



Sustainability Policy

Purpose

As our company grows, so does our societal impact. We recognize our obligation to our stakeholders and to the wider society.

This policy outlines the key concepts and the accompanying Governance structure of sustainability in Abacus Medicine.

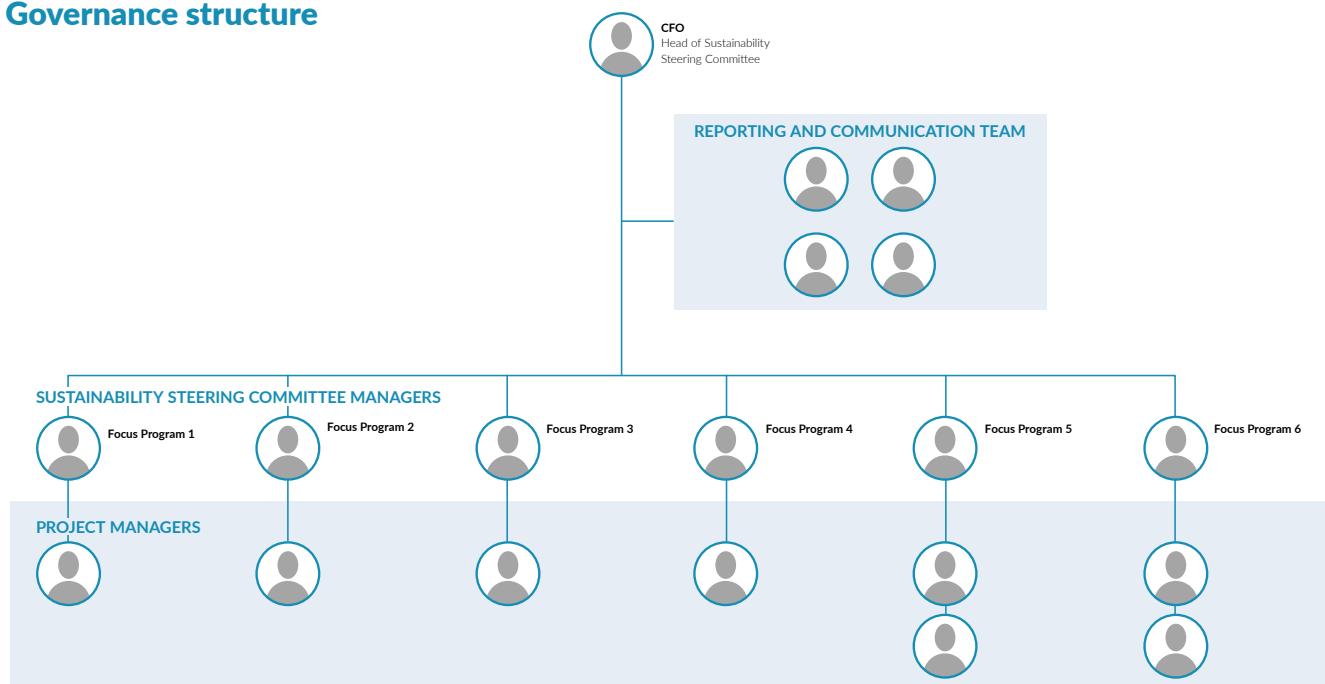
The Sustainability Policy of Abacus Medicine is rooted in the 17 UN Sustainable Development Goals with an emphasis on goal #3: Good Health and Well-being.

These general guidelines are subsequently adapted into specific goals and action plans reflecting the actual business practices of Abacus Medicine.

We insist on a close link between our core business and our sustainability efforts, and we are firmly committed to the concept of materiality. We want to do better, where it really matters.

We report on our progress regularly and publish an annual Sustainability Report on www.abacusmedicine.com

Governance structure



Governance structure

Sustainability in Abacus Medicine is organized to connect strategy with daily operations. Senior managers hold the responsibility for the overall progress while the daily operation of Focus Programs is delegated to the relevant line functions.

Each focus program has specific goals and a separate action plan. The number of focus programs may change from year to year.

Sustainability Steering Committee (SSC)

The Sustainability Steering Committee consists of a number of senior managers and sets the overall strategic direction for our work with sustainability. The Chief Financial Officer (CFO) is Head of the Sustainability Steering Committee and responsible for communications with the Board of Directors.

Reporting and Communication Team

The Reporting and Communication Team is responsible for internal and external communication and reporting of everything relatable to the work and functioning of the Sustainability Steering Committee.

SSC Managers

The SSC Managers will in collaboration divide focus programs among themselves in relation to where the relevant skills and knowledge lie. SSC Managers are responsible for the functioning of their assigned focus program(s) as well as the overall results or lack hereof.

Project Managers

SSC Managers appoint an associate within the company to lead the daily operations of the focus program in question. This person will function as the Project Manager for a focus program and be responsible for the actual execution of the program. A close dialogue with the SSC Manager is kept throughout the year to ensure continuous results.

Approved by the Board of Directors on 28 October, 2021.

If you wish to explore the specific sustainability contributions of Abacus Medicine, please see our annual Sustainability Report which can be found on the Abacus Medicine website.



Goal #3: Good Health and Well-being, including:



Target 3.8: "Achieve universal health coverage (UHC), including financial risk protection, access to quality essential health care services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all"



Goal #8: Decent Work and Economic Growth, including:



Target 8.5: "by 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value"



Goal #12: Responsible production and consumption, including:



Target 12.5: "by 2030, substantially reduce waste generation through prevention,



Target 12.6: "encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle"