



# Sustainability Policy

The Abacus Medicine Group is committed to conducting business in an environmentally, socially and economically conscious manner.

### 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 the Abacus Medicine Group.

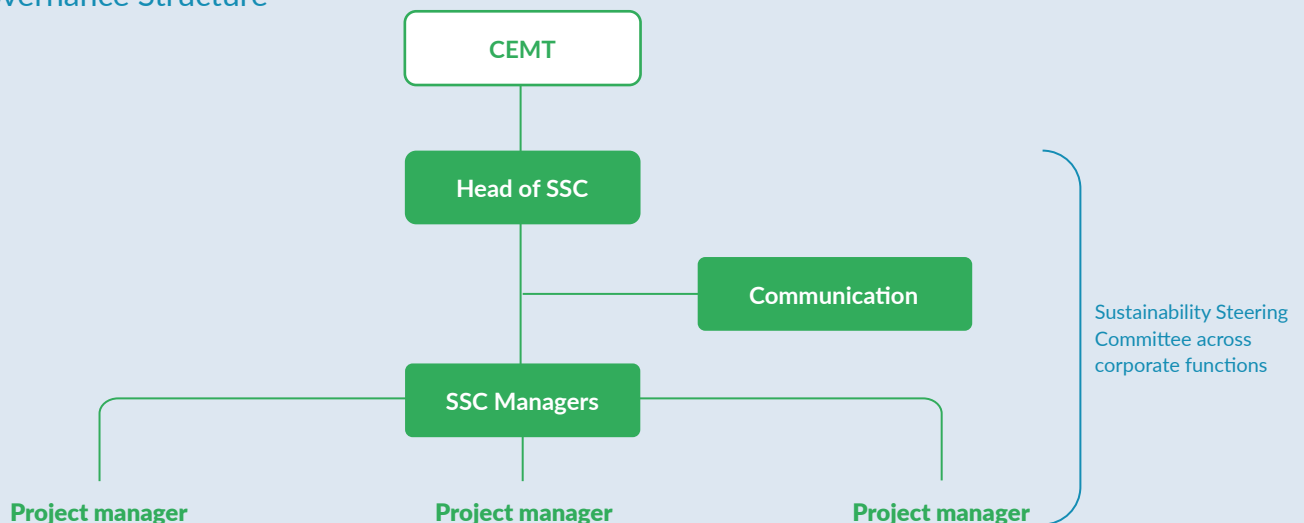
The Sustainability Policy of the Abacus Medicine Group is rooted in the 17 UN Sustainable Development Goals with an emphasis on goal #3: Good Health and Well-being.

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

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.abacusmedicinegroup.com](http://www.abacusmedicinegroup.com)

## Governance Structure



**Sustainability Steering Committee (SSC)**

Sustainability in the Abacus Medicine Group is organized to connect strategy with daily operations and is governed at Senior Management level through the Sustainability Steering Committee. The Sustainability Steering Committee sets the strategy for our work with sustainability and agrees on the yearly Focus Programs.

The Focus Programs represent the projects we work with throughout the year and each Focus Program has specific goals and a separate action plan. Specific KPIs and action plans are agreed for each Focus Program every year. The number of Focus Programs may change from year to year.

The Sustainability Steering Committee consists of the Head of the SSC, the Communication Team, and SSC Managers from across corporate functions. The Head of the Sustainability Steering Committee manages and oversees the committee and programs and is responsible for the communication with the CEMT and Board of Directors. The SSC Managers can appoint Project Managers who lead the daily operations of the Focus Program in question.

**Communication Team**

The 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 thereof.

**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 29 August 2023*

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.

Among the 17 Sustainable Development Goals, we consider three as particularly relevant to Abacus Medicine:



**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, reduction, recycling and reuse"



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