



Sustainability Policy

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SCOPE

Camurus is a Swedish science-led pharmaceutical company committed to developing and commercializing innovative and long-acting medicines for the treatment of severe and chronic diseases. Camurus is committed to improving the lives of patients with severe and chronic diseases. We empower patients, support caregivers and create value for society by developing and giving access to innovative, long-acting medicines. To fulfill our commitment, we are determined to conduct our business in a sustainable manner. The scope of this policy is to define Camurus’ overarching position, strategic direction, and key focus areas within sustainability. It also describes Camurus’ overall sustainability commitments, including the environmental, social, and governance principles that guide its operations. Furthermore, the policy establishes how sustainability work is governed within the organization, including roles and responsibilities.

OVERVIEW

Camurus strives to support sustainable development, defined as meeting current needs without limiting the ability of future generations to meet theirs. This ambition is reflected in three key sustainability dimensions: i. environment and climate, ii. social responsibility and human rights, and iii. governance and business ethics. It is driven not only by a commitment to make a positive societal contribution and safeguard the environment, but also by a strategic focus on managing impacts, risks, and opportunities, addressing growing stakeholder expectations, and supporting long-term value creation for the company, its shareholders, and society as a whole. This policy forms part of Camurus’ environmental management system (EMS) and provides an overall framework for managing environmental and sustainability impact, risks and opportunities, improving performance, and meeting and exceeding stakeholder expectations and applicable legal and regulatory requirements.

ROLES AND RESPONSIBILITIES

Role	Responsibility and Obligations
CEO/Executive Management Team (EMT)	<ul style="list-style-type: none"> • Establish, approve, and periodically review this policy to ensure its continued relevance, effectiveness, and alignment with Camurus’ strategic direction • Define and oversee the company’s sustainability strategy, including setting goals to drive improved sustainability performance over time • Ensure that activities within their respective areas of responsibility are carried out in accordance with this policy and integrated into business processes and decision-making • Ensure that adequate resources, including competent personnel, financial means, and appropriate systems, are available to implement and maintain effective sustainability work

Role	Responsibility and Obligations
	<ul style="list-style-type: none"> • Provide oversight of sustainability performance, including follow-up on goals, targets, and key performance indicators • Ensure compliance with applicable environmental, social, and governance legislation, as well as other relevant requirements
Sustainability Committee	<ul style="list-style-type: none"> • Act as ambassadors for sustainability and serve as a link between the committee and the wider organization • Monitor and evaluate progress against sustainability-related key performance indicators, and assess performance in relation to established goals and commitments • Identify, prioritize, and decide on sustainability-related initiatives and projects, and ensure that lessons learned and best practices are shared across the organization • Stay informed of and collectively assess relevant developments in sustainability, including regulatory changes, customer expectations, industry practices, and stakeholder requirements • Promote and support the integration of sustainability considerations within their respective departments, including raising awareness and fostering engagement among employees • Review this policy on a regular basis and propose updates to reflect changes in the organization, regulatory landscape, or strategic direction
Director Sustainability	<ul style="list-style-type: none"> • Coordinate and support the implementation of the sustainability policy across the organization and the value chain • Develop, implement, and maintain the sustainability framework • Drive and further develop a proactive and structured sustainability approach at Camurus, including proposing updates to the sustainability strategy and goals to the CEO/EMT to support enhanced performance and continuous improvement

Role	Responsibility and Obligations
	<ul style="list-style-type: none"> • Identify, assess, and report sustainability-related impacts, risks, opportunities, deviations, and mitigation actions to the CEO/EMT and the Sustainability Committee • Promote and integrate sustainability considerations throughout the organization and in interactions with external stakeholders • Act as Chair of the Sustainability Committee and convene and lead committee meetings • Ensure accurate, transparent, timely, and legally compliant sustainability reporting to the CEO/EMT, the Board, external stakeholders, and the public • Coordinate and support sustainability-related training needs across the organization • Review this policy regularly and propose updates as necessary to ensure continued relevance and effectiveness
Line managers	<ul style="list-style-type: none"> • Ensure that the sustainability policy is communicated, understood, and applied within their teams • Integrate sustainability considerations into daily operations and decision-making • Promote sustainable and ethical behavior and continuous improvement within the team • Ensure that sustainability related incidents, deviations, risks and improvement opportunities are reported to the Director Sustainability or through Camurus' whistleblowing platform • Support internal and external audits and implement corrective actions when required
All Employees	<ul style="list-style-type: none"> • Follow and respect this company policy • Actively contribute to Camurus' sustainability work • Perform work in a sustainable, ethical and responsible manner and reduce negative impact • Contribute to the achievement of sustainability goals • Report sustainability related incidents, risks, deviations, and improvement opportunities to the Director Sustainability or via Camurus' whistleblower platform

POLICY

At Camurus, sustainability is considered from two perspectives (the so-called double materiality concept): the impact perspective and the financial perspective. This means assessing both how Camurus' activities affect the environment and society, and how sustainability-related risks and opportunities may affect the company's financial position, performance, and future development.

Furthermore, Camurus' sustainability work is based on the following foundations:

- The United Nations (UN) Sustainable Development Goals (SDGs)
- The UN Global Compact's ten principles covering human rights, labour standards, environmental protection, and anti-corruption
- Camurus' double materiality assessment, outlining the Camurus material sustainability topics, which considers both key stakeholder perspectives and the company's sustainability-related impacts, risks, and opportunities

Building on these foundations, Camurus structures its sustainability efforts into four key focus areas, each with clear ambitions, goals, action plans, and performance follow-up.

Camurus four focus areas:

1 Patients

With patients in focus, Camurus strives to reduce the impact of severe and chronic diseases, such as opioid dependence and rare diseases. The goal is to be able to offer medicines with improved treatment outcomes, that provide an increased quality of life and a more efficient use of resources – thereby also contributing to a more sustainable healthcare.

Material topics:

- Patient data privacy
- Product and patient safety, and ethical clinical trials
- Access to medicines

2 People

Camurus' ambition is to be recognized as an organization that takes good care of its employees and encourages and empowers individual development. We strive to create a workplace that builds on the company's values – innovation, quality, passion, collaboration and ownership, where entrepreneurship, creativity and leadership skills are key factors to ensure long-term success.

Material topics:

- Diversity, equity and inclusion
- Good work environment
- Human Rights due diligence

3 Planet

Camurus strives to conduct a sustainable business where environmental and climate considerations are integrated into the company's decisions. Together with vendors and other stakeholders, the company works to minimize its operational and product-related impact throughout the entire value chain.

Material topics:

- Greenhouse gas reduction
- Renewable energy

4 Responsible business

Camurus strives to ensure a high level of business ethics with suppliers, healthcare professionals, patients, third parties and other stakeholders and proactively works to prevent corruption, anti-competitive behavior and bribery throughout our entire value chain.

It also includes ensuring transparency in collaborations and marketing, without compromising data confidentiality and patient privacy.

Material topics:

- Corruption and Bribery
- Corporate Culture
- Political engagement and lobbying activities
- Protection of whistleblowers
- Animal Welfare

Camurus' commitments within the company's four focus areas

Camurus commits to:

- *Access to medicine*: Ensure access to our products for as many patients in need as possible
- *Proactive work*: Drive proactive sustainability efforts throughout our organization and across the value chain to maximize positive impact while minimizing potential negative effects
- *Integration of sustainability*: Integrate sustainability into our decision-making and apply the precautionary principle
- *Respect of human rights*: Always respect human rights and apply a due diligence-based approach to identify, assess, and manage human rights risks across our value chain, and to prevent, mitigate, and remedy adverse impacts within our workplace and across our business operations and value chain
- *Environmental protection and climate action*: Reduce the company's environmental and climate footprint, decouple environmental impact from economic growth, protect biodiversity, prevent deforestation and support circular economy principles across our operations and value chain, while aligning our efforts with internationally recognized frameworks such as the Paris Agreement
- *Training and awareness*: Promote awareness of sustainability topics across our organization through regular training and capacity-building initiatives
- *Collaboration with vendors*: Collaborate with and encourage vendors to strengthen overall sustainability performance and drive structured, continuous improvement
- *Stakeholder engagement*: Engage transparently and accurately with key stakeholders on sustainability matters
- *Compliance and business ethics*: ensure ethical behavior, integrity, and responsible business practices across all areas of our operations aligning with applicable laws and industry best practices

POLICY COMPLIANCE

This policy applies to all employees of Camurus.

Employees are encouraged and expected to report incidents of non-compliance with this policy to Camurus' Director Sustainability or through Camurus' whistleblowing platform, 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.

Camurus also applies the principles set out in this policy to its vendors through the Camurus Vendor Code of Conduct. Vendors are expected to adhere to these standards and operate in an ethical, sustainable, and responsible manner.