

Nordic Pharma Corporate Social Responsibility 2024 Highlights

Making a sustainable impact on people's health

Welcome to the Nordic Pharma sustainability highlights for 2024. Last year, we published our first sustainability report, sharing our strategy for people, planet, and prosperity and our progress in each area.

Our work has continued throughout the past twelve months, and we are making steady and positive advancements against our goals.

We have created a shorter document for this reporting period highlighting some of the key actions we implemented during the year. This is because we are in the early stages of preparing for the new Corporate Sustainability Reporting Directive (CSRD) standard, which will come into effect for us in 2025.

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Welcome

A new reporting format for 2025

As part of the process for CSRD, we have undertaken a double materiality assessment that explores our impacts on the environment and the effects of environmental changes on our business, particularly the risks and opportunities.

The legislation applies at the Sever Life Sciences Group level, so the project involves people from across the company.

During the first quarter of the year, we identified the material issues that were most important for our business and drew on the foundation work we implemented in 2022.

The topics we will focus on, and will subsequently have to report on, are:

- 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

Three workstreams are now collaborating to understand and capture the different requirements of the standard. Participants in the process





recognise the importance of the CSRD and are proud to be involved as we evolve our reporting. As well as contributing to the compliance effort, it is providing an opportunity for the team to enhance their skills and deepen their knowledge of our business.

At the same time, we are implementing new reporting practices throughout the business that will help us collect and communicate information in areas such as carbon measurement.

CSR remains a key part of our business strategy

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

During the year, we released updated policies in the workplace to reinforce the ethical standards we expect of our people and suppliers. These included Anti-bribery, Fair-trade, and Anti-human trafficking policies, among others. In addition, a whistleblowing platform for reporting ethics concerns is in place.

We were proud to join the United Nations Global Compact (UNGC) in the spring of 2024, reinforcing our pledge to uphold responsible business practices. This commitment is to operate in alignment with universal sustainability principles, take actions to support society, and report to the UN Global Compact annually on our ongoing efforts.

Our commitment to the UNGC also underpins our aim to be effective in contributing to addressing the key issues that communities, society, and the planet are facing. By holding ourselves accountable to the ten UNGC business principles, we are reflecting our core values at Nordic Pharma.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

CSR Ambassadors

A new initiative during the year saw the creation of the CSR Ambassadors Network, comprising fifteen colleagues representing a broad cross-section of our business. These individuals are proud to participate and see the opportunity as part of their career development, as they work together on impactful and meaningful initiatives both at local and global levels. The network also provides a forum to exchange and share best practices.

The Ambassadors Network will also facilitate the rollout of CSRD, as we have representatives for most of our countries. As we gather data and set up the necessary processes for CSRD, the network will support the team in implementing the new reporting framework.





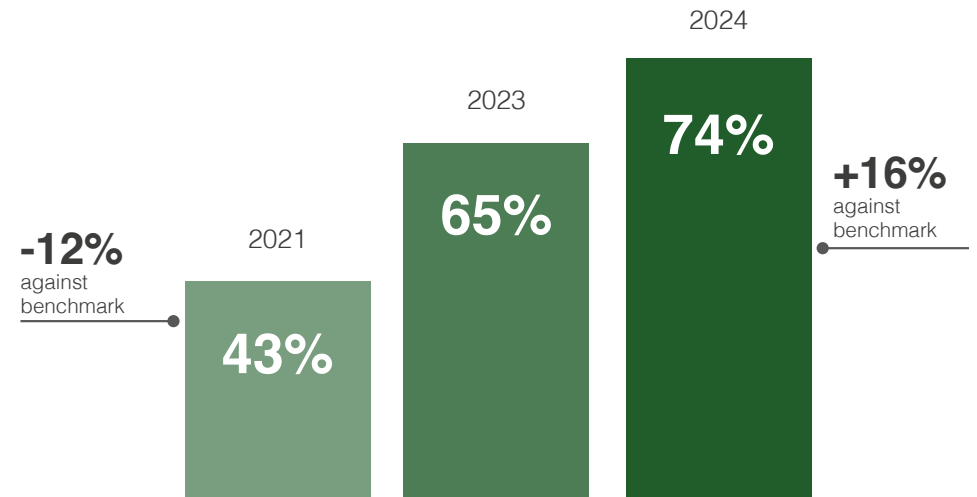
Our People

Our annual employee engagement survey is an opportunity for our people to give feedback on a range of topics. The response rate for our 2024 survey was 92%, and our overall engagement score was 76%. This reflects our teams' dedication, collaboration, and positive work culture.

We are incredibly proud of a few standout areas:

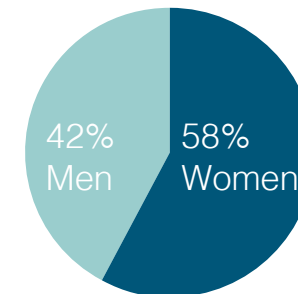
- Diversity & Inclusion: 88% – Celebrating our commitment to fostering an inclusive workplace
- Empowerment: 87% – Empowering our people to take ownership and thrive
- Training & Development: 70% – A significant 11% increase from last year, reflecting our strong focus on growing a learning organization
- Environmental commitment – In our first year of including the question, we scored 43%, 12% below the benchmark of similar organizations. Last year, we achieved an impressive 74% positive score, which ranks us 16% above the benchmark.

While all but one of the indicators has shown an increase in the scores from the prior year and also against the benchmark, the management team has reviewed where there are opportunities for improvement and implemented action plans.



289 employees

8 interns



19 countries

27 nationalities



of all women are in senior roles

Internal communications

The Nordic Pharma Perspectives Meetings, our company-wide calls, now take place every quarter, twice more than last year, in our efforts to increase communication to our employees. They are an essential channel for employees to learn about our business performance, engage, and ask questions. These meetings are also a way to share details and progress against the CSR strategy.

Wellbeing for all

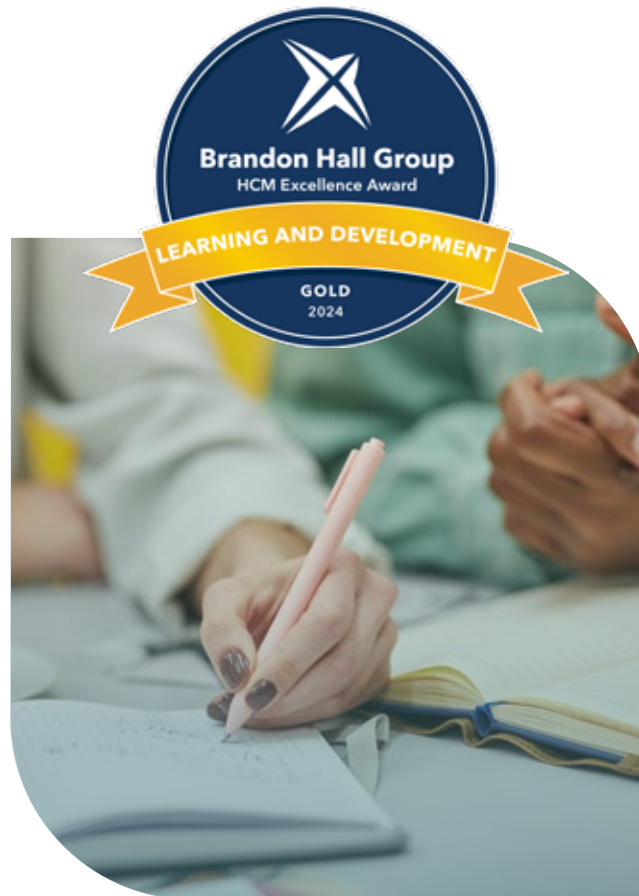
Our Employee Assistance Program – Thelus Health – is accessible to all employees and their immediate families. The services offered by the platform continue to grow and include:

- Access to online resources and information to support mental, physical, social and financial wellbeing
- Expert guidance from professional advisers and counselors about work-related or personal issues
- Access to connect with financial and legal professionals
- The opportunity to invite family members to access certain features



Being recognized for your contribution and the contribution you can make to the community is an important aspect of working at Nordic Pharma. In 2024, we released our new 'Time for yourself and your community' guidelines.

We 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 offer paid 'birthday leave' so employees can celebrate their special day away from the office. We keep our intranet Sustainability section updated, making it easier for our people to find information quickly.



Learning and development

Our Leadership Essentials Program was an impactful, immersive four-month development initiative that brought together 32 participants across Nordic Pharma. Delivered in collaboration with The Oxford Group and supported by our Executive Committee, the goal was to create a network of leaders from across the organization.

Participants had the opportunity to explore and strengthen their leadership skills, bringing fresh perspectives and practical applications to their roles. This strategic effort sought to cultivate brand ambassadors within the organization – leaders who can inspire and motivate their teams while driving meaningful, strategic change across the company. A refresher course took place late in 2024.

The Leadership Essentials Program won the Gold Medal at the prestigious Brandon Hall Group Human Capital Management (HCM) Excellence Awards for “Best Learning Program Supporting a Change Transformation Business Strategy”.

The Excellence Awards recognize organizations that achieve outstanding results in learning and talent development. Winning this award underscores our commitment to fostering a culture of continuous growth and development.

We launched a follow-up initiative with The Oxford Group designed around impactful communication called ‘Making an Impact’. From September to November, 30 colleagues from across the business had the chance to develop their skills in topics such as negotiation and navigating through change.

These skills will help to shape future leaders at Nordic Pharma by providing them with the right tools and training as their careers advance.



Supporting our communities

At Nordic Pharma, we are committed to supporting the communities where we are based. To further encourage this, we offer all employees a paid volunteering day to support local projects. Employees who can give blood have the option to take time twice a year to donate.

Providing resources to local initiatives

Each year, Nordic Pharma provides financial support to the Museum of Contraception and Abortion, operated by Dr. Christian Fiala in Austria. The donation supports the museum's day-to-day activities, like scholar visits, translation programs, and the extension of its unique collection.

Embracing the spirit of giving back, the team at Nordic Drugs in Malmö has contributed actively to the community for over two decades. This includes donating clothes, shoes, and toys to those in need, particularly people experiencing homelessness and refugees. In 2024, they directed their efforts toward supporting the local Skåne Stadsmission, a non-profit foundation dedicated to assisting individuals facing vulnerable situations.

In the US, the Nordic Pharma team volunteered at Cradles to Crayon in Philadelphia – a non-profit organization that supplies essentials to children in need across the United States. Our team helped assemble clothing donations into packs of various ages and sizes, ready for distribution.





During the summer, staff at our office in Germany donned cheerful green T-shirts reading “More than you expect” and filled bags of rubbish from the parks and spaces around their office. Once the team’s hard work was completed, they celebrated with a refreshing drink.

The team at Nordic Pharma UK got busy helping The Downs School as they prepared for the start of the new term. With tasks including getting classrooms ready with furniture, cleaning, and decorating, as well as tidying and preparing the school’s therapeutic garden, the school warmly welcomed their efforts.

In Ireland, it was time to put on high-vis jackets and safety boots, as the Irish team spent a day in the FoodCloud warehouse. FoodCloud is a charity and social enterprise that reduces food waste by redistributing surplus food from businesses to charities and community groups. Our team helped by scrubbing food crates and picking and packing food for different community providers while learning about the organization’s work.

Good health and relaxation were on the agenda in France, as the office celebrated Wellbeing Week during the summer. A series of sessions that included a 3 km walk, awareness training for musculoskeletal disorders, and ergonomics for the workplace were all well received. The team was also able to participate in relaxation sessions, allowing everyone a chance to unwind. The positive learnings from the week continue to help wellbeing in day-to-day activities.





Celebrating success

The Nordic Pharma Awards recognize and reward our colleagues' outstanding contributions and achievements.

Previously, the awards had two categories, but in 2024, a new category was introduced that celebrates progress in sustainability.

- 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 first winner of the Sustainability Award was the Nordic Pharma UK team, in an initiative led by finance. They were recognized for a project that saw the development of a carbon reduction plan (CRP) to meet the procurement requirements of a key customer, the National Health Service (NHS) under the purchasing notice called PPN06/21 .

Work on this initiative began in April 2024, with the team engaging an external consultant for support. They gathered the information needed for the project, which comprised a review of competitor activity, followed by a plan to address the gaps in available information and recommendations for implementation.

Together, the group was instrumental in helping the UK to develop its first carbon footprint and emissions reduction targets, and publish its CRP at the end of 2024.

The project means that Nordic Pharma UK is well placed to respond to the growing demands for evidence of sustainability work in the UK, not just for the NHS but for all customers.

Nordic Pharma offices in Spain and the Netherlands have obtained the Great Place to Work Certification for the third and second consecutive year respectively.

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

We have delivered a number of projects in our CSR strategy that reinforce our focus on ensuring responsible environmental practices.

Our new Environment Policy was released during the year. It complements our global CSR Charter while providing more detailed expectations for engaging with and protecting our planet.

The policy includes our core environmental principles:

- Measure, track, and report our environmental impact
- Prevention of pollution
- Product design
- Sustainable sourcing
- Reducing waste
- Compliance

All employees must read, understand, and comply with the policy found in Ready – our electronic document management system.

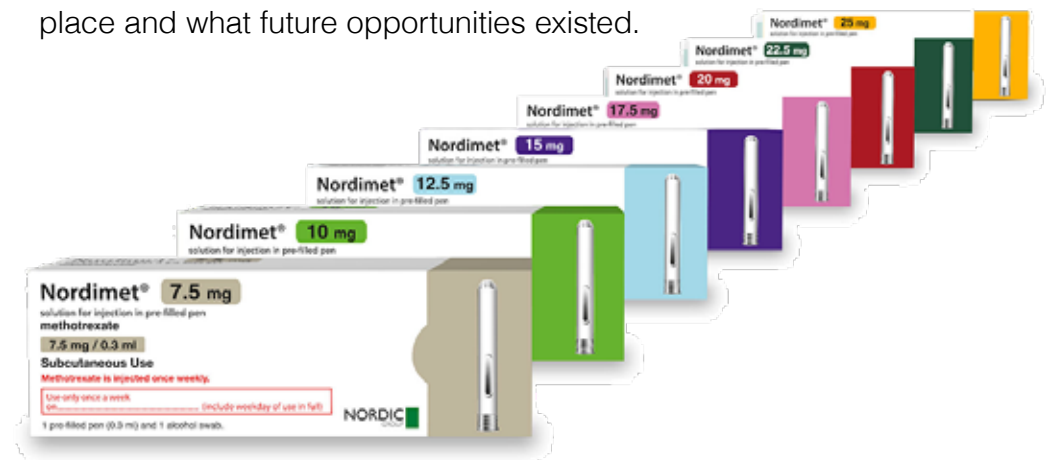
We have updated our approach to carbon footprinting to reflect the expectations of reporting under CSRD, including reporting at the global level and considering the financial aspects of our business. We will baseline 2024 early in 2025. This will help us to understand our impacts and set meaningful targets for reducing our emissions. It is an essential aspect of the CSRD, and we are referencing the work put in place over

the last two years. As well as an overall reduction target, we will look at goals for each scope of emissions.

Projects like the vertical integration program (see Our Prosperity) will also directly contribute to reducing emissions. Additionally, we are exploring initiatives for lower carbon transportation and distribution methods.

Building the Nordimet® sustainability journey

An initiative to research and articulate the sustainability built into our Nordimet® project was launched early in the year. An initial brainstorming session paved the way for developing an internal white paper that captured where good practices were in place and what future opportunities existed.



The white paper is accompanied by a single-page graphic that has the potential to be shared externally. This work will further differentiate the product offering against similar products on the market.

Global sustainability awareness

April saw us host a company-wide webinar recognizing Earth Day that shared our environmental priorities and progress.

Called 'Working together for a sustainable future', the webinar provided a world view of some of the challenges faced and explored what that meant for our sector. It also offered ideas for steps we can take daily to reduce our environmental impact.

With World Energy Saving Day and World Sustainability Day both taking place in October, it was a great opportunity to learn more about what we could do to make a positive difference to the environment.

Our Hoofddorp office hosted a special session featuring guest speakers from Energiefixers, a local non-profit organization committed to reducing energy consumption and costs in Dutch homes.

The speakers shared their mission to improve energy efficiency in households across the Netherlands and offered practical advice for saving energy at home and in the workplace.

They also assessed our office, providing actionable recommendations to enhance its energy efficiency. These insights represent another step toward creating greener offices, reducing costs, and lowering our carbon footprint.



Ongoing communications activity

Our CSR communications program keeps the business informed and engaged through various channels. Regular updates are shared on our intranet, featuring articles, reports, and success stories highlighting our progress on sustainability initiatives, community projects, and responsible business practices.

Internally, team meetings incorporate sessions on CSR topics, encouraging open discussions, idea-sharing, and alignment with our goals.

Our CSR communications ensure everyone knows about upcoming events, ongoing projects, and opportunities to get involved. We also use LinkedIn to share key milestones and achievements with external audiences, showcasing our commitment to CSR.

In addition, our newly formed CSR Ambassadors network will be a conduit for communications and feedback. This multi-faceted approach ensures our CSR efforts remain visible, accessible, and integrated into our daily operations.



The background of the image is a soft, out-of-focus green gradient. Numerous dandelion seeds with their white, feathery pappus are scattered across the frame, appearing to be blowing in the wind. Some seeds are in sharp focus, while others are blurred, creating a sense of movement and depth. A dark green, rounded rectangular box is positioned in the upper right corner, containing the word "Prosperity" in white, bold, sans-serif font.

Prosperity

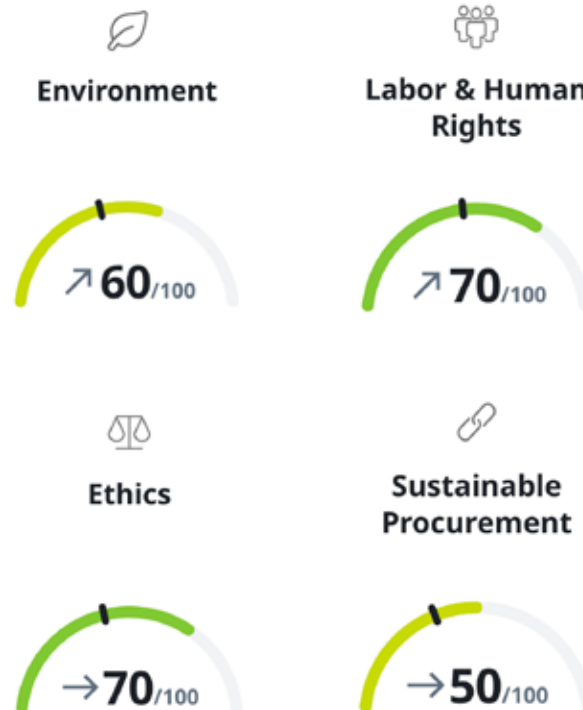


Recertifying our EcoVadis award

During the year, we undertook the recertification process for EcoVadis, retaining our Bronze award while improving our overall score.

The process recognized the company’s progress in areas including the environment, labor, and human rights – both of which reported notable increases in their scores. Our overall score increased by 11 points, putting us in the top half of bronze-certified companies. This achievement reflects our commitment to our CSR strategy and the focus on sustainability and responsible business practices.

As we look to further develop our EcoVadis score, we have been developing a Sustainable Procurement Report that will be shared with all stakeholders. The report will provide an overview of the ongoing initiatives, track KPIs, and provide an overview of our sustainable procurement journey.



Supporting industry initiatives under the Pharmaceutical Supply Chain Initiative (PSCI)

We joined the PSCI in late 2023 as an associate member. The PSCI strives for excellence in safety and environmental and social outcomes across the global pharmaceutical and healthcare supply chain. As such, it sets a standard for the industry’s expectations of responsible supply chain management and is underpinned by five principles:

- Ethics
- Human Rights and Labor
- Health and Safety
- Environment
- Management Systems

In November 2024, we joined the Auditing Committee and the Supplier Engagement Committee. By participating on these committees, we aim to enhance our cooperation with PSCI, our CMOs and suppliers and drive supplier engagement.

The tools available, including guidance on conducting sustainable audits, are helping us on our way to full membership of the PSCI, and supporting our ambitions for a sustainable supply chain.

Continuing to strengthen our supply chain

In line with our CSR strategy goals around the supply chain, we ensure that all suppliers read and acknowledge the Nordic Pharma Code of Conduct.

In addition, we have implemented a separate Supplier Code of Conduct, which sets out our expectations for those we work with as we deliver our healthcare portfolio. As part of our work in this area, we have implemented updated agreements across our supply chain that include a dedicated sustainability clause.

We have launched a sustainable auditing initiative that targets our top twelve CMOs and suppliers of API and medical devices. The suppliers are self-auditing using PSCI's comprehensive audit template, which focuses

on its five principles. Once all responses are received we will undertake a review of the results and identify actionable next steps.

Expanding our global presence

In May, we completed our acquisition of Amring Pharmaceuticals and brought them under the Nordic Pharma brand. This name change signifies better strategic alignment and marks a significant milestone in our merger journey.

We are committed to expanding our global presence, particularly in Eye Care, Rheumatology, and Women's Health, to bring new innovative solutions to patients. The integration of the US business unit is key to this global expansion strategy. With our range of ophthalmology products in phase II development, merging our assets and tapping into the expertise of our US leadership in ophthalmics is crucial for driving the success of our programs.

Delivering our vertical integration program

Our vertical integration program has been designed to improve efficiencies for our methotrexate injector. Production optimization is at its heart, shifting from a fragmented horizontal setup to a seamless vertical integration where the entire process happens at one site. We worked with the contract manufacturing organization (CMO) at Sever Pharma Solutions (SPS) to establish new manufacturing capabilities.

Innovations in our logistics processes have also had a positive impact. For example, by registering for VAT in Sweden we can send shipments directly, avoiding routing through the Netherlands. We have also optimized shipping to use fewer deliveries with a greater capacity.

These actions have helped us to implement efficiencies and reduce environmental impacts, while continuing to ensure patients' security for safe continuity of supply.

We achieved the approvals needed in just three months, thanks to the seamless collaboration between Nordic Pharma's QA&TT and regulatory teams, as well as the dedicated efforts of the SPS team. Rigorous validation and testing procedures were meticulously executed to uphold stringent regulatory and quality standards.

In October 2024, SPS assembled the first naked methotrexate-filled syringes and packed them into the Nordimet PEN device for the first time.

This marks a significant achievement in the project and strengthens our competitive position in the methotrexate market.

Benefits being realized include:

- Streamlined operations: reducing the need for inter-site transportation, thus reducing carbon emissions and decreasing packaging materials

- Extended shelf life: Gaining additional months, which can ultimately reduce waste
- Cost optimization: Eliminating inefficiencies by halving logistic movements
- De-risked supply chain: A stronger, more resilient process with reduced environmental impact

We are exploring also ways to make packaging for our methotrexate injector more sustainable. One promising initiative is the digitalizing of the patient information leaflet, with a pilot phase set to begin in 2025 in France. Another potential opportunity is replacing plastic trays with cardboard alternatives for the product.

From measurement to meaningful change

We have been tracking our carbon emissions, pallet weights and overall logistics performance for three years, working with TPI and DSV. The insights we gain are helping





us to identify opportunities to improve our processes and reduce our environmental impacts, while ensuring our products arrive safely in the right place at the right time.

A new initiative is seeing the shipping of medical devices by sea freight instead of air freight. The project includes the transportation of Biolon from Israel to Europe (UK and Germany) and Lacrifill from France to the United States. This transition supports our aim for more sustainable logistics practices while maintaining timely deliveries for our customers.

A strong future ahead

We have made substantial progress in the last two years on our CSR strategy. As the demands on businesses grow, reflected partly by the more robust reporting requirements, we are in a good position to respond to stakeholder expectations.

In addition, our work to improve policies and processes has strengthened our core business practices. In parallel, we are seeing tangible benefits to our bottom line and environmental impacts by changing our operations. In putting all these activities together, we can look forward to continued innovation and increased recognition as a sustainable organization.



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