

Pioneering innovative lifesaving treatments

Sustainability Report 2022





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Overview

At Hansa Biopharma we are committed to driving our business forward in a sustainable way

We envision a world where people with rare immunological diseases have access to innovative medicines and can lead long and healthy lives.

In 2022, we assessed and analyzed our business to better understand what sustainability at Hansa means and developed a strategic approach to align with the United Nations (UN) Sustainable Development Goals – action for people, the planet, and prosperity. We also took into

consideration the Global Reporting Initiative's (GRI) reporting standard. The GRI standards are the most widely used across the globe. This report has been prepared in accordance to the Swedish Annual Accounts Act's sustainability reporting requirements.

At Hansa, we are focused in three areas to be a sustainable business – **Healthy People, Healthy Business** and **Healthy Planet**.

As we continue to evolve as a company and expand our footprint globally, our approach to sustainability will evolve to closely align with the business. You can read more about our approach to sustainability in 2023 on page 5.

Hansa's high-priority areas within sustainability

■ Social ■ Foundations ■ Environment ■ Economy





2022 performance highlights



32

different nationalities



46%

women in senior positions



11

new countries with reimbursement



Zero

whistleblower incidents reported



100%

renewable electricity used



99%

completion rate
Great Place to Work survey



Great Place to Work certification
for the third consecutive year



Understanding what sustainability means at Hansa

In 2021, we embarked on a fact-finding mission to better understand what sustainability should look like at Hansa.

As a burgeoning biotechnology company with nearly 160 employees globally, we know that how we conduct our business, the decisions we make and the role we play as stewards of the environment is critical to our business, and important to our customers and employees.

To that end, we conducted a material assessment and conducted in-depth interviews with stakeholders within the company and in the external environment. We uncovered several areas where the company is already having a positive impact on the economy, environment, and people as well as areas to continue to focus on.

Stakeholder engagement and material analysis

Engaging with key stakeholders is an important part of our business. We consider key stakeholders to be those that could be impacted by or impact our business at the global and local/regional level. They include: employees, investors, patients and patient advocacy groups, government agencies, experts in pharmaceutical sustainability and the industry, as well as healthcare professionals at specialized transplantation clinics and the scientific community at large.

We maintain an open dialogue with each of our stakeholders throughout the year in formal and informal meetings.

In 2021 we conducted a material analysis and identified areas where we are currently and, in the future, may have an impact – positive or negative – on the economy, environment, and people (including impact to human rights). The results helped to inform the focus of our sustainability efforts and reporting. No changes have been made to our material topics since the 2022 report.

We engage with our stakeholders to better understand their interests and concerns and how to ensure our relationship with them is meaningful and positive



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Healthy People

Helping people with rare immunological diseases live long and healthy lives is our mission

To that end, we believe that addressing unmet need for patients, ensuring equitable access to care and amplifying patients' voices is part of our commitment to ensuring a more sustainable healthcare system.

We know that discovering and commercializing new treatments for people with rare immunological diseases is not enough. We must work together with other stakeholders to ensure patients and healthcare professionals (HCPs) have access to new treatment options – particularly where there is high unmet need.

Working together with multiple stakeholders and patient organizations, we help align these important decision-makers on the need for access and availability of new treatment options.

This includes conducting **advisory boards** with key experts to identify health inequalities in access and funding, **supporting early access and bridging access solutions** where appropriate, **partnering with patient advocacy groups and healthcare professional societies** to engage and empower patients, and help establish new standards of care reflecting the availability of new treatment options and advancement of the science behind rare diseases.





Healthy People: Launching Idefirix® in Europe

In 2020, Hansa launched Idefirix® (imlifidase) in Europe. This transformative treatment provides hope to highly sensitized patients in need of a kidney transplant – approximately 10-15 percent of patients on transplant waiting lists – who otherwise would not be eligible for a kidney through the allocation system. There is a high unmet need for these patients.





Healthy People: Launching Idefirix® in Europe continued

To ensure access to Idefirix®, we conducted 7 advisory boards with KOLs and payers and engaged with 60 specialist transplantation centers across Europe. Insights gathered helped us better understand the access and reimbursement challenges that could exist in specific markets.

With this insight, we were able to secure positive reimbursement decisions for Idefirix® in seven markets in Europe, help establish an early access program in France, and were given distinctions of innovation by the Polish Medical Fund's 'List of Technologies with a High Level of Innovation'.

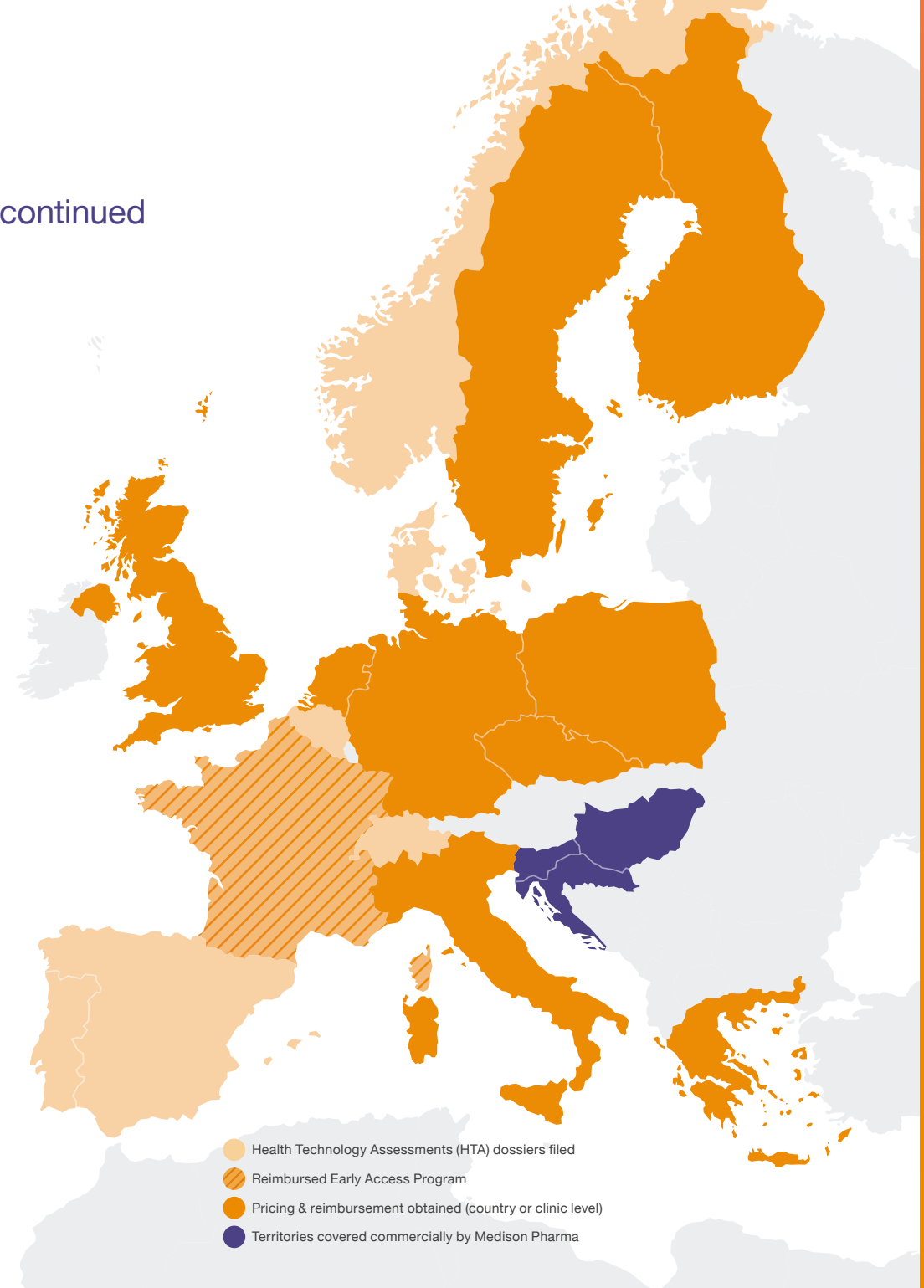
Importantly, our efforts also resulted in Idefirix® becoming the first and only product to be recommended by NICE for the desensitization of highly sensitized patients waiting for a kidney transplant from a diseased donor in England, Wales, and Northern Ireland. NICE also highlighted Idefirix® as a clinical and cost-effective treatment. This is an important step for patients in England, Wales, and Northern Ireland that have had no other alternative but to remain on long-term dialysis.

Finally, 2022 saw the first international guidelines for desensitization treatment of highly sensitized kidney transplant patients issued. This global consensus issued by the European Society for Organ Transplantation's (ESOT), provides a new clinical practice tool for healthcare professionals and includes imlifidase. We expect these guidelines to improve access to lifesaving kidney transplants for highly sensitized patients across Europe. The guidelines were published in the Transplant International (August 2022).

Increasing equity in health is an important part of Hansa's commitment to ensuring a sustainable healthcare system. Through partnerships with patient advocacy group including the American Kidney Fund and the American Association of Kidney Patients as well as healthcare professional societies including the European Society for Organ Transplantation (ESOT) we work to ensure more equitable access to care for highly sensitized patients in need of a kidney transplant.

With our support, ESOT has been able to reach clinicians in the transplant space to ensure understanding and application of the latest international guidelines for desensitization treatment of highly sensitized kidney transplant patients – ensuring access to care for patients who would otherwise remain on dialysis.

Beyond kidney transplantation, Hansa continues to explore the application of our lead molecule – imlifidase in areas of high unmet need – rare immunologic diseases including autoimmune disease, oncology and gene therapy. In 2022, we advanced seven Phase 2 and Phase 3 clinical trials to better understand how imlifidase may be able to help even more patients.





Healthy Business

Transparent, ethical and values-driven

Hansa is a values-driven organization that places a premium on conducting business in an ethical, and transparent way. How we conduct business is shaped by our governance structure, policies and trainings, data privacy mandates, and transparent communications.

The Board of Directors acts as the highest governance body and is responsible for the approval of the overall business strategy including sustainability, company policies and the Code of Conduct.

All employees are expected to complete the **Code of Conduct training** which reflects our values and provides employees with guidance on how to do the right thing in their role. The Code of Conduct includes the following topics: anti-corruption, medical ethics, diversity and inclusion, supplier selection and sustainability. All new employees participate in **onboarding meetings with Legal and Compliance** as well. In 2022, Hansa conducted seven onboarding meetings for 28 employees.

The **Supplier Code** is used in contracts to ensure that suppliers, vendors, and agency partners operate with a high level of integrity. Regular auditing and risk assessment is conducted to ensure accordance with Hansa's procedures. This ensures that direct suppliers and partners maintain high standards in social, financial and environmental issues. Suppliers are also risk assessed and audited in accordance with our quality procedures.

Protecting and maintaining the integrity and **privacy of data** is a key priority at Hansa. In 2021 and 2022, we worked to develop resources for employees beyond the Code of Conduct to further educate them on how to handle personal data and data privacy. Three new online courses are now available to all employees. Further, a clear policy on how to handle IT data incidents was published in 2022 to ensure employees understand the process to detect, report and manage data breaches (data privacy and cyber security). In 2022, two reports of suspected personal data breaches were issued.

We are a zero-tolerance company when it comes to corruption. Beyond policies and all employee guidance on how to engage with certain external stakeholders, we also encourage employees to report any suspected unethical behavior by providing appropriate channels to do so. This includes a confidential online portal for reporting unethical behavior. During 2022, no reports were made and investigated.

Transparent communications is part of Hansa's values. We believe that communicating with all stakeholders – analysts, clinicians, employees, investors, patients and media – in a transparent and timely manner matters. In 2022 for example, we held approximately 150 meetings with the financial community (e.g., investors).



Hansa is a values-driven organization that places a premium on conducting business in an ethical, and transparent way



Healthy Business

Engaged employees

Employees are what make Hansa a unique and differentiated company.

Without highly skilled and motivated colleagues we will not achieve our mission to help as many patients as possible with rare immunological diseases. To that end, we are focused on ensuring that all employees have access to professional development opportunities and trainings, providing a healthy and safe environment for employees to work, and creating opportunities for employees to share their views via annual employee surveys.

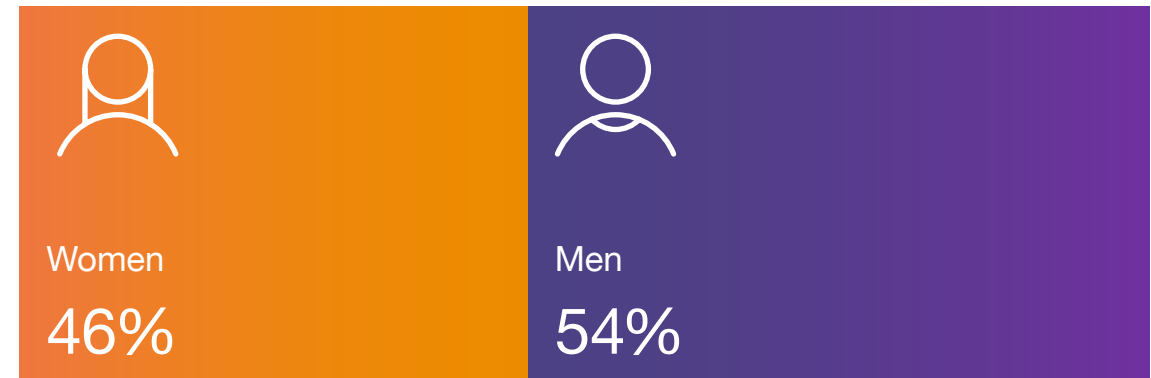
For the third year in a row, Hansa has received the **Great Place to Work® certification**. Great Place to Work® is the global authority on workplace culture and awards companies that are perceived as a good workplace by employees. In 2022, 99% of employees completed the survey which is well above industry standard for a company this size.

Hansa has systematic and preventive **work environment safety processes** in place, to safeguard employees, especially in our laboratories. We also place great importance on the psychological safety and wellbeing of our teams, many of whom work remotely.

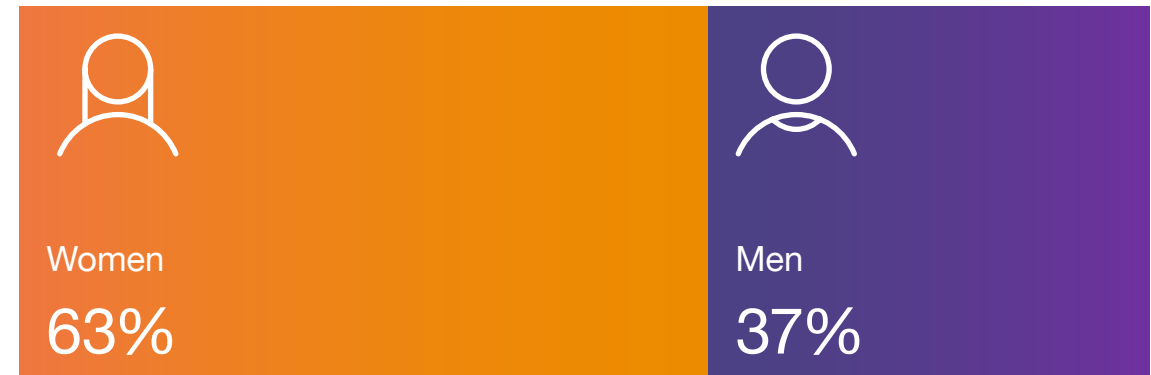
To continue to drive innovation – across the entire enterprise – a culture of inclusion and diversity is necessary. At Hansa we have over 32 different nationalities represented within our workforce including 23 new employees in 2022. Further, we've seen 12.8% global growth of our employee base with very low employee turnover (4.9%). In 2022, the Board composition was 33% women and 67% men and in management these roles are 46% women and 54% men. The entire employee population is 63% women and 37% men – demonstrating a diverse management team and employee base.

Diversity levels at Hansa (F2022)

Management level



Company as a whole





Healthy Planet

Environmental stewardship is embedded in Hansa's DNA

During 2022, 100% of the energy (including 100% of the electricity) we used was renewable. In fact, in 2022, we changed the Lund office energy source to 100% green energy. And we are proud to share that our offices are primarily hydroelectric power. In 2023, it is planned to install solar panels on the office roof to advance our environmental stewardship.

Energy consumption during 2022 (in kWh)	
Vehicles	26,756
Electricity ¹	938,309
of which renewable	938,309
District heating	500,313
of which renewable	500,313
District cooling	180,234
Total	1,645,612

¹ During 2022, 100% (2021, 63%) of the energy (including 100% (2021: 75%) of the electricity) used in our operations was renewable.

Breakdown of scope 3 emissions by category	
Purchased goods and services	5,215.60
Upstream transportation and distribution	813.17
Capital goods	142.33
Fuel- and energy-related activities	7.6
Business travel	14.23
Waste generated in operations	1.47
of which Hazardous Waste	0.02
of which Chemical waste	0.003
Total	6,194.40

Emissions (in ton CO ₂ -eq)	
Scope 1 – Mobile combustion	7.18
Scope 2 – Electricity, Heating, Cooling	82.91
Scope 3 – Emissions from the value chain	6,194.40
Grand total	6,284.49

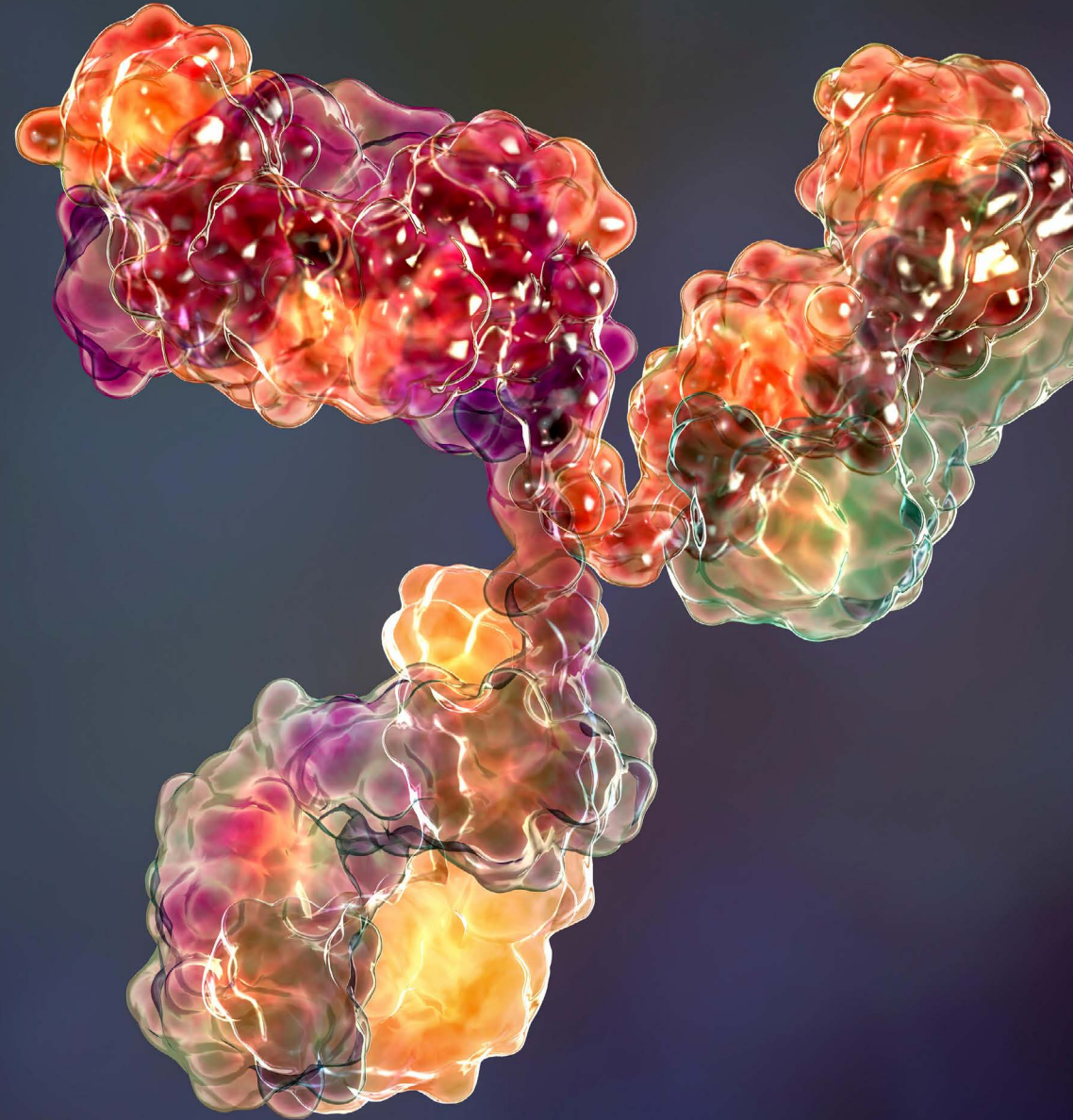


We continue to work to identify our overall carbon footprint as well as how we might collect comprehensive data from our suppliers to further understand the carbon footprint impact our business has across the value chain



2023 and beyond

Our business is evolving rapidly
and operating in a highly volatile
and constantly changing
external environment





2023 and beyond continued

We will continue to focus on our three strategic pillars – **Healthy People, Healthy Business** and **Healthy Planet** – while drilling down into four key areas in 2023 and beyond to ensure a more tightly integrated and business aligned approach to Sustainability.

In 2023 you can expect to see us reporting out on how we are making an impact on:

Addressing unmet need

Ensuring equitable access to care by developing life-saving treatments for people with rare immunological diseases, ensuring sustainable, equitable access to care and putting patients at the center of everything we do

Cultivating an engaged culture by fostering inclusivity, collaboration and innovation

Grounded in individual development, benefits that drive exceptional performance, and meaningful work in a healthy, safe environment

Making a difference by operating an ethical, transparent and responsible business

Committed to operating with the highest integrity and ethical standards complying with laws and regulations and driving personal accountability for employees, partners and vendors

Embracing sustainable decision making and environmental stewardship

Utilizing approaches that reduce overall environmental impact of our business – creating a default sustainable business from discovery and clinical trials to product launches and manufacturing

We remain committed to reporting out on how we are becoming a more default sustainable business by leveraging the GRI standards



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GRI Standard	Disclosure	GRI Standard Disclosure description	Page	Comment
General Disclosures 2022				
GRI 2:	2-1	Organizational details	Annual Report pages 2 and 53	
	2-2	Entities included in the organization's sustainability reporting	Annual report pages 57 and 101	Same as Annual Report.
	2-3	Reporting period, frequency and contact point		Reporting period: Year ended 31 December 2022. Frequency of reporting: Every year in line with our annual and financial reporting. Contact point: stephanie.kenney@hansabiopharma.com
	2-4	Restatements of information		None made in the 2022 Sustainability Report.
	2-5	External assurance		The Sustainability Report is not assured by a third-party.
	2-6	Activities, value chain and other business relationships	3 and Annual Report pages 12 and 53	
	2-7	Employees	7	
	2-8	Workers who are not employees	7	Missing some data
	2-9	Governance structure and composition	Annual Report page 118	
	2-10	Nomination and selection of the highest governance body	Annual Report page 119	
	2-11	Chair of the highest governance body	Annual Report page 121	
	2-12	Role of the highest governance body in overseeing the management of impacts	10 and Annual Report page 121	
	2-13	Delegation of responsibility for managing impacts	10 and Annual Report page 118, 126	
	2-14	Role of the highest governance body in sustainability reporting	10	
	2-15	Conflicts of interest	Annual Report page 131	Included in our Compliance reporting in the annual report.
	2-16	Communication of critical concerns	10	
	2-17	Collective knowledge of the highest governance body	10 and Annual Report page 122	
	2-18	Evaluation of the performance of the highest governance body	Annual Report page 136	
	2-19	Remuneration policies	Annual Report page 136	
	2-20	Process to determine remuneration	Annual Report page 136	
	2-21	Annual total compensation ratio	Annual report page 140	
	2-22	Statement on sustainable development strategy	3, 14 and Annual Report pages 7 and 57	
	2-23	Policy commitments	10 and Annual Report page 117	
	2-24	Embedding policy commitments	10	
	2-25	Processes to remediate negative impacts	10	
	2-26	Mechanisms for seeking advice and raising concerns	10	
	2-27	Compliance with laws and regulations	Annual Report page 130	



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GRI Standard	Disclosure	GRI Standard Disclosure description	Page	Comment
	2-28	Membership of associations		Hansa Biopharma is a member of several industry associations.
	2-29	Approach to stakeholder engagement	5	
	2-30	Collective bargaining agreements		Employees are not covered by collective bargaining agreements.
Material Topics 2022				
GRI 3:	3-1	Process to determine material topics	3, 5	
	3-2	List of material topics	3, 5	
	3-3	Management of material topics	3, 5	
Topic-specific disclosures				
GRI 200: Economic	201-1	Direct economic value generated and distributed	3, 5	
	203-2	Significant indirect economic impacts	Annual Report page 62	
	205-1	Operations assessed for risks related to corruption	10 and Annual Report page 91	
	205-2	Communication and training about anti-corruption policies and procedures	10	
	205-3	Confirmed incidents of corruption and actions taken	10	
GRI 300: Environmental	302-1	Energy consumption within the organization	12	
	305-2	Energy indirect (Scope 2) GHG emissions	12	
	305-3	Other indirect (Scope 3) GHG emissions	12	
GRI 400: Social	401-1	New employee hires and employee turnover	11	
	404-2	Programs for upgrading employee skills and transition assistance programs	11	
	405-1	Diversity of governance bodies and employees	10	
	413-1	Operations with local community engagement, impact assessments, and development programs	5, 7	
	414-1	New suppliers that were screened using social criteria	10	
	416-1	Assessment of the health and safety impacts of product and service categories	Annual report page 142	
	417-1	Requirements for product and service information and labeling	Annual report page 54	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	10	



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