



Human rights policy statement

HUMAN RIGHTS POLICY STATEMENT

Camurus is dedicated to developing and providing innovative, potentially life-changing medicines for severe and chronic diseases. Placing patients at the center, Camurus aims to create positive outcomes for patients, their families, healthcare providers, and society at large.

As a pharmaceutical company pioneering new medicines, Camurus recognizes that its work affects the health and well-being of people and the societies in which it operates. Camurus is committed to complying with all applicable international, national and regional laws and regulations, and to respecting human rights in line with the UN Guiding Principles on Business and Human Rights (UNGPs).

Camurus is committed to respecting internationally recognized human rights, understood at a minimum as the rights set out in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. This commitment covers Camurus' own operations. Camurus also expects its vendors and business partners to respect these rights and promotes respect for them across its value chain through human rights due diligence.

This statement summarizes Camurus' principles, processes, and governance mechanisms for human rights and labor rights. It consolidates principles previously published in the Code of Conduct, the Vendor Code of Conduct and the Sustainability Policy. These principles are supported by complementary policies addressing specific aspects of human rights: the Access to Medicines Policy, the Diversity, Equity and Inclusion Policy, the Harassment and Victimization Policy, the Global Work Environment Policy, the Sustainability Policy, the Environmental Policy, the Data Protection Policy, and the IT Policy.

UN GLOBAL COMPACT

Since 2023, Camurus has been a participant in the UN Global Compact and is committed to upholding its Ten Principles on human rights, labor, the environment, and anti-corruption. Six of these principles relate directly to human rights and labor rights. They call on businesses to:

- support and respect the protection of internationally proclaimed human rights;
- make sure that they are not complicit in human rights abuses;
- uphold the freedom of association and the effective recognition of the right to collective bargaining;
- uphold the elimination of all forms of forced and compulsory labor;
- uphold the effective abolition of child labor; and
- uphold the elimination of discrimination in respect of employment and occupation.

Camurus applies these principles in its own operations and promotes them across its value chain.

EMBEDDING HUMAN RIGHTS ACROSS THE ORGANIZATION

Everyone at Camurus is responsible for respecting human rights. This responsibility is set out in the Code of Conduct, which all employees are expected to read, understand, and comply with. All employees complete mandatory training on the Code, and employees also receive targeted training on human rights.

Expectations of vendors are set out in the Vendor Code of Conduct and followed up as described under Human rights due diligence in the supply chain.

HUMAN RIGHTS DUE DILIGENCE

Camurus applies a risk-based human rights due diligence process guided by the UNGPs. The process covers Camurus' own operations and value chain. It aims to identify where people may be affected by the company's activities and to determine the follow-up needed when risks are identified. The process itself is reviewed periodically.

As part of this process, Camurus conducts periodic human rights impact assessments to identify its most salient human rights issues. Camurus' saliency assessment considered the severity of potential harm and the likelihood of impact on rightsholders and was informed by internal expertise and stakeholder input. It resulted in five focus areas:

1. Right to health: safety and well-being of patients and access to medicine
2. Labor rights and working conditions in own operations and the supply chain
3. Prevention of modern slavery in the value chain
4. Right to a clean, healthy and sustainable environment
5. Digital security and data privacy

In each focus area, Camurus sets out corresponding requirements for vendors through the Vendor Code of Conduct, which forms part of Camurus' contracts with vendors.

FOCUS AREAS

1. Right to health: safety and well-being of patients and access to medicine

Camurus develops medicines for patients with severe and chronic diseases, which makes the right to health, recognized in UDHR article 25, central to the company's work. This includes respecting patients' human rights, increasing patient access to Camurus' medicines, and ensuring that products are safe, with reliable product information and minimized risk of misuse.

2. Labor rights and working conditions in own operations and the supply chain

Camurus respects the labor rights set out in UDHR articles 23 and 24, ICESCR articles 6 to 11, ICCPR articles 8 and 22, and the ILO fundamental conventions as set out in the ILO Declaration on Fundamental Principles and Rights at Work, including the fundamental right to a safe and healthy working environment recognized by the ILO in 2022. Child labor and forced labor are addressed under focus area 3.

Non-discrimination and gender equality

Camurus prohibits discrimination of any kind, including on grounds of sex, transgender identity or expression, ethnicity or nationality, religion or other belief, disability, sexual orientation, age, socio-economic status and family status. In line with UDHR articles 2 and 7, ICCPR article 26, CEDAW article 11, CRPD article 27 and ILO conventions 100, 111 and 156, this commitment includes equal treatment, equal pay for work of equal value and protection against discrimination. The Vendor Code of Conduct requires vendors to comply with ILO conventions 100 and 111 as a minimum.

Safe and healthy working environment

A safe and healthy working environment is essential to Camurus. Guided by ICESCR article 7(b) and ILO conventions 155 and 187, the company works to prevent occupational health and safety risks. This

includes protection against harassment, sexual harassment, violence and abuse at work, in line with ILO convention 190. Employees are expected to report unsafe conditions, accidents and work-related injuries through the company's reporting channels or the whistleblowing platform and are protected against retaliation for doing so.

Mental health and well-being

Camurus treats mental health and well-being as part of a healthy working environment, in line with ICESCR article 12 and ILO convention 155. The company reviews the work environment through regular manager dialogue and an annual employee survey and has established routines for addiction support and rehabilitation. In the supply chain, the Vendor Code of Conduct addresses factors that affect workers' well-being.

Freedom of association and collective bargaining

In line with UDHR articles 20 and 23(4), ICCPR article 22, ICESCR article 8 and ILO conventions 87 and 98, employees have the right to form or join a trade union, to bargain collectively, and to choose not to join. Camurus informs employees of these rights and ensures that they face no negative consequences for union involvement or participation in collective bargaining. Camurus aims to join collective labor agreements in all countries where it operates and where such agreements are available. Where national law restricts these rights, Camurus supports alternative forms of employee dialogue. The Vendor Code of Conduct, which applies to all vendors, requires compliance with the ILO fundamental conventions as a minimum.

Wages and working hours

Camurus supports the payment of living wages, reflecting the right to remuneration that provides workers and their families with a decent living, as set out in UDHR article 23(3), ICESCR article 7(a)(ii) and the ILO Constitution. Camurus supports reasonable working hours and adequate rest, in line with UDHR article 24, ICESCR article 7(d) and relevant ILO standards on working time, including ILO Convention No. 47. Camurus' Vendor Code of Conduct translates these principles into requirements for vendors.

3. Prevention of modern slavery in the value chain

Camurus does not tolerate any form of modern slavery, including forced or compulsory labor, human trafficking and child labor, in its own operations or its value chain. This commitment is in line with UDHR article 4, ICCPR article 8, article 32 of the UN Convention on the Rights of the Child, ILO conventions 29, 105, 138 and 182, and the 2014 Protocol to the Forced Labor Convention. Camurus follows up on vendors through risk-based assessments and takes action where risks are identified.

4. Right to a clean, healthy and sustainable environment

The UN recognizes the right to a clean, healthy, and sustainable environment as a human right (UN General Assembly resolution 76/300, 2022). Environmental harm can also affect people's health and living conditions, which links this right to the right to health under ICESCR article 12(2)(b). Camurus therefore works systematically to reduce its environmental and climate impact and to promote responsible environmental practices in its own operations and throughout the value chain, guided by its Environmental Policy and Sustainability Policy.

5. Digital security and data privacy

Privacy and personal data

The right to privacy is set out in UDHR article 12 and ICCPR article 17, and the protection of personal data in article 8 of the EU Charter of Fundamental Rights. For Camurus, this means that all personal data must be handled responsibly and protected against misuse and unauthorized access. The company processes personal data in accordance with applicable data protection law, including the GDPR (Regulation (EU) 2016/679), and applies particular care to special categories of personal data, including health data. Camurus maintains information security measures to protect its systems and data against unauthorized access and cyber threats. Principles for data protection are set out in the Data Protection Policy, applicable to all employees and companies of the group, and security measures are covered by the IT Policy.

The Vendor Code of Conduct requires vendors to adequately protect personal data, which in many cases includes compliance with the GDPR, and not to disclose confidential, sensitive or proprietary information to unauthorized parties or use it for any purpose other than that for which it was provided.

Use of artificial intelligence

Camurus expects artificial intelligence tools to be used responsibly and securely. This means protecting confidential information and ensuring that AI-generated content complies with applicable legal requirements and company standards.

HUMAN RIGHTS DUE DILIGENCE IN THE SUPPLY CHAIN

Camurus depends on a wide network of vendors, and human rights risks can arise at different stages of the supply chain. Through the Vendor Code of Conduct, vendors are expected to conduct their own human rights due diligence in line with the UNGPs, covering all internationally recognized human rights and, as a minimum, the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Vendors are also responsible for ensuring that their subcontractors comply with the Code.

Vendor assessment

Vendors are assessed on how they respect human rights, labor rights and working conditions, alongside other material sustainability topics. The assessment follows Camurus' Vendor Sustainability Due Diligence and Risk Management process, uses a digital sustainability platform, and places each vendor in one of four risk levels: low, medium, high or extreme. The risk level determines how closely the relationship is monitored and which measures are needed to reduce risks. Measures may include training, on-site visits or audits, jointly agreed on corrective action plans, refraining from contracting or, as a last resort, ending the relationship.

Monitoring

Camurus follows up on vendor performance regularly under the same process. Where assessments or follow-ups identify gaps or breaches, Camurus and the vendor jointly prepare a corrective action plan, and Camurus may audit the vendor to verify compliance. At contract renewal, the latest risk rating and monitoring results inform the decision whether and under what conditions to renew.

GRIEVANCE MECHANISMS AND PROVISION OF REMEDY

Employees, vendors, workers in Camurus' value chain, affected communities and their legitimate representatives, including trade unions and civil society organizations, can report concerns about actual

or potential adverse human rights impacts through Camurus' whistleblowing platform: [Camurus AB Whistleblower System | Raising a concern](#). The platform supports anonymous reporting and is available in English, French, German, Spanish and Swedish.

Camurus encourages anyone with reasonable grounds to believe that misconduct or harm has occurred to speak up. Camurus does not tolerate retaliation against anyone who raises concern. Camurus has a formal process, with indicative timeframes, to investigate potential violations and provide appropriate remedy. The mechanism does not prevent access to judicial or other remedies.

The grievance mechanism is designed with reference to the effectiveness criteria for non-judicial grievance mechanisms in the UNGPs. Under these criteria, a mechanism should be legitimate, accessible, predictable, equitable, transparent, rights-compatible, and a source of continuous learning, and should be based on engagement and dialogue with affected stakeholders.

PERFORMANCE AND REPORTING

To monitor the effectiveness of this statement, Camurus tracks indicators including the proportion of high- and extreme-risk vendors with completed follow-up measures, completion rates for human rights training, and the number, nature and resolution of human rights grievances. Where relevant, Camurus also considers feedback from affected stakeholders. Progress is reviewed and reported annually in Camurus' Communication on Progress to the UN Global Compact and in the sustainability report, which forms part of Camurus' annual report.

APPROVAL AND REVIEW

This Human Rights Policy Statement has been approved and signed by Camurus' CEO for and on behalf of Camurus AB and its subsidiaries. It is reviewed annually and updated as needed.