing efforts to create equitable opportunities and leadership pathways across the organization.

This year, our overall workforce composition demonstrated a balanced gender distribution, with initiatives in place to ensure that both men and women are fully supported and can fully contribute to our success. By tracking these indicators, including the percentage of women in leadership, total number of employees, and nationality diversity, we maintained a clear view of our progress and areas for continued improvement.

This data not only informed our policies and programs, but also reflected our dedication to building a workforce that mirrors the global communities we serve. It supported our view that diverse teams contribute to better outcomes, creativity, and lasting impact across the organization.



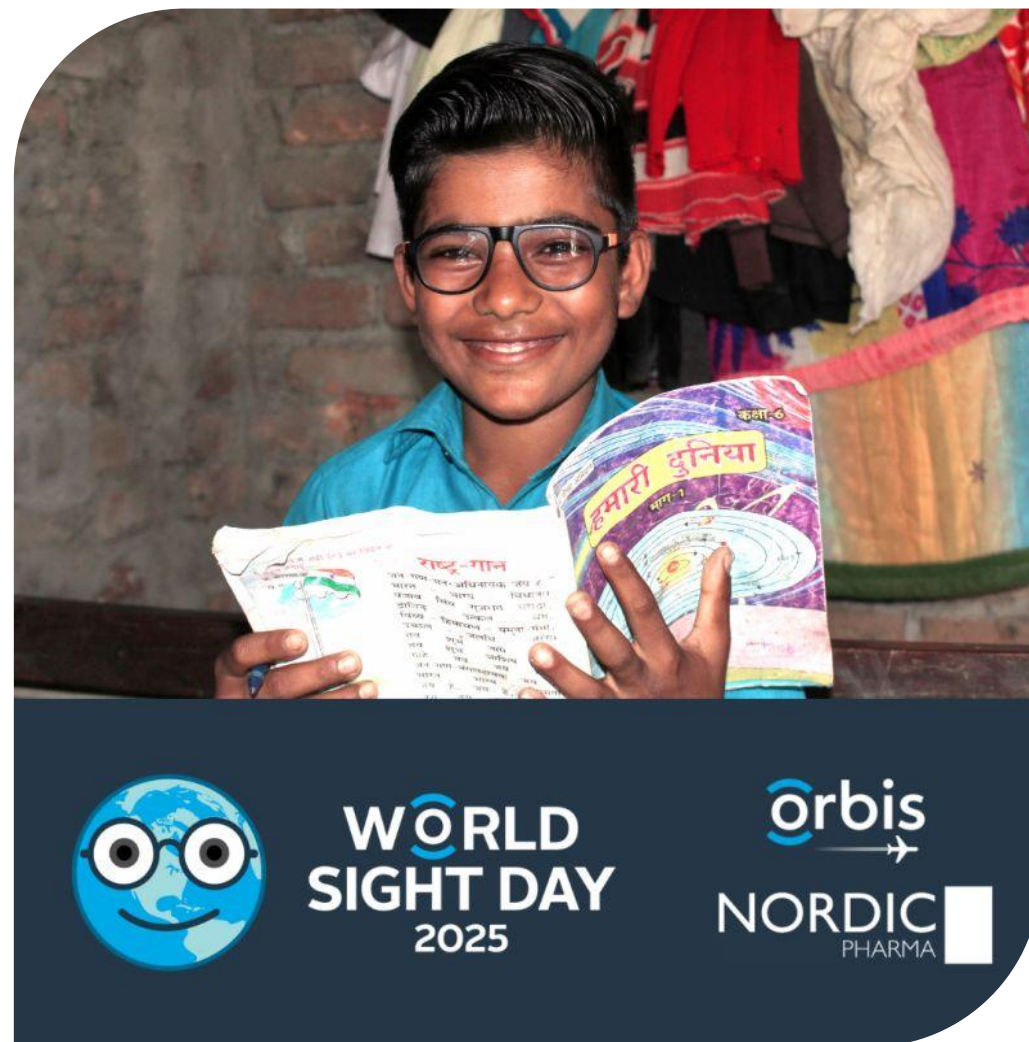
### Supporting Sight: The “Step It Up” Challenge & Orbis Partnership

As briefly mentioned in our 30-year anniversary section, Nordic Pharma marked this milestone with the “Step It Up” challenge”, a four-week initiative encouraging employees across our global offices to walk, run, cycle, or dance. Together, we logged over 37 million steps – 37.835.474 to be exact, transforming everyday activity into meaningful support for a good cause.

This effort was linked to a donation to Orbis International, a well-respected organisation working to prevent avoidable blindness worldwide. What drew us to Orbis was not only their vital work but also their approach: building long-term partnerships, supporting local communities, and prioritising education to achieve lasting impact. Their values closely align with our own principles of respect, integrity, and reliability.

Within the company, we also organised awareness sessions for employees about preventable vision loss. These sessions emphasised how collective, everyday actions can make a tangible difference and reinforced the idea that our commitment, collaboration, and engagement are key to creating meaningful impact together.

By combining employee engagement, charitable support, and education, the “Step It Up” challenge reflected how Nordic Pharma translated its purpose into action, demonstrating that business success and social contribution can go hand in hand.



## **The EU Pay Transparency Directive**

In 2025, Nordic Pharma continued to advance its pay transparency efforts in alignment with the new EU directive. Building on existing remuneration practices, the company worked to further formalise and document its approach to compensation, with the aim of enhancing clarity, consistency, and fairness across roles and markets.

As part of this initiative, Nordic Pharma refined job descriptions and further developed pay scales, salary bands, and remuneration criteria. This work supported a clearer understanding of how pay is determined, how roles are evaluated, and how progression opportunities are structured, while taking into account local market conditions and regulatory requirements. The project is currently underway and is expected to be officially completed in 2026.

The project is being implemented progressively, with a focus on internal equity, transparency, and alignment with established practices. By strengthening documentation and structure, Nordic Pharma seeks to provide greater visibility around remuneration decisions and support informed dialogue with employees.

Pay transparency is an important element of Nordic Pharma's broader CSR and people strategy. Through this initiative, the company aims to reinforce trust, promote fairness, and ensure compliance with evolving regulatory expectations. While the work is ongoing, it represents a meaningful step in strengthening governance around remuneration and supporting an inclusive and equitable workplace over the long term.



### Internal communications

The Nordic Pharma Perspectives Meetings, our company-wide calls, continued to take place every quarter in 2025. Building on last year's momentum, we involved employees even more by inviting them to share their work, significant achievements, and product updates. These meetings remained an essential channel for employees to learn about our business performance, engage, and ask questions, while also providing a platform to showcase progress against our CSR strategy.

### Wellbeing for all

Similar to last year, Thelus Health, our Employee Assistance Program remained accessible to all employees and their immediate families. The services offered by the platform continue to grow and include access to online resources and information to support mental, physical, social, and financial wellbeing, expert guidance from professional advisors and counselors about work-related or personal issues, and financial and legal advice.

Aside from the aforementioned, as stated last year, we continued to provide two personal days that employees can take per year in addition to vacation days, plus an additional day that individuals can take for volunteering activities. We also offered paid 'birthday leave' for employees to celebrate their special day away from the office.



### Social Dialogue

In 2025, Nordic Pharma continued to foster open social dialogue across its operations, involving employees and management. We had collective bargaining in markets where it was applicable, while in other locations dialogue took place on a flexible and responsive basis.

Topics discussed included working conditions, employee well-being, transparency, and CSR initiatives, ensuring employees are informed and able to contribute to the development of our business and sustainability practices. One key focus this year was advancing our pay transparency project in line with the new EU directive, demonstrating our commitment to fairness and equity.

Through these ongoing conversations, Nordic Pharma strengthens trust, encourages participation, and aligns its operations with its broader CSR strategy, promoting a responsible and inclusive workplace across all markets.

In addition to open dialogue, Nordic Pharma also provided a whistleblowing mechanism that enabled employees and relevant stakeholders to raise concerns related to unethical conduct, breaches of company policies, or legal non-compliance. Reports can be made confidentially and are handled in accordance with applicable regulations, supporting transparency, integrity, and accountability across the organization.

### **The Interns Hub**

In 2025, we launched the Interns Hub to provide a structured and enriching learning experience while fostering collaboration and innovation across the organization. The program connects interns from different teams and countries, encouraging them to share ideas, learn from one another, and gain a broader understanding of the business.

As part of the initiative, interns contribute to global projects, ranging from AI initiatives to onboarding improvements or topics proposed by Executive Committee members and General Managers thus giving them exposure beyond their local roles. By tapping into new perspectives, the Intern Hub helps challenge existing ways of working and explore innovative ideas, while offering interns meaningful, hands-on experience and a strong foundation for future growth.



### **Living wage commitment**

Nordic Pharma is committed to fair and responsible compensation practices. We strive to ensure that employees are paid at least a living wage that meets local legal requirements and reflects the cost of living in the markets where we operate. This remained a key commitment in 2025 that supported employee well-being, promoted equity, and aligned with our broader approach to responsible employment practices.

### **Anti-harassment and Discrimination**

In 2025, all employees completed mandatory e-learning training focused on Nordic Pharma's global anti-harassment and anti-discrimination standards. The program reinforced our commitment to a respectful, inclusive, and safe workplace for everyone and provided guidance on preventing and addressing harassment and discrimination across all markets.



## Supporting the Local Community: Volunteering at The Downs School

The Nordic Pharma UK team returned to The Downs School for another rewarding day of volunteering. Driven by a shared commitment to community engagement, our employees rolled up their sleeves to contribute to the school's upkeep and enhancement.

Activities for the day included painting fences, clearing overgrown weeds, and giving the school walls a thorough clean. A particular highlight was refreshing the Special Educational Needs (SEN) room with a new coat of paint. This space provides essential support for students who require additional assistance, hoping that the revitalised environment will offer a welcoming atmosphere for learning.

By the end of the day, the school grounds were tidier, fences looked sharper, and the SEN room was ready to welcome students for the year ahead.

## Supporting the Local Community: Nordic Pharma France Partnership with Local Non-Profit Tulipe

A group of 16 colleagues from Nordic Pharma France volunteered with Tulipe, supporting the preparation of medical supplies for humanitarian response efforts. Tulipe is a non-profit humanitarian pharmaceutical distributor that acts as a vital link between the healthcare sector and humanitarian organisations, coordinating the delivery of essential medical products to populations affected by crises worldwide.

Our colleagues assisted in the decommissioning of serialized pharmaceuticals, helping ensure that donated medicines are ready for safe and timely shipment to crisis areas and vulnerable communities. Their contribution reflects the value of collaboration and the positive impact we can achieve when we act together. We extend our sincere thanks to all volunteers involved.





## Supporting the Local Community: Volunteering at FoodCloud

Colleagues from the Nordic Pharma Ireland office participated in a day of volunteering at the headquarters of FoodCloud, a charitable organisation addressing food insecurity and climate impact by connecting businesses with surplus food to communities in need. To date, FoodCloud has redistributed food equivalent to 39 million meals, across Ireland, the UK, the Czech Republic, and Slovakia, contributing to the avoidance of approximately 52,416 tonnes of CO<sub>2</sub> equivalent emissions.

In Ireland, FoodCloud operates three hubs where food is prepared for distribution, and community drivers deliver donations from manufacturers, supermarkets, wholesalers, and hotels to local charitable organisations. This volunteering initiative provided employees with the opportunity to contribute directly to the local community while reinforcing Nordic Pharma's commitment to social responsibility.

## Digital Sustainability: Nordic Pharma France Participated in the Global Digital Cleanup Day

In recognition of World Digital Cleanup Day, the French CSR team organised a week-long initiative focused on reviewing and deleting unnecessary digital data, including emails, local files, and SharePoint storage. The objective was to raise awareness of the environmental impact of digital storage while actively reducing the team's collective digital footprint.

During the week, 25 participants engaged in the activity, resulting in the deletion of 88 GB of emails and the removal of 703 GB of files from storage. In total, 791 GB of data was cleared, representing a reduction of approximately 3.96 tonnes of CO<sub>2</sub>, equivalent to 33,000 km driven. This initiative reflects a meaningful step toward more sustainable digital practices and concluded with a small gathering to celebrate the team's collective effort.





## Celebrating success

In 2025, we continued to recognize and reward our colleagues' outstanding contributions and achievements through The Nordic Pharma Awards.

In line with last year, we celebrated contributions to the below categories, critical to Nordic Pharma's continued growth, operational excellence, and positive impact to patients and society:

- Innovation award: Rewards changes to how things are done through creativity and a drive for continuous improvement.
- Agility award: Recognizes outstanding individuals exemplifying this core company value, with their ability to address diverse issues quickly.
- Sustainability award: Celebrates the company's mission of making a sustainable impact on people's health through initiatives that have moved the company's CSR agenda forward.

The 2025 nominees demonstrated strong performance across all three categories, showing practical, meaningful contributions in their respective areas.

The winners of the 2025 Nordic Pharma Innovation award are the SMART STRAINS team, recognised for launching a clinically proven, clean-label gut health brand from concept to market in under 11 months, an unprecedented speed for Nordic Pharma. They won for combining strong science, clear consumer relevance, and a fully integrated omnichannel launch that set a new standard for agile, evidence-led innovation.

As for the Agility award, Marketing and Scientific Affairs team members were recognized for rapidly designing and delivering a completely new scientific launch model for Lacrifill, adapting plans in real time to meet evolving market and affiliate needs. They won for combining pace, flexibility and collaborative leadership to turn complex scientific insight into a focused, aligned and impactful launch across Nordic Pharma.

Last but not least, the Sustainability Award recognized the team behind the Vålvald certification, awarded for successfully meeting one of Sweden's most stringent sustainability standards for OTC medicines.

They won for leading a year-long, cross-functional effort that ensured ethical production, full traceability, environmental responsibility, and strong risk management across the supply chain.

Their work helped strengthen how we operate today and informed our focus areas for the year ahead.

## Great Place to Work®

Nordic Pharma's offices in Canada and the Netherlands once again achieved the Great Place to Work® certification, marking the third consecutive year for both countries.

The locations were certified after a thorough, independent analysis conducted by Great Place To Work based on direct feedback from employees provided as part of an extensive and anonymous survey about their workplace experience.

# Our Planet

Managing our environmental impact is an integral part of how we operate and make decisions at Nordic Pharma. While we recognize that our activities inevitably have an environmental footprint, our focus is on understanding where our most significant impacts lie and taking practical steps to reduce them over time. We aim to be transparent about both progress made and areas where further work is needed.

In 2025, our environmental efforts centered on improving data quality, operational efficiency, and accountability across our value chain. This included strengthening our approach to emissions management, advancing sustainable product and packaging choices, and embedding environmental considerations into logistics, supplier relationships, and local initiatives. By combining centralized monitoring with regionally relevant actions, we are working to ensure that environmental responsibility is increasingly integrated into everyday operations, supports informed decision-making, and delivers tangible, credible impact over the long term.

### Enhancing visibility and efficiency in transport-related emissions

In 2025, we continued to strengthen our approach to reducing emissions across the supply chain, with the ambition to lower our overall footprint by 10% year on year. A key focus has been improving transparency around Scope 3 upstream transportation and distribution emissions, which make up a significant part of our logistics impact.

Work is underway to develop an emissions dashboard that will consolidate transport data from our logistics partners. Once launched in 2026, it will track monthly CO<sub>2</sub> emissions

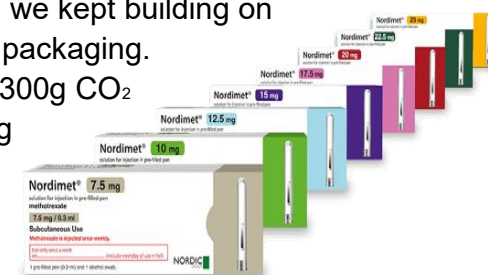
and emissions per pallet, helping to monitor efficiency and identify opportunities for further reduction.

Operational improvements were already in place in 2025. Wherever possible, pallets are co-loaded with other shipments to reduce emissions. Lower-impact transport modes are prioritized, and production batches and shipments are combined when shelf life allows.

These measures demonstrate our ongoing commitment to more efficient, lower-emission logistics and a more sustainable supply chain.

### Advancing the Nordimet® sustainability journey

Last year, we highlighted the first steps in explaining the sustainability built into Nordimet®. In 2025, we kept building on this work, focusing on both production and packaging. Each device now has a carbon footprint of 300g CO<sub>2</sub> and our supplier is committed to introducing bio-sourced resin for more sustainable auto-injectors. The new 4-pack is 47% smaller, using 40% less cardboard and 31% less plastic, while patient leaflets are printed on high-recycled-content paper, easily recyclable, with essential information also available online.



Aside from the above, most suppliers are based in Europe and prioritize low emissions, waste reduction and minimal environmental impact through efficient ordering, storage, and smart logistics. This includes consolidated deliveries and smart routing.

### **Extending the life of IT equipment while supporting a good cause**

As part of our commitment to waste reduction and responsible resource use, we actively look for opportunities to extend the life cycle of our office and IT equipment. When laptops, phones, and other office supplies reach their renewal point, they are often set for return or disposal. To prevent unnecessary waste, we introduced an internal resale initiative that gives these items a second life.

In the past year, we sold 11 laptops, 13 screens, and 5 phones to employees. By reusing these products instead of discarding them, we reduced electronic waste and supported more circular use of resources within our organization.

To further strengthen the positive impact of this initiative, we invited all colleagues to vote for a charity to receive the proceeds from the resale. The selected organization was KWF (Dutch Cancer Society), which supports cancer research and patient care. Through this program, we raised €640, which was donated in full to KWF.

This initiative demonstrates how small, practical actions can reduce waste, promote circularity, and contribute to social good at the same time.



### **Local action for the planet**

As part of our company-wide environmental strategy, we implement local initiatives across our regions to address environmental impact while fostering employee and community engagement. For example, in Spain, we launched “ConPrometidos”, an initiative focused on environmental awareness, carbon footprint reduction, and collective action for the planet. Through this program, employees participated in hands-on environmental activities and awareness efforts that reinforced shared responsibility for environmental protection.

In addition, the initiative included a partnership with One Tree Planted to support reforestation projects in Spain, contributing to carbon offsetting and ecosystem restoration. By linking tree planting to external engagement, the initiative also encouraged broader community participation beyond the company. This local example reflects our wider commitment to embedding environmental responsibility into our culture and delivering tangible environmental impact through regionally relevant actions. These initiatives demonstrate how sustainability is increasingly embedded into our operations and decision-making, supporting both environmental responsibility and operational efficiency.



## **Reducing the destruction of packaging artwork through process optimization**

Managing packaging artwork changes is a complex process involving multiple departments, from the initiation of a change request through to implementation in production. Artwork updates can be driven by a wide range of factors, including regulatory requirements, product modifications, or marketing updates, making them difficult to predict. Without strong internal alignment, these changes can lead to unnecessary destruction of existing artwork stocks.

To improve this process and reduce waste in 2025, we initiated a Lean Six Sigma Green Belt project with the target of lowering artwork destruction by 10%. Using the DMAIC methodology (Define, Measure, Analyse, Improve, Control), our project manager conducted a structured, data-driven approach.

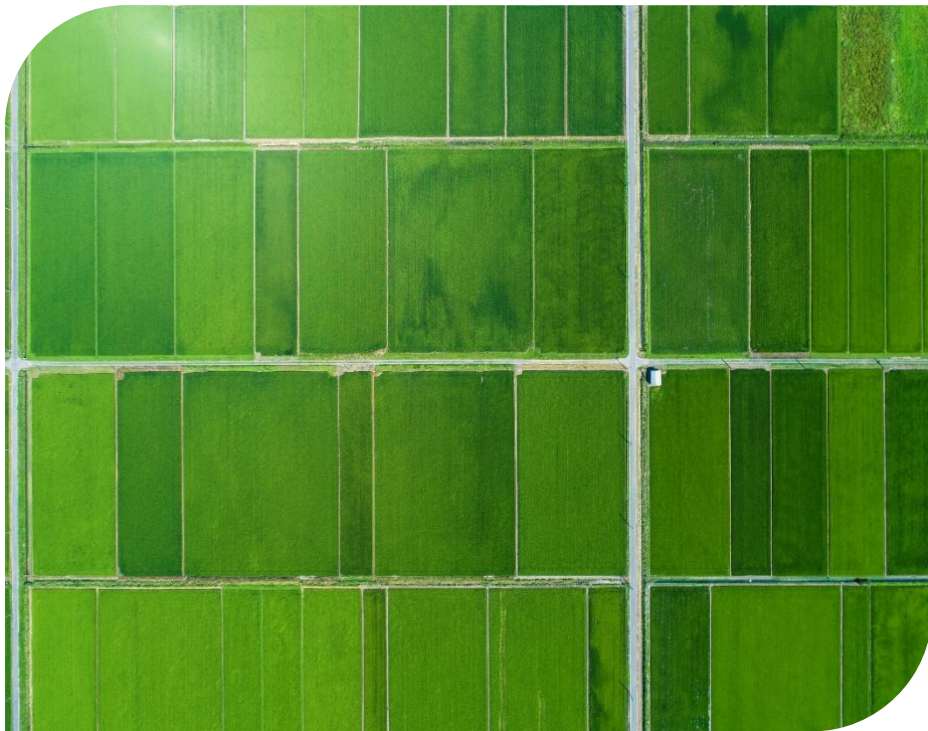
Early in the project, we improved the accuracy and consistency of our measurement system, specifically the booking of destruction invoices. This alone contributed to a 30% reduction in recorded destruction costs, revealing that we were in a stronger position than initially assumed. Beyond improving administrative accuracy, we implemented several operational enhancements:

- A new artwork tracking tool to monitor every change from initiation through implementation, including visibility of existing stock levels.
- A monthly cross-functional alignment meeting, bringing together all relevant departments to ensure full transparency before approving go-live dates for new artwork.

These improvements strengthened coordination across functions and ensured that decisions were made with complete information, reducing the risk of prematurely discarding packaging materials.

We are confident that this optimized process will help us significantly minimize unnecessary destruction of artwork and contribute to more sustainable packaging practices in 2026 as well.





### **CSR communications activity**

In 2025, we continued to strengthen and expand our CSR communications program, building on established practices while enhancing reach, consistency, and engagement across the organization. Regular updates were shared through our intranet with improved storytelling, featuring articles, reports, and success stories that highlighted progress on sustainability initiatives, community engagement, and responsible business practices.

CSR topics remained an integral part of internal team meetings, with more structured sessions in 2025 that encouraged open dialogue, idea-sharing, and stronger alignment with our strategic objectives. We also enhanced coordination around CSR communications to ensure employees were consistently informed about upcoming events, ongoing projects, and new opportunities to get involved.

Externally, we continued to use LinkedIn to communicate key milestones and achievements, refining our messaging to better showcase our CSR impact and long-term commitments. A key development in 2025 was the activation and growing influence of our CSR Ambassadors network, which played an increasingly important role in cascading information, gathering feedback, and fostering engagement across teams. Together, these improvements ensured our CSR efforts were more visible, connected, and embedded into daily operations.

**Prosperity**

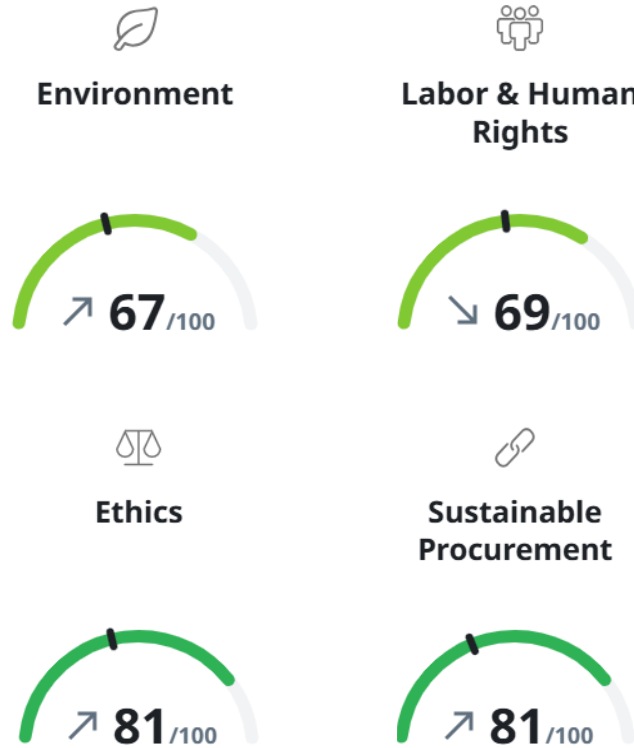


### Advancing to the Silver EcoVadis Medal

During the year, we advanced from a Bronze to an EcoVadis Silver rating, improving our overall score by approximately 17% compared to last year.

This progress reflects focused efforts across all key areas. Our Environment, Ethics, and Sustainable Procurement scores all increased, strengthening operational performance and long-term resilience. Improvements in Ethics were supported by strengthened internal policies, clearer governance structures, and better compliance monitoring which enhanced transparency and reputation. Environment and Sustainable Procurement benefited from strengthened sustainability policies, more frequent supplier audits, and enhanced monitoring of supplier practices contributing to greater supply chain reliability and efficiency. In Labor & Human Rights, the score remained stable, reflecting consistent practices in promoting fair working conditions and compliance with human rights standards, supporting responsible growth.

These improvements demonstrate our ongoing commitment to integrating sustainability into our operations, embedding responsible practices across all functions, and maintaining accountability throughout our supply chain. We will continue to build on this progress as we work toward achieving a Gold rating in future assessments.



### Advancing our supply chain sustainability through our Pharmaceutical Supply Chain Initiative (PSCI) membership

Since joining PSCI as an associate member in late 2023, we have continued to strengthen our commitment to responsible supply chain management. PSCI sets rigorous standards across ethics, human rights and labor, health and safety, environmental, and governance, supporting excellence and stronger performance across the global pharmaceutical and healthcare supply chain.

In 2025, we expanded our engagement by continuing our participation in the Auditing and Supplier Engagement Committees and joining the new Decarbonization Committee, reflecting our commitment to reducing the carbon footprint of our supply chain and strengthening overall supplier accountability. In addition, we are preparing to begin physical supplier audits in 2026, in line with PSCI’s sustainability guidelines and recommendations. We have already started engaging with our current suppliers to inform them of these upcoming audits, ensuring transparency and collaboration from the start. These audits will provide a hands-on assessment of supplier practices and support continuous improvement, greater transparency, and increased resilience across our partner network.

Through these initiatives, we strengthened our collaboration with PSCI, our CMOs, and suppliers, while advancing our goal of a more sustainable and transparent supply chain.

### **Evolving supplier relationship management**

Over the past years, our supplier relationship management has advanced significantly, reflecting our commitment to responsible and sustainable supply chains. Previously, suppliers were required to sign our Supplier Code of Conduct, ensuring basic alignment with ethical, social, and environmental standards. In 2025, this process was strengthened: suppliers now receive onboarding training on the Code, ensuring they fully understand our expectations and are equipped to meet them from the start of the relationship.

To further formalize accountability, we introduced a new ESG clause in contracts with SMOs, embedding sustainability obligations directly into contractual agreements. We are also preparing for physical supplier audits, scheduled for 2026, with suppliers already notified through email, SRM meetings, and in-person discussions where applicable. These audits will provide a hands-on evaluation of compliance with our standards and will remain valid for two years, ensuring structured follow-up and continuous improvement.

Our regular SRM meetings serve as an additional platform to actively monitor and follow up on supplier performance, including adherence to safe and healthy work environments, fair wages, and social standards. Together, these initiatives strengthen transparency, accountability, and long-term collaboration across our supply chain, demonstrating tangible progress in sustainable supplier management.

### **Delivering our vertical integration program**

Last year, we highlighted our vertical integration program. In 2025, it continued to advance, further enhancing efficiency and sustainability for our methotrexate injector. Building on the progress achieved with Sever Pharma Solutions (SPS), 2025 introduced the Molly SAGA SE model, which optimizes energy use and material consumption. The updated production process at our supplier is designed to generate less waste, reduce environmental impacts, and support a more sustainable product lifecycle.

Shipping was also improved: by potentially consolidating into a single container, transport becomes more efficient, reducing carbon emissions and logistical complexity. These measures complement previous gains from streamlining operations, extending shelf life, and de-risking the supply chain, resulting in a more resilient and environmentally

responsible production process.

The team continued to explore sustainable packaging innovations, including digitalizing patient information leaflets with a pilot planned in France in 2025 and evaluating the replacement of plastic trays with cardboard alternatives. Together, these initiatives ensured our methotrexate injector became safer, more sustainable, and energy-efficient, while maintaining secure continuity of supply for patients.

## Strengthening responsible business practices

This year, Nordic Pharma made further steps towards responsible business practices by achieving the Vålvald Certification for our over-the-counter (OTC) medicines in Sweden. This recognition reflects our continued work to embed sustainability and transparency across our value chain.



Vålvald, meaning “well chosen” in Swedish, is awarded by the Swedish Pharmacy Association to OTC products that meet strict requirements for ethical and environmentally responsible manufacturing. To comply with the updated Vålvald 4.0 criteria, companies must show full product and active-substance traceability, responsible and safe production conditions, proactive risk management, and robust handling of any deviations. After a year of thorough preparation, Nordic Pharma became one of only six pharmaceutical companies in Sweden to meet these standards. Products

that qualify now carry the Vålvald logo in pharmacies and online, helping customers make informed choices aligned with sustainable values. This certification reinforced our role as a trusted and responsible partner in the Swedish pharmaceutical market and demonstrated how Nordic Pharma continues to integrate high ethical standards into everyday operations.

## Responsible use of Artificial Intelligence

Nordic Pharma also took a significant step towards responsible digital innovation this year by establishing a Generative AI TaskForce. Recognizing the growing impact on our daily work and decision-making, the TaskForce was created to ensure that AI is used ethically, transparently, and in line with our compliance standards.

The team developed practical guidelines as well as a clear strategy for responsible AI use across the organization. Training and knowledge-sharing initiatives help employees understand AI’s potential and limitations, fostering awareness and accountability.





### **Progressing towards the future**

In 2025, our work to advance supplier management, operational efficiency, and responsible business practices strengthened the foundations of our core operations. In parallel, initiatives such as onboarding and training on our Supplier Code of Conduct, embedding ESG clauses in contracts, achieving Vålvald certification, and implementing AI governance delivered tangible benefits in transparency, efficiency, and sustainability.

Sustainability at Nordic Pharma is not a standalone department but embedded across all operations and decision-making, ensuring environmental, social, and governance considerations are integrated into everyday business. By taking early steps toward emissions tracking and preparing formal targets for 2026, we can look forward to continued progress, innovation, and recognition as a responsible and sustainable organization.

# Executive Summary

## Strengthened ESG Performance

- Advanced from **EcoVadis Bronze** to **Silver** (+17% score improvement)
- Expanded engagement within the Pharmaceutical Supply Chain Initiative (PSCI), including decarbonization efforts
- Achieved **Välvald Certification** in Sweden for OTC products, meeting strict sustainability and traceability standards

These milestones enhance competitiveness, strengthen brand credibility, and reinforce stakeholder trust.

## Enhanced Supply Chain Resilience

- Embedded ESG clauses into supplier contracts and strengthened onboarding requirements
- Continued vertical integration to improve efficiency and reduce dependency risk
- Prepared physical supplier audits beginning in 2026

These measures mitigate operational and compliance risks while strengthening the continuity of supply.

## Operational Efficiency & Environmental Progress

- Optimized processes for reduced packaging waste and avoidable destruction costs
- Advanced sustainable packaging for Nordimet® (47% smaller pack; 40% less cardboard; 31% less plastic)
- Developed Scope 3 transport emissions dashboard (to launch in 2026)
- Reduced digital footprint by 791 GB (~3.96 tonnes CO<sub>2</sub> equivalent avoided)

Sustainability initiatives continue to support cost discipline, efficiency gains, and regulatory preparedness.

## People & Future Readiness

- 274 employees across 18 countries; 48% of senior roles held by women
- Advanced pay transparency framework aligned with EU regulation
- Proactive alignment with upcoming CSRD requirements
- Established Generative AI governance framework to ensure responsible innovation

# Closing Remarks

As this year's report concludes, it reflects the steady progress made across the organization and the shared commitment behind it. CSR is not a separate workstream at Nordic Pharma; it is part of how the business operates and how decisions are made every day. The support from colleagues throughout the company, together with the guidance of our leadership, continues to move us in the right direction as we prepare for the forthcoming CSRD requirements.

Thank you for the engagement shown across the organization and for helping ensure that responsibility remains central to who we are. Readers are encouraged to explore the report, share it with partners and customers, and reflect on the achievements reached collectively. For any questions, the CSR team remains available.



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