

BioArctic Policy - summary

Sustainability

What is our focus

BioArctic's contribution to a globally sustainable future lies in the development of safe and effective drugs against disorders of the central nervous system.

BioArctic aims to integrate sustainability at all levels of our operations and continually improve procedures and assurance systems. Our operations shall be conducted and characterized by transparency, respect for the equal worth of all and we believe that each organization should do what is in their power to address environmental challenges.

These commitments are part of BioArctic's contribution to achieving the Sustainable Development Goals within Agenda 2030, adopted by the UN General Assembly.

Whom does it concern

Sustainability covers the entirety of our organization. It applies to our Board of Directors, Executive management, all our employees, consultants and personnel who work at our premises under the direction of BioArctic.

We expect every employee to support the Sustainability Policy and to continuously improve initiatives defined and anchored throughout the organization.

The policy establishes a framework for our sustainability management, covers all aspects of our organization and is approved by the Board. Compliance is measured by following key performance indicators and the policy is subject to regular review to ensure that it adds value to the business and our stakeholders.

BioArctic relies on collaboration with partners, external experts, and suppliers to reach our strategic goals. Therefore, how they integrate sustainability in their services and business is essential to us. Through our Supplier Code of Conduct we shall communicate and manage our expectations described in this policy.

What does it mean

BioArctic commits and adheres to the principles promoted in the UN Global Compact. We commit to implementing the Ten Principles of this initiative, which are derived from: the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. Our commitment expresses our intent to make them part of our strategic vision, organizational culture and day-to-day operations.

BioArctic is committed to complying with applicable laws and regulations where BioArctic operates and to implement relevant requirements and best practices. We aim to advance the broader UN Sustainable Development Goals, primarily SDG 3 – Good Health and Wellbeing, SDG 5 – Gender equality, SDG 8 – Decent work and economic growth, SDG 9 – Industry, Innovation and Infrastructure, SDG 12 – Responsible consumption and production, SDG 13 – Climate action and SDG 17 – Partnership for the goals.

BioArctic is committed to running a sustainable and sound business. We recognize that sustainability is a key competitive advantage and is becoming increasingly important to achieve success in a global environment. *Sustainable innovation* describes our impact: our commitment to patients, society and employees. *Sustainable business* describes our responsibility: our commitment to laws and the environment. Sustainable business is the base of our company, from which we enable sustainable innovation and aim to create a lasting impact in neurodegenerative diseases.

BioArctic's ability to contribute to sustainable business and innovation is requested by partners, financial institutions, employees, healthcare and patients. BioArctic conducts regular dialogues with our stakeholders to ensure that we are focusing and reporting on areas of material importance within the scope of our business, today and tomorrow.

BioArctic aims to have a good understanding of our own environmental risks and challenges, and the environmental impacts caused by our operations, including those of our partners on our behalf. We work according to the precautionary principle, so that damage to the environment is prevented.

BioArctic will strive to improve our environmental performance as well as the performance of others within our sphere of influence. By this we mean protection of land, water, air, natural resources, and biodiversity. BioArctic recognizes the potential impact of chemicals and pharmaceutical substances on the environment. BioArctic will take actions to assess, disclose and minimize the environmental impact of activities and products over their lifecycle.

BioArctic will perform appropriate due diligence when selecting partners, suppliers, and contractors to minimize the risk of contracting operations that are not compliant with BioArctic's objectives and/or policies.

How do we do it

Materiality – We will regularly conduct materiality analysis, taking into account sustainability factors with negative financial risk and opportunities as well as positive and negative impacts in the value chain.

Risk assessment – We will perform environmental, social and governance due diligence processes in identified risk topics (including identifying, assessing, preventing, reducing, and restoring negative material impacts throughout the value chain).

Measure performance – We will set targets and key performance indicators in sustainability topics that are of material importance and of high public interest. Through continuous improvements, we will reduce the negative impact of our operations on the ecosystem.

Replace and exclude – We will strive to replace the use of non-renewable energy sources with more sustainable alternatives when possible. We work actively to exclude or limit the use of hazardous chemicals and materials, and ensure proper handling, including storage, transportation, and disposal, to eliminate the environmental impact. We strive to use water and materials efficiently with a focus on implementing conservation, reuse, and recycling practices where possible.

Impact in value chain – We will actively engage with our suppliers and partners to decrease our environmental footprint. It is also essential that we encourage high standards of work environment, human rights and anti-corruption practices as described in our Supplier Code of Conduct.

How we manage it

The Board of Directors has overall responsibility for BioArctic's sustainability performance and material topics.

The CEO and management team approve BioArctic's sustainability strategy, ensure compliance, decide on overall objectives, manage the implementation of the sustainability strategy, and monitor overall progress. Leadership teams are responsible for strategy implementation and follow-up. Line Managers are responsible for ensuring that activities are carried out in accordance with this Policy.

The Sustainability Director is responsible for setting the sustainability agenda, recommending policy decisions, and monitoring and following up the development of BioArctic's priorities.

Employees are responsible for acting in line with the sustainable values expressed in this Policy and the BioArctic Code of Conduct. The company shall educate and inspire BioArctic's employees to act in a social, ethical, and environmentally responsible way.

Policies, standard operating procedures and working instructions pertaining to areas of sustainability shall be implemented within the company to ensure that sustainability is integrated throughout the operations and employees are empowered to act within the expected principles. Several guiding documents are included in the quality management system.

