

orexo

**We empower people
with innovative
treatment solutions**



Annual and Sustainability Report 2023

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At the core of a sustainable society are health and well-being, the areas in which Orexo make its biggest impact. This report details Orexo’s strategy, the activities undertaken to address social, environmental and governance areas, and the company’s progress towards its sustainability ambitions. Orexo is determined to contribute to a sustainable society by setting a clear sustainability agenda which permeates everything we do.

Sustainability report

Orexo’s business strategy and its day-to-day operationalization are shaped by the company’s Ethical Code. The strategy supports Agenda 2030 and the Sustainable Development Goals (SDGs). It is also aligned with global standards and initiatives, including the International Labor Organization Conventions, and the UN Guiding Principles on Business and Human Rights. Orexo has been a participant in the UN Global Compact since 2017, and the strategy aligns with the principles of Global Compact and the SDGs. At the core of Orexo’s business is SDG 3: “Good health and well-being”, and in particular target 3.5: “Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol”. Further details are shared in the Responsible Business section and in each of the focus areas.

The management team and board take overall responsibility for Orexo’s sustainability strategy and its implementation. Cecilia Coupland, Senior Vice President and Head of operations, oversees sustainability matters together with the sustainability committee, which has representation from relevant functions across the entire business. The sustainability committee shapes the company’s strategies and policies as well as how these are delivered in practice.

Orexo’s sustainability risks, impacts and opportunities are reviewed as part of the company’s overall governance processes. The findings of the recent risk review are summarized on page 32. The review highlighted an ongoing need to focus on the climate, supply chain risks and retaining talented employees as well as the importance of Orexo’s role in improving global health connected to the core business.

Expectations and regulatory requirements have increased rapidly over the last few years. Orexo welcomes the increased focus on sustainability from investors and society as these questions are important, and the company is committed to furthering its sustainability work. By performing an analysis of the present situation internally and externally, Orexo concluded that the company’s policies and sustainability focus areas are in line with current global expectations.

The interests of Orexo’s stakeholders are fundamental to the company’s sustainability strategy. Important stakeholder groups encompass patients, healthcare professionals, payers, including authorities and insurance companies (especially in terms of access to healthcare), investors (ESG questions) but also Orexo’s employees, key suppliers and



Sustainability achievements

100%

Completion of Code of Conduct training

100%

Supplier for commercial supply have sustainability processes in place

8 of 10

Are satisfied working at Orexo

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contract manufacturers. In the stakeholder analysis Orexo gathered data through interviews, web information searches and report reviews. Orexo value the diverse perspectives that internal and external stakeholders provide, which help to shape the sustainability strategy and guide its implementation.

The sustainability strategy is based on the materiality assessment that was conducted in 2022. By identifying and prioritizing key sustainability matters, Orexo can align with stakeholder expectations and prioritize activities that

deliver value and good business outcomes. The most important topics were identified as:

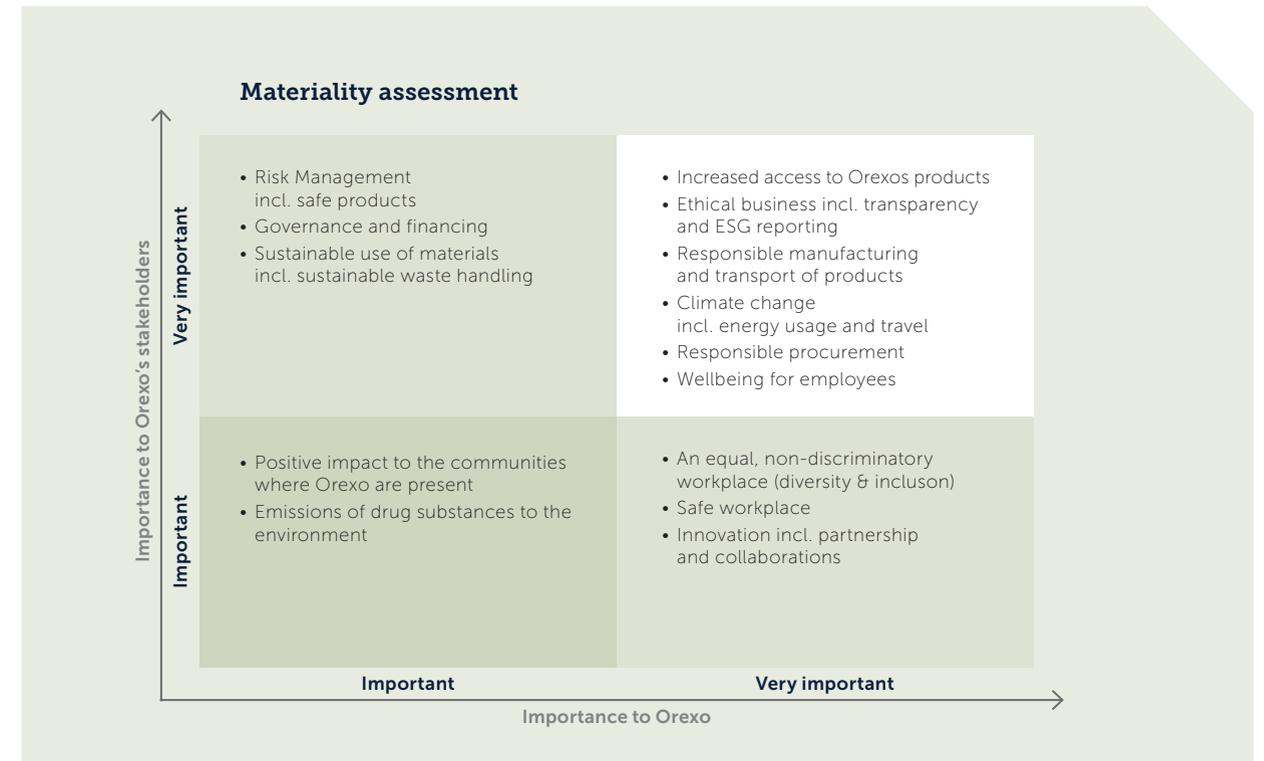
- Increased access to our products
- Ethical business
- Responsible manufacturing
- Climate change
- Responsible procurement
- Wellbeing for employees.

The company assesses the relevance of its strategy and material focus areas continuously through stakeholder dialog and by following developments in current sustainability issues.

During 2024, work will continue towards fully implementing the Corporate Sustainability Reporting Directive (CSRD) by supplementing the existing materiality analysis (impact materiality) with an analysis of financial materiality as well as by carrying out a gap analysis against CSRD. This approach will provide a more comprehensive way of surfacing risks and opportunities.



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Responsible business

Responsible business based on trust, transparency, integrity and no tolerance for corruption is central to all our activities and a foundation for our sustainability work.



Access to healthcare

Increase access to healthcare among patients with OUD and mental illness and develop new innovative medications meeting large unmet needs.



Orexo has four interconnected strategic priority areas, each of which is detailed in this report, along with relevant targets, goals, and examples of sustainability in action.



Sustainable employees

To create a healthy working climate, an inclusive and diverse culture in all teams.



Environment and Climate change

Reduce impact on environment and climate change across all our activities and our products.



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Responsible business

Operating in the pharmaceutical industry and marketing a controlled substance carry great responsibilities and Orexo has no tolerance for non-compliance. Unethical business behaviors can result in drugs being over-prescribed, misuse of products, and unscrupulous marketing. Orexo strives to do the right thing and to be transparent at every level of the value chain. Performance is not only about results, but also how they're achieved.

A large part of Orexo's business is conducted in markets that offer good opportunities, but operations can also take place in high-risk markets with exposure to serious issues such as bribery and corruption. To have a responsible business based on trust, transparency, integrity, and with no tolerance for corruption is central to Orexo and a foundation for all sustainability work. Orexo outsources production and is highly dependent on the supply chain. It is vital to ensure suppliers and partners follow the same ethical standards as Orexo. Responsible business practices are at the heart of Orexo's sustainability plan and include how the company works with others as well as internal operations.

Responsible employees

Orexo's Code of Conduct, also known as the Business Compliance and Ethics Code, serves as an umbrella for all the company's policies and guidelines. It is based on corporate values, legislation, and internationally recognized standards, such as the Universal Declaration of Human Rights, the Helsinki Declaration and the Ten Principles of



Vision: Responsible business based on trust, transparency, integrity and no tolerance for corruption is central to all our activities and a foundation for our sustainability work

Sustainability topic	Responsible employees	Responsible supply chain and procurement/sourcing		Transparency and reporting
Long-term ambition	Ensure ethical behavior among all employees and board	Material suppliers ¹ have ethical standards consistent with Orexo's	Material suppliers ¹ have sustainability processes in place	Orexo is known as a transparent company
Target 2025	100% completion of Code of Conduct training 100% completion of sustainability program training	100% of material suppliers ¹ have a Code of Conduct or embrace Orexo's Supplier Code of Conduct	100% of material suppliers ¹ have an approved sustainability assessment	Completion of annual sustainability report and UN Global Compact report
Result 2023	100% completion of Code of Conduct training Ongoing development of Sustainability training	84% material suppliers ¹ and 100% of commercial suppliers ² have a Code of Conduct or embrace Orexo's Supplier Code of Conduct	91% of all material suppliers ¹ and 100% of commercial suppliers ² have an approved sustainability assessment	Annual sustainability report and UN Global Compact COP report are completed

¹ Supplier for commercial supply and other strategic deliveries

² Supplier in commercial supply or approved for commercial supply

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UN Global Compact. Orexo's Code of Conduct underpins the business and describes expectations and requirements in the areas of human rights, personnel and labor law, environment, and anti-corruption. It also describes ethical research and development expectations, as well as patient safety requirements.

Compliance with Orexo's Code of Conduct is mandatory for everyone. The directors, managers, employees, consultants, and temporary employees of Orexo group must all sign and confirm that they understand and act in accordance with the Business Compliance and Ethics Code. In Sweden, this is done biannually. In the US, the US Code of Business Conduct and Ethics implements the company's Code of Conduct (with the addition of specific requirements to ensure compliance with US law). It is signed and confirmed annually.

Support for Orexo's Code of Conduct is a comprehensive management system, aligned with international standards, consisting of policies and procedures that guide managers and employees to comply with the requirements of their daily work. It is structured to mitigate legal and regulatory risks associated with research and development, quality control and commercial pharmaceutical operations in the US. Policies and procedures are reviewed continuously as the business develops.

All new employees receive introductory training that includes the Code of Conduct, role-specific compliance requirements, and the Safety, Health and Environment framework. Orexo plans to develop even more comprehensive sustainability training as part of its long-term plan.

The Code of Conduct urges all individuals to spot and report suspected business ethics violations or unethical conduct at Orexo without fear or threat of retaliation. This is done via Orexo's whistleblower systems. In Sweden, it is

by the tool WhistleB and in US, via Ethics Point. If someone suspects that a serious violation has occurred, it must be reported. Orexo has processes for investigations and tools for anonymous reporting in place. During 2023 no cases were reported to the whistleblower systems.

Marketing and sales

Sales and marketing employees have a specifically important role to act ethical. Orexo's main market is in the US, where the subsidiary Orexo US, Inc. is responsible for product commercialization. All employees in the US are trained in US Comprehensive Compliance Policies, both through teacher-led training and virtual training. New sales representatives receive specific training covering promotional policies, federal laws and regulations related to pharmaceutical sales and ethics. After this, there are periodic reminders and refreshers, with opportunities to discuss examples.

On July 14, 2020, Orexo's US subsidiary received subpoenas for the purpose of enabling US authorities to obtain certain information in relation to sales and marketing of Zubsolv® and other buprenorphine products. All information requested by the authorities has been delivered. Orexo will continue to cooperate with the US authorities to ensure they receive the necessary information and to understand the scope of the investigations.

Responsible supply chain and purchasing

A sustainable supply chain means that purchasing decisions and relationships must align with the company's principles and values for business ethics, the work environment, human rights, and environmental questions. Orexo's minimum requirements for suppliers are explained in the Supplier Code of Conduct, which is signed alternatively the supplier's own code of conduct is deemed equivalent Orexos.



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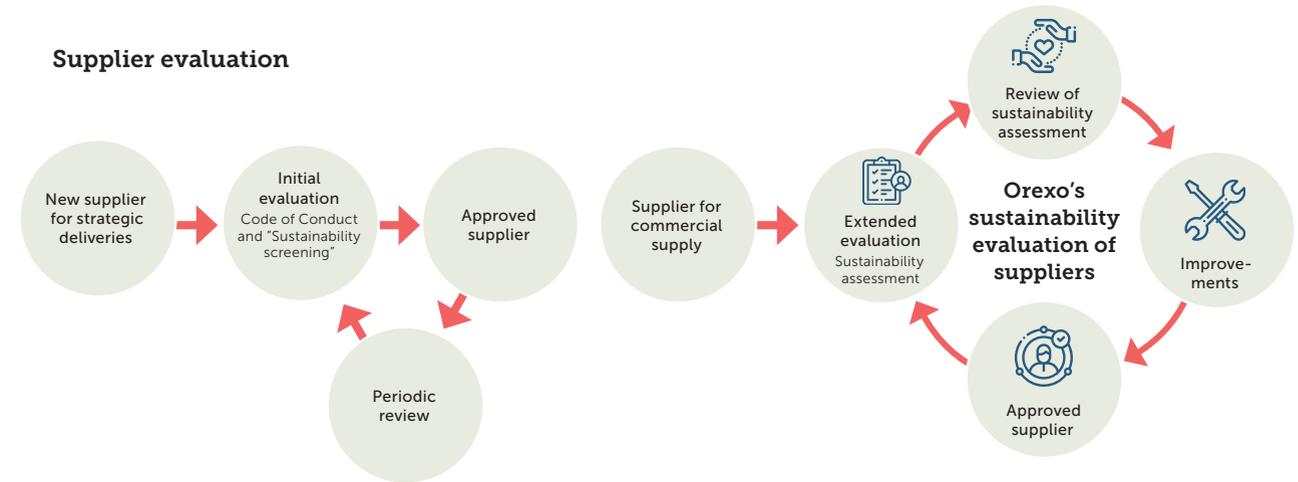
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Although Orexo's direct suppliers are located in countries with strong legislation, sub-suppliers can be located in many different parts of the world. In all parts of the supply chain there are a number of risks across environmental, health, safety and working conditions. Orexo is working to prevent, remedy and improve sustainability practices throughout the supply chain. Orexo expects all direct suppliers to have good governance in place, which includes the way they work with their own suppliers. By setting requirements on direct suppliers and building awareness of their responsibilities, Orexo is aligning with them to drive best practices.

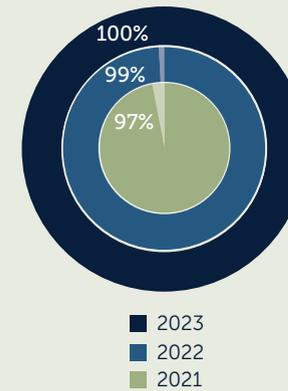
Orexo's Responsible Sourcing Program expects that strategically important suppliers, including those providing materials for commercial use, have implemented Orexo's supplier Code of Conduct and have sustainability processes in place.

The evaluation covers risk and legal requirements, as well as compliance with human rights, business ethics, safety, health, and environmental impacts. The evaluation also covers the suppliers' handling of waste products, including wastewater, which aims to mitigate the risk of pharmaceuticals being released into the environment. It is carried out through evaluation questionnaires, supplier interviews and, if necessary, site visits. The evaluation is carried out regularly. During 2023 several initial evaluations of non-strategic suppliers and seven extended sustainability evaluation of suppliers for commercial delivery was carried out, including suppliers for OX124. In 2023, the process for sustainability evaluation was further enhanced and embedded into the processes for purchasing decisions.

Supplier evaluation



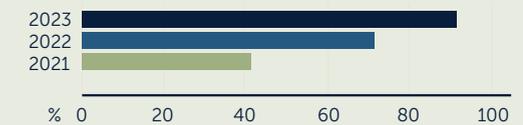
Implementation Orexo's Code of Conduct (staff)



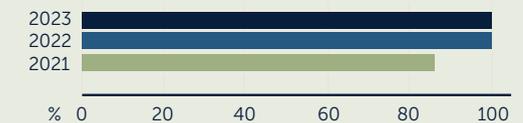
Suppliers

Evaluation of Code of Conduct and sustainability

Completion of initial supplier sustainability evaluation (Supplier for commercial supply and other strategic deliveries)



Completion of extended supplier sustainability evaluation (Supplier for commercial supply)



Extended data can be found in the Sustainability data summary.

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Access to healthcare

The opioid epidemic in the US is one of the country's largest health crises. Covid, along with stigma and treatment boundaries, have escalated the situation to where it is today. Orexo is committed to making a difference for all these people and during the year major steps were taken, paving the way for more patients receiving care and lifesaving medication.

Opioid use disorder is an underserved treatment area

The global pharmaceutical industry has a major impact on human health and well-being, both of which are crucial for a functioning and equitable society. The fundamental human right for all people to have a healthy life and access to high quality healthcare is indisputable, but it remains a challenge that the industry faces. No one should be discriminated or left out, but for a long time, this specialist area of substance use disorder and mental illness has faced neglect. It hasn't attracted pharmaceutical companies in the same way as, for example, treatment of cancer, cardiovascular diseases, and diabetes. For over a decade, treatment of opioid use disorder (OUD) has been Orexo's main therapeutic area, which in recent years has broadened to also help patients suffering from mental illness, such as depression and alcohol misuse.

To make Orexo's products available to patients, the company relies on two mechanisms, the first relates to accessibility to treatment solutions meeting large needs. In addition to developing products, work need to be conducted to ensure individuals want undergo treatments and healthcare providers to prescribe, but also to work to



Vision: Increase access to healthcare among patients with OUD and mental illness and develop new innovative medications meeting large unmet needs

Sustainability topic	Accessibility	Affordability
Long-term ambition	<p>Contributing to improve quality of life for OUD patients and reduce overdose morbidity through improved access to treatment and treatment support</p> <p>Based on the AmorphOX platform develop new medications reducing the need for cold storage and thereby improve access to medication in areas where controlled storage facilities are sparse</p>	More financial vulnerable individuals have access to Orexo's products
Target 2030	At least one drug based on the AmorphOX platform that meets the need for improved shelf life and does not require cold storage has reached global markets through partnerships	<p>100% of Orexo's pharmaceutical products are reimbursed and show a growing share in the Medicaid segment¹</p> <p>100% of Orexo's products have patient assistant programs in place.</p>
Result 2023	Continuous work during the year	100% of Orexo's products have patient assistant programs in place.

¹ Annual average increase from base year 2023

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remove other barriers that may limit access to treatment. The second mechanism refers to affordability or pricing, ensuring also financially vulnerably people have access to the products.

Addressing barriers to accessibility of care

In the US, more than 6.1 million people are dependent on opioids, a condition that is often chronic but treatable with good results.¹ Access to medication assisted treatment (MAT) has long been limited as physicians have had to undergo extensive training to be licensed to treat patients and there have been restrictions on how many people can be treated. An accelerating opioid crisis in the US, combined with successful advocacy efforts, has recently opened up for greater access to care.

Stigma is closely associated with OUD. Many patients are reluctant to seek help as they feel guilty and are often discredited by society. To overcome the stigma of opioid dependence, extensive education efforts are needed, especially among patients but also healthcare providers.

Orexo has been established in the US since 2013, with its own sales force of approximately 40 representatives specializing in the treatment of OUD. They cover states with a high prevalence of opioid dependence, and in 2023 more than 45 000 visits, calls or digital meetings were made to inform physicians and other healthcare professionals about the benefits of prescribing Zubsolv®, as well as educating them about the disease of addiction. For treatment with buprenorphine/naloxone, which is the most common MAT treatment, Orexo is the only player actively meeting with healthcare providers.

Orexo also works along with policy makers, advocates, and other stakeholders at federal and state levels, including local community groups. This work benefits patients by helping to improve access to medications, regardless of who is making them

Multiple initiatives to increase access to treatment and reach vulnerable patients

Orexo continues to support removal of financial barriers to treatment by offering programs to vulnerable patients. One of the programs provides free products to individuals that meet the US poverty level requirements. The graphs on page 42 contain more details.

To improve treatment results for patients with OUD, MAT should be provided in combination with psychosocial support. However, there are not enough psychologists or counsellors to provide everyone with an opportunity to uncover the root cause of their dependence and receive treatment that gives them the tools to overcome their disease. To meet this treatment need, Orexo has developed a digital mental health program, MODIA, based on cognitive behavioural therapy techniques. MODIA has the potential to provide psychosocial support to a much broader group of patients, including those living in rural areas. For prescribers to start offering MODIA to patients, reimbursement routes are key. In 2023, advocacy work continued among insurance companies and policymakers to establish viable reimbursement routes for digital mental health programs.

Orexo continues to work intensively on behalf of patients suffering from depression within Veterans Affairs (VA) network, to have access to Deprexis, a digital mental health program. During 2023, Orexo began collaborating with a partner to establish efficient order and distribution processes. This partnership should enable millions of veterans and their family members to gain access to a digital mental health program that will support them in overcoming their depression.

During 2023, damages paid from manufacturers responsible for the opioid crisis were fully funded. These abatement funds provided all states in the US with a total of USD 54 billion to address the opioid crisis, foremost by increasing access to treatment. Across the year, Orexo has engaged with state representatives, showcasing the company's OUD offering collected in MATCore. This innovative concept brings together all the elements of Orexo's OUD portfolio, including education and support, to ensure that all patients, even those who are most marginalised, receive the care they need.

Patient needs key in the development of new innovative drugs

The close collaboration between Orexo's commercial and development teams is integral to how company shape and execute its strategic priorities. The commercial team are based in the US and have a wealth of experience dealing with healthcare professionals and patient organizations. This knowledge informs our approach to meeting significant medical needs through the research and development activities in Sweden. OX124 is one example. OX124 is Orexo's high-dose rescue medication designed to revive people overdosing on the most powerful synthetic opioids, such as illicit fentanyl. Potent synthetic opioids are widely available throughout the US and are often disguised in what look genuine prescription pills. Orexo filed OX124 with the FDA in 2023, if approved along expected timelines, the launch will be initiated late in 2024.

OX124 is the first pharmaceutical based on Orexo's next generation drug delivery platform, AmorphOX®, which is an innovative powder-based technology enabling rapid absorption and high bioavailability of the active substance. In addition, AmorphOX improves the drug's stability and reduces sensitivity related to temperature changes. These are all crucial properties for life-saving medications.

The technology is scalable and serves as the backbone of other development projects, such as OX640, which is an adrenaline product. OX640 uses nasal delivery for the treatment of allergic reactions, offering patients a revolutionary alternative to today's standard autoinjector that pushes adrenaline into a patient's thigh. In 2023, major steps were taken to upscale the manufacturing process together with the establishment of a commercial supply chain. As a needle-free, fast-acting and stable product with a long shelf life, OX640 has the potential to revolutionise the treatment of allergic reactions. By leveraging partnerships, Orexo intends to reach patients worldwide, including in less developed countries where certain storage requirements have previously presented limitations that OX640 overcomes.

¹ Substance Abuse and Mental Health Services Administration

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GERI LYNN'S STORY

A place like no other "Ground Zero" in Kensington, Philadelphia

"People are suffering. They inject illicit substances in one of America's largest open-air drug markets, in close proximity to the police, who sit parked on the corner. We have to intervene. Many people are at risk of overdose, sepsis and other chronic illnesses. Harm Reduction Organizations give people who use drugs dignity by treating them like human-beings.

Raised in Kensington, Philadelphia working alongside medical providers and harm reductionists is as much a personal mission as it is a professional one. Orexo colleagues Dave Capano and Mikaela Odlander volunteered with me, making kits consisting of clean syringes, alcohol pads and antibiotic ointment.

Illicitly manufactured fentanyl has spread across the US. Fentanyl is cheaper to produce than heroin which speaks to its economic value on the illicit drug market. Xylazine, an animal sedative, has adulterated the fentanyl supply in certain areas of the US which has resulted in serious medical conditions like necrotizing fasciitis wounds creating even more barriers to access inpatient detox and rehabilitation treatment.

We assisted harm reductionists in providing street side wound care. Among the many, we met Jessica. She was a college student until she fell pregnant, married an abusive man and dropped out. Now, she is dependent on opioids and xylazine and is at risk for overdose every time she uses."

Shared by Geri-Lynn Utter, PsyD. Senior Medical Science Liaison, Orexo.

91%

of the Groups total net revenues refers to SDG target 3.5. Prevent and treat substance abuse

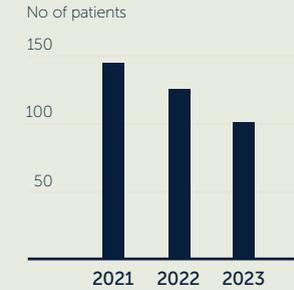
MODIA®

A digital support program for patients with OUD with the potential to democratize access to psychosocial counseling.

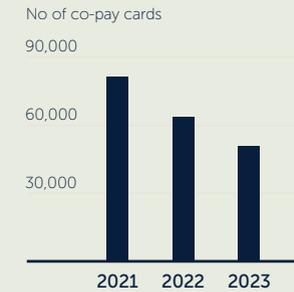


Zubsolv® patient programs

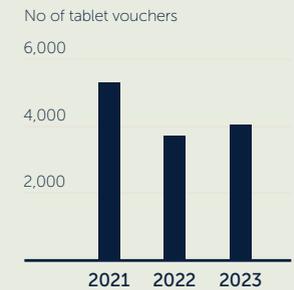
Patient assistant program



Co-pay assistance program



Tablet voucher program



Note: The reduction between 2020–2023 is due to, firstly lower volume demand following Zubsolv's exclusive position ceased and generics were added to the formulary list at the insurance companies Humana and United Health Group in 2019. Secondly, as the coverage on state Medicaid plans, where patient support programs are not permitted, has increased since 2021. Extended data can be found in the Sustainability data summary.

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Sustainable Employees

Orexo's people are the company's strength. At Orexo one another's contributions are highly valued as it is understood that joint efforts are the key to the company's success. Orexo's workplaces must be safe and healthy environments, where every employee feels respected and has the same opportunities. The company believes in an open-minded culture that sparks creativity and new ideas.

Orexo's success is based on a commitment to the well-being of every employee. Attracting and keeping the best people means offering them mutually respectful workplaces where they are valued for their individuality as well as their professional capabilities.

The importance of wellness and health is governed by the company's overall Code of Conduct. There are connected policies and procedures in place that are structured to mitigate the risks associated with the work environment. These include governance of safety, health, recruitment, equal treatment, gender equality, discrimination, and conflicts of interest as well as health insurance and other employment benefits.

Safety and health of employees

Annual health and safety targets, and the workplace activities they encompass, are based on risk assessments and specific issues raised in the organization, such as through employee surveys. The greatest risks identified are linked to mental health, due to a high workload, but there are also risks linked to the handling of active pharmaceutical



Vision: To create a healthy working climate, an inclusive and diverse culture in all teams

Sustainability topic	Employer of choice			Inclusion and diversity	
	Long-term ambition	A safe and healthy environment with no workplace accidents or work-related illnesses	Orexo's employees experience a good work-life balance	Orexo's employees are satisfied and proud of working for Orexo	Gender equality in management positions
Target 2030	No serious accidents No work-related illnesses	Index \geq 75% for experience a positive work-life balance (employee survey)	Index \geq 75% for satisfied working at Orexo (employee survey)	50% women in management positions	Index \geq 75% for experience Orexo as multicultural and inclusive (employee survey)
Result 2023	No serious accidents No work-related illnesses	Index >90% (both US and Sweden) experience a positive work-life balance	Index >80% (both US and Sweden) for satisfied working at Orexo	42% women in management positions	Work has been done in the area but no data is available

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ingredients and other hazardous substances. The handling of hazardous substances is well mitigated through policies and routines. For the field-based salesforce in the US, driving is considered a significant risk, and is addressed in a number of ways. Technical risk reduction is achieved by only choosing vehicles for the fleet that include multiple safety features, for example 5-star crash ratings and All Wheel Drive. Organizational approaches include policies that require extra vigilance in operating a vehicle, for example only "hands free" cellphone use and no other distractions while driving.

In addition to general risk assessments the overall work situation is monitored through annual employee surveys and, in Sweden, additional monthly measurements. The results are followed up and evaluated by the management team and used as a tool at group and departmental levels to take concrete actions to improve the work environment. The monthly measurements are also followed by a dialog between the manager and the employee in order to be able to capture eventual risks quickly. In 2023, the high results of previous years maintained both in Sweden and the US, revealing that more than 8 out of 10 employees are satisfied with working at Orexo. The company continues to use a hybrid working model with the possibility of working two days a week from home. This flexibility is appreciated by the employees.

In 2023 the Swedish organization changed the supplier for the employee survey to Agerus, a leading provider of methods and platform to support the development of a sustainable working environment. For the office in Sweden, the employee survey shows acceptable workloads and a good work-life balance. Employees are proud of working for Orexo and would highly recommend others to work at Orexo. In Sweden, the the Employee Net Promoter Score, eNPS scored 68. The 2023 employee survey in Sweden showed a great improvement in a number of areas, for example the index for employees that are satisfied of working for Orexo.

In US employee survey in 2023 showed equally high results as in previous years with a significant improved result for employees balance between work and leisure.

Overall, the surveys show great results and that the company listens to employees and is not afraid to take bold steps to make improvements to the work environment.

An important way of achieving physical and mental well-being is daily physical exercise. To encourage this, wellness benefits, gym facilities and fitness classes are offered in the office in Sweden. Similarly in the US, employees are offered wellness benefits, one of which is a paid subscription to a program that offers virtual fitness classes in addition to mental health and other employee support resources. Orexo also offers an Employee Assis-

tance Program (EAP) to support individuals with issues impacting mental and emotional well-being. To further encourage well-being, Orexo introduced the option of a benefit bicycle for all employees in Sweden in 2023 to encourage all employees to get to work in an environmentally friendly and healthy way.

Major incidents or accidents are followed up and investigated in all Orexo operations and none happened during 2023. Orexo is pleased to see that the company's preventative measures have resulted in 6 years without any major incidents or accidents.

Employee satisfaction & Work life balance (%)



Gender equality (%)



Extended data can be found in the Sustainability data summary.

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Diversity and gender equality

Employees of different ages, genders, backgrounds, and experiences contribute to new thinking and innovative solutions. Diversity and gender equality are important for Orexo to achieve the company's goals and ambitions, and there are a non-discrimination policy in place. Activities in the long-term sustainability plan include developing the hiring processes to better promote diversity and inclusion. In the US, every new hire completes training on implicit bias and equal employment opportunity laws, and this is also given as refresher training annually to all employees.

In Sweden the people survey ensure that the employees perceive Orexo as a workplace with equal conditions and opportunities for everyone. In 2024, the plan is to proceed with education and information to proactively maintain this outcome.

Further, equal pay survey is conducted every year in Sweden. The 2023 survey discovered no unreasonable salary differences. In the US salaries are evaluated regularly and they are equitable.



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Environment and climate change

Climate change represents one of the biggest challenges to natural ecosystems and human societies, making sustainability an immediate and collective responsibility. Human well-being is linked to the health of our ecosystems, which provide essential requirements for life such as clean air, water, and a wealth of natural resources. Orexo is dedicated to reducing its environmental impact by curbing resource consumption and striving to minimize the carbon footprint that comes from the company's operations and products.

The environmental work at Orexo is governed by the company's environmental policy, guidelines and the targets. Orexo is committed to reducing its environmental- and climate- impact and resource use. The main environmental impact from Orexo's business pertain to material and energy consumption in supply chain. A key area is carbon emissions from the company's vehicles, business trips and purchased goods. As a pharmaceutical company, Orexo also has an important role in protecting the environment by playing our part in creating and following responsible business practices. The supply chain Orexo uses is outsourced and the company has strict requirements at every stage.

During 2023, there were three environmental focus areas. Firstly, Orexo's greenhouse gas emissions were mapped according to the Greenhouse Gas protocol (GHG), which resulted in defined reduction targets for



Vision: Reduce impact on environment and climate change across all our activities and our products

Sustainability topic	Reduce climate impact and resource use	Reduce our product environmental footprint
Long-term ambition	Reduce greenhouse gas emissions throughout the supply chain	Reduce our "product environmental footprint" (greenhouse gas emissions and material usage)
Target 2030	Reduce greenhouse gas emissions 50% reduction scope 1 and 2 20% reduction scope 1-3	Reduce greenhouse gas emissions and material usage (target pending)
Result 2023	Reduced greenhouse gas emissions by 3,2% reduction scope 1 and 2 10% reduction scope 1-3 (base year 2022)	To be prioritized 2024

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greenhouse gas emissions. The result from the mapping are discussed in the next section. Secondly, the company worked with the property owners to explore energy sources and how these could be reduced further. Thirdly, waste was reviewed; opportunities for recycling were identified and carried forward into 2024.

Greenhouse gas protocol mapping

In 2022, Orexo began implementing the Greenhouse Gas Protocol. Scope 1 (direct emissions) and scope 2 (indirect emissions from purchased electricity and heat) were calculated and reported. During 2023 the company continued evaluating data for scope 1–2 and completed calculations of scope 3 (indirect emissions from the value chain). During the process, more accurate data was identified for scope 1 and 2 for 2022 and 2023.

Scope 1 emissions: The primary source was from vehicles used by the sales team for essential face-to-face meetings. The majority of meetings held by employees were digital and there were no Scope 1 emissions from the offices or lab operations.

Scope 2 emissions: Carbon emissions in scope 2 come from energy use in the leased premises that Orexo uses in US, in particular electricity for heating and cooling. Orexo shares premises with other companies, and it is the property owners that are responsible for managing energy contracts. Orexo AB has zero scope 2 emissions as all energy has been created through renewable sources. In the US office, 90 percent of energy is provided through natural gas and the energy consumption has been calculated as a percentage of the shared office space.

Scope 3 emissions: Orexo started the process by establish the relevant categories using the GHG protocol. This important first step enabled better understanding of the right approach to manage Orexo’s carbon footprint. The identified categories included in the scope 3 mapping

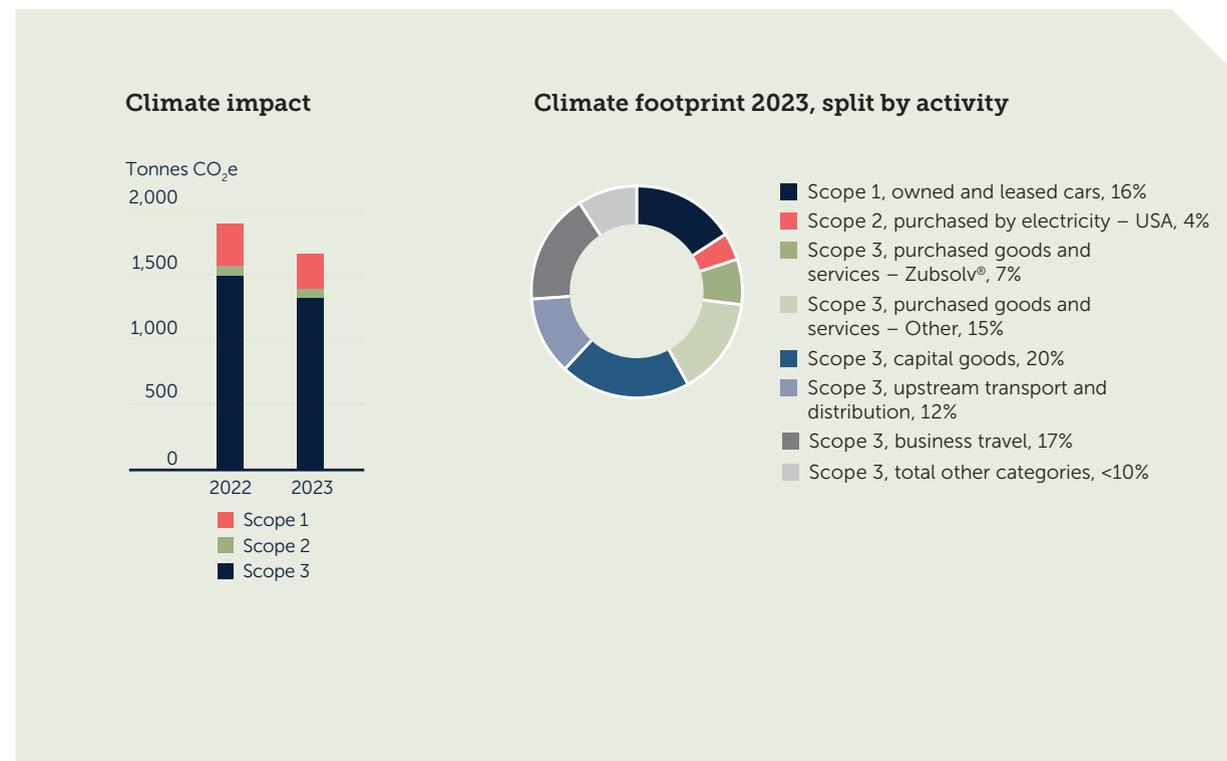
were: Purchased goods and services, capital goods, fuel and energy related activities, business travel, employee commuting, waste generated in operations, transport/distribution upstream and the end-of-life treatment of sold products.

To map scope 3 emissions, Orexo used a combination of spend-based and actual data. The use of spend-based data results in an uncertainty of the result but it provides valuable insights to where to prioritize actions for reducing climate impact. Orexo will continue to validate data

sources during 2024. The results for scope 3 indicate that the largest emissions came from capital goods, business travel and purchased goods and services. Investment in the product OX124 led to a peak in carbon emissions from capital goods in 2022.

By evaluating the data from greenhouse gas mapping Orexo, during 2023, defined greenhouse gas reduction targets that will lead the company’s future activities. With 2022 as a base year scope 1 and 2 emissions has reduced with 3,2 percent during 2023, due to reduced emission

◀ **BACK TO START**



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from vehicles used by the sales team. The reduction of total greenhousegas emission was 10 percent, of which the capital goods give the most significant reduction but reduced travel and transport also add important value. In the diagram Orexo's carbon dioxide emissions for scope 1, scope 2 and scope 3 are reported for the base year 2022 and for 2023 and the split between activities in 2023.

Resources use

Energy use at the facilities leased by Orexo in Sweden is tracked and actioned in collaboration with the property owner. A "green agreement" mandates the use of climate-compensated heating and cooling systems and encourages a joined-up approach to mitigating environmental concerns. In 2023, Orexo continued discussions with the property owner on how to decrease the energy consumption, but no specific project was started. Energy use has been successfully reduced since Orexo started measuring the data in 2018, with an overall decrease of 14 percent usage for heating. Compared to 2020 when the heating consumption was the highest, the reduction is 22 percent.

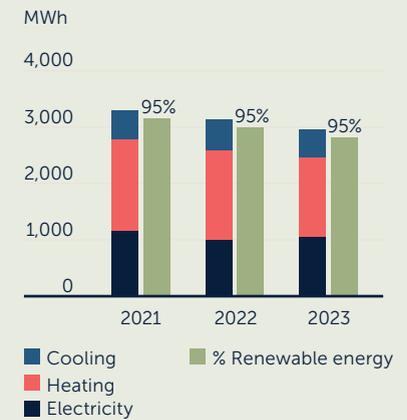
In the US, Orexo's offices are a small segment of a larger complex. The energy usage for the US offices is calculated based on their size and the total energy consumption in the building. As both heating and cooling rely exclusively on electricity, the total energy use is calculated in terms of electricity consumption. The complex holds an ENERGY STAR certification, confirming its energy efficiency through third-party evaluation. In 2023, Orexo continued to approach the property owner for more information, however, details are pending.

Orexo has a waste management governance in place, with a focus on an overall volume reduction and recycling where possible. A basic waste analysis for the offices and R&D facilities in Sweden was carried out during the year and this indicated that waste sorting practices were adequate, although a decrease in the sorted material in 2023 shows there is still work to do in this area. Orexo has proactively reduced the number of waste bins in the office with the aim of encouraging employees to produce less waste and to think more carefully about sorting. Orexo US has been implementing paperless marketing strategies to cut down on paper usage, resulting in a 40 percent reduction from 2020 to 2023.

Product environmental footprint reduction

The environmental footprint of a product is, to a large extent, decided in the design phase. Orexo's sustainability plan includes an initiative to minimize the environmental footprint of its products by embedding sustainability considerations within the product development process. This approach will incorporate environmental considerations into the decision-making process, weighing the quantification of environmental impacts and improvement opportunities against product safety, health, and environmental concerns throughout development projects. While discussions on implementation have begun, it was decided not to make this a priority in 2023. The initiative is set to advance in 2024.

Energy



Waste



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Access to healthcare

	2019		2020		2021		2022		2023	
	Orexo group		Orexo group		Orexo group		Orexo group		Orexo group	
Zubsolv® Patient Programs										
Patient Assistant Program (number of patients)		451		243		145		125		99
Co-pay assistance program (number of co-pay cards)		150,452		108,826		81,225		63,392		50,933
Tablet voucher program (number of tablet vouchers)		23,420		8,957		5,325		3,727		4,034

Environment and climate change

	2019			2020			2021			2022			2023		
	Orexo AB	Orexo US, Inc.	Orexo group	Orexo AB	Orexo US, Inc.	Orexo group	Orexo AB	Orexo US, Inc.	Orexo group	Orexo AB	Orexo US, Inc.	Orexo group	Orexo AB	Orexo US, Inc.	Orexo group
Energy															
Electricity (MWh)	989.1	—	—	855.5	173.8	1,029.3	938.4	166.1	1,104.4	863.8	159.4	1,023.2	845.0	159.0	1,004.0
Heat (MWh)	1,627.7	—	—	1,433.5	0.0	1,433.5	1,672.7	0.0	1,672.7	1,535.7	0.0	1,535.7	1,453.8	0.0	1,453.8
Cooling (MWh)	464.3	—	—	506.3	0.0	506.3	493.1	0.0	493.1	567.5	0.0	567.5	468.6	0.0	468.6
Total energy usage (MWh)	3,081.0	—	—	2,795.4	173.8	2,969.2	3,104.2	166.1	3,270.3	2,967.0	159.4	3,126.4	2,767.4	159.0	2,926.4
Share renewable energy (%)	100.0	—	—	100.0	0.0	94.1	100.0	0.0	94.9	100.0	0.0	94.9	100.0	0.0	94.6
Waste															
Incinerated with energy recovery (kg)	2,650	—	2,650	2,400	—	2,400	2,550	—	2,550	3,150	—	3,150	3,900	—	3,900
Recycled waste (kg)	615	—	615	1,259	—	1,259	1,333	—	1,333	1,886	—	1,886	1,094	—	1,094
Hazardous and pharma waste (kg)	1,641	—	1,641	2,424	—	2,424	976	—	976	1,217	—	1,217	826	—	826
Total (kg)	4,906	—	4,906	6,083	—	6,083	4,859	—	4,859	6,253	—	6,253	5,820	—	5,820
Recycled materials vs energy recovery (%)	18.8	—	18.8	34.4	—	34.4	34.3	—	34.3	37.5	—	37.5	21.9	—	21.9

Carbon emission

	2022		2023	
	Orexo group		Orexo group	
Scope 1 CO ₂ emissions (tonnes CO ₂ e)	284	273		
Scope 2 CO ₂ emissions (tonnes CO ₂ e)	73	73		
Scope 3 CO ₂ emissions (tonnes CO ₂ e)	1,488	1,314		
Total CO ₂ emissions (tonnes CO ₂ e)	1,845	1,660		

Allocation %

	2022		2023	
	Orexo group		Orexo group	
1.1 Owned and leased cars	15	16		
2.4 Purchased by electricity – USA	4	4		
3.1.1 Purchased goods and services – Zubsolv	4	7		
3.1.3 Purchased goods and services – Other	12	15		
3.2 Capital goods	29	20		
3.3 Fuel and energy-related activities	3	4		
3.4 Upstream transport and distribution	11	12		
3.6 Business travel	16	17		
3.7 Commuting journeys	4	5		
Total other categories (<1%)	1	1		

ABOUT OREXO

Orexo develops improved pharmaceuticals and digital therapies addressing unmet needs within the growing space of substance use disorders and mental health. The products are commercialized by Orexo in the US or via partners worldwide. The main market today is the American market for buprenorphine/naloxone products, where Orexo commercializes its lead product Zubsolv for treatment of opioid use disorder. Total net sales for 2023 amounted to SEK 639 million and the number of employees was 116. Orexo is listed on the Nasdaq Stockholm Main Market (ORX) and is available as ADRs on OTCQX (ORXOY) in the US. The company is headquartered in Uppsala, Sweden, where research and development activities are performed.

For more information about Orexo please visit www.orexo.com
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