

A close-up photograph of a woman with blonde hair hugging a young child with dark hair. The child is resting their head on the woman's shoulder and has their eyes closed. A large, semi-transparent orange circle highlights the child's face. The background is a soft, out-of-focus light blue.

**Global reach.
Rare focus.**
Sustainability Report 2025

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.

Sustainability governance

In 2025, Immedica continued to strengthen its sustainability governance structure, further embedding ESG into strategic decision-making and operational execution. The ESG Committee, established in 2023, remains central to driving the company's sustainability agenda and ensuring continued progress against defined priorities.

The committee reports directly to the Board of Directors and plays a key role in overseeing the integration of ESG considerations into both day-to-day operations and long-term planning. During the year, efforts have focused on enhancing cross-functional

collaboration, improving internal processes, and increasing transparency in ESG-related activities.

Following the establishment of a dedicated HR function during the year, responsibility for social matters has been transferred from the Chief Executive Officer to the Head of HR, further strengthening the organization's focus on people and culture.

The governance framework remains structured as follows:

- Environmental matters: Chief Financial Officer
- Social matters: Head of HR
- Governance matters: General Counsel & Compliance Officer - GXP, Head of quality.

This governance model enables Immedica to effectively manage ESG-related risks and opportunities, while maintaining clear accountability across the organization and supporting long-term, sustainable value creation.



ESG work within each function, Line managers

Commitment to patients

At Immedica, improving outcomes for patients remains fundamental to everything we do. We actively seek out therapies where our expertise can make a tangible difference—enabling access to innovative treatments, often for patients with limited or no existing options.

Throughout 2025, we continued to advance our portfolio across multiple therapeutic areas and regions. Loargys remained a key priority, supported by the release of long-term clinical data that further deepened the understanding of its benefits for patients living with arginase 1 deficiency (ARG1-D). At the same time, regulatory progress continued globally, including the granting of marketing authorization in Oman and ongoing submissions in additional markets such as Australia.

Within RARE metabolic diseases, important progress was also achieved in urea cycle disorders. Ravicti was approved in several strategically important markets, including Japan, Saudi Arabia, Qatar and Kuwait, broadening availability for patients across both Asia and the Middle East. These developments underline Immedica’s continued dedication to addressing significant unmet needs in rare diseases.

In RARE oncology, Zepzelca reached a significant milestone with its approval as a first-line treatment in the United Arab Emirates, further strengthening patient access in the region.

Partnerships remained an important driver of access. During the year, Immedica entered into an agreement with Innovative Medicines Group, securing rights to pegzilarginase (Loargys) in selected Latin American markets. Given the relatively high estimated prevalence of ARG1-D in parts of this region, the collaboration represents a meaningful step toward improving long-term treatment availability for patients.

In addition, 2025 marked the expansion of Immedica’s portfolio into rare neurology. The company became Marketing Authorization Holder for ganaxolone in the EU and reacquired commercial rights to Ztalmy in the MENA region. This strengthens our ability to support patients through reliable access, continuity of treatment and long-term product responsibility within this new therapeutic area.

A Sustainable organization and business operations

Establishing a strong and sustainable organization is essential to delivering on Immedica’s long-term ambitions. During 2025, the ESG Committee continued to advance a structured and integrated approach to sustainability, ensuring that ESG considerations are embedded across business planning, risk management and strategic decision-making. Reporting directly to the Board of Directors, the Committee supports robust governance, transparency and long-term value creation.

As Immedica continues to expand into new markets and therapeutic areas, the demands on leadership, culture and operational excellence continue to grow. At the same time, we remain firmly guided by our core values—Open & Honest, Effective and Empowered—which shape how we attract talent, collaborate across teams and drive innovation throughout the organization.

Compliance

The establishment of Immedica’s US affiliate marked an important operational milestone. During the year, a comprehensive setup was implemented to support compliant marketing and distribution of Ztalmy, while also preparing for the future launch of Loargys in

the United States. This included the integration of legacy Marinus compliance and governance structures into Immedica’s global framework, further strengthening consistency across operations.

Maintaining high standards of compliance remains fundamental to our business. Throughout the year, competition law compliance was further reinforced through updated policies, training initiatives and operating procedures. As a result of continued growth, geographic expansion and an increasing number of partnerships, activities related to anti-bribery, anti-corruption and trade sanctions due diligence also increased. No compliance breaches were reported, and quality audits did not identify any major findings.

Continued strong partnerships

Strong and responsible partnerships remain central to Immedica’s business model. Feedback from the annual partner survey was highly positive, with all respondents indicating that they would recommend Immedica as a partner. This reflects a continued focus on building relationships grounded in trust, transparency and long-term collaboration.

Employee engagement

Employee engagement remains a key pillar of our sustainability work. In 2025, Immedica was certified as a Great Place To Work for the third consecutive year, achieving a global Trust Index score of 93%. The inclusion of the US organization in this year’s survey marked an important step in strengthening a truly global and inclusive culture. The results confirm a workplace where employees feel trusted, valued and empowered to contribute.

Building on the foundation established in 2024, we continued to develop our Diversity, Equity, Inclusion and Belonging (DEIB) initiatives. The employee-driven DEIB working group further refined its structure and implemented initiatives aimed at increasing awareness, engagement and inclusive practices across the organization.

Patient safety and product quality remain at the core of Immedica’s operations. Our products are continuously monitored throughout their lifecycle to ensure a favorable benefit–risk profile and full regulatory compliance. Regular audits and inspections by partners and authorities confirm that we consistently uphold high ethical and legal standards across all markets.

CO₂ emissions

Immedica works with Position Green, a carbon accounting software provider, to measure our full greenhouse gas (GHG) emissions footprint. During 2025 Immedica changed carbon accounting software from Persefoni (Exiobase 3.8.2) to Position Green (Exiobase 3.9.1). Since these providers used different versions of Exiobase for converting spend data to CO₂ emissions we have restated 2024 using Position Green and the same principles as in our 2025 calculations. 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 2025, CO₂ emissions in this category totaled 22.3 (34.0) tCO₂, accounting for 0.1% of total emissions. Our efforts to transition to environmentally

friendly vehicles resulted in 89% (83%) of company cars meeting sustainability criteria.

Scope 2

Scope 2 emissions relate to electricity consumption. In 2025, we maintained our commitment to renewable energy, sourcing 100% of our electricity from renewable sources, resulting in 0.7 (0.2) tons of CO₂ emissions.

Scope 3

Scope 3 emissions continue to represent the largest share of our carbon footprint. In 2025, Scope 3 emissions totaled 21,535 (13,554) tCO₂, reflecting increased business activity. Our GHG intensity (tons per €1M revenue) increased to 164.1 (135.3) due to increased inventory and one time cost related to the Marinus Acquisition. Scope 3 emissions include mainly:

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

Category 4: Upstream transportation and distribution (100% based on actual data).

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

Category 7: Employee commuting (calculated based on a survey).

Ravicti – Life cycle analysis

In order to better understand the CO₂ emissions from our outsourced production we have carried out a life cycle analysis for one of our largest products Ravicti. Consequently we have used findings from the analysis to calculate Ravicti emissions for 2025. The emissions from the analysis were 24% lower than what would have been calculated using the Position Green carbon accounting platform

SBTi

Immedica committed to Science Based Target initiative (SBTi) and decided to set near term targets. The near term targets below have been submitted to SBTi but are yet to be validated. The near term targets are until 2030 with 2024 as the base year.

Near term targets





Scope 1 and 2






Absolute target: 42% reduction from 2024 until 2030.

Scope 3





Economic intensity target: 51,6% intensity reduction from 2024 until 2030.






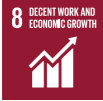

Supplier engagement target: Committed to 70% of suppliers by spend covering purchased good and services and upstream transportation & distribution will have SBTs by 2030



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. 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>Completed pediatric study with pegzilarginase initiated in children under the age of 2 with positive outcome.</p> <p>Loargys approved in Oman.</p> <p>Resubmission of the BLA for Loargys.</p> <p>New Drug Submission accepted by Health Canada and granted priority review.</p> <p>Submitted MAA to the TGA in Australia.</p> <p>64 patients treated with Loargys, excluding Early Access program.</p> <p>Ravicti was approved in Colombia, Japan, Qatar, Kuwait and Saudi Arabia.</p> <p>1369 patients were treated with Ravicti year end 2025.</p> <p>Approved as first line maintenance therapy for extensive small cell lung cancer in UAE.</p> <p>PharmaMar to submitted a marketing authorization application to EMA</p> <p>Contract signed for acquisition of Neurocrine Biosciences.</p> <p>Zero critical findings in MPA driven audits.</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>No gender should be representing >60% in Immedica management team and board.</p>	<p>BoD: Women 17% Men 83%.</p> <p>ELT: 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>	<p>Waste water treatment and water consumption impact on GHG mapped for Ravicti manufacturing.</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>HQ office in Stockholm source 100% renewable energy.</p> <p>85% of Immedica's car fleet is a hybrid or an electrical car.</p>

SDG	SDG target	Immedica goal	KPI	Achievement
 8 Decent work and economic growth	<p>Target 8.8 Protect labor rights and promote safe and secure working environments.</p>	<p>Excellent employee satisfaction.</p> <p>Make sure that employees have a safe and sustainable working environment.</p>	<p>Overall, this is a Great Place To Work >80%.</p> <p>Great place to work Trust Index > 80%.</p> <p>Sickness leave <5%.</p> <p>Turnover unwanted resignation <5%.</p> <p>Workplace incidents related to neglect of duty of the employer 0%.</p>	<p>Overall, this is a Great Place To Work >94%.</p> <p>Great Place To Work Trust Index 93%.</p> <p>Sickness leave 0,7%.</p> <p>Turnover unwanted resignation 1%.</p> <p>Workplace incidents related to neglect of employer duty 0%.</p>
 12 Responsible consumption and production	<p>Target 12.1 Implement Framework of Programs on Sustainable Production.</p>	<p>Include sustainability in DD processes both from supplier and partner perspective.</p>	<p>Sustainable collaboration process applied in >90% of new manufacturing and transportation procurements.</p> <p>Environmental considerations in 100% of Immedica's internal event procurement.</p>	<p>Policy, applied on all procurements after adoption.</p> <p>Environmental aspects were considered in 100% of internal event procurement.</p>
 13 Climate action	<p>Target 13.2 Implement climate change measures.</p>	<p>Reduce environmental impact from our business.</p> <p>Complete scope 1, 2 & 3 collection of data.</p>	<p>Measure scope 1, 2, 3. emissions and set targets for 1 and 2.</p> <p>Increase the share of real CO₂ data to close to 100% for transports.</p> <p>Continue to influence third party to move from spend based data to actual CO₂ data.</p>	<p>Scope 1: TBD.22.3 tCO₂.</p> <p>Scope 2: TBD 0.71 tCO₂.</p> <p>Scope 3: TBD 21,534.9 tCO₂.</p> <p>TBD% of CO₂ emissions originating from transportation were based on actual data.</p>
 16 Peace, justice, and strong institutions	<p>Target 16.4 Combat organized crime.</p> <p>Target 16.5 Anti-corruption and bribery.</p>	<p>Compliant operations.</p> <p>Organization aware and compliant with anti-bribery and anti-corruption measures.</p>	<p>Incidents of product counterfeiting 0%.</p> <p>Incidents of bribery or corruption 0%.</p>	<p>100% of products in portfolio serialized and no reports of falsified medicines has been recorded.</p> <p>Zero number of ABAC incidents reported.</p>
 17 Partnerships for the goals	<p>Target 17.16 Global and multi-stakeholder partnership for sustainable development.</p>	<p>Strategic collaboration with partner companies.</p>	<p>Sustainable partner collaboration policy applied for >90% of new partners (out-license).</p> <p>Partner satisfaction score, >90% recommend Immedica.</p>	<p>Achieved.</p> <p>Overall satisfaction with Immedica as a business partner received a weighted average score of 3.95 out of 4.</p> <p>10/10 of our partners say that it is likely or very likely that they would recommend Immedica as a partner to other companies.</p>

Sustainability risks

SDG	Immedica goal	Context and Risk	Mitigating activities	Opportunities
	<h3>Expand access to pediatric treatments</h3>	<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>
	<h3>Expand portfolio with rare and niche indications where there is a large unmet medical need</h3>	<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 midsized enterprises within relevant therapeutic areas to engage in partnering/in-licensing discussions.</p> <p>Immedica aims to expand the portfolio with at least 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>
   	<h3>Excellent GxP compliance and in turn lower risk for patients</h3>	<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>

SDG	Immedica goal	Context and Risk	Mitigating activities	Opportunities
 	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>Process to support EU pay transparency directive to be implemented in June 2026.</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
	<p>Include sustainability in due diligence processes both from supplier and partner perspective</p>	<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>
	<p>Complete scope 1, 2 and 3 collection of data</p>	<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 Position Green.</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>Immedica has committed to science-based targets SBTi.</p>	<p>Successful and as far as possible correct GHG calculations serves an important base to take decisions and prioritize.</p>
	<p>Reduce environmental impact from our business</p>	<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>
	<p>Compliant operations</p>	<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

Maintaining a commitment to ethical business practices is crucial for pharmaceutical companies to comply with national and international laws and regulations.

Bribery and corruption are illegal activities that can lead to severe legal consequences, including fines, sanctions, and damage to the company's reputation.

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.

Immedica has a zero tolerance to bribery and corruption.

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.

Immedica performs regular trainings and works with diligence and audits in relevant areas.

The whistle-blow system is open for both internal and external use through the Immedica corporate web page.

Immedica has systematic work to combat counterfeit products, including serialization.

Fair competition fosters innovation, ensuring the development of high-quality drugs, and maintaining reasonable pricing for medications.

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.

Systematically combating counterfeit pharmaceutical products helps ensure the safety of patients.



Strategic collaboration with partner companies

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.

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.

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.

Our focus on partnering excellence is measured on an annual basis.

Commercial success & growth: Drive Immedica's growth via strategic partnerships.

Patient benefits: Deliver innovative treatments efficiently, improving outcomes.

Health outcomes: Advance healthcare standards with novel therapies.

Resource optimization: Focus on commercialization while partners handle R&D.

Societal impact: Contribute to societal health by addressing challenges.

Positive relationships: Strengthen industry standing through successful collaborations.

