

Sustainability Policy

Effective: 29 March, 2023
Version: 2.0

SCOPE

The Scope of this policy is to:

- Describe Camurus’ overarching position and focus within sustainability
- Describe Camurus’ sustainability commitments
- Set out how Camurus sustainability work is governed

OVERVIEW

Camurus’ ambition is to contribute to a sustainable development, defined as a development that meets the needs of the present without compromising the ability of future generations to meet their needs. From this, three dimensions of sustainability are derived: (i) environment & climate, (ii) social & human rights, (iii) governance & business ethics.

The ambition is not only based on Camurus’ aspiration of contributing to a greater good, but also a strategic priority in order to mitigate risks, meet growing expectations and ensure long-term value, for both the company, shareholders and society.

ROLES AND RESPONSIBILITIES

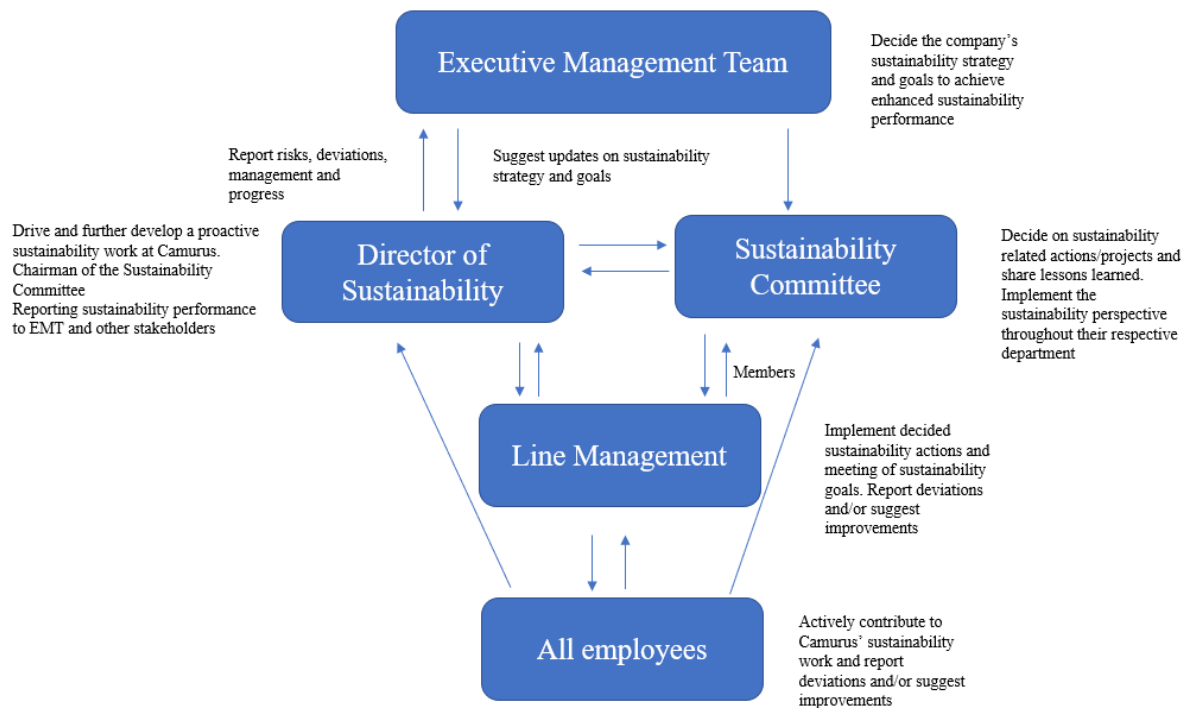
Role	Responsibility and Obligations
Executive Management Team (EMT)	<ul style="list-style-type: none"> • Establish and maintain this company policy • Decide the company’s sustainability strategy and goals to achieve enhanced sustainability performance • Ensure, within respective area of responsibility, that work is conducted in accordance with this policy • Ensure availability of adequate competence and allocation of required resources
<p>Sustainability Committee</p> <p>Members: Director Sustainability, Representatives from Technical Operations, Commercial Operations & Marketing, Corporate Development & Legal (Compliance), Human Resources, Medical Affairs, Business Development & Investor Relations, Finance, R&D</p> <p>Regular meetings</p>	<ul style="list-style-type: none"> • Review and suggest updates on the company’s sustainability strategy, goals and KPIs • Ensure that progress on sustainability related KPIs are monitored and assessed • Decide on sustainability related actions/projects and share lessons learned • Jointly, keep track on sustainability related developments among regulators, customers, industry peers and investors • Implement the sustainability perspective throughout their respective departments and raise awareness • Review and suggest updates to this policy as needed
Director Sustainability	<ul style="list-style-type: none"> • Coordinate and support the implementation of the sustainability policy

Role	Responsibility and Obligations
	<ul style="list-style-type: none"> • Drive and further develop a proactive sustainability work at Camurus including suggestion for updates on sustainability strategy and goals and measurement of KPIs to achieve continuous improvement • Together with Sustainability Committee decide on KPIs for Camurus sustainability work • Review and suggest updates on the company’s sustainability strategy, goals and KPIs • Report sustainability risks and deviations and their management to EMT and to Sustainability Committee • Implement the sustainability perspective within the organization and its stakeholder relations • Chairman of the Sustainability Committee and meetings convenor • Ensure accurate, transparent, timely and legally compliant sustainability reporting to the EMT, the board, the public and other stakeholders • Coordinate sustainability training needs throughout the company • Review and suggest updates to this policy as needed
Technical Operations	<ul style="list-style-type: none"> • Accountable for focus area <i>Planet</i> as well as supplier related matters in focus area <i>People</i>
Commercial Operations & Marketing	<ul style="list-style-type: none"> • Accountable for sales and marketing related items in focus area <i>Patients</i> and <i>Responsible business</i>
Corporate Development & Legal	<ul style="list-style-type: none"> • Accountable for focus area <i>Responsible business</i>
Human Resources	<ul style="list-style-type: none"> • Accountable for focus area <i>People</i>, except supplier related issues
Business Development & Investor Relations	<ul style="list-style-type: none"> • Accountable for externally communicating Camurus’ sustainability work and performance
Medical Affairs	<ul style="list-style-type: none"> • Accountable for medical related items in focus area <i>Patients</i>
Line managers	<ul style="list-style-type: none"> • Ensure awareness of this policy to their employees • Ensure all team members have sufficient knowledge to address sustainability topics in accordance with this policy • Implementation of decided sustainability actions to achieve sustainability goals

Role	Responsibility and Obligations
	<ul style="list-style-type: none"> Report discovered deviations and/or suggest improvements regarding sustainability to Director of Sustainability or Sustainability Committee
All Employees	<ul style="list-style-type: none"> Follow and respect this company policy Actively contribute to Camurus' sustainability work Report discovered deviations and/or suggest improvements regarding sustainability to Director Sustainability or Sustainability Committee

Flow of responsibility and governance

The governance model and flow chart of responsibilities are designed to support Camurus sustainability commitments.



POLICY

At Camurus, sustainability is considered from two perspectives (the so-called double materiality concept):

- 1) the potential negative/positive impact Camurus' business may have on sustainable development and
- 2) the negative/positive impact sustainability factors may have on Camurus' business (sustainability risks and opportunities).

To maximize value in terms of these two perspectives, Camurus' sustainability efforts build on two foundations:

- The United Nations (UN) Sustainable Development Goals (SDGs) for 2030 and
- A materiality analysis of sustainability aspects, taking key stakeholders' perspectives as well as the company's sustainability related impact, risks and opportunities into account. The materiality analysis identified 15 material sustainability aspects (see focus areas below).

Based on the two above mentioned foundations, Camurus divide its sustainability work into four focus areas for our sustainability work.

Scope of the four focus areas:

Patients

The impact of Camurus' development and commercialization of innovative long-acting medicines which aim to increase quality of life and reduce disease burden for individuals with severe or chronic conditions.

Material sustainability aspects included in this area: Access & Affordability; Patient Safety; Ethics in R&D & Clinical trial integrity; Community Development

People

The wellbeing of Camurus' employees (permanent and temporary), consultants, contractors and people in Camurus' supply chain.

Material sustainability aspects included in this area: Occupational Health and Safety; Employee Benefits; Conditions & Career Development; Gender Equality & Diversity; Socially Sustainable Supply Chain

Planet

The impact on environment and climate from Camurus' operations and its value chain.

Material sustainability aspects included in this area: Greenhouse Gas emissions & Climate Change; Environmental Impact; Pharmaceuticals in the Environment

Responsible business

The standards and governance models applied by Camurus to its business practices throughout operations and collaborations with external stakeholders.

Material sustainability aspects included in this area: Anti-Corruption & Anti-Competitive Behavior; Selling Practices & Product Labelling; Transparency; Data Privacy and Patient Integrity; Animal Welfare

Camurus' commitment within the four sustainability focus areas patient, people, planet and responsible business

Camurus is committed to lead the development of advanced drug delivery systems and innovative medical products to improve quality of life for patients with severe and chronic diseases. Within the four sustainability focus areas, patient, people, planet, and responsible business, Camurus is committed to:

- Ensuring accessibility to our products for as many patients in need as possible
- Driving a proactive sustainability work throughout our organization and the entire supply chain
- Including the sustainability perspective in our decision making and applying the precautionary principle
- Enhancing positive impact and minimizing possible negative impact from our business on people and the environment throughout the value chain
- Managing our sustainability performance in a structured manner according to the PDCA cycle (Plan – Do – Check - Act cycle)
- Setting science-based sustainability goals and emission reduction targets
- Always respecting human rights and using a due diligence-based approach to identify, assess and manage sustainability risks throughout our value chain. Striving to prevent, mitigate, and remedy adverse human rights impacts throughout our workplace and business operations.
- Raising awareness on sustainability topics throughout our organization
- Encouraging and collaborating with our vendors and associates to enhance overall sustainability performance and to work for continuous improvement in a structured manner
- Reporting on our sustainability performance in an accurate, transparent and timely manner
- Engaging with key stakeholders regarding sustainability matters in a transparent and accurate manner
- Complying with applicable legislation within the field of sustainability

To learn more about our specific commitments within our sustainability focus areas also read other related policies and our sustainability strategy which are available on the intranet as well as the Camurus corporate website.

POLICY COMPLIANCE

This policy applies to all employees of Camurus.

Each manager is responsible for ensuring his/her team is acting in accordance with this policy. Cases of non-compliant behavior should be reported through ordinary line reporting or through Camurus' whistle blower system which is available on the intranet as well as the Camurus corporate website.

Camurus has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, reports violations of this policy.