

Sustainability Report **2022**



Sustainability

At the core of a sustainable society are health and well-being, the areas where Orexo makes its biggest impact. During 2022, important steps were taken to further strengthen the company's social and environmental responsibility, which is crucial for long-term success and the opportunity to contribute to a sustainable society.

Orexo's business strategy and how it is operationalized during day-to-day work is shaped by the ethical code. The strategy supports Agenda 2030 and the Sustainable Development Goals and is also aligned with and international standards and well-known initiatives, including the International Labor Organization Conventions, and the UN Guiding Principles on Business and Human Rights. Orexo also participates in the UN Global Compact. 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. On behalf of the management team, 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 has the power to shape the strategies and policies as well as how these are delivered in practice.

Orexo has been progressing its sustainability agenda over the past several years as awareness has been growing, both within the company and across society as a whole.. This led to the 2021 sustainability review and initiated a process to evaluate, analyze and progress the company's environmental agenda.

Expectations and regulatory requirements have rapidly increased in 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 continuing to improve its sustainability work. The review concluded that Orexo's policies and sustainability focus areas are well in line with global expectations. The review also examined how Orexo identifies risks, impacts and opportunities through a sustainability lens. The findings are summarized in the table on next page and following pages. The review concluded that there is a need to increase focus on climate, supply chain, retaining talented employees and a discussion about Orexo's role in improving global health in relation to the core business.



"Sustainability has never been more important than today. I am proud of the progress we have made during 2022."

"The finalization of our materiality analysis has enabled us to set a strategy for the entire business. We have also carried out a mapping of climate impact from own operations. This is the first step to report in line with the Greenhouse Gas Protocol. Furthermore, efforts in understanding the impact of our suppliers, will help us extend the scope in 2023."

"My future vision is that we in the coming years will have a full understanding of our sustainability impact through our operations and value chain and are on plan with our sustainability KPI:s. Also, that we continue to be recognized as a responsible company that goes beyond our legal obligations for sustainability."

Cecilia Coupland

Senior Vice President and Head of Operations, management representative in Orexo's Sustainability Committee.



Own operations	<p>Orexo's main market is in the United States. The headquarters, including R&D, are situated in Sweden. Sales and marketing are based in the US. The geographical reach of the company means that travel is a major environmental aspect, including regular driving by the sales force team. Energy usage in the laboratories in Sweden, where a strictly controlled environment is essential, is an additional aspect.</p> <p>Orexo relies heavily on recruiting and retaining talented employees with a diverse range of skills and capabilities to meet the strategic objectives. If Orexo fails to engage and retain a capable workforce, this poses a risk to the business. Additional operational risks requiring careful management, includes health and safety issues around chemical handling, driving and stress.</p>
Research & Development	<p>Orexo is continually innovating, bringing new technologies to the market, including the platform amorphOX®. This platform enables a groundbreaking needle-free drug administration route, creating new and exciting opportunities for people for whom traditional injections are problematic. With increased stability, it also provides opportunities for more environmentally protective products that have a longer shelf-life and less rigid storage conditions (no cooling required). Risks include not attracting the right competence to execute market delivery and counteracting legal and regulatory requirements.</p>
Supply chain	<p>Orexo outsources production and relies on good practices from its partners. The company needs to work closely with all contract manufacturers to understand the environmental impacts and ensure the workplace is safe with good working conditions. The commercial supply chain is found in countries with strong legislation, however, for suppliers further up the value chain, Orexo needs to ensure the contract manufacturers are also using those suppliers that meet the required expectations on labor, human rights and business ethics. Orexo is cognizant of the risks of not being made fully aware of any concerns associated with its suppliers and accepts the need to continue driving this forward. The goal is to gather a comprehensive understanding of the sustainable impacts linked to the supply chain, including the significant area of production.</p>
Products	<p>Orexo's core business is the treatment of mental illness and substance use disorders and a number of products to help patients have been developed. However, there are challenges with navigating the US healthcare system that impact the ability to reach all target patient groups. The digital therapies in Orexo's portfolio provide innovative opportunities to reach new patient groups. The need for therapy is greater than the resources in the healthcare system. Digital therapies can complement traditional treatments and reach a wider group of patients.</p> <p>Pharmaceuticals in the environment is a global concern. There is a risk for pharmaceuticals to reach the environment in the production and formulation of products. The regulatory requirements in the US on the handling of waste pharmaceutical products may also impose a risk for pharmaceuticals reaching the water.</p>
Sales & Marketing	<p>Orexo's business is within the healthcare sector and a recognized risk is unethical business and compliance violations in interactions with healthcare professionals. Sales and marketing employees have an important role in educating healthcare professionals to use Orexo's products correctly to optimize patient outcomes.</p>

Sustainability review

The review process started with an analysis of the present situation internally and externally, followed by a stakeholder analysis, stakeholder dialogue and materiality assessment. These steps formed the basis for further developing the sustainability strategy.

Stakeholder analysis and review were important elements of this process. Orexo's key stakeholders include employees,

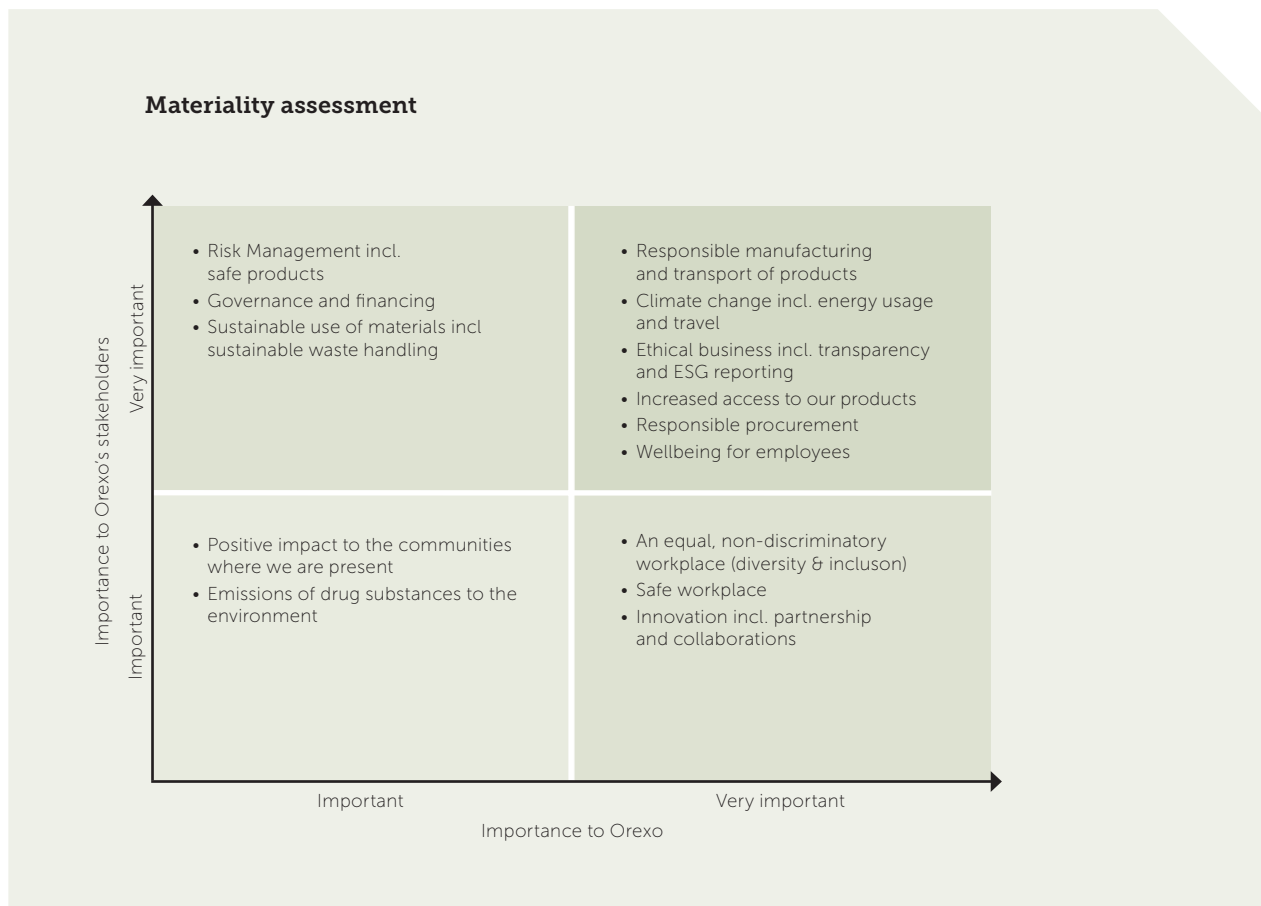
investors, healthcare professionals, patients, suppliers, contract manufacturers and authorities. The stakeholder analysis and dialogue included interviews, but also web information searches and review of reports. In addition to climate, supply chain and contribution to global health, sustainable employees, work-life balance, gender equality and diversity were highlighted by stakeholders.



In the materiality assessment, Orexo has completed an assessment of the sustainability matters, looked at the impact, risks, and opportunities for the business. The result was then combined with stakeholder expectations. The selected topics for the materiality analysis are based on the internal/external analysis and identified risks. The work was led by the sustainability committee but also involved the management team and the board. The results are presented in the following graph.

By evaluating the results and to ensure a connection to the business, Orexo confirm the sustainability topics identified in previous years remain important but that there is a need to continue driving and developing the strategy, including finding the right long-term ambitions and targets.

Topics identified as the most important were: responsible manufacturing and transport, increased access to products, ethical business, climate change, responsible procurement, and employee well-being.



Orexo's sustainability strategy

The strategy involves four focus areas and refines all efforts from the previous year. It does not significantly change priorities, but clarifies the vision and further focuses the company's efforts. Sustainable supply chain has moved from being an area on its own to being integrated into responsible business and environment and climate change. More information about the 2022 sustainability strategy implementation, including KPIs and deliveries 2022 is presented on pages 48–57.

Orexo supports Agenda 2030 and the Sustainable Development Goals (SDGs). The company has also been a participant in the UN Global Compact since 2017, and its strategy aligns with both this and the SDGs. 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" continue to be core to Orexo's business.

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



Sustainable employees

In all our teams, create a healthy working climate where inclusion and diversity are a matter of course



Access to healthcare

Increase access to healthcare by patient support and strengthening knowledge of substance abuse and mental illness



Environment and Climate change

Our ambition is to reduce our impact on environment and climate change across all our activities and our products



Responsible business

Operating in the pharmaceutical industry and marketing a controlled substance carry great responsibilities. Unethical business behaviors can result in drugs being over-prescribed, diversion and misuse of products, and unethical marketing. At Orexo, responsible business practices are always a top priority, and there is no tolerance for non-compliance.

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	Our material suppliers ¹ have ethical standards consistent with Orexo's	Our 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% completed sustainability program training	100% of material suppliers ¹ have a Code of Conduct or embrace Orexo Supplier Code of Conduct	100% of material suppliers ¹ have an approved sustainability assessment	Completion of annual sustainability report and UN Global Compact report

Orexo engages with markets that offer good business opportunities, but operations can also take place in high-risk markets with exposure to serious issues such as bribery and corruption. Orexo's business practices are therefore heavily scrutinized by law enforcement and legislative bodies. To have a responsible business based on trust, transparency, integrity, and with zero tolerance for corruption is central to Orexo and a foundation for our 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 and it underpins everything the company does. Responsible business is at the heart of Orexo's sustainability plan.

Responsible employees

Orexo's Code of Conduct, also known as the Business Compliance and Ethics Code, serves as an umbrella for all Orexo'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 Declaration² and the Ten Principles of 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.

¹ Supplier for commercial supply and other strategic deliveries

² A number of recognized ethical principles for medical research involving humans, developed by the World Medical Association (WMA).



Business Compliance and Ethics Code

Human rights	Labor and employment	Environmental care	Prevention of corruption and conflict of interest	Research and product development	Patient safety and benefits
Supplier Code of Conduct	US Comprehensive Compliance Policies	Safety, Health and Environment Policies	Human Resources Policies		

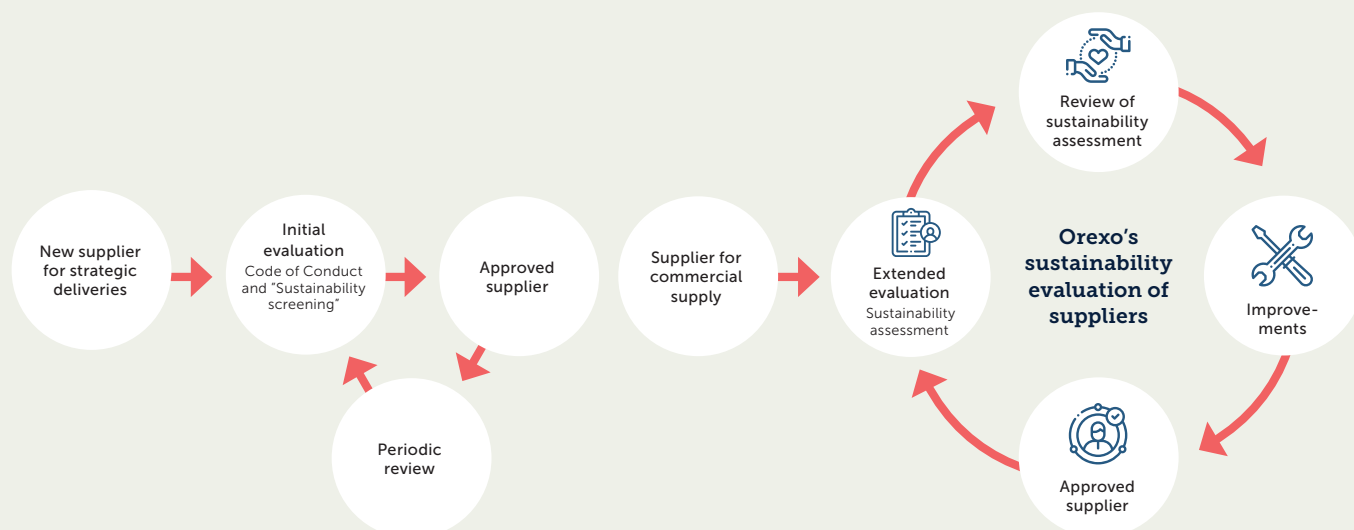
All board members, managers, employees, consultants, and temporary staff at Orexo AB and its subsidiaries must follow the Code of Conduct. All personnel and contractors are required to read and understand Orexo's Code of Conduct, which is done by implementation in the document handling systems. In Sweden this is done at least biannually with each individual reviewing and reaffirming they understand and practice in accordance with the Business Compliance and Ethics Code. 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 legislation. It is reviewed and reaffirmed annually.

Supporting Orexo's Code of Conduct there is a Comprehensive Compliance Program consisting of policies and procedures that guide managers and employees in following the requirements in their day-to-day work. It is structured to mitigate legal and regulatory risks associated with research

and development, quality control and the US commercial pharmaceutical operations. The Compliance program is also aligned with international standards and well-known initiatives, such as the International Labor Organization conventions and the UN Guiding Principles on Business and Human Rights.

Orexo's management systems assist personnel in accessing and tracking the policies and procedures relevant to their role. Policies and procedures are reviewed on an ongoing basis as the business evolves or at least once every two years. All new employees receive introductory training including 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 sustainability plan.

Supplier evaluation



Whistleblower system to make voices heard

Orexo must be a transparent, healthy, and open organization that complies with laws, regulations, and the company's Code of Conduct. The Code of Conduct urges individuals to heed and report suspected business ethics violations or unethical conduct, without fear or threat of retaliation.

If someone suspects that a serious violation has occurred, it must be reported. Orexo has processes and tools for anonymous reporting in place. The Swedish operations use the tool WhistleB and the US operations use Ethics Point. During 2022 one report was filed via Ethics point, which was investigated and solved internally.

Marketing and sales

For businesses within the healthcare sector, recognized risks include unethical business and compliance violations in interactions with healthcare professionals, healthcare organizations and government officials. Orexo has zero tolerance for any of these violations.

Orexo's main market is in the US, where the subsidiary Orexo US Inc is responsible for product commercialization. The subsidiary operates in accordance with laws and regulations established at the federal and state levels. The guidelines – US Comprehensive Compliance Policies – describe acceptable marketing practices and activities related to drug

sales, including the reporting of marketing expenses and interactions with government authorities and healthcare representatives. All employees in the US are trained in these, 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 was delivered. Orexo has not been provided with any background information to the requests and will continue to collaborate 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, work environment, human rights, and the environment. Orexo's minimum requirements for suppliers are explained in the Supplier Code of Conduct.

There are risks regarding several environmental, health, safety, and labor aspects of our suppliers. Although Orexo's direct suppliers are located in countries with strong legislation, there are still risks. And, as subcontractors¹ may be found in many different parts of the world, it is important to ensure that all direct suppliers have good governance and processes.

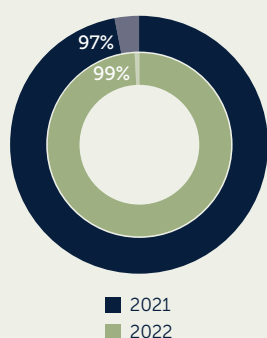
Orexo is working to prevent, remedy and improve sustainability work throughout the supply chain. By setting requirements on direct suppliers and building awareness of their responsibilities, Orexo can move the needle on sustainability jointly with the suppliers.

Orexo's Responsible Sourcing Program ensures the company's Supplier Code of Conduct and sustainability requirements are implemented. Orexo evaluates the sustainability aspects of strategically important suppliers, including those for commercial supply² (i.e. material suppliers).

The evaluation of suppliers covers legal adherence, as well as compliance with human rights, business ethics, safety, health and environmental impacts. The evaluation also covers the supplier's handling of waste and wastewater, which is an important aspect to reduce the risk of pharmaceuticals being released into the environment. It is carried out through evaluation questionnaires, supplier interviews and, if necessary, site visits. Their sustainability statuses are continuously monitored through supplier management. During 2021–2022, all commercial suppliers were re-evaluated and the inclusion criteria for those needing initial sustainability screening was expanded.



Implementation Orexo's Code of Conduct (staff)

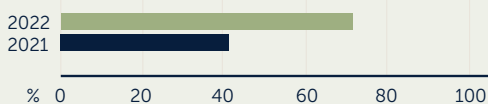


Extended data can be found in the Sustainability data summary

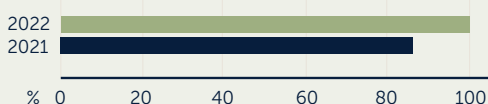
Suppliers

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)



¹ Companies delivering chemicals, intermediates, and other materials to production.

² Commercial supply means goods for human use, commercial supply, and any related services.

Access to healthcare

Access to good healthcare is essential to improve treatment outcomes for patients and is fundamental to an equitable society. Orexo is determined to contribute to UN sustainable development goal 3, and more specifically 3.5 – to strengthen the prevention and treatment of substance abuse.

Increase access to healthcare by patient support and strengthening knowledge of substance abuse and mental illness

Sustainability topic	Access to healthcare	
Long-term ambition	More patients in economically or medically vulnerable areas have access to Orexo products	Orexo is engaged in multiple projects in collaboration with healthcare and other stakeholders to reach underserved patient groups
Target 2030	100% of Orexo products have patient assistance programs in place	Target covering number and reach of collaboration projects to be defined

Successfully improving treatments for patients and offering better access to healthcare is made possible through innovative pharmaceuticals based on the drug delivery platform amorphOX®. Orexo is working closely with several partners to enable its commercial stage drugs and digital therapies to reach more patients.

Access to Orexo Products

To alleviate suffering and improve people's quality of life, equitable access to effective treatments is critical. Orexo is working with various groups including, lobbyists, authorities, policy makers, advocates, industrial organizations, and academia, to increase access to treatments as well as to create awareness and knowledge about digital therapies that have the potential to widen access to therapeutic support. Partnerships, collaborations, and financial assistance programs also extend patient reach, helping to widen access to care.

Orexo continues to support the removal of financial barriers that impede access to the company's products. To enable greater access to ZUBSOLV®, two programs are

currently running. The ZUBSOLV® Co-pay assistance program saves patients significant costs for ZUBSOLV® by using the Co-pay card. The ZUBSOLV® 15 tablet voucher program provides up to two free 15 tablet vouchers. Additionally, a ZUBSOLV® Patient Assistance Program provides free products to patients that meet the US poverty level requirements. The continued reduction in the programs is explained by the lower market share due to the addition of generics to the formulary status at the insurance companies Humana and United Health Group.

In 2020, Orexo entered into a licensing and delivery agreement with Accord Healthcare to make ZUBSOLV® available on the EU market. There are estimated to be 1.3m high-risk opioid users in Europe¹, yet treatment rates are low. In Q2 2022, Accord Healthcare continued its EU launch. Since then, ZUBSOLV® has been made available in nine countries².

The need for therapeutic support

To address the lack of psychosocial counseling in the treatment of opioid-dependent patients, Orexo entered

¹ European Monitoring Centre for Drugs and Drug Addiction (EMCDDA).

² Sweden, the UK, Spain, the Czech Republic, Slovenia, Romania and the three Baltic states.

a partnership with GAIA in 2019 to develop a digital therapy for opioid use disorder, MODIA®. In 2022, a clinical trial was initiated. In addition to MODIA®, Orexo offers two more evidence-based digital therapies: vorvida® (for alcohol management) and deprexis® (for depression). Orexo strongly believes that digital therapies complement traditional treatments and enable more patients to access therapies. Orexo is working to increase awareness and knowledge about digital therapies and is collaborating with various groups to open viable reimbursement routes, which are critical to accessing patients.

Orexo continues to develop collaborations and partnerships for its digital therapies including the relationship with Trinity Health in North Dakota. Administrative processes and support systems were established in 2022 to enable effective patient access and reimbursement of vorvida® and deprexis® through a collaborative care model. Further, Orexo has initiated collaborations with Veterans Affairs, providing access to deprexis® for approximately 15 million veterans and their families. At the end of 2022 Orexo, together with the Wayside Recovery Center in Minneapolis, was awarded a grant for initiating a project to support pregnant women with mental health and substance use disorder needs. The project includes 60 patients who will get access to vorvida® and deprexis®.

Innovation and collaboration

Orexo's new proprietary drug delivery platform amorphOX® offers new opportunities to develop drugs with good chemical and physical stability, providing benefits for patients and the environment. The amorphOX® platform is well-suited to the development of drugs that can be administered intranasally, which is a simple and convenient way for patients to take medicines. The platform also provides an opportunity for pharmaceutical products with a longer shelf-life.

Overdoses from opioid misuse continue to cause many deaths. During 2022, Orexo finalized the development of OX124, a rescue medication designed to counteract overdoses caused by the most powerful synthetic opioids that are currently behind the majority of fatalities in the US. OX124 is based on the amorphOX® platform.

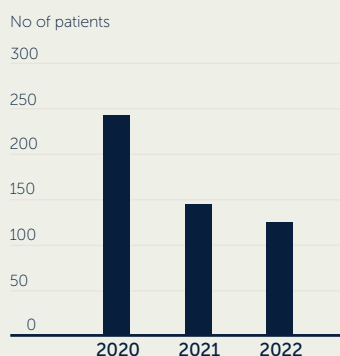
Orexo's new pharmaceutical candidate OX640, a nasal epinephrine product for the emergency treatment of allergic reactions, is also based on the amorphOX® platform. Epinephrine is a very unstable active ingredient sensitive to chemical degradation and today's commercially available epinephrine products have a limited shelf life. OX640 shows promising data and could provide a needle-free alternative with the potential for faster lifesaving treatment. Furthermore, the amorphOX® platform may provide for a product with twice the shelf-life compared to existing treatments, resulting in reduced wastage of unused medicine.

During 2022, Orexo initiated a feasibility study with a vaccine company, in which amorphOX® is applied to their product. Pending the outcome, this has the potential to lead to significantly improved distribution rates, particularly in remote areas with insufficient cold chains.

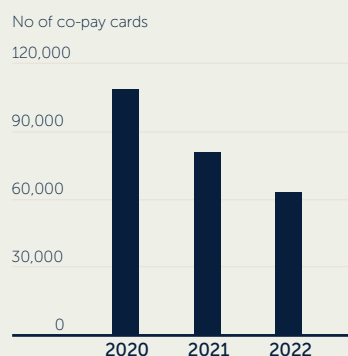
Orexo continues to provide financial support, scientific expertise, and an industry perspective to SweDeliver, an interdisciplinary collaboration between academia and industry, with the scientific focus on important research challenges in parenteral, oral, and pulmonary drug delivery. To strengthen the development of future pharmaceutical researchers, Orexo regularly provides university students with thesis project opportunities, hosts study visits and delivers lectures. Under the SweDeliver collaboration, last year Orexo had a student adding value to one of our important amorphOX® projects.

ZUBSOLV® patient programs

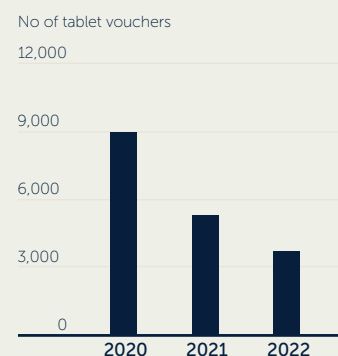
Patient assistant program



Co-pay assistance program



Tablet voucher program



Extended data can be found in the Sustainability data summary.

Sustainable Employees

Orexo's people are our 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.

In all our teams, create a healthy working climate where inclusion and diversity are a matter of course

Sustainability topic	Employer of choice			Inclusion and diversity	
Long-term ambition	A safe and healthy workplace 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	Orexo is seen among employees as diverse and inclusive
Target 2030	No serious accidents No work-related illnesses	≥ 75 % experience a work-life balance (employee survey)	≥ 75 % are satisfied working at Orexo (employee survey)	% women in management positions	Target for diversity and inclusiveness to be defined 2023

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 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. This is mitigated 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. Organiza-

tional 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 surveys¹. 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. In 2022 the results across Sweden and the US exceeded the already high results of previous years, revealing that more than 4 out of 5 employees are satisfied with working at Orexo. The company continues to use a hybrid working model with the possibility of working 2 days from home. This flexibility is appreciated by the employees.

For the Sweden office, the employee survey shows acceptable workloads and a good work-life balance. Employees especially mention participation, learning at work and social climate. The 2021 employee survey in Sweden showed a need for further development in the area of goal orientation. During 2022, Orexo improved the communication of the company's vision and goals, and clarified the process of goal cascading, which resulted in better results than the survey last year. In the 2021 US employee survey professional development was pointed out as an area for improvement. During 2022 a Head of Training was appointed to improve tools and training for sales employees and to coach employees and managers on performance and development concerns.

Overall, the surveys show the company listens to employees and is not afraid to take bold steps to make improvements of both the work environment and the workplace.

An important way of achieving physical and mental well-being is daily physical exercise. To encourage this, gym facilities and fitness classes are offered free of charge

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 Assistance Program (EAP) to support individuals with issues impacting mental and emotional well-being.

Major incidents or accidents are followed up and investigated in all Orexo operations and no major incidents or accidents happened during 2022. Orexo is pleased to see that the company's preventative measures have resulted in 5 years without any major incidents or accidents.

Diversity and gender equality

Employees of different ages, genders, backgrounds, and experiences contribute to new thinking and innovative solutions. Diversity and gender equality are therefore important for Orexo to achieve the company's goals and ambitions, and there are non-discrimination policies in place. Activities in the long-term sustainability plan include developing hiring processes to better promote diversity and inclusivity. 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.

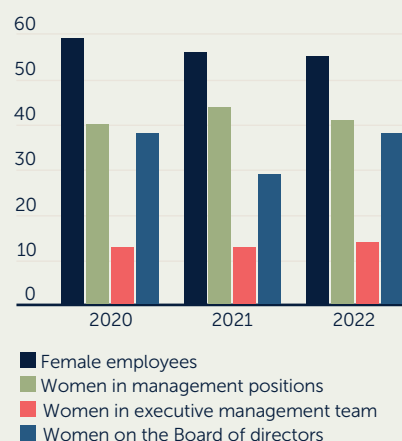
In Sweden a survey was carried out in 2022 to ensure that the employees perceive Orexo as a workplace with equal conditions and opportunities for everyone. The survey did not show any deviations. In 2023 the plan is to move forward with education and information to proactively maintain this outcome.

Further, equal pay surveys are conducted every year in Sweden. The 2022 surveys discovered no unreasonable salary differences. In the US salaries are not evaluated yearly, but regularly, and they are equitable.

Employee satisfaction & Work life balance (%)



Gender equality (%)



Extended data can be found in the Sustainability data summary.

¹ Springlife employee survey Orexo AB, DecisionWise Orexo US, Inc.

Environment and climate change

Climate change is the single biggest threat facing ecosystems and humanity. A sustainable future requires joint responsibility for the environment. All human activity depends on environmental ecosystems, including access to clean air, clean water, and natural resources. Orexo's ambition is to reduce resource use and to minimize the company's contribution to climate change from activities and products.

Our ambition is to reduce our 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 our greenhouse gas emissions throughout the supply chain	Reduce our "product environmental footprint" (carbon and material usage)
Target 2030	Reduce our greenhouse gas emissions (scope 1–3). Target to be set 2023	Target for reduction of carbon and material usage to be defined

The overall environmental work at Orexo is governed by the environmental policy and guidelines. The sustainability review identified climate change and responsible manufacturing and purchasing. This led to updated sustainability goals with two long-term targets to reduce its climate impact from the operations and from the products.

A data collection process has been started that will, in turn, inform exact targets. As Orexo's manufacturing of products, packing and supply to market are performed by contracted manufacturers, the focus will be on climate data in scope 3. Orexo has great confidence in its suppliers but remains accountable for understanding the environmental impact of the supply chain and intends to make a positive impact through influence and communication.

Reduce climate impact and resource use

A sustainable supply chain means that purchasing decisions and relationships must align with the company's ethical principles. Upholding Orexo's sustainable responsibilities is achieved through the environmental, social and governance (ESG) requirements and by reviewing and choosing good suppliers. While the company does not yet have empirical data that evidences the environmental impact of its supply

chain, this is a focus area to enable a better understanding. Despite that it is still important to minimize any negative environmental consequences of Orexo's own operations in Sweden and the US.

During 2022, Orexo started implementing the Greenhouse Gas protocol and mapped the activities in scope 1 and 2. Orexo's scope 1 emissions come from the sales team's car fleet. For the offices and the lab operations there are no scope 1 emissions. Regarding scope 2 emissions, all facilities are leased and shared with other tenants. The facilities use energy for electricity, heating and cooling.

In the Swedish offices and R&D facilities there is a "green agreement" that requires the premises to be heated and cooled with climate compensated district heating/cooling. The electricity is purchased from renewable resources, so the scope 2 emissions in Sweden are zero. The agreement also sets out an expectation of cooperation to reduce the environmental footprint. In 2022 a project was initiated together with the landlord to look for energy reduction opportunities in the facilities.

The Orexo offices in the US are a small part of a bigger complex. The complex is ENERGY STAR certificated, a third-party reviewed verification that the building is energy efficient.

The energy usage for the US offices is calculated based on the size of the offices and the total energy consumption in the building. Heating and cooling are based on electricity and hence all energy usage comes down to a total use of electricity. In 2022, Orexo approached the landlord for more information, but to date these details are pending.

In 2023 Orexo will extend the work to influence scope 3 emissions through full implementation of the Greenhouse Gas protocol. An important part of the scope 3 work will be to reduce the emissions caused by business travel, production, and commercial supply.

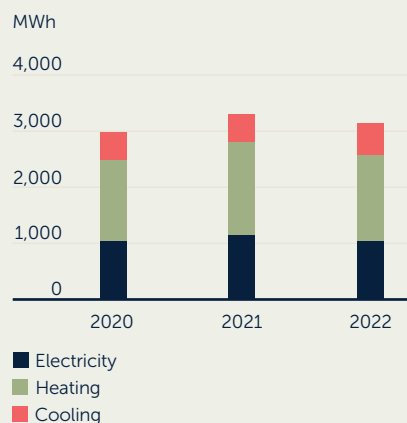
Orexo's main commercial market is in the US. The contracted manufacturers for ZUBSOLV® and several of the raw material suppliers are based in the US, as well as our own sales and marketing organization. This reduces the need for business travel as well as transport in the supply chain, but some travel is still needed due to the geographical reach of the organization. Orexo is always improving digital working methods and carefully assesses the necessity of any travel requirements.

Waste management is another important area. The company reuses and recycles in favor of waste for incineration. In 2022 waste management was not prioritized, but in 2023 Orexo will carry out a renewed waste analysis. In the US, large amounts of printed material is used. The company is working on reducing its consumption by paperless marketing, this achieved an 28 % reduction between 2020 and 2022.

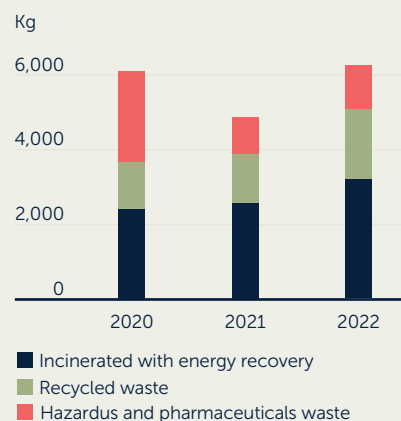
Product environmental footprint reduction

The environmental footprint of a product is, to a large extent, decided in the design phase. In the sustainability plan Orexo's ambition is to reduce its product environmental footprint by introducing sustainability as clear part of the product development process. This will integrate sustainability in decision-making. The quantification of environmental impacts and the possibilities for improvements as well as ensuring safety, health and environmental aspects of projects will be considered throughout the product development.

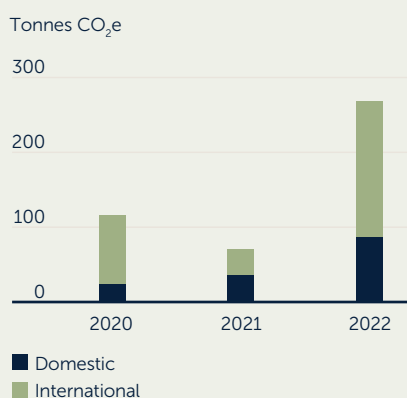
Energy



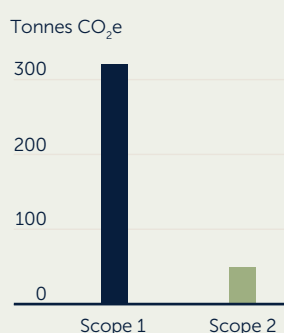
Waste



Flight travel



Climate impact



Extended data can be found in the Sustainability data summary.

Sustainability data summary

Responsible business

	2018			2019			2020			2021			2022		
	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
Responsible employees															
Implementation code of conduct (%)	85	100	94	83	100	93	100	100	100	94	100	97	99	100	99

	2021			2022		
	Orexo group			Orexo group		
Sustainable supply chain						
Total number of suppliers for commercial supply and other strategic deliveries			29			24
Completion of initial supplier sustainability evaluation (%)			41			71
Number of suppliers for commercial supply			7			7
Completion of extended supplier sustainability evaluation (%)			86			100

Sustainable employees

	2018			2019			2020			2021			2022		
	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
Employment															
Number of employees	55	74	129	54	73	127	53	85	138	54	67	121	58	69	127
employees with permanent contract (%)	98	100	99	100	100	100	98	100	99	96	100	98	100	99	99
employees with temporary contract (%)	2	0	1	0	0	0	2	0	1	4	0	2	0	1	1
Staff turnover (%)	9	—	—	17	—	—	4	—	—	11	—	—	9	37	24
Number of employees + consultants	63	77	140	63.5	79	142.5	79	89	168	72	73	145	77	74	151
consultants (%)	13	4	8	15	8	11	33	4	18	25	8	17	33	7	19
Gender equality															
Female employees (%)	55	64	60	54	47	50	55	61	59	57	55	56	52	58	55
women in management positions (%)	33	50	42	38	50	44	30	54	43	44	44	44	42	40	41
women in executive management team (%)	n/a	n/a	0	n/a	n/a	13	n/a	n/a	13	n/a	n/a	13	n/a	n/a	14
women in board of directors (%)	n/a	n/a	29	n/a	n/a	29	n/a	n/a	38	n/a	n/a	29	n/a	n/a	38
Health and safety															
Employee satisfaction index (%)	78	83	n/a	81	83	n/a	80	85	n/a	80	79	n/a	83	81	n/a
Employee work-life balance (%)	—	—	n/a	—	—	n/a	82	85	n/a	80	84	n/a	79	83	n/a
Employee absence due to illness (%)	3.9	1.1	0.0	1.7	1.2	1.4	1.8	0.5	1.0	0.9	0.7	0.8	1.8	1.0	1.4
Serious accidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Accidents	5	0	5	5	0	5	1	1	2	1	0	1	1	0	1
Serious incidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incidents	12	0	12	12	0	12	2	0	2	4	0	4	2	0	2

Access to healthcare

	2018	2019	2020	2021	2022
	Orexo group	Orexo group	Orexo group	Orexo group	Orexo group
ZUBSOLV® Patient Programs					
Patient Assistant Program (number of patients)	542	451	243	145	125
Co-pay assistance program (number of co-pay cards)	170,232	150,452	108,826	81,225	63,392
Tablet voucher program (number of tablet vouchers)	36,947	23,420	8,957	5,325	3,727

Environment and climate change

	2018			2019			2020			2021			2022		
	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)	829.6	—	—	989.1	—	—	855.5	173.8	1,029.3	938.4	166.1	1,104.4	863.8	159.4	1,023.2
Heat (MWh)	1,681.8	—	—	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
Cooling (MWh)	448.7	—	—	464.3	—	—	506.3	0.0	506.3	493.1	0.0	493.1	567.5	0.0	567.5
Total energy usage (MWh)	2,960.1	—	—	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
Share renewable energy (%)	100.0	—	—	100.0	—	—	100.0	0.0	94.1	100.0	0.0	94.9	100.0	0.0	94.9
Waste															
Incinerated with energy recovery (kg)	2,588	— *	2,588	2,650	— *	2,650	2,400	— *	2,400	2,550	— *	2,550	3,150	— *	3,150
Recycled waste (kg)	651	— *	651	615	— *	615	1,259	— *	1,259	1,333	— *	1,333	1,886	— *	1,886
Hazardous and pharma waste (kg)	1,160	— *	1,160	1,641	— *	1,641	2,424	— *	2,424	976	— *	976	1,217	— *	1,217
Total (kg)	4,399	— *	4,399	4,906	— *	4,906	6,083	— *	6,083	4,859	— *	4,859	6,253	— *	6,253
Recycled materials vs energy recovery (%)	20.1	— *	20.1	18.8	— *	18.8	34.4	— *	34.4	34.3	— *	34.3	37.5	— *	37.5
Flight travel															
Domestic (tonnes CO ₂ e)	4.6	—	—	8.1	—	—	0.6	18.9	19.5	0.0	33.0	33.0	1.0	83.1	84.1
International (tonnes CO ₂ e)	229.9	—	—	272.0	—	—	79.4	14.8	94.2	34.6	0.0	34.6	177.0	5.8	182.8
Total (tonnes CO ₂ e)	234.5	—	—	280.1	—	—	80.0	33.7	113.7	34.6	33.0	67.6	178.0	88.9	266.9
Total carbon emission															
Scope 1 (tonnes CO ₂ e)	—	—	—	—	—	—	—	—	—	—	—	—	0	323	323
Scope 2 (tonnes CO ₂ e)	—	—	—	—	—	—	—	—	—	—	—	—	0	47	47

* Waste handling included in rental agreement, no data available.

Auditor's opinion

To the general meeting of the shareholders of Orexo AB, corporate identity number 556500-0600

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability statement for the year 2022 on pages 44–59 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability statement. This means that our examination of the corporate governance

statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

Opinions

A statutory sustainability statement has been prepared.

Stockholm, March 28 2023

Ernst & Young AB.

Anna Svanberg

Authorized Public Accountant.

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 2022 amounted to SEK 624 million and the number of employees was 126. 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.
You can also follow Orexo on Twitter, @orexoabpubl, LinkedIn and YouTube.