

Sana Pharma Medical

Sustainability Report 2023



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1. Sana Pharma Medical

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.



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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), Finland (Helsinki) and Denmark (Copenhagen). 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. The majority of the staff work at the head office in Oslo, Norway, but several functions and Executive Managers are placed in the other countries. The organisation consists of the following departments:



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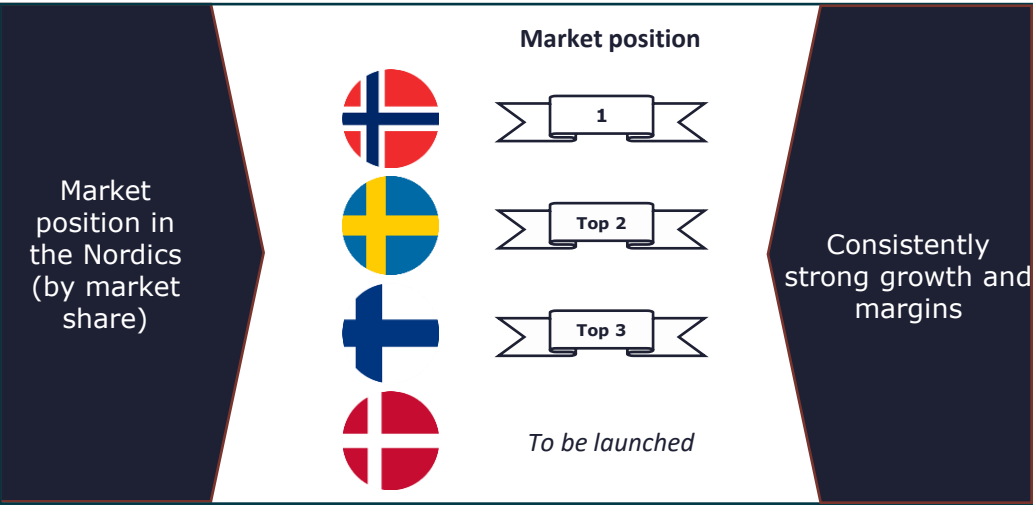
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Sana Pharma Medical at a glance

A valuable fast-growing Nordic pharmaceutical company

- Sana Pharma medical was established in 2014 and became part of Sagacia AS in 2023.
- Sana Pharma Medical, is a rapidly growing pharmaceutical 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
- 2023 revenue of NOK 61m across 11 products and more products to be launched in 2024 and onwards
- Premium priced quality products, whereas 92% owned products
- Excellent price winning marketing and pharmacy partnership

Sana Pharma Medical has established itself as the Nordic’s market leader within the Sleep & Anxiety categories



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Sana Pharma Medical 2023

About Sana Pharma Medical

- Sana Pharma Medical is a pharmaceutical 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 quality first line products on the Nordic market.
- 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 94% 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.



Our purpose is to improve health and increase quality of life

CEO summary



Effective from July 1, 2023, Sana Pharma Medical seamlessly merged with the Norwegian company, Sagacia, distinguished for its excellence in healthcare sector business development. Sagacia perfectly complements our dedication to organic growth strategy through providing new medical products on the Nordic market. This strategic approach not only ensures control and ownership of our assets but also lays the foundation for a sustainable business that benefits all stakeholders.

At present, Sana Pharma Medical hold the top 1 market share position within sleep and anxiety products across Nordic pharmacies. Our distinguished standing is underlined by a proven track record in shaping and developing this specific category, culminating in a nomination for the "Category Builder 2023" award in Apo1.

In 2023, we strategically broadened our category portfolio to include Pain and Circulation. The introduction of Glitinum in Norway, Sweden, and Finland marked a significant milestone as the only OTC migraine prevention product in the Nordics. Simultaneously, Senikol, a cholesterol depletion product, was launched in Norway and Sweden. In the coming years, our Nordic focus will be around Pain and Circulation, as well as our established category Sleep and Anxiety.

In 2023 we prepared for geographic expansion and are now wholesaler in Denmark after audits from national medical and food authorities. We are looking forward to providing our products to increase quality of life in the Danish market. The organization is prepared for sales channel expansions, and we will explore a variety of possibilities in 2024.

We take great pride in presenting our sustainability report, a reflection of our commitments to corporate governance, environmental responsibility, and social impact, as well as our commitment to improve health and quality of life for people.

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Increase quality of life

Provider of first line treatments

- Sana Pharma Medial is providing first line treatment 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 & Anxiety, Menopause, circulation and Pain categories.

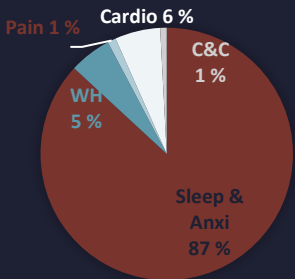
Increase categories portfolio

- In 2023, 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 2023 we launched products into two new focus categories.
- In 2023 we expanded our product portfolio with two products own by us. Senikol in the circulation category, and Glitinum in the new pain category. In2024, we are expanding the pain category with Giduxa.
- We will in the next coming years expand and invest more in all our categories in the Nordics.

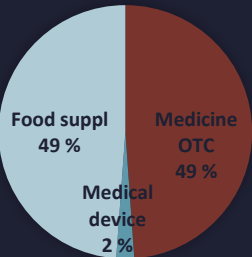
Launching of new product

- In 2023, we continued building Solvenix in Sweden and Norway, 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.
- We launched Senikol and Glitinum in Norway and Sweden in 2023 followed by Finland and Denmark in 2024.
- Giduxa, reducing joint pain, will be launched in all Nordic countries during 2024.

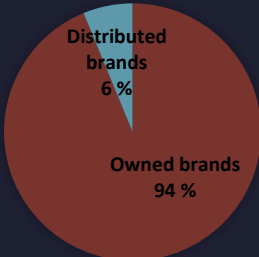
Net sale by category



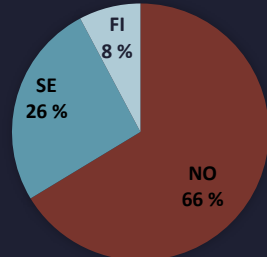
Net sale by classification



Net sale by ownership



Net sale by country



- 17 FTEs
- > 0.8 mil units Sleep & Anxiety products from Sana Pharma Medical have helped people to a better life
- 61 mNOK in revenue

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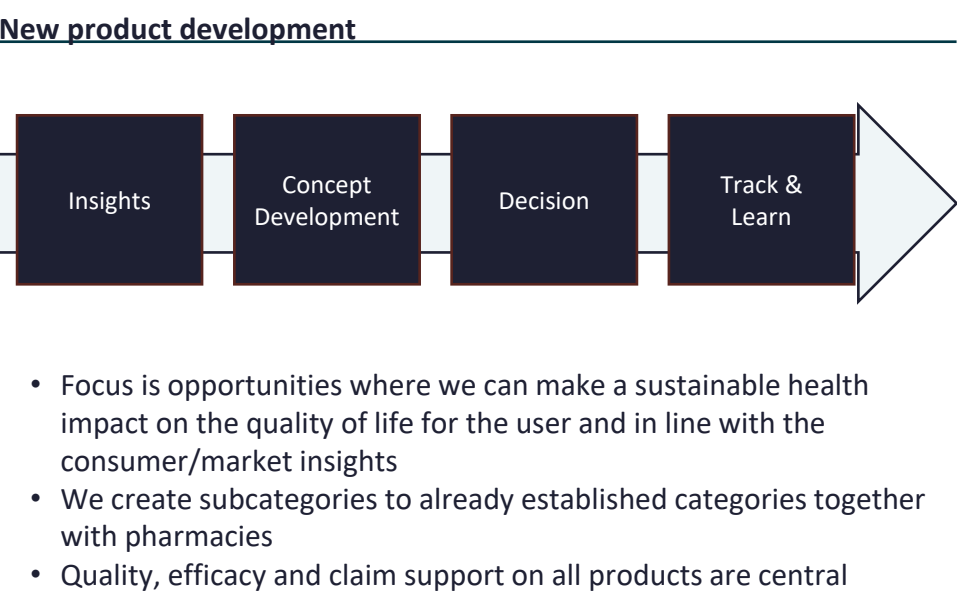
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Extensive scalable in-house competences

Full suite of development and commercialization capabilities

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
In-house PV	<ul style="list-style-type: none">▪ Apply for MAs▪ Inhouse Pharmacovigilance (PV) setup▪ In-house QPPV Responsible Persons
In-house marketing production	<div>Towards consumers/HCP/Pharmacies</div> <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

Which are leveraged in a structured product development process



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

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Strong cross-country Executive Management Team

Executive Management Team with outstanding competences, experiences and passion for business

Heidi Tveit

CEO Norway

- Founder of Sana Pharma Medical in 2014
- Substantial experience from business development and operations
- 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



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



Anna Bentinger Elmlblad

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



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.

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.

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2. Market Situation

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.



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Several trends are driving demand of new OTC products

With our mission to **improve health and increase quality of life**. We have identified areas where there are gaps in the market, 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 and increase quality of life** due to availability of self-medication.

Increased health awareness




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.

Health information availability




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 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.

Self medication without adverse events



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 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.

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A strong position within the fast-growing Sleep & Anxiety category

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 without 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**.

In 2023, Sana Pharma Medical has 1/3 of the sleep and anxiety products in the Nordic pharmacy market.

Norway	Sweden	Finland
<ul style="list-style-type: none">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 66%* 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.	<p>With our two brands we currently hold a market share of 26% * and offering products to support with the right type of products (and active ingredients) towards the right type of problem.</p> <p>Our products help consumers with both daytime anxiety and having a good qualitative sleep throw-out the night.</p> <p>The Swedish market is a young market where the category still has a lot of potential in terms of additional products.</p>	<p>With our three brands we currently hold a market share of 6%* and are offering products to support right type of problems (and active ingredients) towards the right type of problem.</p> <p>Our products help consumers with both daytime anxiety and having a good qualitative sleep throw-out the night.</p> <p>The Finnish market is a mature sleep and anxiety market where our products has high competition mainly from melatonin products.</p>
<div><div>1*</div></div>	<div><div>Top 2*</div></div>	<div><div>Top 3*</div></div>

* IQVIA MAT Value (LC), Dec 2023

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3. Product Portfolio

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.



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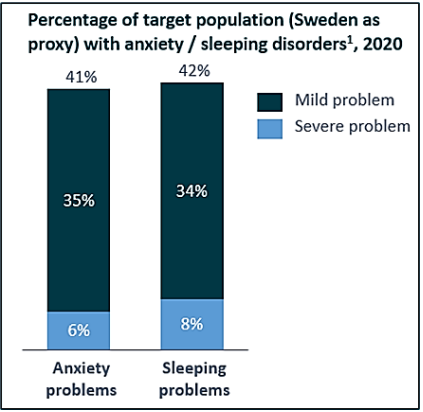
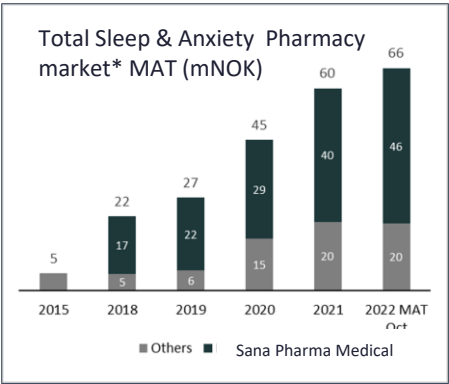
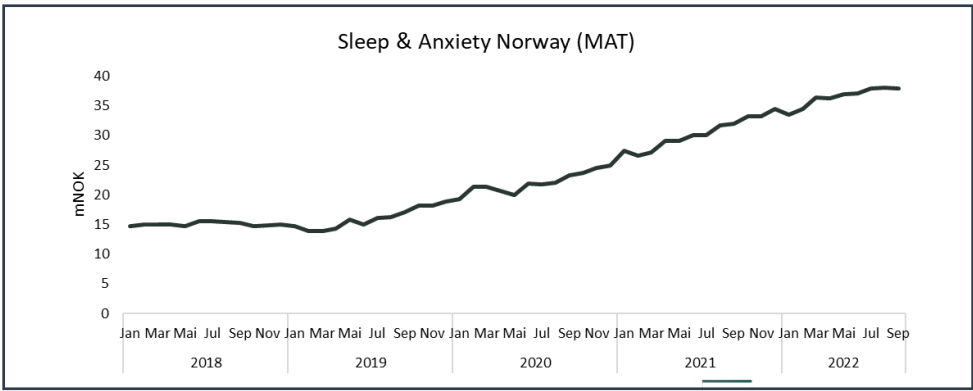
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Track record of category expansion and launch excellences

- Together with customers (pharmacies), Sana Pharma Medical has built up a fast-growing Sleep & Anxiety category. Sana Pharma Medical is reaching > 65% 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/>

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Product portfolio- excellent first line treatments

	Key products overview				Owned trademark (EU&NO)	Classification	Ownership	
Sleep & Anxiety	Sedix			Anxiety	▪ Traditional herbal drug used to ease anxiety / fall asleep	✓	OTC	Eternal
	Lunixen			Sleep Disturbance	▪ Traditional herbal sleep sedative improving sleep quality and length	✓	OTC	Eternal
	Melatonin (Several SKUs)			Falling Asleep	▪ Pills & spray used to regulate the circadian rhythm (1 mg Melatonin), for falling asleep	✓	FS	Eternal
	Duranoct			Falling Asleep/	▪ Combination product used to regulate the circadian rhythm (1.9 mg Melatonin) for falling asleep	✓	FS	Eternal
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 and Brand owner 2 MA (SE/NO) (2 MA (FI/DK)2024)
	Senikol			Reduce Cholesterol	▪ Caps taken with food, to lower cholesterol level 8-12%	✓	FS	Product and Brand owner eternal
Pain	Glitinum			Prevent migraine	▪ Traditional herbal medicine preventing migraine	✓	OTC	MAH and Brand owner (SE/NO/FI/DK)
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	

- In 2023:
- The product portfolio consisted 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 are mainly sold through pharmacies.
 - The pain category was opened by launching Glitinum, a migraine prevention OTC herbal medicine. The nest pain product will be launched in 2024, Giduxa, reducing joint pain.
 - The circulation/cardio category was expanded by launching Senikol, a cholesterol depletion product.

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4. Sustainability

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 are herbal based OTC 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 33



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Improve health & increase quality of life in a sustainable way

Sana Pharma Medical’s mission is to provide products to to improve health & Increase quality of 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 focusing on our objectives, we strive to meet customers, employees and all stakeholders' expectations when it comes to sustainable business operations

Customers- Availability of 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.

All stakeholders – 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.

Mission	Provide products to improve health & Increase quality of life			
Vision	Become the Nordic leading OTC company			
Objectives	Increase availability of OTCs 	Sustainable growth 	Quality Products & Operations 	Attractive employer 
Values	Passionate		Brave	
Operational Principles	We bring passion, energy and inspiration wherever we go		To dare is to do! We challenge status quo	
UN Sustainable Development Goals	Focus 2024 <ul style="list-style-type: none">• Healthy Employees• Safe Product Use 		Next 5Y <ul style="list-style-type: none">• Measure Emission Scope 3• Sustainable use of Resources  	
	Ongoing Commitments <ul style="list-style-type: none">• Responsible Operations• Gender Diversity  			

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Objectives

<div><div>Increase availability of OTCs</div><div></div></div>	<div><div>Sustainable growth</div><div></div></div>	<div><div>Quality Products & Operations</div><div></div></div>	<div><div>Attractive employer</div><div></div></div>
<p>Sana Pharma Medical aims to enhance people's health and increase quality of life. This by increasing availability of first line self-medication products towards lifestyle diseases and other health conditions, with limited or few effects. Our high-quality products across various categories prevent and treats illnesses and improve the general health in the population. We aspire to ensure the availability of our products wherever customers choose, aiming to meet their needs seamlessly.</p>	<p>Sana Pharma Medical is a fast-growing pharmaceutical 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>
<div><div>Sana Pharma Medical focus on:</div><div><ul style="list-style-type: none">• having product in several categories• availability in several sale channels</div></div>	<div><div>Sana Pharma Medical focus on:</div><div><ul style="list-style-type: none">• good corporate governance• ambitious but realistic financial goals</div></div>	<div><div>Sana Pharma Medical have:</div><div><ul style="list-style-type: none">• quality 1-line self -medication products• customer operation index > 97*</div></div>	<div><div>Sana Pharma Medical focus on:</div><div><ul style="list-style-type: none">• mental and physical employee health• engaged and loyal employees</div></div>

* Use NMD monitoring as proxy for total quality

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Objectives	Increase availability of OTCs	Sustainable growth	Quality Products & Operations	Attractive employer
				
Targets	Launch new products To monitor how we are increasing availability of OTC, we are measuring the availability of different products (SKUs) in different markets. Goals 2024: total 7 launches in 4 markets Outcome 2024: Geo Expansion (DK) Build up B2B business in DK. Goals 2024: 3 products on the market Outcome 2024: Sales channels expansion By increasing the sales channels, we are giving customers the possibility to choose how and where to get the OTC. <u>B2B MM expansion:</u> Open up for sale through Mass Market (MM) Goals 2024: MM launch in NO/SE/FI Outcome 2024: <u>D2C Products & Geo expansion:</u> D2C business in SE and NO and will expand D2C offerings in those markets while introducing D2C in FI/DK Goals 2024: 6 D2C products in NO & 3 in SE Outcome 2024: Goals 2024: 4 D2C launch in FI & 3 in DK Outcome 2024:	Revenue growth Increased product launches, geo expansion and sales channels expansion, the company is increasing the revenue while building up new categories Goals 2024: Revenue growth of 90% vs LY Outcome 2024: Increase product portfolio categories Sleep and Anxiety was 87% of revenue LY. To have a more sustainable business, new product categories are launches, and most of the revenue growth will come from these category Goals 2024: 88% growth - new categories Outcome 2024: Launch 1 new product in all countries Cholesterol depletion and pain products will be available in most pharmacies in SE and NO in Feb 2024, and in DK and FI during 2024. Expansion of the pain category will secure a sustainable growth pillar for the company Goals 2024: Giduxa launch in 4 countries Outcome 2024:	Safe product use To secure safe products use, we have quality products and good communication to all customers. Safe product use is therefore measure reported adverse event/sold SKUs Goals 2024: < 1‰ deviation/SKUs sold Outcome 2024: Quality operations <u>Low scrapping:</u> When performing quality activities, we secure little or no scrapping of products. We are measuring scrapping value in relation to COGs Goals 2024: <4% scrapping vs COGs Outcome 2024: <u>Customer satisfaction:</u> Quality system management provide satisfied customers. We measure customer satisfaction through % fulfillment of orders/delivery to B2B and D2C Goals 2024: 95% satisfaction Outcome 2024: Forecast accuracy we are monitoring and following product forecast Goals 2024: 70% accuracy Outcome 2024:	Satisfied and engaged employees Employees satisfaction is important for us, and we are measuring the satisfaction and engagement by performing yearly survey. We are measuring employee satisfaction trough external survey score (1-5) Goals 2024: improve satisfaction score Outcome 2024: 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. We are measuring number of reported sick days (work related) Target 2023: 0 sick days FTE/Y Outcome 2024: 0 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 Goals 2024: ≥50% females in EMT Outcome 2024:

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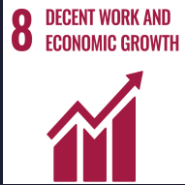

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Improve health & increase quality of life in a sustainable way

Sana Pharma Medical`s UN focus areas

<p><i>Focus 2023</i></p> <ul style="list-style-type: none">• Healthy Employees• Safe Product Use 	<p><i>Next 5Y</i></p> <ul style="list-style-type: none">• Reduce Emissions• Sustainable use of Resources  	<p><i>Ongoing Commitments</i></p> <ul style="list-style-type: none">• Responsible Operations• Gender Diversity  
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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 frequently 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 and on our web pages.

	HCP	Pharmacies	End user
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 addictions	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 working environment. We are committed to follow or overdue the general 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 satisfaction on a regular basis and follow up on areas to improve.

Society

Given our involvement with pharmaceutical and medical products, we bear a significant responsibility to society concerning product and user safety, fostering optimal working conditions, minimizing environmental impact, and ensuring efficient use of resources and materials



New employes 2023: 4, FTEs
Employee turnover 2023: 14%
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.

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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 try to use local suppliers, when possible, and in 2023 we spent 72% on local suppliers to support local industry. 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. We are 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 pharmaceutical business working actively with environmental, social/human capital, and governance (ESG) issues.

Authorities

The competent EMT secure through all their operations, recourses, Quality Management System and reporting, compliance with all laws and legislations.

Materiality analysis

The executive management team has earlier 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 were reported to be the most important ones, and have now been part of our focus areas to follow up on.

Internal stakeholders:

- Occupational health and safety.
- Workplace diversity and inclusion
- Increased "Quality of Life" for end consumers

External stakeholders:

- Supplier evaluation criteria's and fulfillment of SPM's CoC
- Handling of corruption and bribery
- High-risk-ingredients due to e,g, deforestation

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Sustainability report 2023

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 was investigated by RSM Norge AS : <https://www.rsm.global/norway/nb/om-rsm-norge> in 2022, and the same set-up with information for the next year added in

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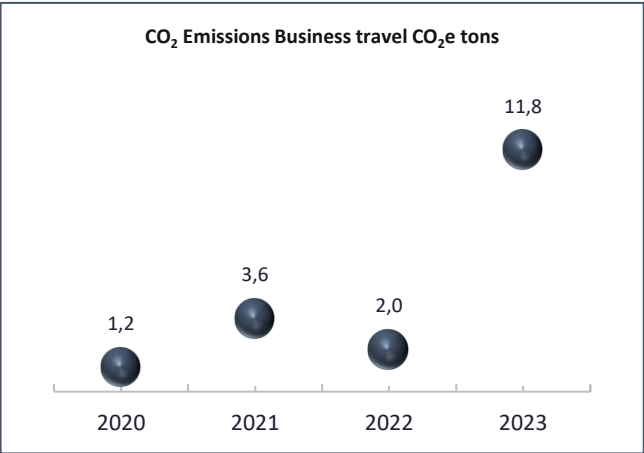
Environmental sustainability

Sana Pharma Medical's environmental focus in 2023 has been to identify and monitor the company's emission footprint in accordance with Sana Pharma Medical's and the general Scope definition. We are currently reporting on Scope 3 emissions, specifically those related to employee business travel, transportation, and product distribution. While we are not currently reporting on Scope 1 and 2 emissions, we are committed to including Scope 2 in our reporting within the next five years. As we do not own any manufacturing sites and have limited involvement as a customer for such sites, measuring Scope 1 emissions is not feasible at this stage. However, as circumstances change, we will implement measurements for Scope 1 emissions.

CO₂ Emissions Scope 3

CO₂ Emissions Business traveling

We make necessary efforts to limit travel and embrace digital collaboration. Covid-19 disruption led to reduced our travel in last couple of years and CO₂ emission rose by indispensable travel in 2023. However, when travel was necessary, we offset emissions and prioritized sustainable transportation. Moving forward, we're committed to further reducing emissions and enhancing sustainability measures.



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.



Sana Pharma Medical's Scope definitions:

Scope -1 Emissions from direct sources

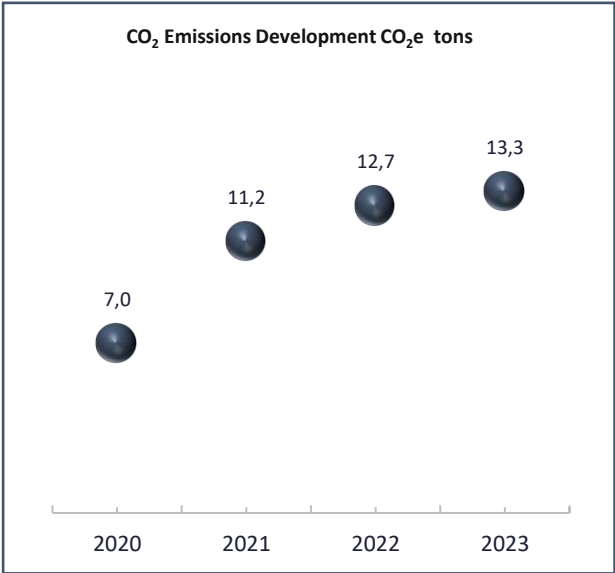
- On-site manufacturing or industrial processes
- Owned facilities
- On-site transportation or company vehicles

Scope -2 Emissions form 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
- Transportation and distribution of products



Ok 😊
Veldig bra! 😊

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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 Sana Pharma foundation, investing in environmental projects lowering CO₂, as well as projects employees are passionate about. 200 NOK/FTE/month is transferred to Sana Pharma foundation and all employees together are deciding what environmental and/or social projects to investment in.

Sana Pharma Medical`s environmental investments

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

Sana Pharma foundation

Sana Pharma foundation is a fund where investments are allocated to employee selected projects to support sustainability.

The imitative is driven fully by a steering group of employees who identify several project for the organization to learn more about and then vote for. The company is investing both environmental and social projects

Sana Pharma foundation focus areas in 2023:

Environmental focus:
CO2 compensation (25,14 tons) for business travel and transport of products.

Social focus:
Mental health by supporting Fonden for Psykisk H lsa.

CO₂ compensation

Sana Pharma foundation chose to CO₂ compensate our business ravel and product transport with Gold Standard and Fairtrade-certificated projects.

1. A project to provide water treatment systems to economically disadvantaged households and schools in Uganda. This initiative contributes to climate benefits by reducing the consumption of wood and coal for water boiling purposes.
2. A project in Tanzania dedicated to the conservation of forests through a remarkable collaboration with the Hadza tribe, a community of hunter-gatherers, and the Datoga tribe, a pastoralist community.



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Social sustainability

Our purpose is to provide products to improve health and 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, compensation 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 health. Through Sana Pharma foundation, we have invested in Fonden för Psykisk Hälsa.



Sana Pharma Medical`s Social Sustainability UN goals



- Healthy Employees
- Safe Product Use

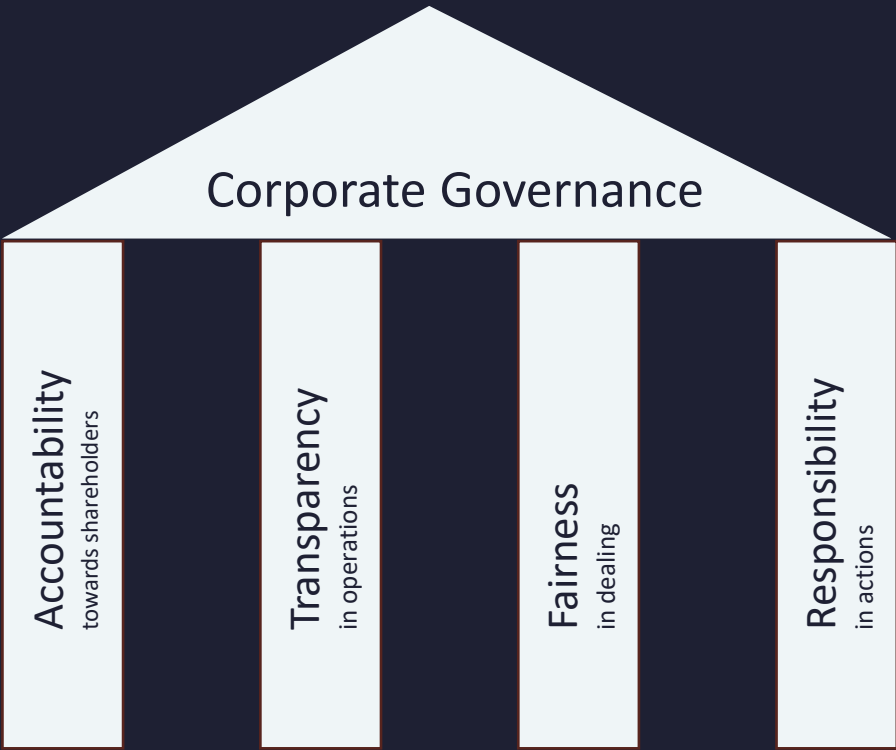


- Gender Diversity

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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.



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Building confidence through Corporate Governance

Accountability

Sana Pharma Medical are able to 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

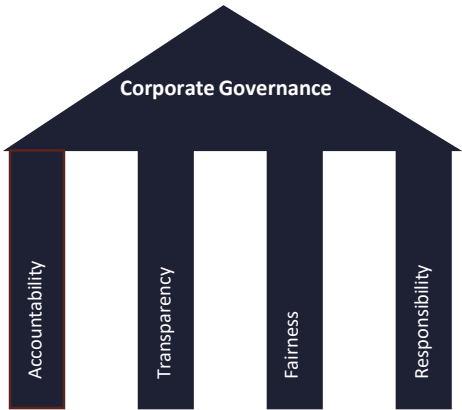
We treat all shareholders within the share class equally. Fairness and ethics are main drivers through all our dealings and operations, securing support and high interest amongst investors.

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.



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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 other 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, Andres Kongsgaard Flaaten, is the highest responsible person of critical concerns.
- BoD approve the sustainability work and report.

Corporate Governance related Policies:

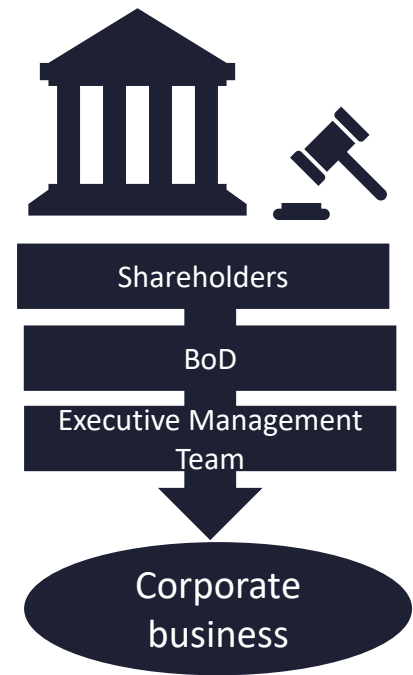
- Authorization instructions
- Sana Pharma Medical Code of Conduct
- Data protection & information Security Policy
- Business Integrity Policy (KOL/Partners)
- Business Continuity and Disaster Recovery Plan
- Product Approval and QA Information Policy
- Whistleblower & Complaint Policy

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.
- 12 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

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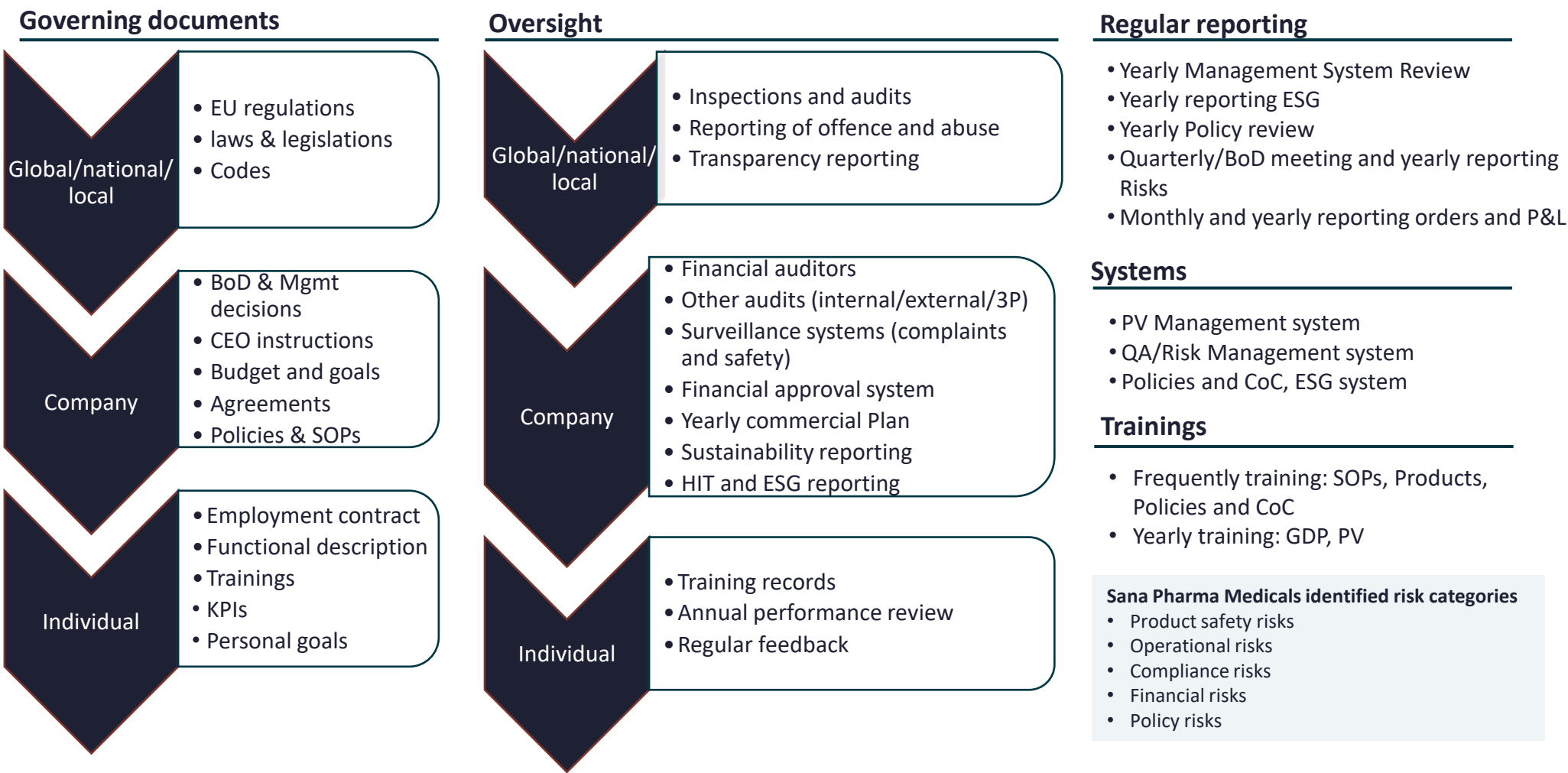
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Corporate Governance

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



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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 taken into account 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 prior to updating the sustainability report.

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

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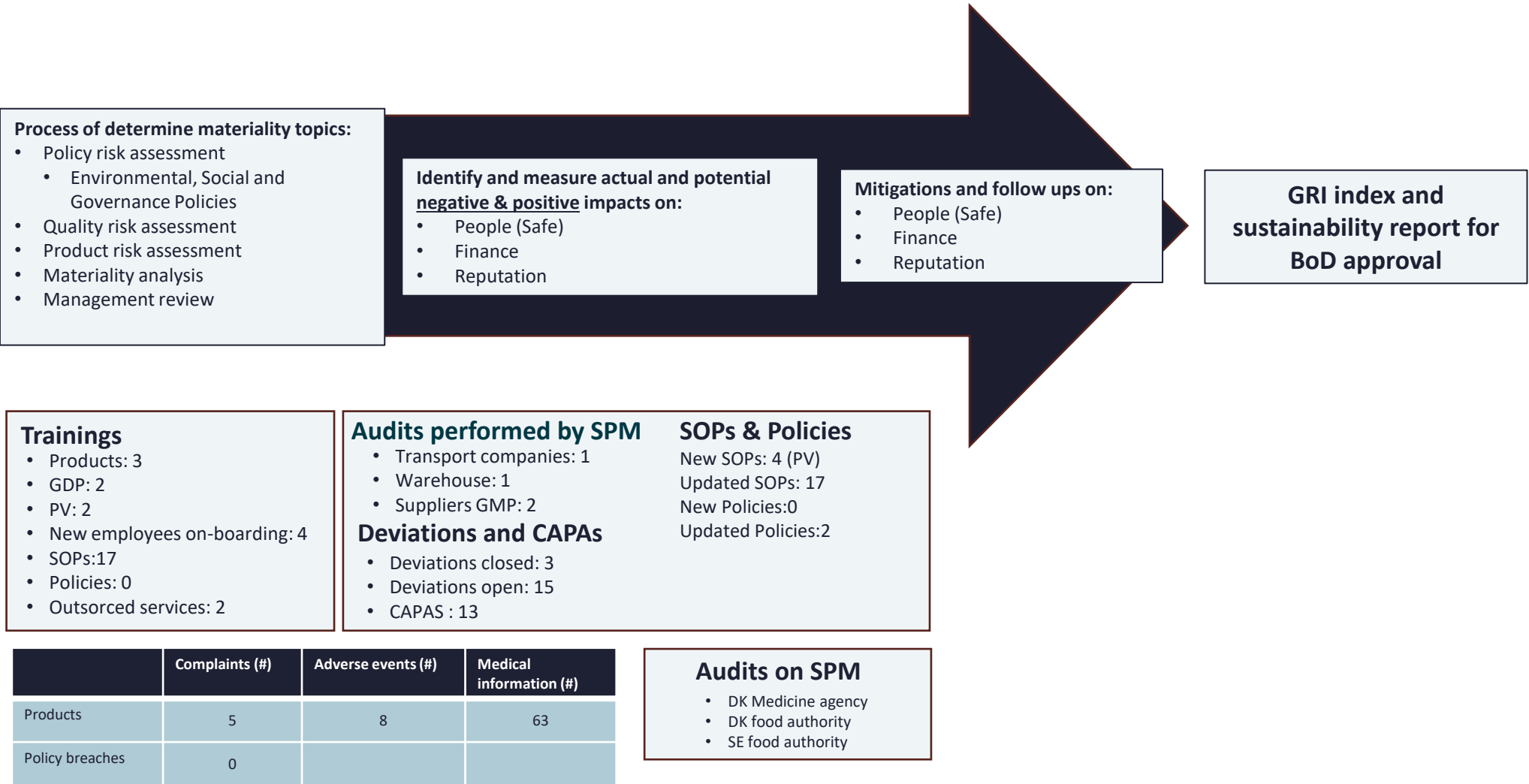
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Identifying, mitigate and reporting materiality topics



0 recalls, Mock recall performed in NO, SE, Fi & DK
#: amount

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6. GRI Index

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



Global Reporting Initiative

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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	23	
	2-4 Restatements of information	24	
	2-5 External assurance	23	
	2-6 Activities, value chain and other business relationships	8-- 15	
	2-6 a market	10-12	
	2-6-b Products	15	
	2-6-b Supply chain	42	
	2-6 c: Business relations	5	Change in main owner to follow up business
	2-6 D: Business changes	5	Change from M&A focus to organic growth
	2-7 Employees	9- 21- 26	
	2-8 Workers who are not employees	21- 26	
	2-9 Governance structure and composition	27-31	
	2-10 Nomination and selection of the highest governance body	29	
	2-10 b: Stakeholders	21-22	
	2-11 Chair of the highest governance body	29	
	2-12 Role of the highest governance body in overseeing the management of impacts	29	
	2-13 Delegation of responsibility for managing impacts	29-30	
	2-14 Role of the highest governance body in sustainability reporting	29	
	2-15 Conflicts of interest	NO	
	2-16 Communication of critical concerns	29	
	2-17 Collective knowledge of the highest governance body	29	Policy reading is mandatory for all employees, this info is found there
	2-18 Evaluation of the performance of the highest governance body	32	Performed through management review regarding BoD performance
	2-22 Statement on sustainable development strategy	6, 23-32	CEO summary and ESG
	2-23 Policy commitments	28	
	2-24 Embedding policy commitments	23, 26, 28	
	2-25 Processes to remediate negative impacts	31, 32	Risk systems
	2-26 Mechanisms for seeking advice and raising concerns	31	raison consulting helped out with policies building
	2-27 Compliance with laws and regulations	30,31, 32	
	2-28 Membership associations	22	PSCI
	2-29 a stakeholders	21, 22	
	2-29 a i-iii stakeholder engagement and materiality analysis	21, 22	
	2-30 Collective bargaining agreements	21	

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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	
GRI 3: Material Topics 2021	3-1 Process to determine material topics 3-2 List of material topics	22, 32 22		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	22, 32	Will be part of the total managemnt system	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	7, 30, 32	Yearly P&L presnted to the BoD, and approved	
	201-2 Financial implications and other risks and opportunities due to climate change	23, 24	Analysis performed when riske assessment of the environmental policy was performed	
	201-3 Defined benefit plan obligations and other retirement plans	26	Found in Employee Handbook	
	201-4 Financial assistance received from government	30		
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	21, 26		
	202-2 Proportion of senior management hired from the local community	9	Senior excecutive 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	22		
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	31, 32	Negative impact analysed by Business Integrity Policy (KOL/Partners) risk assessment	
	205-2 Communication and training about anti-corruption policies and procedures	29, 31	Communication poly 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		

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GRI 1 used	Universal Standards		
Applicable GRI Sector Standard(s)			
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	30	All tax laws in every country followed, audited year
	207-2 Tax governance, control, and risk management	30, 32	
	207-3 Stakeholder engagement and management of concerns related to tax	30	Yerly reported to BoD and owners
GRI 207: Tax 2019	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		
	301-2 Recycled input materials used	Yes	Has taken away plastic around products
	301-3 Reclaimed products and their packaging materials	Na	
GRI 301: Materials 2016			
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	
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Not performed	
	302-5 Reductions in energy/ requirements of products and services	Not performed	
			We are non 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	
	303-2 Management of water discharge-related impacts	Na	
	303-3 Water withdrawal	Na	
GRI 303: Water and Effluents 2018	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	
	304-2 Significant impacts of activities, products and services on biodiversity	NA	
	304-3 Habitats protected or restored	NA	
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	NA	

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 305: Emissions 2016	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	24	
	305-4 GHG emissions intensity	Not measured	
	305-5 Reduction of GHG emissions	25	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	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	23	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	
	306-5 Waste directed to disposal	23	scrapping
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	32	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Yes	
	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	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	21	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Non	
	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 Minimum notice periods regarding operational changes	21	

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Applicable GRI Sector Standard(s)		Universal Standards		
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Comment	
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	403-1 Occupational health and safety management system	31		
	403-2 Hazard identification, risk assessment, and incident investigation	31	Exist, but nothing found or reported	
	403-3 Occupational health services	No		
	403-4 Worker participation, consultation, and communication on occupational health and safety	31	All employees trained on this according to Training SOP	
	403-5 Worker training on occupational health and safety	31	All employees trained according to Training SOP	
	403-6 Promotion of worker health	20	Main focus	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	31	Yes, according to our risk management	
	403-8 Workers covered by an occupational health and safety management system	31		
	403-9 Work-related injuries	0		
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	0		
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	404-1 Average hours of training per year per employee	31, 32	Regularly and yearly training	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	21, 26	All employees have yearly interview, and follow-ups program	
	404-3 Percentage of employees receiving regular performance and career development reviews	26, 32	100 %	
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	405-1 Diversity of governance bodies and employees	26, 32		
GRI 405: Diversity and Equal Opportunity 2016	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		
	406-1 Incidents of discrimination and corrective actions taken	0	0	
GRI 406: Non-discrimination 2016				
	Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Non		

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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	25, 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	1, CoC sent to supplier
	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	32	

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GRI 1 used		Universal Standards		
Applicable GRI Sector Standard(s)				
GRI STANDARD/ OTHER SOURCE		DISCLOSURE	LOCATION	Comment
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Yes		Followed all laws and legislations, followed up through
	417-2 Incidents of non-compliance concerning product and service information and labeling	32		3 Summarized in Management Review for 2023, as described page 32
	417-3 Incidents of non-compliance concerning marketing communications	32		2- Summarized in Management Review for 2023, as described page 32
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	32		0

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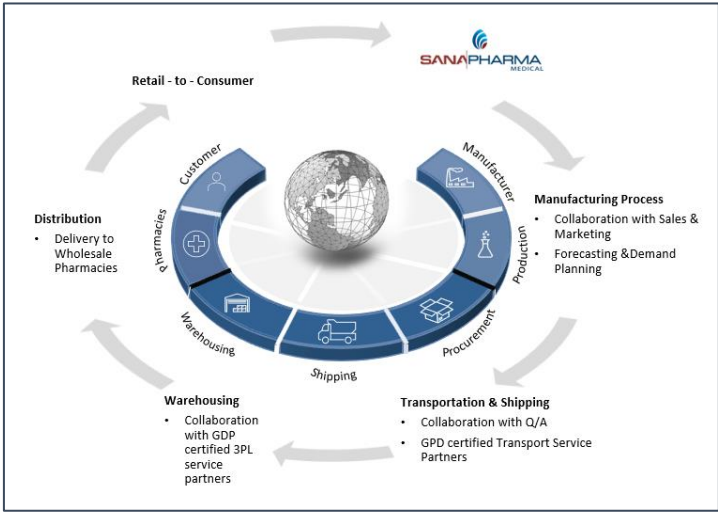
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Excellent Supply Chain & Logistics competence

Constantly optimizing the Supply & Logistics value chain by:

- Enhancing efficiency
- Elevating quality standards
- Facilitating adaptability and flexibility
- Implementing cost reduction strategies
- Constantly refining logistics workflows and enhancements
- Implementing sustainability initiatives aimed at reducing the environmental impact of product packaging by transitioning away from plastic materials.



Performance

- Improving data management systems for product master data and supplier information to enhance communication and coordination between various stages of production and distribution, both upstream and downstream.
- Implanting robust capacity and demand planning procedures to enhance efficiency in process-driven supply chain and logistics operations.
- Developing integrated logistics solutions to foster real-time communication with suppliers and customers, enabling SMP to optimize supply chain and logistics operations effectively

Additional Information:

- Perform accurate demand forecasting to proactively respond to market changes swiftly
- Develop a responsive and flexible supply chain with integrated solutions for precise planning
- Align product development with supply and manufacturing operations for seamless integration
- Promote green initiatives within the supply chain to bolster the company’s reputation and sustainability efforts
- Ensure a consistent supply of products through reliable prediction mechanisms