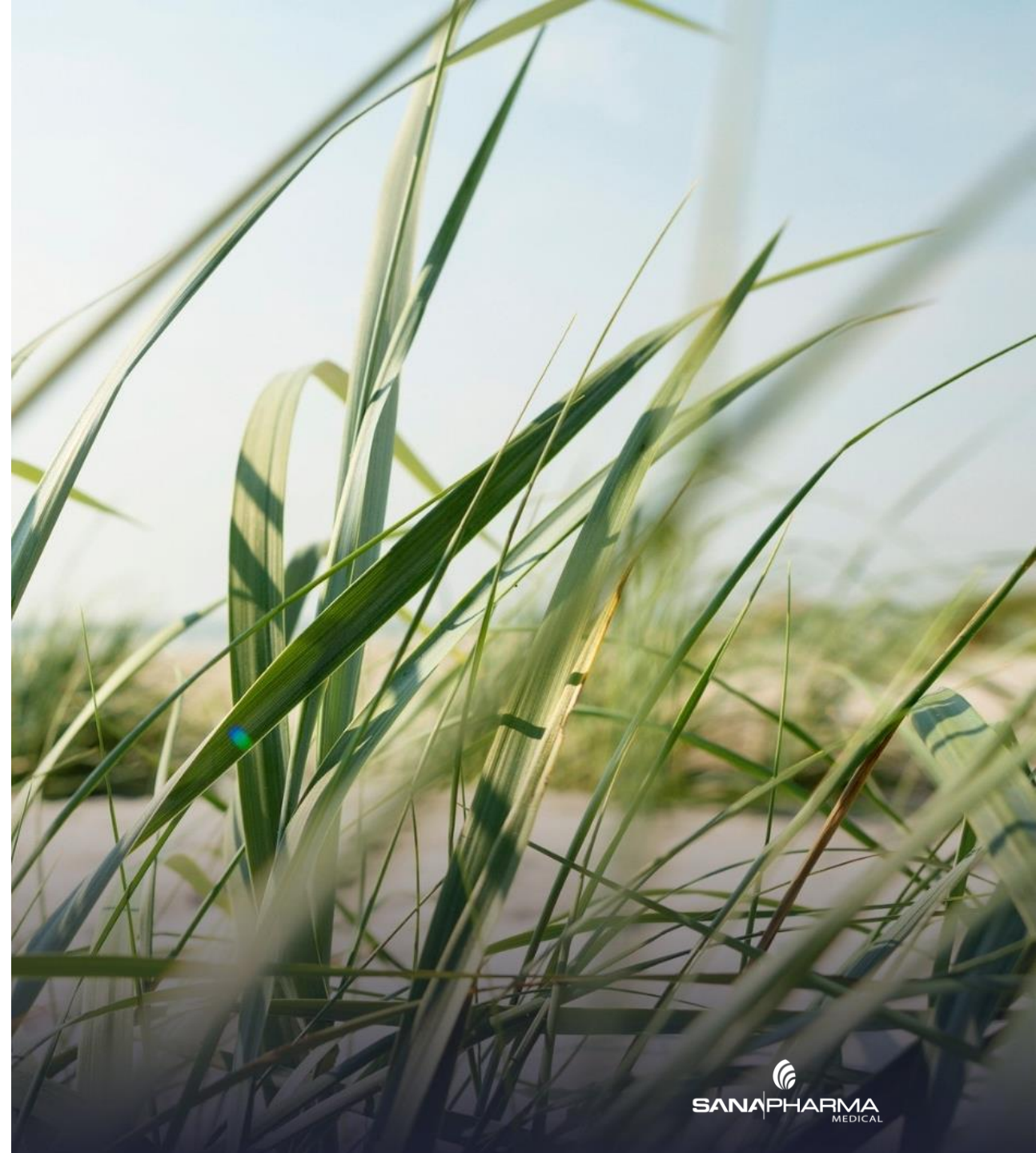


Sustainability Report 2022

Sana Pharma Medical AS

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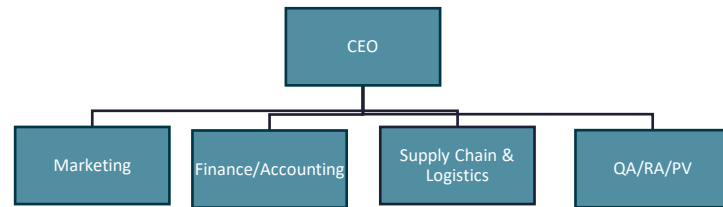
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1. Sana Pharma Medical

SANA PHARMA MEDICAL

Sana Pharma Medical is a Nordic pharmaceutical wholesaler with head quarter at Lysaker (Oslo) in Norway, and with offices in Sweden (Stockholm and Gothenburg), Finland and Denmark. We have an extensive scalable in-house competence of all functions needed in a healthcare company. Our platform consists of quality assurance, regulatory affairs, pharmacovigilance, finance, third-party logistics (3PL), design and marketing competence. Most of the staff work at the head office in Oslo, Norway, but several functions and Executive Managers are placed in Sweden and Finland. The organisation consists of the following departments:



Company info:

- Sana Pharma Medical AS 968671340 (Norway)

Our local subsidiaries are:

- Sana Pharma Medical AB 559062-5843 (Sweden)
- Sana Pharma Medical OY 2911469-3 (Finland)
- Sana Pharma Medical ApS 42433381 (Denmark)

The local subsidiaries are involved in marketing and sales as well as pharmacovigilance, quality and regulatory activities.

Localisations:

Norway, Head Quarter
Lysaker, outside Oslo
Philip Pedersens vei 20, 1366 Lysaker

Sweden, Gothenburg & Stockholm
Kungssportsavenyn 21, 411 36 Gothenburg
Kungsgatan 9, 111 43 Stockholm

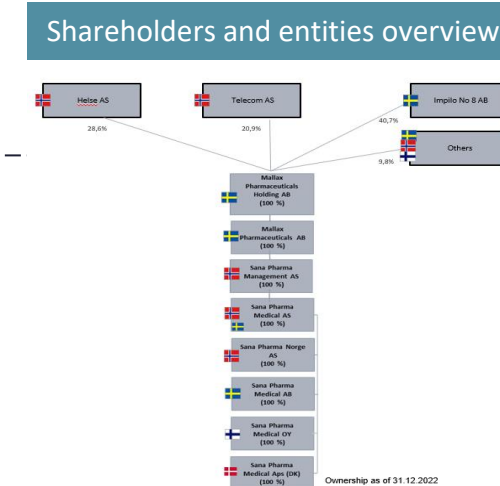
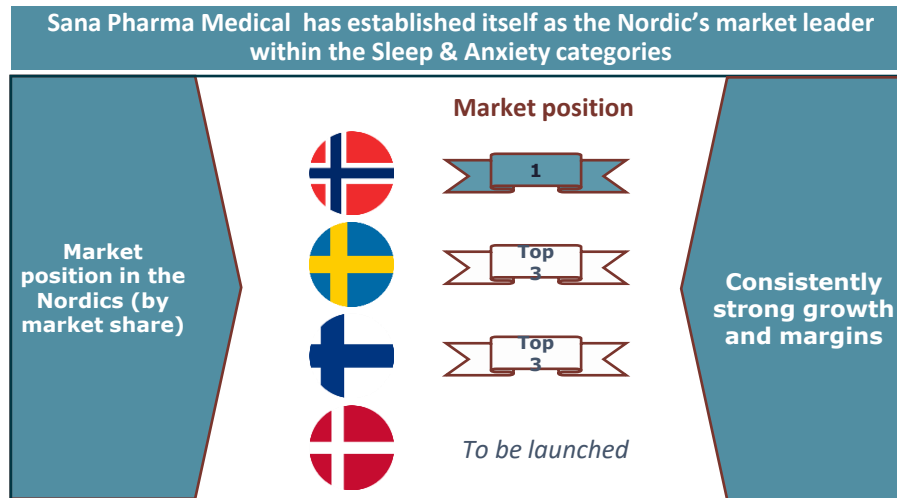
Finland, Helsinki
Plaza Business Park Tuiki, Äyritie 22,
01510 Vantaa

Denmark, Copenhagen
Ved Vesterport 6 5, 1612 København V



Sana Pharma Medical at a glance- a valuable fast-growing Nordic healthcare company

- Sana Pharma medical was established in 2014 and became part of Mallax Pharmaceuticals in 2021.
- Sana Pharma Medical, is a rapidly growing healthcare company based on the commercialization of in-house developed products
- Full in-house scaled pharmaceutical platform to further EU expansion
- Sana Pharma Medical is a well-resourced platform with all key pharmaceutical functions, processes and systems in-house
- 2022 revenue of NOK 67m across 11 products and more products to be launched in 2023 and onwards
- Premium priced quality products, whereas 92% owned products
- Excellent price winning marketing and pharmacy partnership



Sana Pharma Medical 2022



About Sana Pharma Medical

- Sana Pharma Medical is a healthcare company with a strong commitment to improving health and wellbeing of people. Sana Pharma Medical was established in Norway and started operations in 2015. Expanded to Sweden in 2016, followed by Finland in 2018 and Denmark in 2021. We are EU GDP certified and wholesalers in Norway and Finland, selling OTC, medical devices and food supplements through pharmacies. Our purpose is to help people to a better life and to ensure a sustainable health impact.
- Sana Pharma Medical has extensive inhouse competences, and a well-resourced Nordic scalable pharmaceutical platform for further expansion. We are a fast-growing valuable company, owing more than 92% of our brands, which we are successfully marketing in cooperation with pharmacies towards healthcare professionals, in addition to end consumers.
- We strive to challenge the traditional pharmaceutical market in an innovative way, which has resulted in several pharmacy awards. In all our operations quality and ethics are important guidelines.

8 New marketing authorizations (MAs) complete in 2022

Sana Pharma Medical acquired 8 new MAs in Norway, Sweden, Finland and Denmark ready for launching in 2023



* Use NMD monitoring as proxy for total quality

** Satisfaction scale 1-5 on sleep & anxiety of Sedix and Lunixen in NO & SE. Use proxy % of outcome between outcome 3-5

CEO summary

- When finally finding a way of handling the Covid-19 through effective vaccinations, a new global crisis occurred. The Ukraine war, with huge infrastructure and extreme human suffering, is also affecting the rest of Europe. Here in the North, we are fortunate to just having increased raw material-, energy- and food prices, compared to the Ukraine people's situation. Nevertheless, several families are experiencing economic challenges, due to the high inflation.
- Despite the economic situation, we all still need to take care of our health to live a good life. Sana Pharma Medical has taken the challenging economic situation into account, and despite our huge price increases in 2022, we have only introduced minor adjustments and urged the pharmacies to do the same.
- In the end of 2022, we changed the focus from M&A to more organic growth, and some organizational adjustment were performed due to this change. We have further strengthened our business by launching Solvenix in both Norway and Sweden. Solvenix is the only medical OTC on the markets, and we are the brand and MA holder. Beside this new product launch, we have in 2022 prepared for several product launches to come in 2023.
- Our desire and ambition is to increase sustainable health impact by offering quality first line OTC products and knowledge. But this do not prevent us from investing in both environmental and social projects as well. We have established a foundation company investing in environmental initiatives like CO₂ compensating for all our products- and business travels and supporting the WWF to save the Baltic seas. Beside this we have decided to keep an extra focus on mental illness, both in relation to people we meet, but also through foundation investment in UNICEF and *Fonden För Psykisk Hälsa* who "prevent mental illness, increase quality of life and save lives".
- To further strengthen our corporate governance and keep up our environment and social focus, we have produced, trained and implemented several new policies. Our ongoing sustainability work and strong desire to increase sustainable health impact enables us to be proud of our footprint.

Our purpose is to help people and increase sustainable health impact

Bringing sustainable health impact to life

Provider of first line treatments

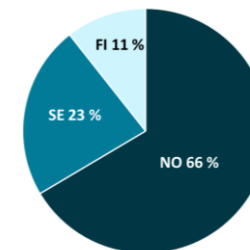
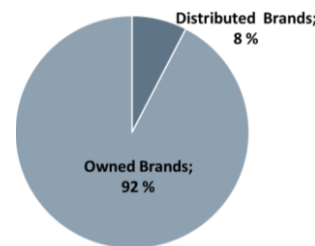
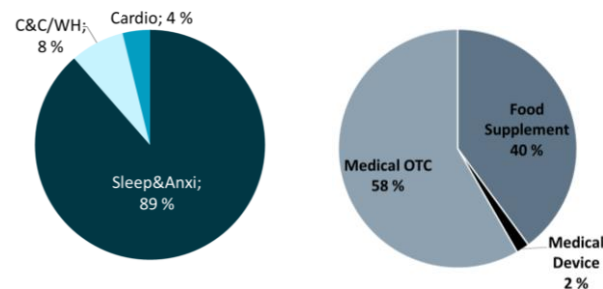
- Sana Pharma Medial is providing first line OTC treatment in pharmacies with few side effects. This is a good starting point or alternative before treatment with medications having more severe side effects are initiated. Both end consumers and health care professionals are looking for effective and right first line treatment.
- We have a focus on right products for right problem, and with as few side effects as possible. By increasing knowledge of our products in the pharmacies, the support from HCP make sure the end consumer are giving the right treatment. We have first line treatment products within the Sleep and Anxiety, Menopause and Cough & Cold categories.

Increase categories portfolio

- In 2022, our focus category was Sleep & Anxiety, and we are the brand owner of all products in this category. Sleep & Anxiety has been our focus category for years, but in 2022 we prepared for introduction of products into two new focus categories.
- We are expanding our product portfolio with new OTC and food supplement products own by us. These products in two new categories will be launched in all Nordic countries in 2023. We initiated a soft launch of the circulation/cardio category in Q4 2022, following up with expanded Solvenix launch in in 2023.
- We will in the next coming years expand and invest more in our C&C and Women's Health category as well.

Launching of new product in two countries

- In Q4 2022, we introduced Solvenix in Sweden and Norway. Solvenix is an OTC medicine treating heavy, swollen and painful legs due to decreased blood flow (chronic venous insufficiency). We are the MA holder of Solvenix, which is an alternative or an add on to support stockings. This is the only OTC medicine in this category in both countries.
- The pharmacies have welcomed Solvenix, and we are expanding the communication to end consumers, HCP and pharmacies during spring 2023.



- 17 FTEs
- > 0.93 mil units Sleep & Anxiety products from Sana Pharma Medical have helped people to a better life
- 67 mNOK in revenue

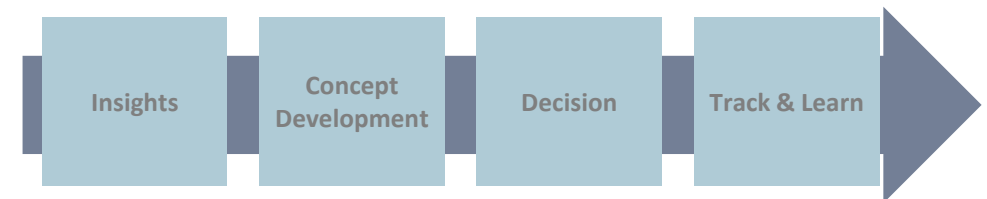
Extensive scalable in-house competences

Full suite of development and commercialization capabilities

Which are leveraged in a structured product development process

Capabilities	Description
Wholesaler	<ul style="list-style-type: none"> In-house Responsible Person/pharmacist (FFA) in Norway, Finland, Sweden GDP certificates, WDA in NO and FI (DK/FI 2023)
In-house QA/RA	<ul style="list-style-type: none"> Working in close relation to authorities Regulatory maintenance of our products Internal check of marketing compliance with all laws and legislations Apply for MAs
In-house PV	<ul style="list-style-type: none"> Inhouse Pharmacovigilance (PV) setup In-house QPPV Responsible Persons
In-house Design	<ul style="list-style-type: none"> Mock-up production Marketing material production for all channels Web design
In-house marketing production	<p>Towards consumers/HCP/Pharmacies</p> <ul style="list-style-type: none"> Multichannel OTC/Rx marketing Extensive TV and Digital Communication Internal SoMe communication and analysis
Quality & Management	<ul style="list-style-type: none"> Internal build-up of the Quality- and ESG System Internal SOPs and Policies for quality assurance and quality risk management

New product development



- Focus is opportunities where we can make a sustainable health impact on the quality of life for the user and in line with the consumer/market insights
- We create subcategories to already established categories together with pharmacies
- Quality, efficacy and claim support on all products are central

"We are proud of our track-record identifying market opportunities and commercializing products across the product life cycle"

Strong cross-country management with outstanding competences, experiences and passion for business

- Our executive management team (EMT) is a cross-functional, multinational and agile team of experts within different fields, with vast experience from the pharmaceutical industry.
- Basically, all people in the EMT have more than 20 years' experience from their field of expertise.
- Furthermore, the CEO has substantial experience from business development and operation, and we also have specialists within establishing of companies, start-up, scale-up and sustainable growth.
- This high level of competence and experience forms a EMT with optimal capability to ensure that we perform according to our strategy in all countries.

Heidi Tveit

CEO Norway

- Founder of Sana Pharma Medical in 2014
- Science manager of herbal medicines at NutraQ
- 25+ years within medical research, at University of Oslo, Norway as an Associate Professor
- Board member of medicine developing companies, GAT Biosciences, AdvanSyn Bio SL, Gat Therapeutics, ALGAKTIV, Greenaltech, Leanbio Pro



Morten Brennesvik-Jensen

CFO Norway

- 25+ years within finance and M&A and 20+ in pharma
- Previously CEO at Nordic Health
- Previously experience with Nycomed Pharma, Takeda, Orkla etc. in CFO/BD roles



Anders Larnholt

M&A Sweden

- Founded Mallax in 2020
- 20+ years of pharma / healthcare experience
- Most recently co-founder and VP M&A at Trimb healthcare and VP Corporate Development and member of Executive Committee at the global pharma company Meda
- Track record of 100+ pharma and healthcare deals with a total acquisition value of more than 40 bSEK. Deals include European and global product acquisitions and licensing deals with international and mid cap pharma companies, and dozens of company acquisitions.



Anna Bentinger Elmlad

Marketing Sweden

- Experienced leader with passion for brand, portfolio, and team transformations within pharma-and healthcare
- Enjoys of the entire commercial spectrum, from strategic planning to execution
- Track record of driving commercial success in companies such as Karo Pharma, Trimb, TEVA, Allergan and more



Rashid Bhatti

Supply Chain & Logistics Norway

- 14+ years' experience with organizational SC & Logistics strategy
- Extended expertise across various industries covering B2B, B2C sales
- Successfully held both operational and managerial roles, demonstrating versatility across multiple projects
- Experience with diverse organizations, (Demand Planning, Forecasting & Replenishment) at Nille AS, Head of Logistics at Mercante Grossist



Carolina Vilenius

QA RA PV Finland

- Responsible Pharmacist (FI), EU-QPPV
- 7+ years' experience working with quality assurance
- Experience having worked within a pharma wholesaler (with large focus on regulatory matters)
- M.Sc. In Pharmacology



Technical developments, huge changes in society the last decades together with a growing older population, have resulted in new demands, living habits and lifestyle diseases.

Sana Pharma medical has taken seriously the growing demand to provide knowledge and first line treatments with good safety profile.

2. Market Situation

Several trends are driving demand of new OTC products

Increased health awareness

Health information availability

Self medication w/o adverse events

With our mission to increase **sustainable health and a vision to build a company centered around consumers quality of life** we have identified areas where there are gaps in the market. Areas where we believe consumers can start their treatment journey **by self-medication with trusted, effective and a good safety profile for the body**. Most of our portfolio is, as a result of this, based on herbal medicines to increase health awareness. We have a clear target related to secure proper health information and work intensively with educations and easy access of information and guidance. We are also focusing on offering products in an easy way so that more **people can improve health due to availability and by self-medication**.



Accelerated by the pandemic, a focus on wellbeing and staying healthy has been key to a much larger group of people than before. This trend has led to an increase in demand for OTC products promoting wellness, such as vitamins, supplements, and herbal remedies.

This together with today's demographic development with a larger group of elderly consumers there is **an increased need for easy access products and support with everyday needs**.

We work with the objective **to prevent the bigger problems by solving needs early** for the consumers.



Our full portfolio of **products is offered to consumers without prescription**. Our hero products with documented effect are OTC medicines or food supplements with EFSA claims.

Consumers today often start their treatment journeys online. This easy access to information has empowered consumers to make more informed decisions about their healthcare. This trend has led to an increase in demand for OTC products that are backed by clinical studies and with a proven track record of success.

We have **specific product information targeting HCPs** and an in-house medical advisor.



There is an increasing interest towards sustainability and a closeness to nature. We notice a spill over effect from that macro trend in terms of an increased **interest towards herbal based medicines** that have a low risk of adverse events.

Consumers are also seeking out easy to use products without prescription requirements. Products that they can try out as a first line treatment or supplement to already established treatments that has a kind profile related to possible adverse events.

Sana Pharma Medical- a strong position within the fast-growing Sleep & Anxiety category

Norway

The sleep & anxiety category is one of the **fastest growing OTC categories within pharmacies**. On a European level >40% of the population have problems. Local surveys point at 30% of the population- however that is w/o taking the people with anxiety fully into the calculation.

Today only 15% of the population with identified issues are buying products to ease their problems. Therefore, there is a large group from where **we can recruit and offer a difference to the quality of life by offering safe and effective products**.

- Sana Pharma Medical is the **preferred partner** for pharmacies. We are driving the category and are invited yearly to educate pharmacy personnel.
- With our four brands we currently hold a market share of 68%* and have been successful by offering **a range of products to support with the right type of problems** (and active ingredients) towards the right type of problem and with a clear differentiation within the range.
- Our products help consumers with **daytime anxiety, falling asleep and having a good qualitative sleep throw-out the night**.



Sweden

With our two brands we currently hold a market share of 31% * and offering **products to support with the right type of products** (and active ingredients) towards the right type of problem.

Our products help consumers with **both daytime anxiety and having a good qualitative sleep throw-out the night**.

The Swedish market is a young market where the category still has a lot of potential in terms of additional products.



Finland

With our three brands we currently hold a market share of 10%* and are offering **products to support right type of problems** (and active ingredients) towards the right type of problem.

Our products help consumers with **both daytime anxiety and having a good qualitative sleep throw-out the night**.

The Finnish market is a mature sleep and anxiety market where our products has high competition mainly from melatonin products.



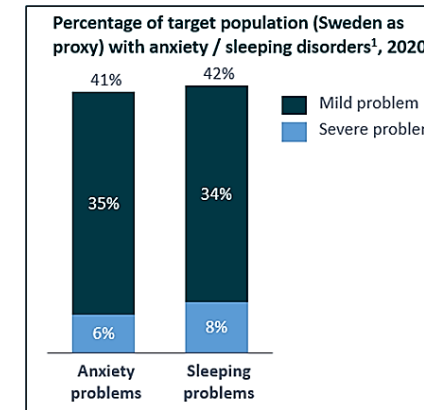
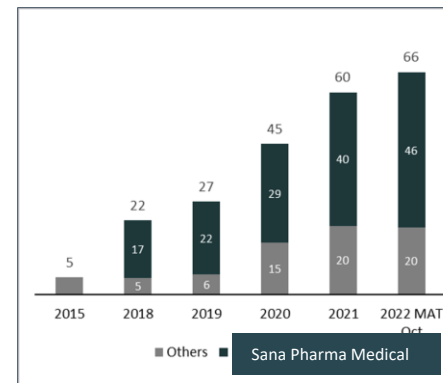
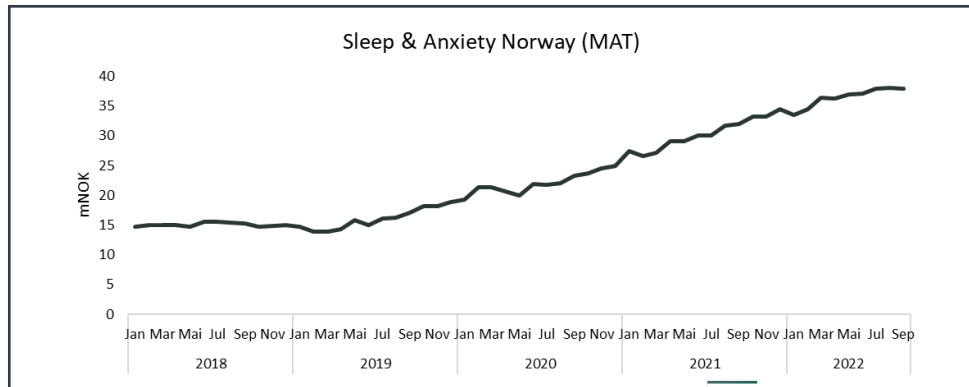
New lifestyle diseases and increased medical knowledge through digital information have resulted in a demand to get first line treatment with limited side effects.

Sana Pharma Medical provide effective quality OTC products with a good safe profile. Our Product portfolio is supported by the health care professionals in the pharmacies.

3. Product Portfolio

Track record of category expansion and launch excellences

- Together with customers (pharmacies), Sana Pharma Medical has built up a fast-growing Sleep & Anxiety category. Sana Pharma Medical is reaching > 70% MS, MAT* in Norway.
- A solid professional communication strategy targeting HCP, Pharmacies and end consumer at the right point in time has made it possible to reach the above levels with smart investments and still an attractive brand contribution
- #1, #2 and #4 MS* position in the Sleep & Anxiety OTC market
- Several awards for excellent pharmacy launching



* MAT Iqvia Oct 2022, MAT= moving annual total

1. <https://www.folkhalsomyndigheten.se/livsvillkor-levnadsvanor/psyisk-halsa-och-suicidprevention/statistik-psyisk-halsa/>

Product portfolio

- excellent first line treatments

- In 2022, our portfolio consisted of a total of 11 products, including over-the-counter (OTC) branded medicines, food supplements and medical devices. Most of our current products are based on herbal substances and sold exclusively through pharmacies.
- We actively work to become the preferred partner for pharmacies, within our main categories. We do this by offering extra services such as training and education towards pharmacy employees and patients.
- In 2022, we opened the 4. product category, by launching Solvenix, a circulation/cardio product. Other products in this category will be launched in 2023, as well as two new OTC products in the 5. category, pain.

Sleep & Anxiety



Women's Health





















Cough & Cold

Circulation/cardio




Current product portfolio heavily tilted towards sleep & anxiety segment

	Key products overview				Owned trademark (EU&NO)	Classification	Product ownership
Sleep & Anxiety	Sedix	 	Anxiety	▪ Traditional herbal medicine used to ease anxiety / fall asleep	✓	OTC	Eternal representative
	Lunixen	 	Sleep Disturbance	▪ Well establ herbal sleep medicine improving sleep quality and length	✓	OTC	Eternal representative
	Melatonin (Several SKUs)	 	Falling Asleep	▪ Caps, tabs & spray used to regulate the circadian rhythm (1 mg Melatonin), for falling asleep	✓	FS	Eternal representative
	Duranoct	 	Falling Asleep/	▪ Combination product used to regulate the circadian rhythm (NO: 1.0 mg/FI:1.9 mg Melatonin) for falling asleep	✓	FS	Eternal representative
Circulation/ Cardio	Solvenix	 	Swollen & heavy legs	▪ Well establ herbal medicine, reduce symptoms and discomfort, used as an alternative or in addition to compression stockings	✓	OTC	MAH 2 MA (SE/NO) (2 MA (FI/DK) 2023)
Women's health	Remisoft	 	Intimate Care	▪ Hormone-free vaginal cream for treatment of vaginal discomforts		MD class IIa	License automatically renewed every year
	Remifemin	 	Menopause	▪ Herbal medicine for treatment of menopausal symptoms		OTC	
Cough and cold	Hedexin	 	Cough	▪ OTC herbal cough medicine preventing mucus during colds		OTC	License automatically renewed every 2 years
	Fiorda	 	Sore Throat	▪ Soothing effect on sore throats		FS	

Trusted partner to pharmacies

New categories 2023

		Owned trademark (EU&NO)	Classification	Product ownership
Circulation/ Cardio		✓		MAH
	Launch Sept 2023	✓		Product Owner
Pain	Launch Sept 2023	✓		MAH
	Launch Sept 2023	✓		MAH
Regulatory- and quality approved in all countries (2022), ready for launching 2023				

“More than 0.93 mil units sleep & anxiety products from Sana Pharma Medical have increased quality of life”

Sana Pharma Medical provide high-quality products and treatments for several diseases and conditions. We manage our activities and products using a sustainable strategy, focusing on quality, being an attractive employer, profitable growth and taking environmental- and social responsibility. Most of the products and pipe-line are herbal based products with kind safety profiles.

The Sana Pharma Medical sustainability report was prepared in accordance with the GRI Standards, and the GRI content Index is found on page 34.

4. Sustainability

Strategy for helping people to a better life, and increase sustainable health impact

Sana Pharma Medical’s mission is to make sure people get a better life through treatment with quality OTC self medications, well tolerated with a kind safety profile. We focus on the big lifestyle diseases, and thereby increase sustainable health impact for end consumers and the society. Through our sustainability strategy we manage our operations and products by focusing on quality, sustainable growth, taking environmental- and social responsibility and be an attractive employer where people matter.

Customers- Quality Products & Operations

Sana Pharma Medical focus on quality in all our operations and products. We monitor and measure our services towards customers, and the quality of products for end consumers. Product safety is monitored and followed up by our pharmacovigilance System further followed up by the European Medical Authorities (EMA). We have GMP certified suppliers, and GDP certified customers. Our customers monitor our quality work, and together we set goals for quality work.

Employees – Attractive employer

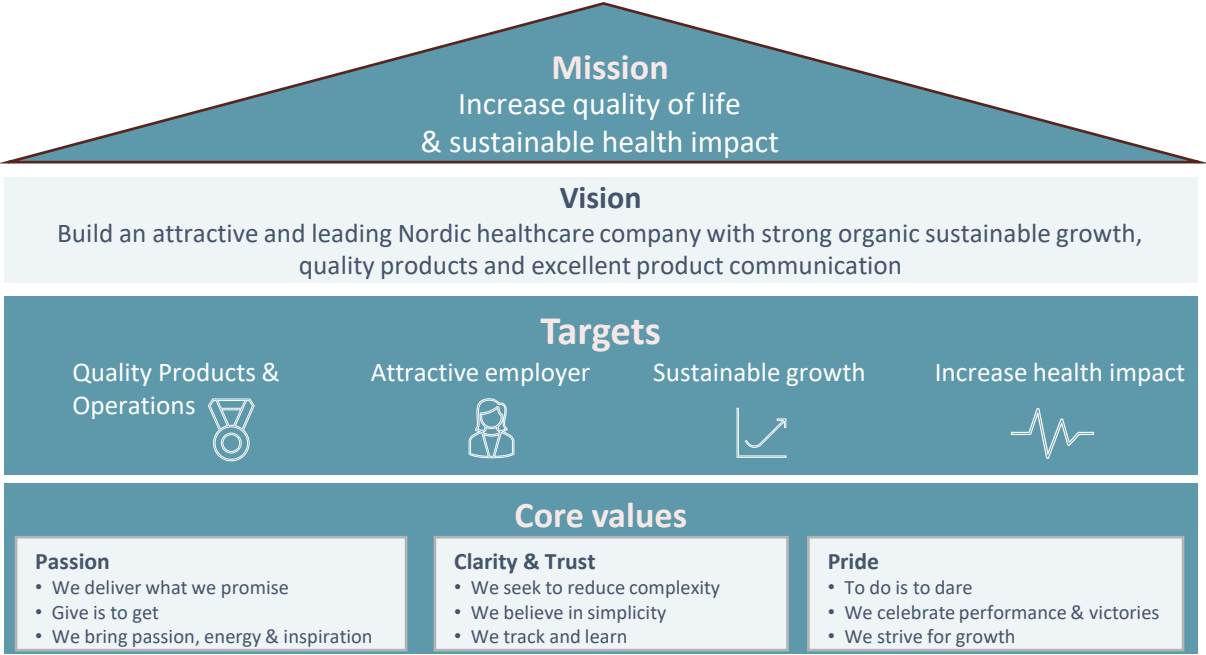
We believe our employees are the cornerstone of our success. We are dependent on qualified, competent and happy employees. We care about the well being of our employees, and are focusing on balancing work and private life, facilitate actions towards mental and physical health and are facilitating good working environment. We measure employee satisfaction and engagement yearly to ensure we create an attractive workplace inspiring our team. We are yearly working on the development programs for each employees.

The Company – Sustainable growth

Sana Pharma Medical is a fast-growing company, with a focus on sustainable growth. We continue to strengthen our position in our current categories and are expanding our portfolio categories and geographically in the Nordics. To have a sustainable growth we focus on high quality products and operations in all aspects and have a profitable growth with clear financial goals.

The Society- Increase health impact

Sana Pharma Medicals commitment to improving health and quality of life and thereby increase the sustainable health impact for people and for the society. We share medical knowledge within our categories and have first line OTC treatments in all present categories, with good safety profile. By using our first line quality products, further development of common lifestyle diseases with high costs for people and society can be prevented.



Targets			
Increase health impact	Sustainable growth	Quality Products & Operations	Attractive employer
<p>Sana Pharma Medical aims to enhance people's health and wellbeing sustainably, particularly with increasing lifestyle diseases and the demand for self-medication with limited or non-side effects. Our high-quality products across various categories prevent illnesses. Therefore we can maximize the health benefits for consumers and society while minimizing healthcare costs.</p>	<p>Sana Pharma Medical is a fast-growing healthcare company, with focus on organic growth of own medical products. We are committed to sustainable growth, launching our high-quality products in a sustainable manner in market after market. By strengthening our position in selected categories, we create value for all stakeholders in a sustainable way. Our corporate governance ensures a healthy financial and operational business, closely monitored and supported by our category and geo-expansion strategy. Join us as we work towards a healthier and more sustainable future.</p>	<p>At Sana Pharma Medical, quality is at the heart of everything we do. We continually monitor the quality of our products through feedback on adverse events and effectiveness. Our focus is on finding high-quality products with minimal side effects that can be used as a first-line self-medication treatment. We prioritize providing the "right products for the right condition" to end consumers, healthcare providers, and pharmacies. Our commitment to quality extends to our customers, and we closely monitor our operations, implementing appropriate mitigations when necessary.</p>	<p>At Sana Pharma Medical, we believe that our employees are the cornerstone of our success. We care deeply about their health and well-being, and we strive to provide excellent working conditions to minimize sick days. We believe that happy employees lead to better business outcomes, and we measure employee satisfaction and engagement yearly to ensure that we are doing all we can to support them.</p> <p>We work hard to create an attractive workplace that inspires and challenges our team. Our innovative and inspiring company culture, combined with our investment in employee well-being, creates a platform for success.</p>
<p>Sana Pharma Medical focus on:</p> <ul style="list-style-type: none">• high product effect and loyalty• HCP support for our products	<p>Sana Pharma Medical focus on:</p> <ul style="list-style-type: none">• good corporate governance• ambitious but realistic financial goals	<p>Sana Pharma Medical have:</p> <ul style="list-style-type: none">• quality 1-line self medication products• customer operation index > 97*	<p>Sana Pharma Medical focus on:</p> <ul style="list-style-type: none">• mental and physical employee health• engaged and loyal employees

Targets	Increase health impact	Sustainable growth	Quality Products & Operations	Attractive employer
Objectives	Increase health impact To monitor how we are influencing health impact on Sleep & anxiety, we are measuring the amount of sold products (SKUs), and the end consumer loyalty to our products as a proxy for health impact. <ul style="list-style-type: none"> Increase net sales (SKUs) vs last year Omnibus market research <ul style="list-style-type: none"> Loyalty**: (scale 1-5), target more than 75% (measuring loyalty as score 3-5). <div>Target 2022: 5% increase sale SKUs vs 2021, loyalty >75% (3-5) Outcome 2022: 5% increase, loyalty 85%</div>	Sustainable CM to drive growth We are a fast-growing company with goals related to product and geo-expansion. Bold plans where we need to make sure to obtain healthy cashflow and a sustainable business by focusing on our targets. <ul style="list-style-type: none"> CM margins on current category (2022): S&A, WH & C&C <div>Target 2022: CM 30% Outcome 2022: 38.5%</div>	Safe product use To secure safe products use, we have quality products and good communication to end consumers, HCPs and pharmacies. Quality is also right product for right condition. <ul style="list-style-type: none"> Reported adverse event/sold SKUs <div>Target 2022: < 1% deviation/SKUs sold Outcome 2022: 0.006 %</div>	Satisfied and engaged employees Employees satisfaction is important for us, and we are measuring the satisfaction and engagement by performing yearly survey. <ul style="list-style-type: none"> External survey score (1-5) <div>Target 2023: satisfaction > 4 Outcome 2022: 3.81</div>
	Knowledge sharing and education By increasing knowledge about our categories and product knowledge to all stakeholders the impact and result improves, and we are committed to our responsibility as a professional partner. <ul style="list-style-type: none"> >2 education activities performed towards HCP:s pr products in main categories Visit >50 pharmacies <div>Target 2022: >2 HCP activities-S&A products visit >50 pharmacies Outcome 2022: >2 HCP activities-S&A products visit >100 pharmacies</div>	Launch 1 new product in 2 countries We are having a soft launch of Solvenix in SE and NO, and our target is to get the product on the markets within the pharmacy launch windows <ul style="list-style-type: none"> Country launches of Solvenix <div>Target 2022: Solvenix launch in 2 countries Outcome 2022: Solvenix launch in 2 countries</div>	Quality operations When performing quality activities like planning, ordering, marketing and selling products we secure little or no scrapping of products. <ul style="list-style-type: none"> Scrapping value in relation to COGs <div>Target 2022: scrapping <4% of COGs Outcome 2022: 6.76%</div>	Healthy employees We care about our employees and their health. We strive towards excellent working conditions and to minimize sick days as a result of working conditions. <ul style="list-style-type: none"> No of reported days (work related sick-days) <div>Target 2022: 0 sick days FTE/Y Outcome 2022: 0</div>
			Quality Index We have our quality agreement, and we are monitoring and following up product deliverance and defects. The pharmacies* are measuring the quality deliverance. <p>Quality deliverance according to PO and on stock out situations</p> <div>Target 2022: >97* Outcome 2022: >97*</div>	Gender equality We have a focus on equality and will secure a gender diversified EMT group. <ul style="list-style-type: none"> Gender split in EMT <div>Target 2022: 50% female in EMT Outcome 2022: 60%</div>

* Using 1 pharncy monitoring as proxy for total
 ** Sedix and Lunixen (SE&NO)

Sana Pharma Medical support all the UN's global goals for sustainable development

Sana Pharma Medical's UN focus areas

Focus 2022

- Healthy Employees
- Safe Product Use



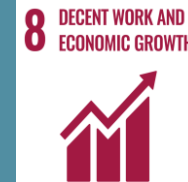
Next 5Y

- Reduce Emissions
- Sustainable use of Resources



Ongoing Commitments

- Responsible Operations
- Gender Diversity



Stakeholders

- Sana Pharma Medicals sustainability strategy make sure we are operating and having a close dialog with our stakeholders to make sure we are integrating the most material area into our strategy. We are monitoring the most important areas for out stakeholders by yearly performing an external and internal materiality analysis. Executing good corporate governance and having a clear code of conduct provide us with a group corporate culture benefiting all stakeholders.

Customers

Our customers are healthcare professionals (HCPs), pharmacies, and end users. We provide relevant Information and solutions for all our customers through multichannel marketing, educations related to our products and categories, and we encourage end consumers to get competent guidance in pharmacies.

	HCP	Pharmacies	End Consumer
Communication	Alternative 1-line treatment products	Right products to right symptoms	1-line treatment without sever side effect
Solution	Provide an alternative without sever side effects and/or additions	Clear and simplified information to remember	Increased quality of life

Employees

Our employees are our most important asset, and we feel a strong responsibility to be an attractive employer supporting their well-being and development. We encourage our employees in all functions and levels to produce ideas and thoughts to improve and make a difference in people's life. Besides offering fair wages and equal opportunities for employment, development and advancement we offer a good work-life balance and a safe work environment. We are committed to follow or overdue the content of collective bargaining agreements. Employees are promptly informed about changes to their entity, and Sana Pharma Medical comply with all national laws in every country we are present.. We track employee engagement and eNPS on a regular basis.

Society

Since we work with pharmaceutical and medical products, we have a huge responsibility towards society when it comes to products and user safety, good working conditions, environmental impact and efficient use of resources and material. We are focusing on increasing sustainable health impact and thereby decrease the health cost for society.



New employees 2022: 3 FTEs
Employee turnover 2022: 52%
Financial contribution for exercise: 5 TNOK
Work related illness: 0

We strive to attract high integrity employees who want to make a difference in people's lives, regardless of political, religious or cultural background.

Stakeholders

Suppliers

Our suppliers are located within the EU, and together with EU medical authorities we are regularly auditing and working together with the suppliers to secure safe and good operations and products. We purchase finished products directly from our suppliers, who have several types of products within their production facilities. We regularly follow up the suppliers on their compliance with our supplier code of conduct, and together we make sure our activities are compliant with our sustainability work. In Q3 2022, we became member of the Pharmaceutical Supply Chain Initiative (PSCI), due to our follow-up on supplier compliance with our Supplier and Partner Code of Conduct. PSCI membership is an important step in our aim to contribute to minimising the negative environmental impact from the pharmaceutical industry through good solutions for people, animals and the environment, with sustainable results.

All suppliers are working towards our sustainable code of conduct, and have all required certifications

Owners

We have a responsibility towards our owners, making sure our business provide a reasonable profit. By investing in Sana Pharma Medical the shareholders are investing in a profitable fast-growing healthcare business working actively with environmental, social/human capital, and governance (ESG) issues.

Materiality analysis

In 2022, the management team performed a materiality analysis with internal and external stakeholders, to get their view on the most important topics for Sana Pharma Medical to focus on. We then pinpointed the areas where we have the best possibility to improve our sustainability performance, both in short and long term.

The following areas have been of extra important for us due to respond from:

Internal stakeholders:

- Occupational health and safety.
- Workplace diversity and inclusion
- Increased "Quality of Life" due to usage of our products

External stakeholders:

- Supplier evaluation criterias and fulfillment of our (SPM) CoC
- Handling of corruption and bribery
- High-risk-ingredients due to e.g, deforestation



Sustainability report 2022

Our yearly sustainability report contains information on how we currently address sustainability issues and presents our ambitions for the future. The CEO is responsible for compliance with laws, legislation, policies and procedure. We always aim to provide effective quality products with a good safety profile for end users, as well as for the environment. Standards are established to ensure the safety for our employees, customers and users. This can be seen within all steps in the value chain, production, transport, activities, customer towards our employees and end users. We support and respect internationally recognized human rights, such as the UN guiding principles on business and human rights, regardless of where we work. We have a zero-tolerance approach when it comes to bribery and corruption, which is also clearly reflected in our code of conduct and corporate policies.

Environmental sustainability

Sana Pharma Medical's environmental works is compliant with our Climate and Environmental Policy. The environmental effort is the principles of precaution and substitution. We continuously work resource-efficiently, minimizing environmental footprints. It is mandatory for all employees to have training on all company environmental related policies. Sana Pharma Medical's environmental impact is mainly through the waste and transport management. Financial risks are discovered when performing environmental policy risk assessments.

Waste management

Waste has generally a large impact on the environmental footprint. Therefore, waste management and recycling are natural activities in all our offices and activities. Furthermore, to decrease plastic waste, we stopped delivering products in plastic bundles during 2020. We have a focus on sustainable use of resources, and strive to keep scraping of products <4% of COGs

Environmental sustainability related Policies:

- Climate and Environmental Policy
- Travel Policy
- Supplier and Partner Code of Conduct
- Sustainability Reports



Previously approved sustainability reports:

<https://www.sanapharma.se/hallbarhet>

The report has been investigated by RSM Norge AS : <https://www.rsm.global/norway/nb/om-rsm-norge>

Environmental sustainability

Sana Pharma Medicals environmental focus in 2022 has been to identify and monitor the company emission footprint according to the Sana Pharma Medical's Scope definition. Previous years we have been reporting Scope1: CO₂ emissions from business travels by car, bus and air. Scope 2: CO₂ emissions from Product distribution. In 2022 we are reporting Scope 3: Employee business travel & transportation and distribution of products. We are not reporting Scope 1 and 2, but we will strive to report Scope 2 in 2023. Since we are not owning any manufacturing site, and is a small customer for the manufacturing site, the measuring of Scope 1 is not possible at this stage. But when these situations are changing, Scope 1 will be measured.

Sana Pharma Medical's Scope definitions:

Scope -1 Emissions from direct sources

- On-site manufacturing or industrial processes
- Owned facilities
- On-site transportation or company vehicles

Scope -2 Emissions from energy/utilities

- Purchased electricity, heating, cooling, and building

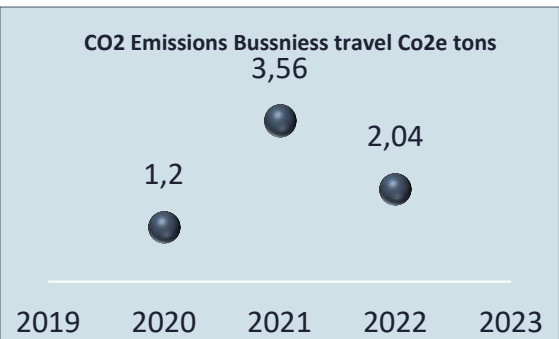
Scope-3 Indirect emissions from Supply Chain & Services

- Employee commuting or business travel
- Purchased goods and services
- Storage of goods
- Transportation and distribution of products

CO₂ Emissions Scope 3

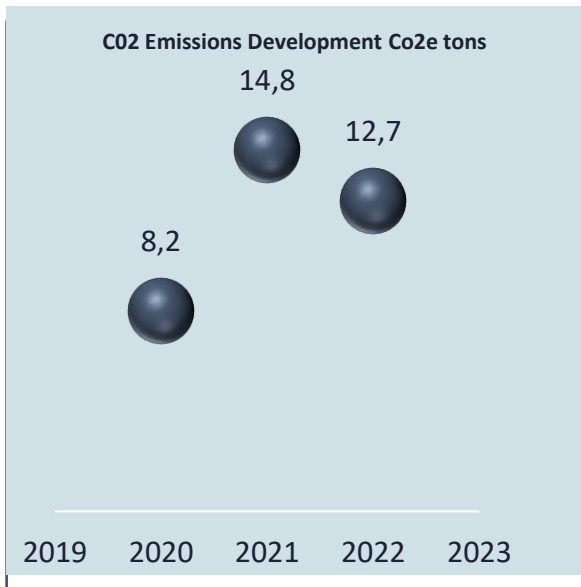
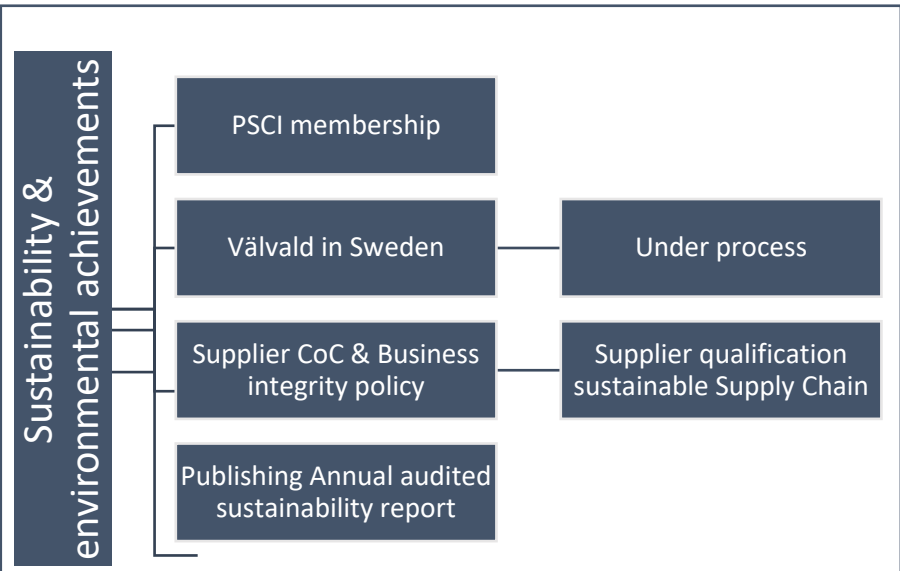
CO₂ Emissions Business traveling

We limit our internal travels by an increase of digital meetings. We set dates each year for internal meetings, with the purpose to minimise unnecessary travel. When travel is needed, we always choose to compensate for CO₂ emissions and select transportation carefully. Most of our communications with suppliers and partners are performed through digital platforms. The global Covid-pandemic has led to a general increased use of digital touchpoints.



CO₂ Emissions Transportation and distribution of products

Sustainability and environmentally friendly norms in overall SPM's supply chain and distribution channel. Foster green initiatives within supply chain management to enhance the company's reputation and overall business performed.



Environmental sustainability

Environmental investments

Sana Pharma Medical strive to decrease environmental and its CO₂ footprint in several ways. We are measuring our CO₂ footprint and are compensating for our emission. We have established Mallax foundation, a company investing in environmental projects lowering CO₂, as well as projects employees are passionate about. 200 NOK/FTE/mnd is transferred to Mallax foundation and all employees together are deciding what environmental or social projects the company will investment in.

Mallax foundation

Mallax foundation is a foundation consisting of Sana Pharma Medical employees. The company is investing in environmental and social projects, after suggestions and a decision taken from all Sana Pharma Medical employees.

Mallax foundation focus areas in 2022:

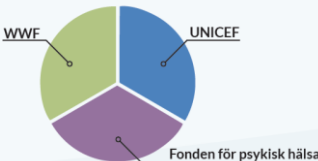
Environmental focus:

- CO₂ compensation (19 tons)
- Save the Baltic sea

Social focus:

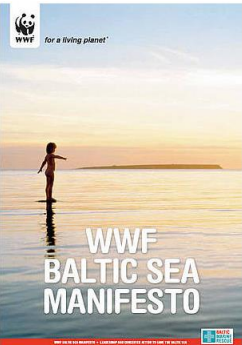
- Mental illness

Financial allocation- 2022



Save the Baltic sea

Mallax foundation chose to invest in World Wide Fund (WWF) for nature, due to their investments in both species and habitats, thereby reversal of environmental degradation . WWF has a Baltic Program, working for a well-managed, biodiverse and resilient Baltic.



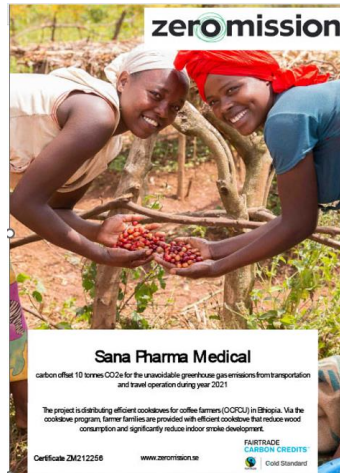
Sana Pharma Medical's environmental investments

- Investing 200 NOK/FTE/mnd in our company Mallax foundation
- CO₂ compensation for all product and business transportations

CO₂ compensation

Mallax foundation chose to CO₂ compensate with Gold Standard and Fairtrade-certificated projects

10 tons CO₂ compensation in Ethiopia



9 tons CO₂ compensation in India



Social sustainability

Our purpose is to help people to increase quality of life-and we are identifying and managing business impact on people around us; employees, customers, partners, workers in the supply chains and the community. We are compliant with our policies and are frequently performing risks assessment and appropriate mitigations when needed.

Commitments to Customers and Partners

- We treat customers and Partners fairly
- We have zero tolerance for bribery or other forms of corruption, fraud or any other prohibited or un-ethical business practices.
- Our employees shall not offer, give, get or accept a gift, meal or entertainment if this could influence business judgement.
- We require a comply with laws and a minimum code of conduct from Suppliers and Partners.

Commitments to Employees

- We embrace diversity and inclusion in our working environment.
- We have a safe working place following our Occupational Health & Safety Policy, and all have an employee handbook describing culture, pension and benefits.

Social sustainability related Policies:

- Suppliers and Third Parties CoC (Policy)
- Diversity & Inclusion Policy
- Employee Relation & Satisfaction Policy
- Occupational Health & Safety Policy
- Employee & Customer Privacy Policy (GDPR)

Commitments to Communities

- We have zero tolerance for bribery or other forms of corruption, fraud or any other prohibited or un-ethical business practices.
- We compete fairly, maintain decent business standards in advertising, sales, and competition.
- We are committed to and are following Human Rights in all operations



Investment in mental health

Sana Pharma Medicals employees have chosen to have an extra focus on preventing mental illness. Through Mallax foundation, a daughter company of Sana Pharma Medical, we have invested in UNICEF and Fonden för psykisk hälsa.



Works to prevent mental illness,
increase quality of life and save lives



Sana Pharma Medical's Social Sustainability UN goals



3 GOOD HEALTH AND WELL-BEING

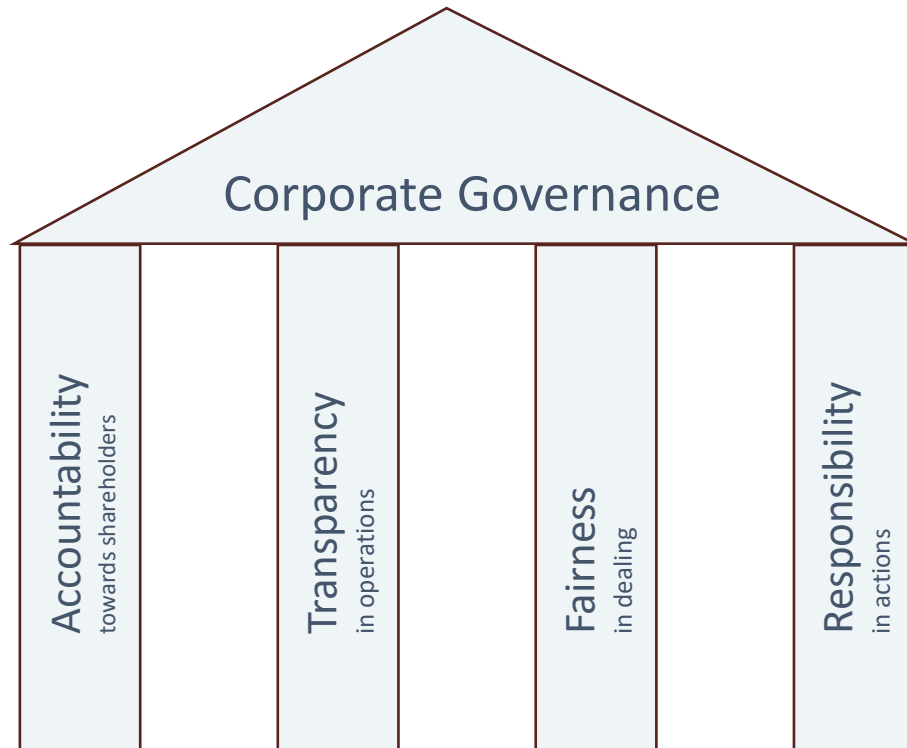


5 GENDER EQUALITY

- Healthy Employees
- Safe Product Use
- Gender Diversity

5. Corporate Governance

The objective of Sana Pharma Medical's corporate governance is to secure effective control of system and processes to secure accountability, transparency and responsibility towards shareholders interest in a profitable and sustainable way.



Building confidence through Corporate Governance

Accountability

Sana Pharma Medical can explain every operations performed and thereby build confidence amongst shareholders. We have a risk management system enabling us to understand, measure and perform mitigations to crucial risks for the building and future success of the business.

Transparency

Transparency is crucial for building confidence, making sure we have nothing to hide in our way of performing operations. We provide both shareholders and stakeholders with clear information regarding our performance. This secure good and powerful decisions promptly.

Fairness

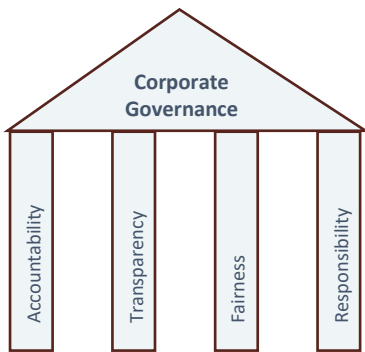
We treat all shareholders within the share class equally. Fairness and ethics are main drivers through all our dealings and operations, securing support and high interest amongst investors.

Responsibility

We are executing our business in a responsible way by being accountable, transparent and fair. Responsibility means not taking unnecessary risks, act ethically and secure shareholder's interests. Responsibility is reflected in all actions and operations.

Commitments to Integrity

- We follow all applicable laws in all our business operations wherever we are located.
- Compliance and ethics are important factors to create an ethical work environment.
- All managers and directors are supporting and following up all our policies, CoC and Business integrity.
- We shall not in any circumstances engage in any form of un-ethical business practice i.e any form of bribery (incl. gifts, travels, or other benefits), corruption including extortion, embezzlement and fraud, or any other prohibited or un-ethical business practices.
- We are committed to highest stands of ethical conducts.
- We have frequently trainings and are constantly improving the policies and CoC.
- We strive to take ethical right decisions in challenging situations.
- We protect employees, suppliers, customers and others Personal Privacy



Corporate Governance

Sana Pharma Medical's corporate governance secure an effective way of managing and develop our resources in a profitable and sustainable way for our shareholders. Corporate governances involve stakeholders such as the board of directors (BoD), executive management team (EMT) and shareholders. EMT is responsible for strategic planning, risk management and financial reporting to the BoD. BoD is approving total corporate strategy, and thereby secure shareholders interests. The objectives in Sana Pharma Medicals corporate governance is to be accountable to shareholders, transparent in operations, fair in dealing, and responsible in all actions.

Board of Directors (BoD)

- The BoD is elected by the shareholders (general assembly) and is appointing the CEO who is managing the economy, environment, and people.
- BoD approves corporate strategy suggested and presented by CEO.
- The corporate strategy is to build sustainable long-term values for shareholders.
- BoD is responsible for company performance.
- Chairman of the Board, Magnus Edlund (Impilo, not part of org) (31.12.2022), highest responsible of critical concerns
- BoD approve the sustainability work and report

Corporate Governance related Policies:

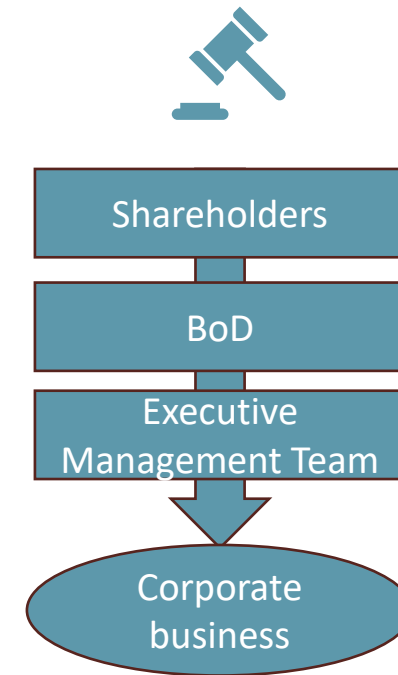
- Authorization instructions
- Sana Pharma Medical Code of Conduct
- Data protection & information Security Policy
- Business Integrity Policy (KOL/Partners)
- Business Continuity and Disaster Recovery Plan
- Product Approval and QA Information Policy
- Whistleblower & Complaint Policy

Executive Management Team (EMT)

- Sana Pharma Medical has a strong and competent EMT, developing and implementing corporate strategy.
- EMT is securing an effective short- and long-term executing of the company strategy.
- EMT is responsible for strategic planning, risk management and financial reporting.
- EMT report financial statement that fairly present the company financial situation.
- EMT report audits, risks and mitigations, and report compliant system and follow-ups.
- EMT produce yearly a sustainability report

Shareholders

- The total numbers of different shares are 184.931.567.
- 14 different entities are owners of the shares.
- The shareholders are appointing BoDs and auditors, to secure their interest and appropriate governance structure in place

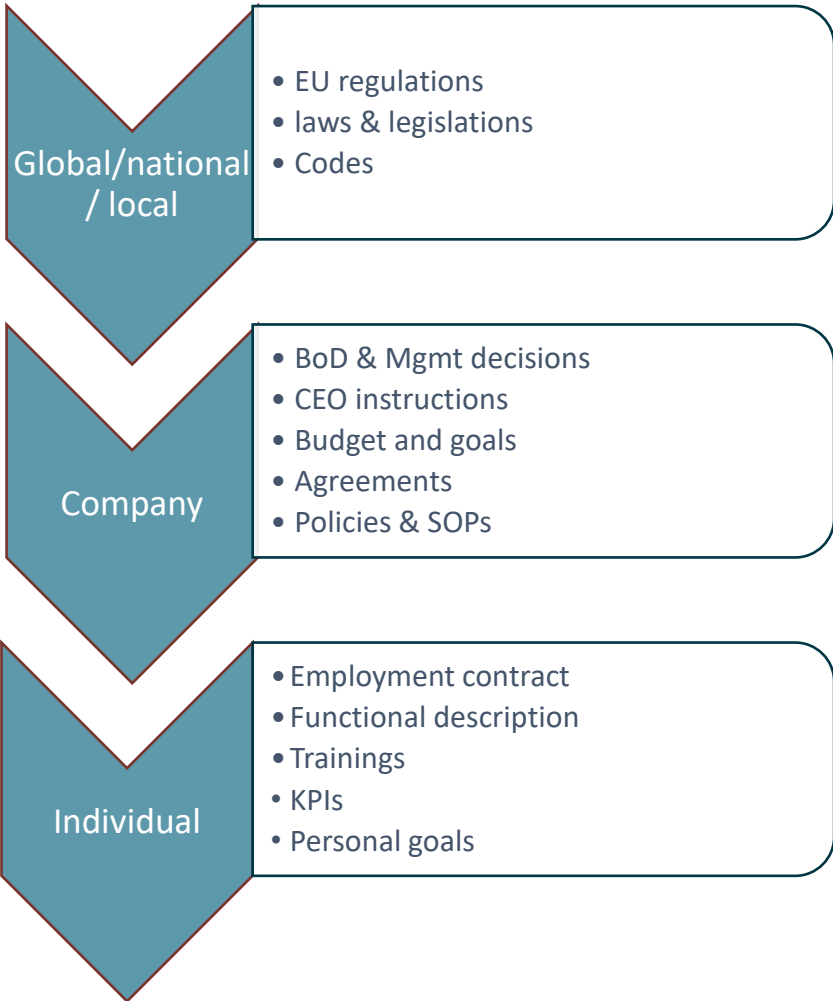


Essential in all SPMs' relationships are agreements, Code of Conducts, applicable laws and legislations

Corporate Governance

Sana Pharma Medical`s corporate governance secure commitment and compliance to all laws, legislations, policies, procedures, internal guidance.

Governing documents



Oversight



Regular reporting

- Yearly Management System Review
- Yearly reporting ESG
- Yearly Policy review
- Quarterly/BoD meeting and yearly reporting Risks
- Monthly and yearly reporting orders and P&L

Systems

- PV Management system
- QA/Risk Management system
- Policies and CoC, ESG system

Trainings

- Frequently training: SOPs, Products, Policies and CoC
- Yearly training: GDP, PV

Sana Pharma Medicals identified risk categories

- Product safety risks
- Operational risks
- Compliance risks
- Financial risks
- Policy risks

Management of Policies, CoCs and Plans

Sana Pharma Medical has built up a Total Management System, used for all operations in all countries. All policies, CoCs and plans including quality work are using the same Total Management System. All national laws and regulations are considered in the Management System and policies. All policies and CoC are frequently trained according to the Training Management, and regularly risk assessments followed up by mitigations are performed. Yearly, a management review meeting is performed, and the outcome of the total business is presented to the BoD.

Trainings

- Frequently : SOPs, Products, Policies and CoC
- Yearly training: GDP, PV

Sana Pharma Medicals identified risk categories

- Product safety risks
- Operational risks
- Compliance risks
- Financial risks
- Policy risks

Total Management System:

- Risk Management
- Deviation Management
- Change Control Management
- Document Management
- self inspection
- Management review
- Training Management
- Communication Policy

Policies, Code of Conducts and Plans

Environmental

- Climate and environmental Policy
- Travel Policy
- Sustainability report

Social

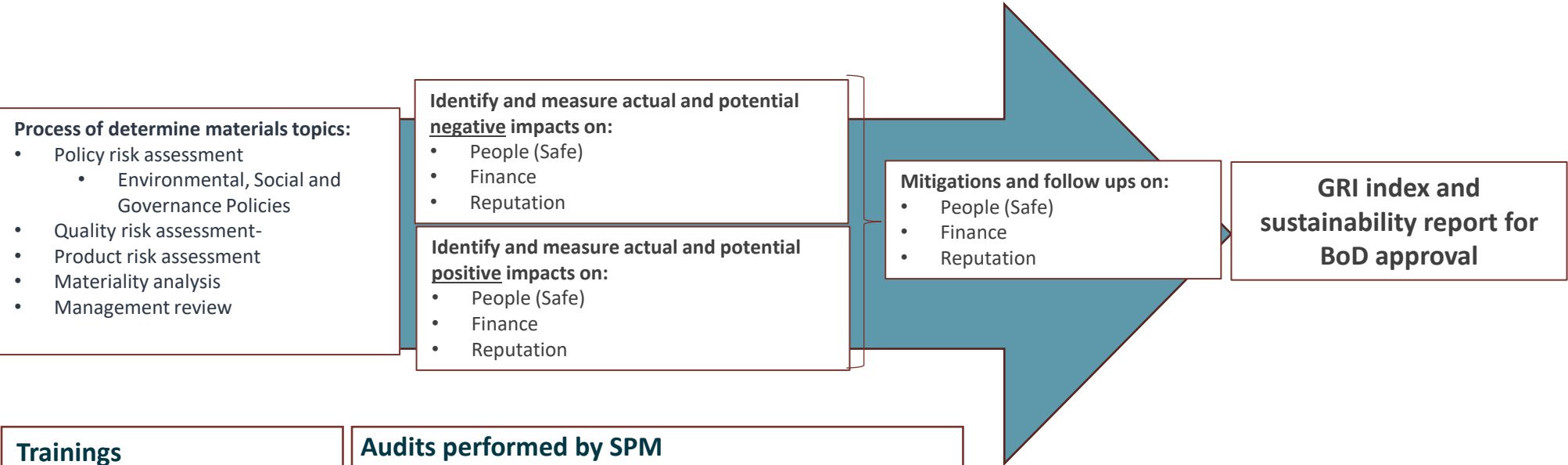
- Diversity & Inclusion Policy
- Employee relation & Satisfaction Policy
- Occupational Health & Safety Policy
- Employee & Customer Privacy Policy (GDPR)
- Employee Handbook
- Suppliers and Third Parties CoC (Policy)

Governance

- Business Integrity Policy (KOL/Partners)
- Whistleblower & Complaint Policy
- Sana Pharma Medical CoC
- Business Continuity and Disaster Recovery Plan
- Data protection & information Security

Products

- Quality & Product Safety Policy
- Qualification and Approval of Suppliers and Products Policy



Trainings

- Products: 2
- GDP: 2
- PV: 2
- New employees on-boarding: 3
- SOPs: 22
- Policies: 16
- Outsourced services: 2

Audits performed by SPM

- Transport companies: 2
- Customer: 1,

Deviations and CAPAs

- Deviations closed: 3
- Deviations open: 11
- CAPAS : 7

Marketing deviations

- 1 wrong legal text, quickly fixed
- Web publication prior to QA apporval, quickly fixed

	Complaints (#)	Adverse events (#)	Medical information (#)
Products	9	6	24
Policy breaches	0		

0 recalls, Mock recall performed in NO and FI
#: amount

Audits on SPM

- SLV in Norway 2022-02,
- Fimea in Finland, 2022-03
- Food authority in Finland 2022-03,

6. GRI Index

Sana Pharma Medical use the GRI standard (Global Reporting Initiative) content index as a guiding for our sustainability reporting to secure traceability and increase credibility and transparency.



GRI content index			
Statement of use	Sana Pharm Medical has reported the information cited in this GRI content index for the period 2022 with reference to GRI 1: Foundation 2021		
GRI 1 used	Universal Standards		
Applicable GRI Sector Standard(s)			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment
GRI 2: General Disclosures 2021	2-1 Organizational details	4	
	2-1-a legal name	4	
	2-1-b nature of ownership and legal form	4,5	
	2-1-c location of its headquarters	4	
	2-1- d s countries of operation	4	
	2-2 Entities included in the organization's sustainability reporting	4	
	2-2-a list of all entities included in its sustainability reporting;	5	
	2-3 Reporting period, frequency and contact point	24	
	2-4 Restatements of information	25	Changed the way of measuring and classify Scope definition vs 2021
	2-5 External assurance	24	
	2-6 Activities, value chain and other business relationships	8-- 16	
	2-6 a market	4	
	2-6-b Products	14, 15	
	2-6-b Supply chain	43	
	2-6 c: Business relations	6	Change in main owner to follow up business
	2-6 D: Business changes	6	Change from M&A focus to organic growth
	2-7 Employees	7, 9,27	
	2-8 Workers who are not employees	9	
	2-9 Governance structure and composition	7, 30, 31	
	2-10 Nomination and selection of the highest governance body	30	
	2-10 b: Stakeholders	22	
	2-11 Chair of the highest governance body	30	
	2-12 Role of the highest governance body in overseeing the management of impacts	30	
	2-13 Delegation of responsibility for managing impacts	30, 31	
	2-14 Role of the highest governance body in sustainability reporting	30	
	2-15 Conflicts of interest	NO	
	2-16 Communication of critical concerns	30	
	2-17 Collective knowledge of the highest governance body	30	Policy reading is mandatory for all employees, this info is found there
	2-18 Evaluation of the performance of the highest governance body	31	Performed through yearly policy review
	2-22 Statement on sustainable development strategy	6, 24-33	CEO summary and ESG
	2-23 Policy commitments	30, 31	
	2-24 Embedding policy commitments	31, 32	
	2-25 Processes to remediate negative impacts	31, 32	Risk systems
	2-26 Mechanisms for seeking advice and raising concerns	32	raison consulting helped out with policies building
	2-27 Compliance with laws and regulations	30,31, 32	
	2-28 Membership associations	23	PSCI
	2-29 a stakeholders	22,23	
	2-29 a i-iii stakeholder engagement and materiality analysis	22,23	
	2-30 Collective bargaining agreements	22	

GRI content index				
Statement of use		Sana Pharmn Medical has reported the information cited in this GRI content index for the period 2022 with reference to		
GRI 1 used		GRI 1: Foundation 2021		
Applicable GRI Sector Standard(s)		Universal Standards		
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment	
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	33		
	3-2 List of material topics	Not yet		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	32	Will be part of the total management system	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	33	Also found in Total Risk Evaluation document SPM	
	201-2 Financial implications and other risks and opportunities due to climate change	24, 25	Analysis performed when risk assessment of the environmental policy was performed	
	201-3 Defined benefit plan obligations and other retirement plans	27	Found in Employee Handbook	
	201-4 Financial assistance received from government	31		
Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	22,27		
	202-2 Proportion of senior management hired from the local community	7	Senior executive from all countries	
Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not performed		
	203-2 Significant indirect economic impacts	Not performed		
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	0		
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	30,32,32	Negative impact analysed by Business Integrity Policy (KOL/Partners) risk assessment	
	205-2 Communication and training about anti-corruption policies and procedures	30,32,32	Communication policy risk analysis has been performed, and training procedure followed (all policies and CoC mandatory for all employees)	
	205-3 Confirmed incidents of corruption and actions taken	Non reported		
Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Non		

GRI content index				
Statement of use		Sana Pharmin Medical has reported the information cited in this GRI content index for the period 2022 with reference to		
GRI 1 used		GRI 1: Foundation 2021		
Applicable GRI Sector Standard(s)		Universal Standards		
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment	
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	207-1 Approach to tax	31	All tax laws in every country followed, audited year	
	207-2 Tax governance, control, and risk management	32	External audit yearly	
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	32	Yerly reported to BoD and owners	
	207-4 Country-by-country reporting	Yes	Country-by-country and consolidated	
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	301-1 Materials used by weight or volume			
GRI 301: Materials 2016	301-2 Recycled input materials used		Has taken away plastic around products	
	301-3 Reclaimed products and their packaging materials	Na		
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	302-1 Energy consumption within the organization	Not measured		
	302-2 Energy consumption outside of the organization	Not measured		
	302-3 Energy intensity	Not measured		
	302-4 Reduction of energy consumption	Not performed		
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Not performed	We are noe manufacturing products our selves	
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	303-1 Interactions with water as a shared resource	Na		
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Na		
	303-3 Water withdrawal	Na		
	303-4 Water discharge	Na		
	303-5 Water consumption	Na		
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	NA		
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	NA		
	304-3 Habitats protected or restored	NA		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	NA		

GRI content index				
Statement of use		Sana Pharmn Medical has reported the information cited in this GRI content index for the period 2022 with reference to GRI 1: Foundation 2021		
GRI 1 used		Universal Standards		
Applicable GRI Sector Standard(s)				
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment	
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	305-1 Direct (Scope 1) GHG emissions	Not performed	Not owing manufacturing sites or on-site vehicles	
	305-2 Energy indirect (Scope 2) GHG emissions	Not performed		
	305-3 Other indirect (Scope 3) GHG emissions	25		
	305-4 GHG emissions intensity	Not measured		
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	26	CO2 compensation	
	305-6 Emissions of ozone-depleting substances (ODS)	Not measured		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not measured		
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	306-1 Waste generation and significant waste-related impacts	24	No significant impact	
	306-2 Management of significant waste-related impacts	Not needed		
	306-3 Waste generated	Not measured		
	306-4 Waste diverted from disposal	No		
GRI 306: Waste 2020	306-5 Waste directed to disposal	24	scrapping	
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	308-1 New suppliers that were screened using environmental criteria	Yes	2 new suppliers recieved our CoC and signed it	
	308-2 Negative environmental impacts in the supply chain and actions taken	Non		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	401-1 New employee hires and employee turnover	22		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Non		
GRI 401: Employment 2016	401-3 Parental leave	Non		
Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 402: Labor/Management Relations 2016	402-1 Mnimum notice periods regarding operational changes	22		

GRI content index			
Statement of use	Sana Pharm Medical has reported the information cited in this GRI content index for the period 2022 with reference to GRI 1: Foundation 2021		
GRI 1 used	Universal Standards		
Applicable GRI Sector Standard(s)			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	32	
	403-2 Hazard identification, risk assessment, and incident investigation	32	Exist, but nothing found iorreported
	403-3 Occupational health services	No	
	403-4 Worker participation, consultation, and communication on occupational health and safety	32	All employees trained according to Training SOP
	403-5 Worker training on occupational health and safety	32	All employees trained according to Training SOP
	403-6 Promotion of worker health	21	Main focus
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	32	Yes, according to our risk management
	403-8 Workers covered by an occupational health and safety management system	32	
	403-9 Work-related injuries	0	
	403-10 Work-related ill health	0	
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	32,33	Regularly and yearly training
	404-2 Programs for upgrading employee skills and transition assistance programs	22,27	All employees have yearly interview, and follow-ups program
	404-3 Percentage of employees receiving regular performance and career development reviews	33	100 %
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	27, 33	
	405-2 Ratio of basic salary and remuneration of women to men	Not measured	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	33	0
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Non	

GRI content index			
Statement of use		Sana Pharmn Medical has reported the information cited in this GRI content index for the period 2022 with reference to GRI 1: Foundation 2021	
GRI 1 used		Universal Standards	
Applicable GRI Sector Standard(s)			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Non	
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Non	
Security practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	NA	
Rights of indigenous peoples			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	NA	
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	26	
	413-2 Operations with significant actual and potential negative impacts on local communities	Non	
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Yes	2, Supplier CoC sent and signed
	414-2 Negative social impacts in the supply chain and actions taken	Non	
Public policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 415: Public Policy 2016	415-1 Political contributions	Non	
Customer health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	32	Yes, important
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	33	

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GRI 1 used		GRI 1: Foundation 2021		
Applicable GRI Sector Standard(s)		Universal Standards		
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment	
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	417-1 Requirements for product and service information and labeling	Yes		
	417-2 Incidents of non-compliance concerning product and service information and labeling	33		
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	33		
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	33	Non	
GRI 418: Customer Privacy 2016				