

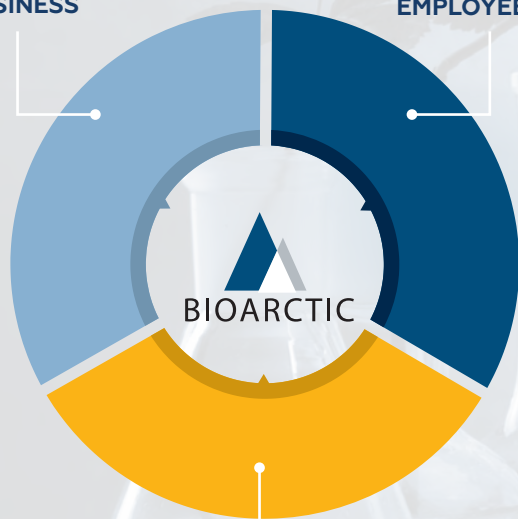
# BioArctic's sustainability initiatives

Based on the UN Sustainable Development Goals, BioArctic's sustainability initiatives are divided into three areas: sustainable employeeship, sustainable use of resources and sustainable business.

BioArctic's core operations consist of developing drugs to counteract and treat neurodegenerative disorders, with the goal of improving life for affected patients and their families. BioArctic can thus promote a sustainable society and sustainable health, which falls under the UN SDG "Good Health and Well-Being". This is a strong starting point for the company's ambition of further developing its sustainability perspective in all branches of its operations.

SUSTAINABLE  
BUSINESS

SUSTAINABLE  
EMPLOYEESHIP



SUSTAINABLE  
USE OF RESOURCES



## BioArctic's key contribution to global sustainability

By ensuring successful development of its core operations, the company has the possibility of promoting a sustainable society and sustainable health. The conditions for achieving this goal are optimized through the constant presence of the sustainability perspective in all parts of the operations.



### SUSTAINABLE EMPLOYEESHIP

BioArctic works actively to promote a sense of long-term well-being and engagement in operations among its employees. This way, combined efforts are mobilized to contribute to overall innovation strength and the ability to develop drugs to improve the lives of patients and their families.

#### BioArctic promotes sustainable employeeship by:

- Ensuring market-based conditions of employment
- Guaranteeing a healthy physical and psychosocial work environment
- Pursuing active leadership and core value initiatives
- Encouraging and promoting employee competence development
- Working for a healthy balance between work and private life
- Supporting and encouraging healthy living
- Promoting zero tolerance against all types of harassment and discrimination
- Actively working on issues of diversity and equality



### SUSTAINABLE USE OF RESOURCES

To create the best long-term conditions for our operations, it is necessary to optimize the company's internal use of resources and to strive for similar sustainability in external partnerships.

#### BioArctic promotes sustainable use of resources by:

- Developing biological drugs that have less of an impact on the environment and nature than chemical drugs
- Ensuring good ethics and optimal consumption of resources in preclinical research
- Reducing waste and consumption of electricity, and ensuring recycling
- Being selective and prioritizing the meetings that require physical presence and thereby travelling, and ensuring coordinated and sustainable travel management
- Encouraging suggestions for sustainable solutions from employees
- Demanding supplier sustainability initiatives in conjunction with major procurements, in addition to GMP requirements that suppliers must meet where appropriate



### SUSTAINABLE BUSINESS

A sustainable business model is the foundation for continuing to create innovative projects that in the future can help patients with great medical needs.

#### BioArctic promotes sustainable business by:

- Fostering innovation with the goal of ensuring that BioArctic's products reach the market, and thereby patients
- Retaining and developing strong, long-term collaborations with research groups and other pharmaceutical companies
- Working in accordance with a business model that creates long-term stability, thereby ensuring continual re-investment in research and development of new projects for future partnerships with pharmaceutical companies
- Working in accordance with good business ethics, transparency and government agency requirements, regardless of whether the work is performed in-house or with external partners
- Having well-defined procedures for quality assurance that comply with strictly regulated drug development

