

Accelerating Growth Through Transformation



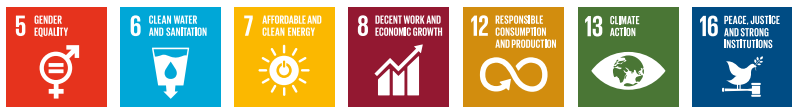
Sustainability report

At Immedica, sustainability is a fundamental part of our business model. Our primary mission is to provide treatments for patients with unmet medical needs, improving their quality of life and that of their families. Achieving this mission requires a responsible and sustainable approach in all areas of our operations. Sustainability at Immedica means empowering our employees, fostering a positive and inclusive workplace, building long-term and responsible partnerships, and ensuring compliance with social and environmental regulations. Our sustainability strategy is aligned with the United Nations Sustainable Development Goals (SDGs), and we have identified nine SDGs where we can make the greatest impact.



Commitment to make a difference to patients' lives

- We improve the quality of life for patients by launching and making rare disease and niche specialty drugs available to patients with high unmet medical needs.
- We prevent disease and lower the need of care by supporting in diagnosis practices, meaning patients are treated in time with less side effects.
- We focus on patient safety and product quality by collecting, evaluating and minimizing errors and adverse effects associated with our drugs.



Sustainable organization and operations

- We reduce our environmental footprint and work with our suppliers and partners towards a sustainable value chain.
- We make sure that employees have a safe and sustainable working environment and help them develop.
- We operate with high compliance practice and have zero tolerance for bribery, corruption or forced labor.
- By implementing ESG due diligence in our procurement we contribute to impacting our partners' ESG work.

Policies

A strong policy framework is key to ensuring that Immedica maintains good governance and compliance. Our policies provide clear guidelines on content structure, approval authority, adoption processes, and risk management. We continuously refine our policies to align with our ESG commitments and business objectives.

During 2024, we updated and implemented several ESG-related policies, including:

- Trade Compliance Policy
- Speak-Up Policy
- Code of Conduct

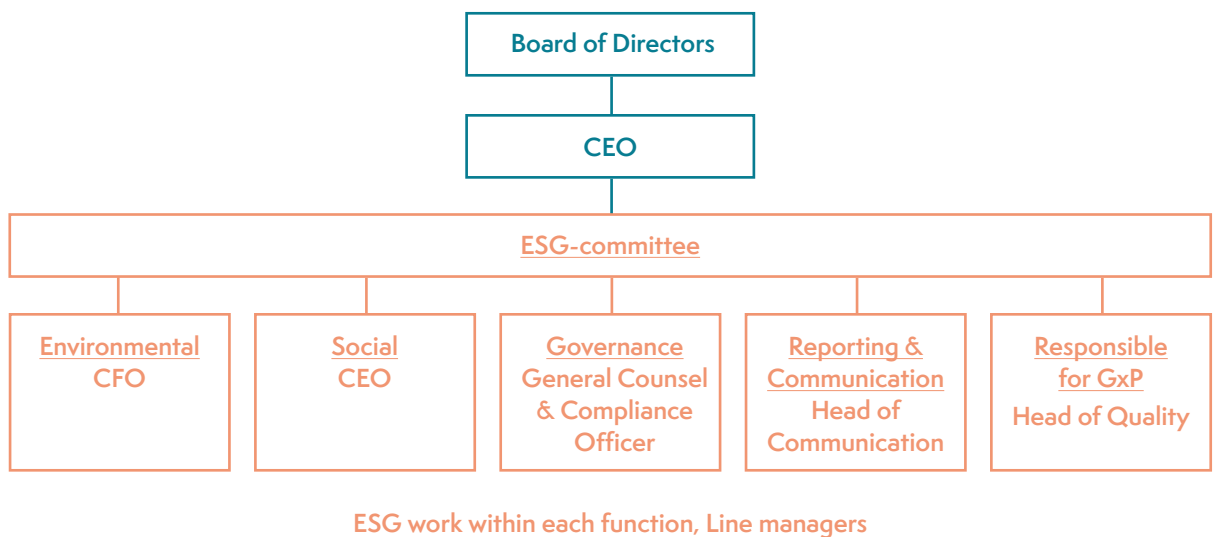
Sustainability governance

In 2024, Immedica strengthened its sustainability governance structure to further integrate ESG into strategic decision-making. The ESG Committee, established in 2023, continued to play a central role in driving our sustainability initiatives. The committee reports directly to the Board of Directors and ensures that ESG goals are embedded in both day-to-day operations and long-term planning.

The governance framework remains structured as follows:

- Environmental matters: Chief Financial Officer
- Social matters: Chief Executive Officer
- Governance matters: General Counsel & Compliance Officer

This governance model enables Immedica to effectively manage ESG-related risks and opportunities, while ensuring accountability at all levels of the organization.



Key Performance Indicators (KPIs) and Achievements

Commitment to patients

Providing life-changing treatments for patients remains at the heart of our business. Many of the conditions we address are rare and have limited treatment options, making our medicines essential for patient well-being.

During 2024, Ravicti was approved in one additional market, and 127 new patients initiated treatment. We also made progress in other key areas of our portfolio. Loargys remained a major focus, with new clinical data presented at the SSIEM Annual Symposium, reinforcing its potential in the treatment of arginase 1 deficiency (ARG1-D). Additionally, a pediatric study for Loargys in ARG1-D was initiated, further supporting treatment access for younger patients.

In regulatory advancements, the FDA accepted the Biologics License Application (BLA) for Loargys in ARG1-D and granted

it priority review, marking a major milestone in bringing this treatment to more patients globally. Loargys also achieved orphan drug designation in Australia, further strengthening our international footprint.

Additionally, our partner PharmaMar announced positive top-line results from a Phase 3 clinical trial of Zepzelca (lurbinectedin) in combination with atezolizumab for patients with extensive-stage small cell lung cancer. These results showed statistically significant improvements in overall survival and progression-free survival, reinforcing Zepzelca's potential as a treatment option. PharmaMar plans to submit a marketing authorization application to the EMA in 2025, a step that aligns with Immedica's commercial rights to Zepzelca in the Nordics, Central Eastern Europe, UK & Ireland, and the MENA region.

A Sustainable organization and business operations

Employee satisfaction

Immedica continued its growth journey in 2024, with the number of employees increasing by 16.2%. Creating a work environment where employees feel engaged, involved, and motivated is a fundamental part of how we operate. We firmly believe that engaged employees contribute to both individual development and the success of the organization. Therefore, we work with a long-term and purposeful approach to employee engagement, leadership, and corporate culture, guided by our core values: Open & Honest, Effective, and Empowered.



In 2024 the Great place To Work Trust Index reached 97%, leading to Immedica earning a Top 2 ranking in Sweden's Best Work Places 2025.

Partnerships

Strong partnerships are essential for Immedica’s success. In 2024, our annual partner satisfaction survey once again highlighted the strength of our collaborations:

- Overall satisfaction with Immedica as a business partner received a score of 3.96 out of 4.
- 9 out of 10 partners stated they would recommend Immedica to other companies.
- Trustworthiness was rated 4 out of 4.

These results affirm our commitment to maintaining transparency, reliability, and strong collaborative relationships.

CO₂ emissions

Immedica works with Persefoni, a Carbon Accounting software provider, to measure our full greenhouse gas (GHG) emissions footprint. Our methodology includes both activity-based and spend-based calculations to assess Scope 1, Scope 2, and Scope 3 emissions.

Scope 1

Scope 1 emissions primarily include company cars. In 2024, CO2 emissions in this category totaled 28.8 (28.4) tCO₂, accounting for 0.1% of total emissions. Our efforts to transition to environmentally friendly vehicles resulted in 83% (76%) of company cars meeting sustainability criteria.

Scope 2

Scope 2 emissions relate to electricity consumption. In 2024, we maintained our commitment to renewable energy, sourcing 100% of our electricity from renewable sources, resulting in 0 (0) tons of CO₂ emissions.





Scope 3

Scope 3 emissions continue to represent the largest share of our carbon footprint. In 2024, Scope 3 emissions totaled 31,561 (26,555) tCO₂, reflecting increased business activity. However, our GHG intensity (tons per €1M revenue) decreased to 315.3 (338.6), demonstrating improved efficiency. Scope 3 emissions include:

Category 1: Purchased goods and services (calculated based on spend).

Category 4: Upstream transportation and distribution (72% based on actual data).

Category 6: Business travel (calculated based on spend).

SDG	SDG target	Immedica goal	KPI	Achievement
 3 Good health and well being	<p>Target 3.2 Preventable deaths of newborns and children under 5 years of age.</p> <p>Target 3.4 Reduce premature mortality from non-communicable diseases.</p> <p>Target 3.8 Achieve universal health coverage, including access to safe, effective, quality and affordable essential medicines.</p>	<p>Expand access to pediatric treatments.</p> <p>Expand portfolio with rare and niche indications where there is a large unmet medical need.</p> <p>Excellent medical pharma compliance and in turn lower risk for patients.</p>	<p>Launch at least one new product annually.</p> <p>Launch products in new territories (base line TBD).</p> <p>Increase product registrations in new territories.</p> <p>Acquire product rights for at least one product annually.</p> <p>Zero critical findings in MPA driven audits.</p>	<p>Loargys: BLA submission in the US accepted with priority review designation.</p> <p>A total of 52 patients were treated with Loargys, including through the Early Access Program.</p> <p>Ravicti: Approved in Taiwan, and a marketing authorization application including orphan drug designation was submitted in Japan.</p> <p>Progress made on the STXBP1 submission plans, including scientific advice received.</p> <p>127 new patients were treated with Ravicti.</p> <p>Zepzelca: Positive topline results announced, and a marketing authorization application is being prepared.</p> <p>Ztalmy: Acquisition agreement signed.</p> <p>No critical observations from MPA-led inspections.</p>
 5 Gender Equality	<p>Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.</p>	<p>Ensure equal representation in the BoD and management team.</p>	<p>At least 40 % women in Immedica management team and board.</p>	<p>BoD: First half of the year: Women 33% Men 67%</p> <p>Second half of the year: Women 17% Men 83%</p> <p>ELT: First half of the year: Women 62% Men 38%</p> <p>Second half of the year: Women 57% Men 43%</p>
 6 Clean water and sanitation	<p>Target 6.3 Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.</p>	<p>TBD.</p>	<p>TBD.</p>	
 7 Affordable and clean energy	<p>Target 7.2 Increase share of renewable energy.</p>	<p>Shift to renewable energy in Immedica and among the suppliers.</p>	<p>100% of energy resources for HQ office sourced from renewable sources.</p> <p>100% electrical or hybrid cars in car fleet.</p>	<p>The headquarters in Stockholm uses 100% renewable energy.</p> <p>83% of Immedica's vehicle fleet consists of hybrid or electric cars.</p>



SDG	SDG target	Immedica goal	KPI	Achievement
 8 Decent work and economic growth	Target 8.8 Protect labor rights and promote safe and secure working environments.	Excellent employee satisfaction. Make sure that employees have a safe and sustainable working environment.	Overall, this is a Great Place To Work > 80%. Great place to work Trust Index > 80%. Sickness leave <5%. Turnover unwanted resignation <5%. Workplace incidents related to neglect of duty of the employer 0%.	Overall, this is a Great Place To Work > 95 %. Great Place To Work Trust Index 92%. Sickness leave <1%. Turnover unwanted resignation 0%. Workplace incidents related to neglect of duty of the employer 0%.
 12 Responsible consumption and production	Target 12.1 Implement Framework of Programs on Sustainable Production.	Include sustainability in DD processes both from supplier and partner perspective.	Sustainable collaboration process applied in >90% of new manufacturing and transportation procurements. Environmental considerations in 100% of Immedica's internal event procurement.	Fulfilled. Environmental considerations in 100% of Immedica's internal event procurement.
 13 Climate action	Target 13.2 Implement climate change measures.	Reduce environmental impact from our business. Complete scope 1, 2 & 3 collection of data.	Measure scope 1, 2, 3. emissions and set targets for 1 and 2. Increase the share of real CO ₂ data to close to 100% for transports. Continue to influence third party to move from spend based data to actual CO ₂ data.	Scope 1: 28.4 ton CO ₂ . Scope 2: 0 ton CO ₂ . Scope 3: 26 555.4 ton CO ₂ . 69% of CO ₂ data for transportation is real data of products serialised and no reports of counterfeit products.
 16 Peace, justice, and strong institutions	Target 16.4 Combat organized crime. Target 16.5 Anti-corruption and bribery.	Compliant operations. Organization aware and compliant with anti-bribery and anti-corruption measures.	Incidents of product counterfeiting 0%. Incidents of bribery or corruption 0%.	100% av produkterna i portföljen är serialiserade och inga rapporter om förfälskade läkemedel har registrerats. 0% ABC incidents reported.
 17 Partnerships for the goals	Target 17.16 Global and multi-stakeholder partnership for sustainable development.	Strengthened engagement with patient organizations. Strategic collaboration with partner companies.	Sustainable partner collaboration policy applied for >90% of new partners (out-license). Partner satisfaction score, >90% recommend Immedica.	Target fulfilled. 9 out of 10 partners stated they would recommend Immedica to other companies.



Sustainability risks

SDG	Immedica goal	Context and Risk	Mitigating activities	Opportunities
<div> <div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> </div>	Expand access to pediatric treatments	<p>Providing access to pediatric treatments aligns with Immedica’s broader mission, positively impacting patients, families, society, and reinforcing the company’s position as a socially responsible healthcare provider.</p> <p>Failure to expand access to pediatric treatments can harm Immedica’s financial stability, reputation, regulatory compliance, and mission to address underserved populations. Effective strategies for market expansion and patient access are crucial for both business success and social impact.</p>	<p>Immedica is continuously scanning the market for new innovative treatments/assets where there remains an unmet medical need.</p> <p>Immedica have frequent interactions with regulatory agencies in order to ensure optimal alignment and success in variations and applications.</p> <p>Immedica continuously work with HCPs to educate on rare diseases, and hence improve diagnosis accuracy, critical for the welfare of these patients often misdiagnosed.</p> <p>Immedica deliberately work to describe the medical value of each product, to ensure reimbursement is available for patients in our markets.</p> <p>Immedica aims to launch at least one new product annually and to increase the number of product registrations for the current portfolio in new markets.</p>	<p>Immedica: Enhancing Immedica’s mission to address underserved patient populations, reinforcing the company’s commitment to healthcare inclusivity.</p> <p>Patients: Improve quality of life for children with rare diseases by meeting their specific needs, ensuring better health outcomes and holistic well-being.</p> <p>Health outcomes: Contribute to overall societal health by addressing the unique challenges faced by pediatric patients, fostering healthier communities.</p> <p>Partnerships: Strengthen collaborations with healthcare providers and partners, showcasing Immedica as a reliable and socially responsible player in the industry.</p> <p>Society: Promote a more compassionate and inclusive approach to healthcare, aligning with societal values and fostering a sense of responsibility towards vulnerable populations.</p>
<div> <div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> </div>	Expand portfolio with rare and niche indications where there is a large unmet medical need	<p>Expanding the portfolio with rare and niche indications underscore Immedica’s dedication to patient-centric care, contributes to healthcare inclusivity, and positions Immedica as a leader in addressing the most challenging medical conditions.</p> <p>Failure to successfully expand could limit Immedica’s growth potential, and result in missed market opportunities. Additionally, it may have financial implications, making strategic and successful entries into these areas which is crucial for the company’s overall success.</p>	<p>Immedica is continuously scanning the market for new innovative treatments/assets where there remains an unmet medical need.</p> <p>Immedica is attending international conferences such as JP Morgan, and BIO International and BIO Europe to interact with new potential innovative small biotech companies with relevant assets.</p> <p>Immedica is engaging “Biopharma brokers” to connect us to small and midsize enterprises within relevant therapeutic areas to engage in partnering/in-licensing discussions.</p> <p>Immedica aims to expand the portfolio with at lease one new rare disease product or other niche indication annually.</p>	<p>Immedica: Reinforces dedication to patient-centric care, enhancing the company’s reputation for innovation and responsiveness to diverse medical needs.</p> <p>Patients: Provides targeted solutions for challenging medical conditions, improving patient outcomes and quality of life.</p> <p>Health outcomes: Contributes to overall healthcare inclusivity by addressing gaps in treatment options, fostering better health outcomes on a broader scale.</p> <p>Partnerships: Strengthen collaborations with healthcare providers, research institutions, and industry partners, positioning Immedica as a key player in addressing unmet medical needs.</p> <p>Society: Demonstrates corporate responsibility by tackling challenging medical conditions, fostering a culture of inclusivity and innovation in healthcare.</p> <p>Industry leadership: Position Immedica as a leader in addressing complex medical challenges, attracting talent, and setting industry standards for comprehensive patient care.</p>
<div> <div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> </div> <div> <div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div> <div> <div>16</div> <div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div> </div> <div> <div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> </div>	Excellent GxP compliance and in turn lower risk for patients	<p>Immedica needs to maintain a GxP compliant Quality Management System (QMS) in order to maintain its licenses to handle pharmaceutical products and medical devices.</p> <p>If not maintained in a proper way this might lead to critical inspection findings and withdrawal of the licenses.</p>	<p>Immedica constantly work with maintenance and improvements to its QMS and thereby minimizing the risk of receiving critical inspection findings which will lead to withdrawal of the licenses.</p> <p>Activities such as deviations handling, documenting changes, audits of external service providers, complaints investigations etc is continuously mitigating the risk for a non-compliant QMS.</p>	<p>Excellent patient safety and quality builds trust, reduces medical errors, enhances patient satisfaction, and lowers risks for providers. Embracing a culture of continuous improvement in patient safety and quality leads to better outcomes for patients and providers alike.</p>

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 	Ensure equal representation in the BoD and management team	<p>Equal representation in Immedica's leadership promotes diverse perspectives, enhances problem-solving, attracts talent, fulfills corporate social responsibility, and fosters innovation. This strategic approach is to building a more inclusive and successful organization in a dynamic and evolving societal landscape.</p> <p>Failure may result in missed opportunities for innovation, a lack of understanding of diverse needs, challenges in attracting top talent, reputational damage, and non-compliance with evolving societal expectations.</p>	<p>Immedica is annually performing salary analysis (Lönekartläggningar) to ensure that salaries are balanced.</p> <p>Immedica always strive for the best candidate with the best competence and profile in new positions.</p> <p>Immedica regularly measure and report on gender balance in management team and BoD as well as unadjusted gender pay gaps.</p>	<p>Immedica: Demonstrate commitment to diversity, fostering a more inclusive and dynamic workplace, enhancing organizational culture and resilience.</p> <p>Health outcomes: Enhance problem-solving capabilities, contributing to improved health outcomes by leveraging diverse insights and innovative approaches.</p> <p>Partnerships: Attract top talent and strengthens collaborations with partners, as diverse leadership is often seen as a sign of a progressive and forward-thinking organization.</p> <p>Society: Fulfill corporate social responsibility by promoting diversity and inclusion, setting a positive example for societal values and contributing to a more equitable healthcare landscape.</p> <p>Innovation: Foster an environment of innovation by incorporating diverse perspectives, driving creativity and adaptability in addressing complex healthcare challenges.</p>
	Improve water quality	<p>Water is an essential natural resource that is used when producing pharmaceuticals. Water is also an essential resource in our office building.</p> <p>Although production is outsourced to CMO:s we strive to collect information on water consumption and pollution.</p>	<p>Immedica's aim is to set targets to improve water quality by reducing pollution and minimizing release of hazardous chemicals and materials.</p>	<p>Reducing water consumption and pollution will reduce Immedica's climate footprint.</p>
	Shift to renewable energy	<p>The use of renewable energy reduces the climate footprint. Not reducing our climate footprint will have a negative impact on the pressing climate issue.</p>	<p>Immedica's head quarters source 100% renewable energy.</p> <p>Implementing follow-up on suppliers sourcing of energy.</p>	<p>Reduce the usage of non-renewable energy will reduce Immedica's climate footprint.</p>
 	Excellent employee satisfaction	<p>Excellent employee satisfaction is vital for heightened productivity, creativity, and loyalty. Satisfied employees are more engaged, contributing to a positive work culture.</p> <p>Failure to prioritize employee satisfaction at Immedica may lead to decreased productivity, higher turnover rates, and difficulties in attracting top talent. Additionally, a negative work culture could impact employee well-being, innovation, and overall organizational performance, potentially hindering the company's success and competitiveness in the healthcare industry.</p>	<p>Immedica has the ambition to mirror industry standards for short-term incentives, to be above par for other benefits, and around the 75 per centile for salaries.</p> <p>Immedica is actively encouraging employees to take stipulated time off (eg. vacation) as well as finding a good work-life balance.</p> <p>Immedica encourage employees to learn and acquire new competencies and gather new experiences, since we believe this is an important factor for employee satisfaction.</p> <p>Immedica works diligently to ensure the best possible transparency on strategic and corporate goals, to provide employees with the best decision making skills.</p> <p>Immedica is continuously working to ensure our values are entrenched in the organization. This is done in conferences, town halls, regional meetings, induction programs and CEO letters.</p>	<p>Immedica: Fosters a positive and productive work environment, enhancing the company's overall organizational health and resilience.</p> <p>Health outcomes: A positive work culture contributes to enhanced productivity, creativity, and efficiency, indirectly benefiting health outcomes on a broader scale.</p> <p>Partnerships: Attracts top professionals, strengthening Immedica's reputation and making it an attractive collaborator for partnerships in the healthcare industry.</p> <p>Society: Contributes to societal well-being by promoting a healthy and positive work culture, aligning with broader expectations for ethical and responsible corporate practices.</p> <p>Talent retention: Employee satisfaction fosters talent retention, ensuring continuity and stability in the workforce, which is crucial for long-term success.</p>
	Make sure that employees have a safe and sustainable working environment	<p>The work environment is essential to maintain high competence and achieve great work products.</p> <p>If we don't have a sustainable work environment we may risk losing valuable employees which can negatively impact Immedica's performance.</p>	<p>Each affiliate assesses and manages safety and health risks in accordance with local requirements</p> <p>Employee satisfaction is measured once yearly where work environment is one topic</p> <p>Tracking of involuntary turn-over and sick-days.</p> <p>Employee benefits in the form of health care allowance and corporate health insurance.</p>	<p>With the high level of employee satisfaction at Immedica, we are a sought-after employer and can attract talent.</p>

SDG	Immedica goal	Context and Risk	Mitigating activities	Opportunities
       	Include sustainability in due diligence processes both from supplier and partner perspective	<p>Global sustainability is a matter of justice and equality among humans and for preserving the environment and all its species.</p> <p>Immedica has identified a number of the UN Global Sustainable Development Goals (“SDG’s”) which are relevant for our operations and where Immedica has an impact. Sustainability diligence is an important method to work towards these.</p> <p>Immedica has a responsibility not only for its own activities but also for its part of a value chain.</p> <p>Neglecting to include sustainability in due diligence processes can lead to risks from suppliers and partners, potentially compromising long-term viability and aligning with global sustainability standards.</p>	<p>Immedica has a Sustainable Collaboration Policy which stipulates how we work with partners through-out the life cycle, from diligence, contracting, collaboration, regular monitoring, auditing and evaluation. This includes or references diligence checklists in various areas.</p> <p>The Anti-Bribery and Anti-Corruption Policy and the Trade Sanction Policy governs sustainable collaborations free from corruption and violations. Also, these include diligence checklists and a number of other controls.</p>	<p>Sustainable partnerships are long-term investments providing stability, quality and growth for Immedica.</p> <p>Through a systematic approach, Immedica can contribute to sustainable development in a larger number of areas, which are often interlinked and therefore synergistic sustainability effects could be achieved.</p>
	Complete scope 1, 2 and 3 collection of data	<p>It is important to understand the size of GHG emissions to set focus and to create a base line from where GHG emissions can be reduced in relation to revenue.</p> <p>Failure to be successful in reducing GHG in relation to revenue would have adverse impact on climate and Immedica.</p>	<p>We collect and calculate climate footprint (scope 1, 2 and 3) annually.</p> <p>Calculation is a mix of real GHG emissions and spend based calculations of GHG using the platform Persefoni.</p> <p>We strive to get more accurate GHG emission data from our suppliers and hence over time reducing the share of spend based calculations.</p>	<p>Successful and as far as possible correct GHG calculations serves an important base to take decisions and prioritize.</p>
	Reduce environmental impact from our business	<p>Failure to be successful in reducing GHG in relation to revenue as well as other pollution to land, water etc would have adverse impact on climate and Immedica.</p>	<p>Short- and long-term targets are set in our Climate and Environmental Policy.</p> <p>Employees are offered training in our Climate and Environmental Policy.</p> <p>ESG assessment form a part of the evaluation of new CMO:s and other suppliers.</p>	<p>Successful measuring and reduction of GHG emissions in relation to revenue would strengthen Immedica’s ESG profile as well as have a positive climate impact.</p>
     	Compliant operations	<p>As a pharmaceutical company, Immedica is obliged to comply with a vast number of laws, regulations and requirements, demanding an advanced and compliant operational set up and governance.</p> <p>Operating compliantly ensures legal adherence, protecting the company from legal consequences, maintaining its reputation, and fostering long-term sustainability.</p> <p>Compliant business operations by pharmaceutical companies uphold public trust, ensure the safety and efficacy of medications, and contribute to overall public health and well-being.</p> <p>Failing to maintain compliant business operations at Immedica can expose the company to legal risks, financial penalties, and reputational damage, undermining trust with stakeholders and impeding business growth.</p>	<p>Policies and GxP are the two cornerstones in Immedica’s internal documented governance systems to ensure compliance with all applicable laws and other requirements.</p> <p>The operations are regularly audited and inspected, both by authorities, partners and through internal audits.</p> <p>Immedica has a Compliance Officer as well as an ESG committee to oversee and plan the work. The ESG Governance Policy details the responsibilities and annual work cycle.</p>	<p>Compliance with our policies and governing systems ensures progress in the wider ESG and sustainability area.</p> <p>Compliant operations positively influences a pharmaceutical company by ensuring stability and growth, benefits patients through enhanced product quality, improves societal trust in the industry, fosters collaboration with partners, and attracts confidence from investors and other stakeholder.</p>

SDG	Immedica goal	Context and Risk	Mitigating activities	Opportunities
 	Organization aware and compliant with anti-bribery and anti-corruption measures	<p>Maintaining a commitment to ethical business practices is crucial for pharmaceutical companies to comply with national and international laws and regulations.</p> <p>Bribery and corruption are illegal activities that can lead to severe legal consequences, including fines, sanctions, and damage to the company's reputation.</p> <p>Upholding integrity in the pharmaceutical industry is essential for building and maintaining public trust, as consumers rely on the industry to provide safe and effective medications.</p>	<p>Immedica has a zero tolerance to bribery and corruption.</p> <p>Immedica has several policies to combat bribery and corruption, including an Anti-bribery and Anti-Corruption Policy, a Trade Sanction Policy, a Code of Conduct, a Sustainable Partnership Policy and the whistle-blow policy Speak Up.</p> <p>Immedica performs regular trainings and works with diligence and audits in relevant areas.</p> <p>The whistle-blow system is open for both internal and external use through the Immedica corporate web page.</p> <p>Immedica has systematic work to combat counterfeit products, including serialization.</p>	<p>Fair competition fosters innovation, ensuring the development of high-quality drugs, and maintaining reasonable pricing for medications.</p> <p>Ensuring transparent and ethical business practices contributes to a healthier and more equitable global pharmaceutical landscape, fostering partnerships and collaborations for addressing pressing health challenges.</p> <p>Systematically combating counterfeit pharmaceutical products helps ensure the safety of patients.</p>
 	Strengthened engagement with patient organizations	<p>Strengthened engagement with patient organizations is crucial for Immedica and society as it enhances patient-centric healthcare.</p> <p>Failure to strengthen engagement with patient organizations could result in a lack of crucial insights into patient needs, diminished trust, and potential misalignment with healthcare priorities.</p>	<p>Immedica continuously seek a compliant dialogue with patient organizations. This could be done via medical education efforts, quality of care initiatives or compliant updates on new innovation and data relevant for the organization's members.</p>	<p>Collaborating closely with these organizations ensures a deep understanding of patient needs, fosters trust, and facilitates the development of more effective and tailored medicines.</p> <p>This engagement promotes inclusivity, empowers patients, and contributes to advancements in healthcare that benefit society as a whole.</p>
 	Strategic collaboration with partner companies	<p>Strategic partnerships are key drivers for Immedica's continued commercial success and future growth and in the end, the patients. Since Immedica don't have its own R&D we partner with other companies to be able to commercialize new innovation.</p> <p>Not engaging in partnerships could limit Immedica's access to new innovations, potentially hindering the company's growth and ability to stay competitive in the pharmaceutical industry.</p>	<p>Immedica's team has a long and proven track record of mutually fruitful commercial partnerships. A partnership with Immedica provides full commitment and support for assets. Our principal philosophy is that everything we do should create added value for our customers and partners and, most importantly, for patients.</p> <p>Our focus on partnering excellence is measured on an annual basis.</p>	<p>Commercial success & growth: Drive Immedica's growth via strategic partnerships.</p> <p>Patient benefits: Deliver innovative treatments efficiently, improving outcomes.</p> <p>Health outcomes: Advance healthcare standards with novel therapies.</p> <p>Resource optimization: Focus on commercialization while partners handle R&D.</p> <p>Societal impact: Contribute to societal health by addressing challenges.</p> <p>Positive relationships: Strengthen industry standing through successful collaborations.</p>

