



NORDIC
PHARMA

Sustainable Supply Chain

and Procurement Report 2025

Table of Contents

1

03 FOREWORD

2

04 COMPANY PROFILE

05 About Nordic Pharma

06 Business Model

What we do

Product Portfolio

07 Product Safety

Strategic Focus and Strategy

09 Vision

10 Strengthening Our Commitment Through Partnerships

3

12 SUPPLY CHAIN MAPPING

14 Our suppliers

19 Sustainability Policy Commitment Through Partnerships

23 Supply Chain Risk Analysis

24 Supplier Compliance

26 Supplier Selection and Assessment

30 Supplier Engagement

32 Procurement Team

35 Sustainable Procurement Evaluation

38 Measuring and Reporting Performance

Foreword

“We don’t inherit the earth from our ancestors; we borrow it from our children.”

This timeless proverb continues to inspire how we think and act at Nordic Pharma.

Sustainability is not just a priority—it’s our foundation. It shapes how we build our supply chain, make decisions, and define success. Our commitment goes far beyond meeting the requirements of the **Corporate Sustainability Reporting Directive (CSRD)**, the **Pharmaceutical Supply Chain Initiative (PSCI)**, or the ratings of **EcoVadis**. We aim to exceed expectations—creating a supply chain that is agile, innovative, transparent, and above all, responsible.

With that vision, I am proud to present Nordic Pharma’s first **Sustainable Procurement Report**. This marks a milestone in our journey to embed sustainability at the core of every operation—from sourcing raw materials to delivering life-enhancing medicines. It reflects our belief that responsible choices today create lasting value for tomorrow.



Why this report matters

This report is more than a document—it is a reflection of:



Our responsibility to reduce environmental and social impact while safeguarding business resilience.



Our progress in building partnerships grounded in shared values and mutual respect.



Our transparency, accountability, and readiness to lead with purpose.

It highlights how we’re future-proofing our supply chain through continuous improvement, strategic collaborations, and a culture of sustainability. We’re not only reacting to change—we’re driving it.

A Personal Commitment

Sustainability is personal for me. It’s about creating a legacy our children can be proud of—where people, the planet, and performance thrive together. It’s about partnerships rooted in trust, shared ambition, and long-term impact. Together with our CMOs, suppliers, and customers, we’re building a supply chain that delivers more than medicine—it delivers hope, resilience, and positive change.

Thank you for being part of this journey.

Together, we are shaping a future defined by sustainable excellence.

Warm regards,

Gijs Vissers

Head of Supply & Procurement
Nordic Pharma



Company Profile



About Nordic Pharma

Nordic Pharma is a privately owned, medium-sized marketing and sales Pharma company with a history of internal product development and acquisitions.

We have established our core business throughout Europe and, more recently, expanded with increased partnerships worldwide. The company's registered office (HQ) is located in The Netherlands, and Nordic Pharma has operations across various locations, and we are part of the SEVER Life Sciences Group.

Nordic Pharma prioritizes a **diverse team** that can bring all the brilliant and successful ideas to the growth of the company, having:



27
nationalities

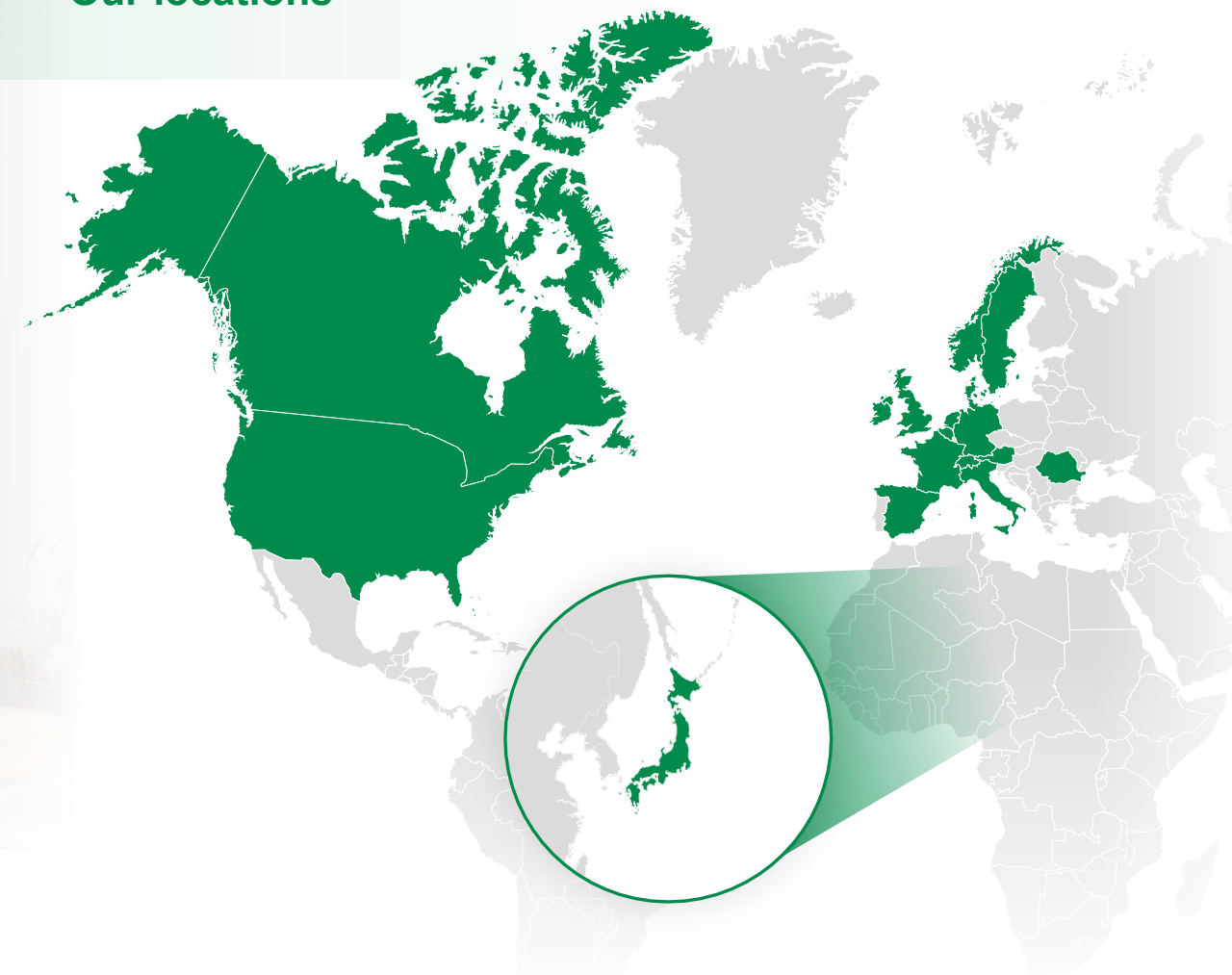


19
countries



306
employees

Our locations



Business Model

WHAT WE DO

At Nordic Pharma, we focus on developing and commercializing specialty products which include, but are not limited to, niche hospital and orphan products, to address unmet medical needs. Nordic Pharma's business approach combines acquisitions, internal product development, and in-licensing methods to serve niche markets like hospital products and orphan pharmaceuticals.

Today, Nordic Pharma has a range of highly specialized proprietary and in-licensed products. Our products are designed to help in the therapeutic areas of: Rheumatology, Women's Health, Ophthalmology, Critical Care (Anesthesia, Hematology, Oncology), and Nutraceuticals.



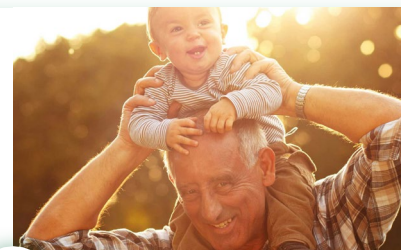
Product safety

Patient health and safety is at the heart of everything we do,

driven by the optimal performance and quality of our products. This commitment is upheld through a continuous supply of medicines and medical devices, as well as strict safety measures in product distribution. Nordic Pharma ensures this by implementing rigorous quality controls, thorough testing, and strict monitoring of storage and transportation—guaranteeing compliance with regulatory standards and patient safety. Our dedication to innovation and efficiency drives us to blend science with advanced technology, continually seeking new solutions to fight disease.

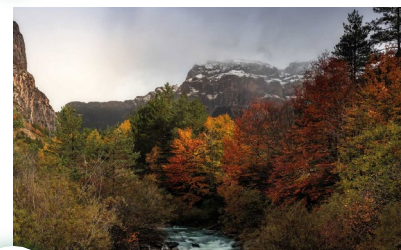
STRATEGIC FOCUS AND STRATEGY

At Nordic Pharma, sustainability is not just an initiative—it is our license to operate. With our 2022-2027 roadmap, we are driving meaningful change across our supply chain, ensuring responsible sourcing, ethical partnerships, and sustainable distribution. Our strategy is built on three key pillars—People, Planet, and Prosperity—under which we implement targeted initiatives that align with the United Nations Sustainable Development Goals (UN SDGs).



The People pillar

Focuses on positively impacting employees, customers, and communities by promoting respect, diversity, and opportunity. It includes commitments to gender equality, labor right, and safe working conditions, aligning with the UN SDGs to enhance quality of life, incl. SGD 3: Good Health and Well-being, SGD 5: Gender Equality, and SGD 8: Decent Work and Economic Growth.



The Planet pillar

Centers on minimizing environmental impact through efficient resource management, waste reduction, and sustainable sourcing. Aligned with SDG 12: Responsible Consumption and Production and with SDG 13: Climate Action, we work to cut carbon emissions and build a resilient, eco-conscious supply chain with like-minded partners.



The Prosperity pillar

Reflects our commitment to economic resilience, innovation, and long-term profitability. We drive sustainable growth, ethical practices, and local economic support, aligning with SDG 9: Industry, and infrastructure. Through Prosperity, we contribute to a sustainable economy that benefits all.

By embedding sustainability at every stage of our supply chain, we prioritize **transparency, resilience, and long-term value** for people and the planet.

This includes fostering gender equality by improving women's access to healthcare, advancing global health through cutting-edge pharmaceuticals, and mitigating environmental impact through climate-conscious initiatives.

Vision

PURPOSE

To make a sustainable impact on people's health by providing reliable and timely pharmaceutical products while embedding sustainable practices across operations.



AMBITION

Deliver excellence in service by optimizing costs, mitigating risks, and ensuring product availability while fostering partnerships.

Strengthening Our Commitment Through Partnerships



**At Nordic Pharma,
we believe that
collaboration is key
to accelerating
sustainability.**

By partnering with globally recognized organizations, we raise industry standards, drive innovation, and ensure ethical business practices across our supply chain.

➤ **EcoVadis:** Driving Excellence in Sustainability

EcoVadis, a global leader in sustainability ratings, provides a rigorous evaluation of our environmental, social, and governance (ESG) practices. These assessments inspire us to go beyond compliance, fostering a culture of accountability and continuous improvement. By leveraging EcoVadis insights, we refine our procurement strategies, ensure measurable impact, and build trust with stakeholders through transparent reporting.

➤ **PSCI:** A Collective Vision for a Sustainable Supply Chain

Since 2023, Nordic Pharma has been an active member of the Pharmaceutical Supply Chain Initiative (PSCI), joining industry leaders in advancing sustainability and ethics across the global pharmaceutical supply chain. Through PSCI, we collaborate on shared challenges such as carbon reduction, waste management, and ethical sourcing, ensuring a resilient and responsible supply chain.

Since 2024, we have been active participants in the PSCI Decarbonization and Audit Committees, further solidifying our role in shaping industry best practices.

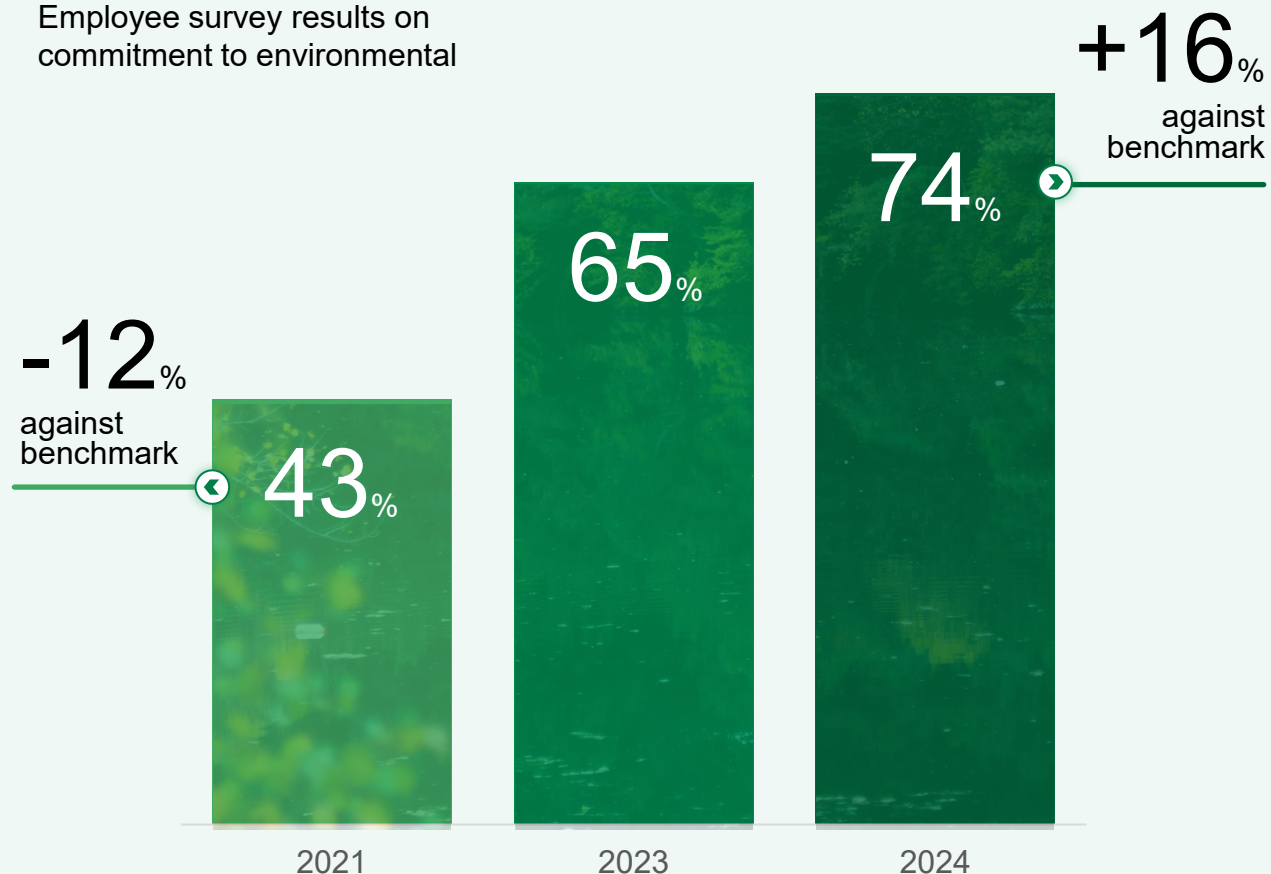
➤ **UN Global Compact:** Commitment to Global Standards

In 2024, Nordic Pharma joined the United Nations Global Compact (UNGC), reinforcing our commitment to the Ten Principles on human rights, labor, the environment, and anti-corruption. This commitment strengthens our approach to:

- ✓ Ensuring suppliers uphold the highest ethical and environmental standards
- ✓ Reducing the pharmaceutical industry's environmental footprint
- ✓ Promoting fair labor practices and ethical business conduct

Strengthening Our Commitment Through Partnerships

Employee survey results on
commitment to environmental

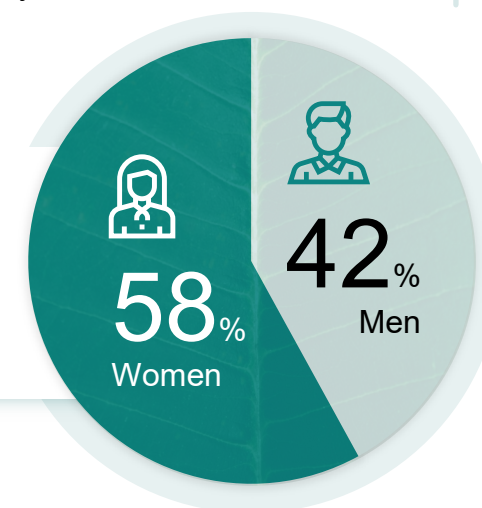


306
employees



8
interns

47%
of all women
are in senior roles



27
nationalities



19
countries

Supply Chain Mapping



Supply Chain Mapping

By combining the power of strategic partnerships and global standards, Nordic Pharma is not just adapting to the evolving sustainability landscape -we are leading it. Together with our partners, we are shaping a future where progress benefits people, the planet, and the industry alike.

Our supply chain begins with the purchase of the Active Pharmaceutical Ingredient (API) from a third-party supplier.

Depending on logistical requirements, the API is transported to a Contract Manufacturing Organization (CMO) via truck or air freight. At the CMO facility, the API undergoes the manufacturing process to produce the final pharmaceutical product. Once the product is completed, it is carefully packaged and either delivered directly to our local warehouses or sent to our affiliates. From there, the final product is distributed to end customers, ensuring it reaches patients and healthcare providers efficiently and in optimal condition.



Our suppliers

Nordic Pharma focuses on the development and commercialization of specialty products.

Our expertise relies on the development and sales of our own products, but also on partner products acquired at various stages of development. Hence, Nordic Pharma fully relies on its suppliers as they are the main and only source for the production and manufacturing for our pharmaceutical products.

We believe that collaboration with like-minded suppliers is not just a business necessity but a cornerstone of our success. By aligning with partners who demonstrate a strong commitment to regulatory compliance and quality assurance, we can collectively contribute to advancing global healthcare.

At Nordic Pharma, our mission is to deliver the highest quality pharmaceutical products that meet the needs of patients and healthcare professionals worldwide.

To achieve this, **we are deeply committed to partnering with the most reputable suppliers who share our dedication to excellence.**

We place great emphasis on working with suppliers who fully comply with all applicable regulations, ensuring that our products adhere to the highest safety, quality, and ethical standards. This commitment is essential to maintaining the trust of our stakeholders and upholding the integrity of our operations.

Our rigorous selection processes and ongoing evaluations ensure that every partner in our supply chain reflects our values and commitment to delivering safe, effective, and reliable pharmaceutical products.



Our suppliers



Our suppliers are mainly located in Europe as it facilitates all the regulations and operations for Nordic Pharma.

There are **15 suppliers** that are located **in Europe** while **3 are located in Israel, Japan and Taiwan**.



That provides quite a complex Supply Chain, although the fact that

83%

of our Direct Suppliers are based in Europe facilitates compliance with European Environment Regulations.

The majority of our transportation



within EU is made by truck



the intercontinental by ship

Lastly, our transportation and deliveries through suppliers gets performed by our 3PL company that manages all our shipments. They also calculate our scope 1,2,3 for the CO₂ emission as per 2025.

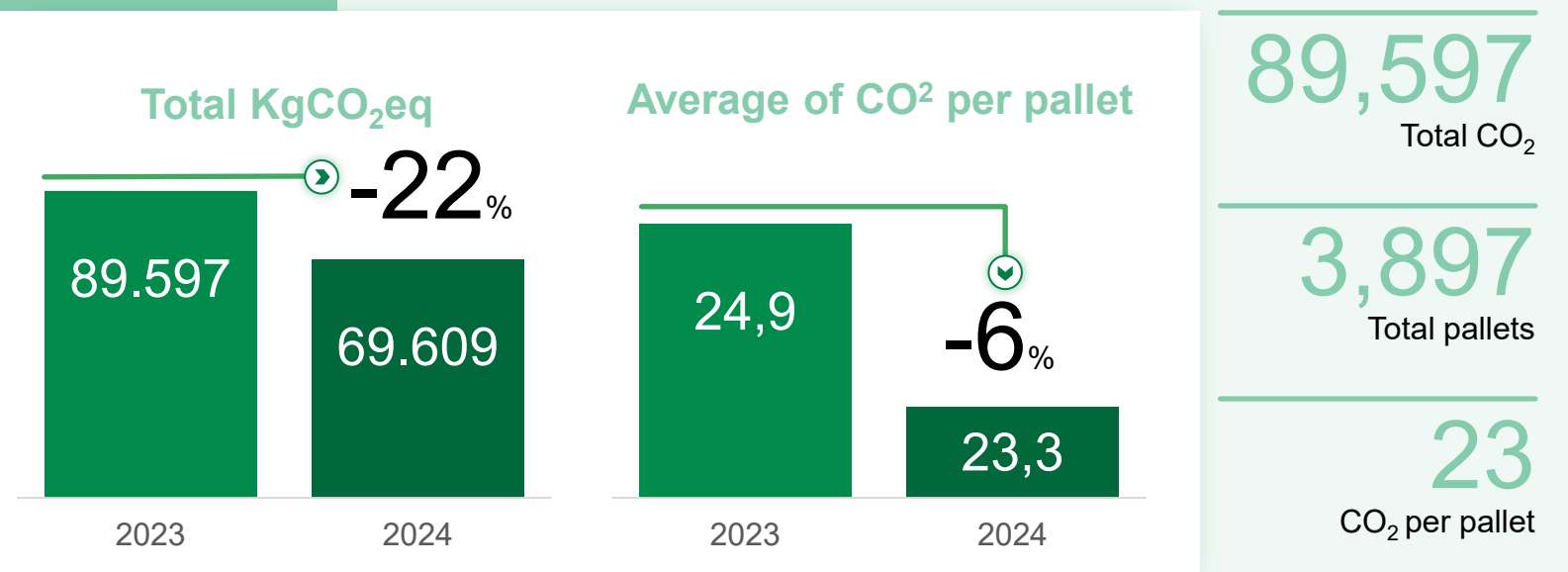


Our suppliers

Over the course of the year, we achieved a significant **reduction in CO₂ emissions**, with total emissions amounting to **69,609 kg CO₂eq.**

This represents a substantial decrease compared to the 89,597 kg CO₂eq emitted during the entire year of 2023. The reduction underscores our commitment to sustainability and reflects the effectiveness of our efforts to optimize processes, improve energy efficiency, and implement greener practices across our operations. This progress marks a key milestone in our journey toward minimizing our environmental impact and contributing to a more sustainable future

Type of supplier	Supplier based inside Europe	Supplier based outside Europe
API supplier	4	2
CMO	11	1



Respect

Respect underpins all we do, from honouring our commitments to listening and understanding the perspectives of others. In a global organization, respect means valuing diversity, fostering inclusive practices, and creating an environment where all voices are heard. Respect also extends to our supply chain partners, with whom we work collaboratively to build strong, transparent relationships. In every interaction, respect guides us to act ethically, with empathy and understanding for the communities we serve.

Integrity

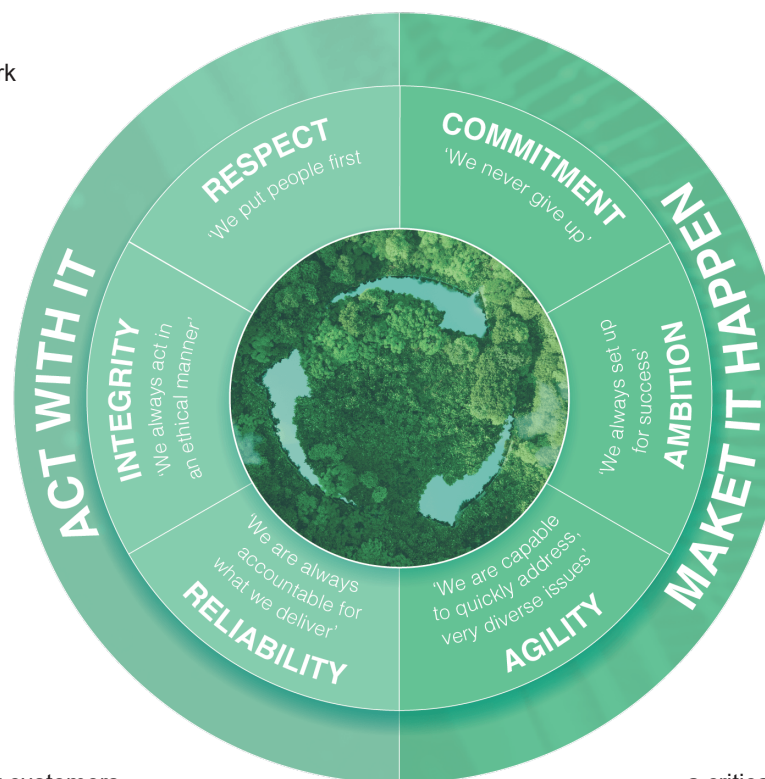
Integrity is central to maintaining trust, both within our team and with our external partners. Integrity demands that we act honestly, transparently, and ethically, regardless of circumstance. For Nordic Pharma, integrity means standing by our commitments, communicating openly, and holding ourselves accountable. This commitment to integrity is reflected in our compliance with regulatory standards, our dedication to ethical sourcing, and our adherence to sustainability goals. Every action, every decision, is made with a sense of responsibility toward our stakeholders and the greater good.

Reliability

Reliability defines the standard we strive to uphold in every aspect of our operations. Reliability is essential to maintaining the trust of our customers and partners. In supply chain and procurement, this means delivering products on time and in full, consistently meeting our quality standards, and proactively managing risks to prevent disruptions. Our commitment to reliability is embodied in our efforts to optimize inventory, streamline processes, and continuously improve our operational resilience. Reliability is more than a goal; it is a promise to those who depend on us.

Making a sustainable impact

on people's health



Commitment

Commitment reflects our dedication to the long-term success of our partners, customers, and the communities we serve. This dedication drives us to go above and beyond in fulfilling our obligations, taking ownership of challenges, and finding solutions that support shared goals. Commitment to quality and customer satisfaction is at the heart of our work in the supply chain, ensuring that we consistently deliver on our promises and create lasting value for everyone involved.

Ambition

Ambition inspires us to continuously raise the bar, pursue excellence, and strive for impactful results. This ambition fuels our drive to innovate, embrace sustainable practices, and make meaningful contributions to the health sector. By setting ambitious goals, we encourage each team member to grow, push boundaries, and actively contribute to Nordic Pharma's success. Our ambition reflects our desire not only to meet industry standards but to redefine them in a way that benefits our customers and partners.

Agility

Agility reflects our ability to adapt and respond swiftly to change, a critical capability in today's dynamic market environment. Agility enables us to navigate challenges, pivot in response to new information, and seize emerging opportunities. This value is integral to our efforts to innovate within our supply chain, to embrace digital transformation, and to support a culture of continuous improvement. Agility empowers our team to remain forward-looking, flexible, and prepared to meet evolving customer needs.

Sustainable Procurement Highlights



Actively contributing to sustainability initiatives as a **PSCI member since 2023.**



Earned a Bronze Medal in the 2024 EcoVadis assessment, ranking in the 76th percentile.



Embedded sustainability as a core focus in quarterly SRM meetings with strategic suppliers, ensuring alignment on key environmental and social goals.

Sustainability Policy Commitments, Objectives and Targets

At Nordic Pharma, sustainability is more than a goal - it's the core of our mission and the guiding force behind every decision in our global supply chain and procurement.

We integrate sustainability into every aspect of our operations, from



sourcing raw materials to product delivery



foster societal well-being



ensuring we minimize our environmental footprint



create lasting value

By considering the full product life cycle and prioritizing responsible consumption and waste reduction, we transform sustainability from an initiative into the foundation of our value chain, aligning it seamlessly with our business objectives.

This **deep-rooted dedication** drives us to integrate environmental and social responsibility into every operation.

We operate with a clear purpose:



Protect the planet



Uplift communities



Ensure the economic resilience of our business

Guided by robust policy frameworks that **champion human rights, environmental stewardship, and ethical practices**, Nordic Pharma is steadfast in embedding sustainability into every layer of supply chain management.

Together, we're building a better future

One decision, one
action, and one
partnership at a time.

Our Supply Chain Initiatives

KEY POLICY DOCUMENTS

Ethics and Compliance:
Code of Conduct -
Nordic Pharma



People and Culture:
Sustainable
Procurement Policy -
Nordic Pharma



People and Culture:
Sustainable
Procurement Principles -
Nordic Pharma



At Nordic Pharma,
sustainability is
more than a

commitment - it is a
daily practice. We have
implemented a series of
forward-thinking initiatives to
create a supply chain that's
efficient, ethical,
and environmentally
conscious:

These cornerstone documents set **clear and uncompromising expectations** for our suppliers, **covering labor standards, environmental performance, and ethical business conduct.**

They ensure our partnerships reflect **Nordic Pharma's values** and **align with both legal obligations and global sustainability goals.**



Generating monthly CO₂ emission reports from our forwarding companies to monitor and reduce carbon impact.



Conducting quarterly logistics optimization meetings with forwarding companies.



Driving engagement through our Supplier Relationship Management Program with key suppliers.



Holding supply alignment meetings to ensure operational harmony with our strategic partners.



Optimizing artwork processes to minimize waste.



Reducing ink usage and optimizing packaging weight for sustainable solutions.

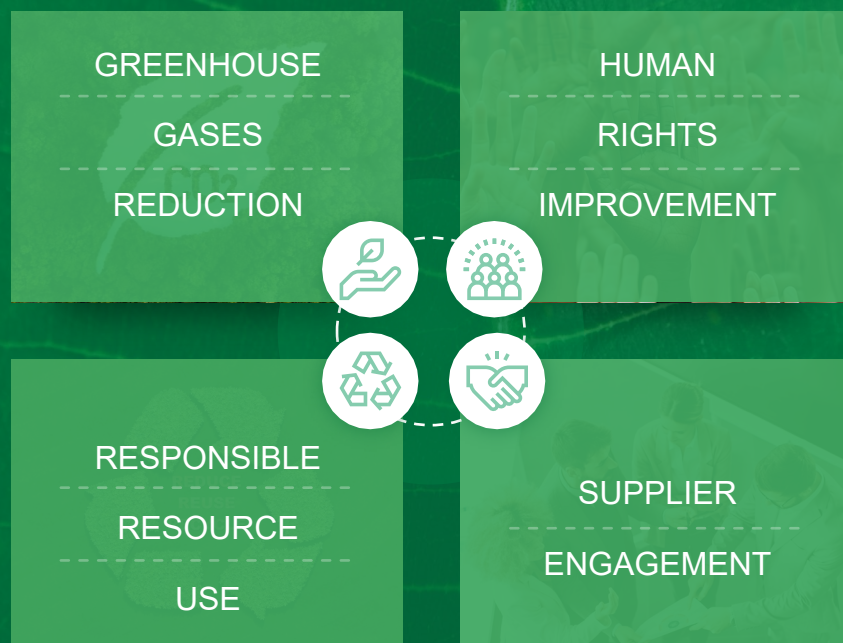


Eliminating plastic or replacing it with more sustainable materials in packaging.

Our commitment to progress

We are dedicated to achieving measurable and meaningful progress in environmental and social responsibility.

Our core commitments include:



Measuring Impact

To turn these commitments into reality, we've set ambitious qualitative objectives and quantitative targets:

Qualitative Objectives



Transparency:

Publish annual sustainability performance reports to ensure accountability and open communication.



Innovation:

Drive breakthroughs in sustainable packaging and logistics to reduce environmental impact.

Quantitative Targets



GHG Emissions:

Reduce Nordic Pharma Scope 1 and 2 emissions by 40% by 2030 (baseline year: 2023).



Waste Reduction:

Achieve a 5% reduction in operational waste by 2026.



Supplier Audits:

Conduct 100% audits of strategic suppliers to ensure compliance with our Modern Slavery and Sustainable Procurement Policies by 2030.



Renewable Energy:

Transition 10% of our strategic suppliers' energy consumption to renewable sources by 2028.

Supply Chain Risk Analysis

Supply Chain Risk Analysis

conducted across our strategic suppliers, which are key partners that provide critical materials and services for our operations and long-term success. This analysis forms a key part of our commitment to building a more resilient, responsible, and sustainable supply chain.

As part of our broader sustainability strategy, we have examined risks related to environmental, social, governance (ESG), and operational performance within our supply chain using the Supply Chain Vulnerability Analysis methodology. The analysis highlights potential vulnerabilities and opportunities for improvement, ensuring alignment with our sustainability objectives and corporate values.

KEY AREAS OF FOCUS IN THIS REPORT INCLUDE:

- **Environmental Impact:**
Identifying risks related to greenhouse gas (GHG) emissions, resource use, and waste management.
- **Social Responsibility:**
Evaluating human rights practices, ethical labor conditions, and health and safety standards within supplier operations.
- **Operational Resilience:**
Assessing supply chain stability, reliability, and preparedness for disruptions.
- **Governance and Compliance:**
Ensuring adherence to global regulatory standards and internal procurement policies, such as our Modern Slavery Statement and Sustainability Procurement Policy.



The results of the analysis provide valuable insights into current risk levels and highlight both challenges and areas for progress. By addressing these findings, we aim to drive positive change, foster collaboration with suppliers, and ensure that our procurement practices contribute to a more sustainable and ethical supply chain.

The analysis results outlines



our risk assessment outcomes



our objectives to deliver long-term value



ongoing mitigation strategies



meeting our sustainability commitments

Supplier Compliance

At Nordic Pharma, we are committed

to ensuring that our suppliers meet the highest standards of environmental, social, and governance (ESG) compliance. As part of our sustainable procurement practices, we monitor and report on the compliance standards we require from our suppliers and outline the key obligations they are expected to fulfil.

Supplier Code of Conduct (CoC)

Nordic Pharma requires all suppliers to adhere to our Supplier Code of Conduct (CoC), which sets out clear expectations regarding ethical business practices, human rights, labor conditions, environmental management, and anti-corruption measures.

Supplier Contracts with ESG Clauses

To ensure accountability and measurable compliance, Nordic Pharma has integrated ESG-specific clauses into our supplier agreements. These clauses outline suppliers' responsibilities regarding environmental impact, ethical labor practices, governance standards, and reporting requirements. The below clauses have been included in our agreement template for direct suppliers.

ESG Data Access and Reporting

1 Provision of ESG Data

The Supplier agrees to provide Nordic Pharma with accurate, complete, and timely information related to the Supplier's environment impact, including but not limited to data on greenhouse gas (GHG) emissions (Scopes 1, 2, and 3), carbon footprint, water usage, energy consumption, waste management, and other relevant sustainability metrics ("ESG Data").

2 Right to Access ESG Data

Nordic Pharma reserves the right to access, review, and utilize all ESG Data provided by the Supplier for the purposes related to compliance with applicable regulations, sustainability reporting, supply chain management, and performance monitoring. The Suppliers shall cooperate with Nordic Pharma in providing such data and any necessary documentation to verify the accuracy and completeness of the information.

3 Annual ESG Reporting

The Supplier shall submit an annual ESG report to Nordic Pharma, including detailed metrics on GHG emissions (Scope 1, 2, and 3), carbon footprint, water usage, and other key environmental performance indicators as agreed upon by both parties. This report shall be provided no later than 1st of May 2025, or as otherwise mutually agreed.

4 Monitoring and Audits

Nordic Pharma may, at its discretion, conduct periodic audits, assessments, or reviews of the Supplier's environmental performance, including the verification of ESG Data provided it has informed Supplier fifteen (15) days in advance. The Supplier shall fully cooperate with any such audit and provide necessary access to facilities, records, and personnel as required.

5 Confidentiality

The Supplier's ESG Data shall be treated as confidential information by Nordic Pharma and shall only be used for the purposes outlined in this Agreement, unless otherwise required by law or regulatory authorities. However, Nordic Pharma may disclose aggregated or anonymized ESG Data for public reporting, sustainability assessments, or other appropriate uses without breaching confidentiality.

Supplier Compliance

Compliance with Specific ESG Regulations

Nordic Pharma ensures that suppliers comply with both global and regional ESG regulations, reflecting our commitment to sustainability and ethical business practices. Suppliers are required to adhere to the EU Corporate Sustainability Reporting Directive (CSRD), where applicable, and comply with industry-specific regulations, such as Good Manufacturing Practice (GMP). This approach not only mitigates supply chain risks but also reinforces our vision for a sustainable and ethical procurement process.



COMPLIANCE OBJECTIVES:

Increase the percentage of suppliers

signing the CoC and integrating ESG clauses to 100% by 2028.



Enhance monitoring systems

to ensure compliance with ESG regulations across the supply chain.



Foster transparency

through regular reporting and collaboration with strategic suppliers.



Supplier Selection and Assessment

Supplier selection and evaluation

are key aspects of our sustainability strategy. We carefully assess potential suppliers based on their environmental, ethical, and social practices, favoring those who share our commitment to responsible operations. By choosing suppliers who align with our values, we create a network of partners who contribute to our sustainability goals.

Our use of SRM tools allows us to track suppliers' performance on sustainability metrics, ensuring that they maintain compliance with our standards. Regular evaluations and transparent communication help us foster a culture of continuous improvement, where each supplier is encouraged to enhance their sustainability efforts over time.

Supplier Selection Process (to be implemented in 2025)

The supplier selection process at Nordic Pharma is designed to ensure that all new partners meet our operational, quality, and sustainability standards from the outset.

Pre-Qualification Screening. New suppliers undergo an initial evaluation based on core business criteria, including operational capabilities, quality systems, financial stability, and adherence to Nordic Pharma's Supplier Code of Conduct (CoC).

ESG criteria assessment

Environmental, Social, and Governance (ESG) factors are integrated into supplier evaluations, focusing on:



Environmental:

Carbon footprint, waste management practices, energy efficiency, and compliance with environmental regulations.



Social:

Labor conditions, human rights policies, workplace safety, and alignment with anti-modern slavery principles.



Governance:

Anti-corruption policies, ethical business practices, and transparency.

Due diligence and onboarding

High-risk suppliers are based in countries that face significant environmental, social, and governance (ESG) challenges. These risks can stem from factors such as deforestation, high carbon emissions, poor labor conditions, corruption, weak regulatory frameworks, and vulnerability to climate change.



Key Metrics:



100% of new suppliers are evaluated based on ESG criteria during the selection process.



All new suppliers must agree to and **sign Nordic Pharma's Supplier Code of Conduct.**

Assessment of existing suppliers on ESG Factors

To ensure continuous improvement and compliance,

Nordic Pharma conducts regular assessments of its existing suppliers' ESG performance.

This approach promotes



accountability



transparency



alignment with our sustainability goals

SUPPLIER ASSESSMENT TOOLS AND METHODS:

➤ Self-Assessment Questionnaires (SAQs):

Suppliers are required to complete a SAQs, which evaluate their performance across environmental management, labor practices, ethical conduct, and governance standards.

➤ Third-Party Assessments – EcoVadis:

We expect our suppliers to be assessed by EcoVadis — a recognized sustainability rating.' In this assessment, suppliers are evaluated based on their ESG performance

➤ PSCI audits and On-Site Assessments:

Strategic suppliers undergo regular on-site audits to validate their ESG compliance and identify areas for improvement. Audits include reviews of documentation, production processes, and working conditions.

➤ Performance Monitoring and Feedback:

Strategic supplier performance is monitored through key performance indicators (KPIs), including carbon emissions, labor standards compliance, and waste reduction initiatives.



Nordic Pharma collaborates with suppliers to **address gaps and implement corrective action plans where necessary.**

Assessment of existing suppliers on ESG Factors

Key Metrics:

- ✓ **Frequency of Assessments:**
All strategic suppliers are assessed annually on their ESG performance.
- ✓ **Number of Suppliers Assessed:**
In 2025, 5 suppliers were assessed through self-assessment questionnaires and/or EcoVadis evaluations.
- ✓ **Average EcoVadis Score:**
Nordic Pharma suppliers achieved an average EcoVadis score of 50/100, reflecting a commitment to sustainability.
- ✓ **On-Site Audits:**
Nordic Pharma conducted 5 audits of strategic suppliers during 2025.

In addition to selecting responsible suppliers, we work collaboratively with our partners to identify opportunities for continuous improvement in sustainability.

Through open communication and joint problem-solving, we can address challenges, share resources, and implement practices that benefit both parties. This partnership approach allows us to support our suppliers in their own sustainability journeys, helping them reduce their environmental impact and improve their labor practices. In this way, our commitment to sustainability extends beyond our organization to influence the practices of our entire supply chain.



Nordic Pharma works closely with suppliers to ensure ESG compliance and drive sustainable improvements

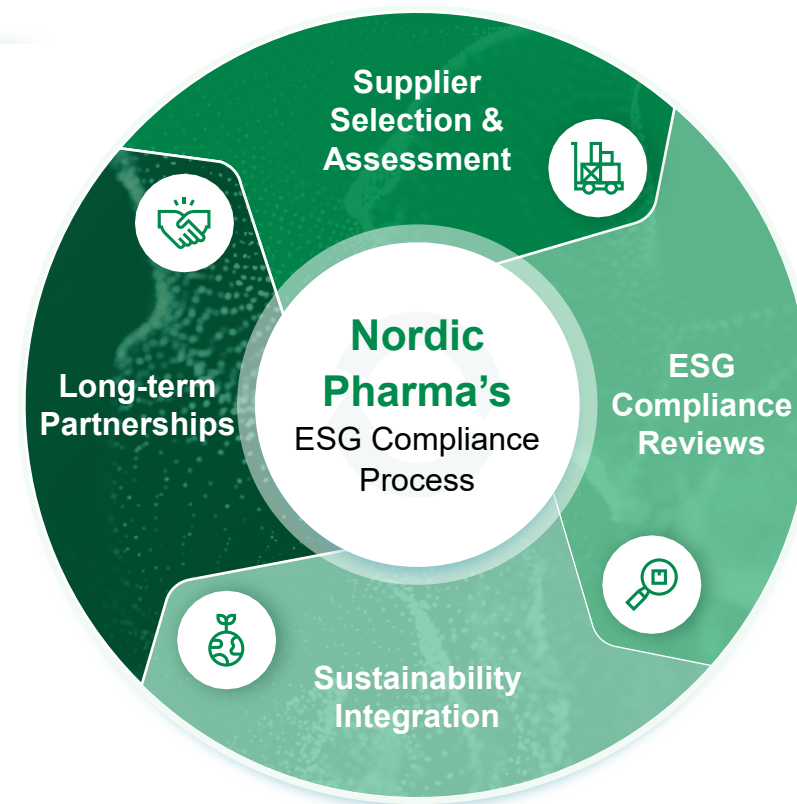
Supplier Engagement

At Nordic Pharma, supplier engagement is a cornerstone of our commitment to sustainability, quality, and operational excellence. Through structured engagement initiatives and a robust audit process, we ensure suppliers align with our ESG standards and contribute to our shared objectives for a responsible and resilient supply chain.

Nordic Pharma engages with suppliers regularly on **key topics, fostering open communication, collaboration, and continuous improvement.**

KEY TOPICS OF ENGAGEMENT

- **Environmental Performance:**
carbon footprint reduction, and energy efficiency and waste management initiatives
- **Social Responsibility:**
human rights and labor standards compliance, and health and safety practices
- **Governance and Compliance:**
anti-corruption measures, and ethical business conduct
- **Operational Performance:**
quality assurance and product consistency, and supply chain resilience and delivery performance
- **Innovation and Improvement:**
opportunities for sustainability-driven innovations, and process optimization and resource efficiency



Nordic Pharma conducts regular Supplier Relationship Management (SRM) meetings, and on-site visits to address these topics, provide feedback, and align on corrective measures where necessary.

Supplier Audit Process

The supplier audit process at Nordic Pharma ensures suppliers meet the required standards in quality, sustainability, and compliance. Audits serve as a key tool for assessing performance, mitigating risks, and identifying areas for improvement.

In 2025, Nordic Pharma has planned to audit 5 strategic suppliers



Suppliers are selected for audits based on Strategic Importance: Key suppliers with critical roles in the supply chain.



Quality and Performance Issues: Suppliers with recurring quality deviations, delays, or non-compliance with standards.



New Suppliers: Newly onboarded suppliers requiring initial validation.



Suppliers will be audited based on the following criteria:

Environmental: Compliance with environmental regulations, carbon management, waste reduction, and resource efficiency.



Social: Labor conditions, workplace safety, and adherence to human rights principles.



Quality: Product consistency, production processes, and quality control systems.



Governance: Ethical business practices, anti-corruption policies, and documentation transparency.



Compliance: Alignment with Nordic Pharma's Supplier Code of Conduct and relevant ESG regulations.

Audit outcomes include:

- Suppliers should demonstrate full compliance with Nordic Pharma's standards.
- Findings related to quality deviations, safety concerns, or ESG performance issues.
- Specific actions assigned to suppliers to address non-conformities and close identified gaps.

Key audit metrics for 2025

Number of Suppliers Audited: 5

Audit Selection Criteria:
Strategic importance

Nordic Pharma's supplier audit process ensures that all partners adhere to our standards for quality, sustainability, and ethics. By identifying areas for improvement and providing targeted support, we create stronger, more sustainable supply chain partnerships. Through proactive audits and ongoing engagement, Nordic Pharma remains committed to maintaining transparency, mitigating risks, and driving positive change across our supply chain.

Procurement Team

At Nordic Pharma, we recognize that advancing sustainability requires a capable, empowered, and forward-thinking procurement.

That's why we've established a dynamic framework to equip our team with the skills, knowledge, and resources they need to drive our sustainable procurement agenda and achieve our ambitious sustainability goals.



A team built for impact

Our procurement team is purposefully structured to maximize efficiency, innovation, and collaboration:

- ✓ **Head of Supply Chain and Procurement:**
Provides visionary leadership, overseeing procurement strategies and end-to-end supply chain operations.
- ✓ **Global Procurement Manager:**
Champions sustainable procurement by implementing strategies that align with corporate sustainability objectives, ensuring that every decision reflects Nordic Pharma's values.

This streamlined structure not only drives operational efficiency but also fosters knowledge-sharing, mentorship, and professional growth, creating a team culture rooted in collaboration and innovation.

Empowering sustainability in every decision

The procurement team plays a pivotal role in integrating sustainability into every aspect of Nordic Pharma's supply chain. **Their mission is to:**



Embed sustainability into procurement processes, ensuring environmental and social responsibility is a core consideration in every decision.

Engage suppliers to adopt industry-leading practices in sustainability and decarbonization, creating a ripple effect of positive change throughout the supply chain.

Achieve ambitious annual targets for sustainable procurement, ensuring measurable progress toward corporate sustainability goals.

Investing in continuous learning

At Nordic Pharma, we believe that continuous learning is the key to excellence.

That is why we prioritize the professional development of our procurement team through structured training programs focused on sustainable procurement. By ensuring that 100% of our team participates in training, we equip them to navigate complex sustainability challenges, drive innovation, and inspire change across the organization and beyond.

Training sessions are **conducted at least bimonthly** to ensure ongoing skill development and alignment with evolving sustainability trends.

These training sessions are **designed to equip the team** with practical knowledge and tools to implement sustainable procurement strategies effectively.



TRAINING TOPICS:



Sustainability
in the supply
chain




Decarbonization
strategies



Best sustainable
procurement
practices

Our commitment extends beyond immediate goals — it is about fostering a culture of sustainability, innovation, and shared purpose that drives long-term success. Through strategic team composition, robust training, and clear accountability, we are not only addressing today's challenges but actively shaping a more sustainable future.

A top-down photograph of several hands of different skin tones stacked in a circle on a green grassy surface. The hands are of various ages and ethnicities, symbolizing diversity and teamwork. A semi-transparent green rectangle is overlaid on the left side of the image, containing the main text.

Together,
we're proving that when
you empower people,
you empower progress

Transforming sustainability
from a goal into a way of
doing business.

Sustainable Procurement Evaluation

Driving Accountability and Progress in Sustainable Procurement

At Nordic Pharma, accountability is the cornerstone of our commitment to sustainability.

To ensure measurable progress, we rigorously evaluate the performance of our procurement team against clearly defined sustainable procurement targets and objectives.

Sustainability is not a standalone goal; it's deeply embedded in the annual objectives of each procurement team member.



Focused performance evaluations

To keep the momentum strong, the procurement team's performance against these sustainability goals is evaluated twice a year. These regular reviews serve as both a checkpoint and a springboard—ensuring alignment with Nordic Pharma's broader sustainability vision, celebrating milestones, and identifying opportunities for further growth and innovation.

KPIs include:



Supplier compliance with rigorous sustainability standards.



Decarbonization initiatives that drive meaningful reductions in emissions.



The adoption of sustainable practices across all levels of the supply chain.

Nordic Pharma's structured approach

Nordic Pharma's structured approach to internal capacity building to **empower our procurement team to lead the charge in sustainability.**

KEY ELEMENTS INCLUDE:



A dedicated, skilled procurement team equipped to champion sustainability at every step.




Regular, targeted training programs that keep team members ahead of emerging trends and best practices.



Systematic performance evaluations that foster accountability, adaptability, and continuous improvement.

Creating lasting impact

By weaving sustainability into the fabric of our procurement operations, Nordic Pharma ensures that its team is not only prepared to meet today's challenges but also equipped to shape a future defined by environmental stewardship, ethical practices, and long-term value creation.



Together,
we're building a supply chain that inspires
trust, creates meaningful impact, and
brings us closer to achieving our long-
term sustainability goals

One strategic
decision at a time.

Measuring and Reporting Performance

The KPIs dashboard has been recently implemented as a key component of our commitment to monitoring and improving sustainability efforts within the supply chain.

This dashboard provides a centralized and transparent way to track critical metrics related to environmental, social, and governance (ESG) performance. By consolidating data from various suppliers and operations, the dashboard enables us to identify areas of improvement, measure progress against sustainability goals, and ensure compliance with global standards.

This proactive approach reflects our dedication to fostering a more sustainable and resilient supply chain while driving accountability and continuous improvement.

At Nordic Pharma, we are committed to transparency and continuous improvement in our sustainable procurement efforts.

To ensure we meet our sustainability goals, we actively utilize a KPI dashboard to track, measure, and evaluate our procurement performance against key environmental, social, and ethical benchmarks.

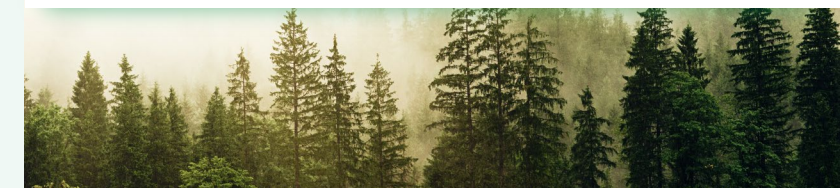
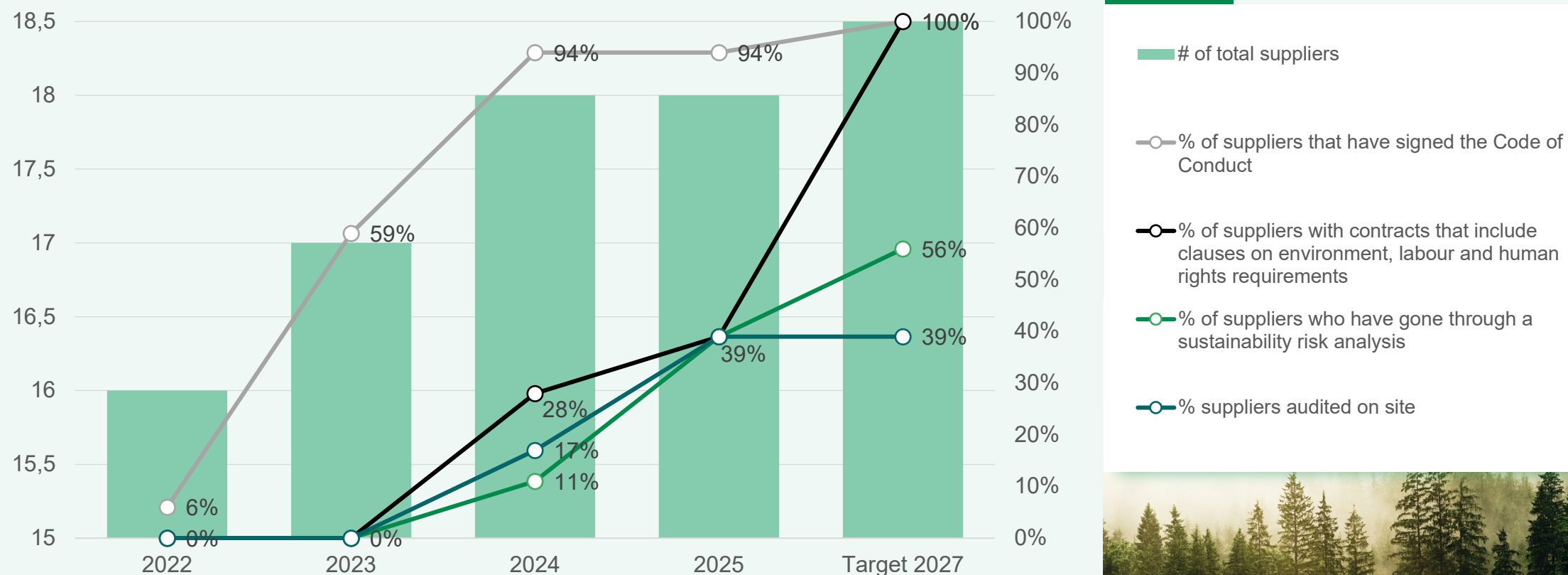


This dashboard serves as a **dynamic tool, providing real-time insights into our progress and highlighting areas for improvement.** By regularly updating it, we can make data-driven decisions, enhance supplier engagement, and drive meaningful impact across our supply chain.

Our commitment to maintaining and refining this system reflects our dedication to accountability and long-term sustainability in procurement.

Sustainable Procurement KPIs

Suppliers KPIs



Conclusion

At Nordic Pharma, sustainability is not just a commitment—it is the foundation of how we operate and grow.

By embedding environmental and social responsibility into every aspect of our supply chain and procurement, we ensure that our actions today contribute to a healthier planet and a more equitable society for future generations.

Looking ahead,

we remain steadfast in our mission to drive measurable progress in sustainability.

Our focus will continue to be on **reducing greenhouse gas emissions, strengthening human rights protections, and fostering responsible resource use.**

Through continuous innovation, collaboration with our partners, and adherence to the highest ethical standards, we are building a supply chain that is not only resilient but also a force for positive change.



Together,
we are shaping a future
where sustainability is
more than a goal

It is a way of
doing business.

