

# Becoming a more Sustainable Business

Sustainability Report 2023





“The continued success of Hansa hinges on more than the results we achieve. It is also about how we deliver them.”

**Søren Tulstrup**  
President and CEO  
Hansa Biopharma

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# Hansa's journey towards a more Sustainable business

Hansa Biopharma (Hansa) believes in a world where all patients with rare immunologic diseases lead long and healthy lives. To make this a reality, our efforts to advance innovative science and deliver new medicines must be done within the context of Sustainability.

A company's approach to Sustainability is an evolving journey – one that requires our best effort to meet the expectations of stakeholders. There is a deep connection between the preservation and continued conservation of a more Sustainable planet and the health and wellbeing of people.

This year's Sustainability report outlines the work Hansa has advanced in 2023 and the focus for 2024. It highlights our continued efforts to address unmet medical need in our priority therapeutical areas, efforts to ensure we are operating a transparent, ethical business with appropriate governance, and advancing a culture that is diverse, inclusive, and supportive of all employees.

## About this report

This report covers the reporting period for the year ending 31 December 2023. Hansa Biopharma publishes a Sustainability Report every year in line with our financial annual reporting. The Company's Annual Report and Sustainability Report were published on 21 March 2024.

The Sustainability Report considers the Global Reporting Initiative's (GRI) reporting standard, see index on page 19. The Sustainability Report is not externally assured.

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# Sustainability at Hansa

- 5 Highlights
- 6 CEO letter – achieving results with Sustainable outcomes in mind



Great Place to Work certification for the fourth consecutive year -100% completion rate Great Place to Work survey



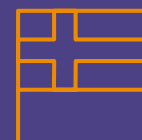
At Hansa, Sustainability is considered an important part of our overall business. Collectively, we are committed to advancing science in areas of high unmet need and ensuring access to new medicines for patients and clinicians. We take an agile approach to Sustainability – evolving the strategy and priority areas of focus over time and in line with the Company’s growth.

To that end, we have identified key priorities that reflect both external requirements and standards as well as where our business is today. Sustainability is a mindset underpinned by our corporate values and behaviors.

We aim to align our Sustainability reporting with the Global Reporting Initiative standards (GRI), the world’s most widely used Sustainability reporting standards and continually review changes and updates to the reporting legislation.

### Sustainability in focus at Hansa

- > Address unmet need and ensure equitable access to care
- > Make a difference by operating an ethical, transparent and responsible business
- > Create an engaged culture of collaboration, inspiration, and innovation
- > Embrace Sustainable decision making and environmental stewardship



32

different nationalities



52%

women in senior positions\*



13

countries in 2023 with reimbursement



Zero

whistleblower incidents reported



100%

of renewable electricity used



100%

completion rate Great Place to Work survey

\*Senior positions excluding C-suite roles





## CEO letter

Søren Tulstrup

President and CEO Hansa Biopharma

# Achieving results with Sustainable outcomes in mind



Each year as we prepare our Sustainability Report, I reflect on the efforts across the Company and how we have worked to achieve our corporate objectives. It's clear to me that as we expand our business, we will also expand our understanding of and commitment to being a sustainable organization.

The continued success of Hansa hinges on more than the results we achieve. It is also about how we deliver them. What this means is that the way in which we conduct our business – the governance we have in place, the information we communicate, the commitment we have to our employees, and the stakeholders we engage with – are just as important as the objectives we set.

In 2023, we have further refined our approach to operating a sustainable business. And, while research and drug development are at our core, we know that advancing healthcare and ensuring equitable access to care is equally important. Engaging with stakeholders across the continuum of care remains a key priority at Hansa and we have prioritized collaborations with key patient advocacy groups throughout Europe and the U.S. In 2023, Hansa engaged with nearly 10 patient groups to advance awareness and understanding of the unmet needs of highly sensitized kidney transplant patients.

To that end, our strategic priorities are inclusive of and integrated with key Sustainability priorities. We strive to have a culture of highly engaged, collaborative individuals who believe in our purpose and are committed to helping us deliver on it. We have a diverse employee base representing 33 different nationalities underpinning a culture of diversity and inclusion.

We empower everyone at Hansa to take accountability and stress the importance of operating in a compliant, ethical manner. This includes how and what we communicate to employees and external stakeholders. Finally, as we grow as a company, we want to ensure the footprint we leave on the environment remains small. In 2023, our overall energy consumption in our headquarters was reduced by 18% and 100% of energy was sourced from renewable sources.

Together with the Board and the Executive Team, we recognize our continued success depends on delivering sustainable outcomes for shareholders, clinicians, patients, and society at large.

### Søren Tulstrup

President and CEO, Hansa Biopharma  
Lund, Sweden, March 2024



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## GRI

### Stakeholder dialogue and material topics

**Through ongoing stakeholder dialogues, we have gained an understanding of the material topics for Hansa and what is expected of us.**

These insights have been integral to clarify the important role we play and define our responsibility related to Sustainability.

#### Stakeholder dialogue

We define key stakeholders as those who could be impacted by or impact our business at the global, regional, and local level. We maintain an open dialogue with each of our stakeholders throughout the year in formal and informal meetings. During 2023 we engaged with stakeholders across our value chain to identify and initiate partnerships and collaborations needed to succeed in Sustainability.

List of stakeholders:

- > Employees
- > Investors
- > Patients
- > Patient advocacy groups
- > Government agencies
- > Experts in pharmaceutical Sustainability and the industry
- > Healthcare professionals at specialized transplantation clinics and the scientific community at large
- > Suppliers/Vendors

#### Material topics

In 2021 we conducted a materiality analysis which identified areas of impact for the company, both positive and negative. The materiality analysis has been used to set the foundation of our approach to Sustainability and the development of the Company's Sustainability strategy. No changes have been made to our material topics since the 2022 Sustainability Report. In 2024 we plan to update to a double materiality analysis to align with upcoming regulations and requirements.

#### Material topics:

- > Third party risk
- > Access to medicines
- > Health equity & unmet needs
- > Employee wellbeing, diversity & inclusion
- > Pricing

#### Sustainability governance at Hansa

Hansa's 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.





## Our Sustainability strategy

Hansa is committed to addressing unmet need by advancing innovative science and ensuring access to lifesaving and life-altering medicines.



### Our Sustainability strategy

Our efforts from discovery to clinical development through to access and commercialization are done with an ambition to deliver new medicines to clinicians and patients in areas where there are little to no treatment options available.

Our Sustainability strategy ensures we are addressing the most relevant topics to our business and meet the expectations of external and internal stakeholders. We aim to act as a responsible business that plays an important role in society and strives to have a positive impact on the communities where we operate.

We have four focus areas: addressing unmet medical needs, cultivating an engaged culture by fostering inclusivity, collaboration, and innovation, making a difference by operating an ethical, transparent, and responsible business, and embracing Sustainable decision-making and environmental stewardship.

### Agenda 2023

The United Nations' Sustainable Development Goals include 17 Sustainable Development Goals (SDGs) that provide a vision for ending poverty and hunger, strategies that improve health and education, reduce inequality, spur economic growth as well as tackle climate change and preserve oceans and forests by 2030. Besides national governments and civil society, the private sector is encouraged to contribute. At Hansa, we have identified six SDGs where the Company can positively contribute.

1	End poverty in all its forms everywhere
3	Ensure healthy lives and promote well-being for all at all ages
5	Achieve gender equality and empower for all women and girls
8	Promote Sustained, inclusive, and Sustainable economic growth, full and productive employment, and decent work for all
16	Promote peaceful and inclusive societies for Sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels
17	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development



# 1 Addressing unmet need

Hansa’s commitment to developing life-saving treatments for people with rare immunological diseases goes beyond drug discovery and development.

We recognize that ensuring equitable access to care, including new medicines, is just as important. Further, gaining a deeper appreciation of and understanding for the needs of patients and incorporating these insights into our work is critical.

In 2023, the Company continued its collaboration with professional societies, and participated in over 68 sponsored medical events or scientific congresses to share the Company’s clinical and scientific data and in some instances, educate clinicians on the unmet need of highly sensitized kidney transplant patients.

Since 2020 Hansa has collaborated with the European Society of Transplantation (ESOT), as a sponsor of the HLA desensitization workstream which is part of ESOT’s educational transplant learning journey (TLJ) 2.0 series, Hansa has provided an educational grant to facilitate greater awareness amongst physicians and sponsored a symposium at ESOT focusing on first patient experiences.

Ensuring equitable access to care is work we cannot do alone and requires a multi-stakeholder approach. Ongoing collaboration and partnership with patient advocacy groups, individual patient advocates, and professional societies to help educate and advocate for access to new medicines is a shared responsibility. Throughout 2023, Hansa engaged with key patient advocacy across the US and Europe to understand the needs of patients in kidney transplantation, rare disease, and autoimmune disease.



100

clinical education events in 2023 including symposia, expert meetings, and oral and poster presentations



68

company sponsored medical events at European or US medical or scientific congresses



12

ongoing clinical trials



12

engagements with European and US patient advocacy groups



# 1

## Addressing unmet need continued

At Hansa, we recognize the vital role patient advocacy groups (PAGs) play in advancing healthcare and supporting people with rare immunologic conditions. Our partnerships with patient advocacy organizations is guided by three fundamental principles – **independence** and autonomy of patient advocacy groups, **respect and clarity of purpose** of patient advocates, and **transparency** of any financial support provided to patient advocacy organizations. The table below outlines the funding we provide to patient advocacy groups in 2023.

PAG Name	Short description	Amount	Currency	Approx SEK	Country
<b>American Association of Kidney Patients (AAKP)</b>	Sponsorship of annual meeting and corporate membership	25,000	USD	279,000	USA
<b>American Kidney Fund (AKF)</b>	Advocate Level Corporate Membership	10,000	USD	111,600	USA
<b>American Kidney Fund (AKF)</b>	Sponsorship of The Hope Affair Gala Dinner and CEO meeting	9,500	USD	106,020	USA
<b>ANED (Italy)</b>	Support for raising awareness amongst patients on high sensitisation in kidney transplantation	20,000	EUR	238,400	Italy
<b>EKHA European Kidney Health Alliance</b>	Support for EKHA's activities including the EU Kidney Forum, the EKHA Newsflash, the EKHA Working group and EKHA Network Event	30,000	EUR	357,600	Belgium
<b>Kidney Research UK (UK)</b>	Supported the creation and publication of the 'Driving change – Report on the Health Economics of Kidney Disease in the UK'	20,000	GBP	275,400	UK
<b>Renaloo</b>	Support Renaloo's follow up actions and participation in the deployment of Transplant Plan Phase 1 to Phase 4 that ends in 2026	20,000	EUR	238,400	France
<b>Total (SEK)</b>				<b>1,606,420</b>	



## Addressing unmet need

# Case study: Hansa supports landmark report on kidney disease in the UK

In 2023, we partnered with patient advocacy groups around the world to ensure access to care for highly sensitized kidney transplant patients. We know that delivering medicine is not enough – we must partner and collaborate with multiple stakeholders to ensure patients have access to the care and treatments they need. Our engagement with patient advocates, and patient advocacy groups is a key priority for the Company.

We are proud to have been supporters of a major report by the Kidney Research UK, ‘Kidney Disease: A UK public health emergency’, the first comprehensive analysis of the burden of kidney disease in the UK. The report showed that kidney disease costs the UK more than £7 billion

a year and calls on the government to improve diagnosis and management of chronic kidney disease and increase the rate of kidney transplantation. By doing so 10,000 lives could be saved by 2033.

*“This report is a significant milestone in our efforts to raise awareness, drive action, and achieve change in kidney disease”, said Sandra Currie, Chief Executive of Kidney Research UK. “For the first time, we can demonstrate the substantial economic impact kidney disease has not only on patients but, also on the UK as a whole. Alongside our recent work on mental health which showed that kidney disease is a risk factor for poor mental wellbeing; and poor mental wellbeing is a risk factor for worse outcomes for people with kidney*

*disease, this clearly shows the need for the NHS, government, charities, and the pharmaceutical industry to collaborate to prevent, treat and ultimately cure this deadly condition.”*

Hansa hopes this report will contribute to the advancement of knowledge and understanding of kidney disease in the UK and beyond, and to the development of effective and Sustainable solutions that can benefit kidney patients directly as well as society.

**“This report is a significant milestone in our efforts to raise awareness, drive action, and achieve change in kidney disease.”**

**Sandra Currie,**  
Chief Executive of Kidney Research UK



## 2 Cultivating an engaged culture by fostering inclusivity, collaboration, and innovation

Talented, highly skilled individuals are critical to the success of Hansa.

As a growing biotech company with employees around the globe, we are focused on ensuring we cultivate an inclusive and diverse culture, enable employees to develop and grow, and offer a healthy and safe work environment.

The Company's values provide a consistent, clear framework for how we do our work and interact with one another and our partners. These include agile decision-making, flexibility, adaptability, focus and clarity, rigorous prioritization, bravery, and empathy.

Our ability to advance science and deliver innovative new medicines is grounded in a culture that values authentic, transparent communication and encourages an inclusive and diverse workplace. Being authentic and feeling empowered to speak up remains a top priority for the Company. In 2023 there were 33 different nationalities working at Hansa and Additionally, 52% of all senior positions (not including C-suite) are held by females while 17% of C-suite roles are held by females. the company experienced low turnover (4.9%).

All employees have access to professional development to help them grow and learn. Employees are encouraged to participate in trainings and consider growth opportunities in their current role. Together with their manager, every employee has an individual development plan which is updated on an annual basis. An annual Performance Management process

ensures employees and managers align on and discuss annual goals and objectives and assess progress against these goals throughout the year.

Additionally, an annual company-wide all employee survey is a key tool for management to seek feedback from employees and continuously refine and evolve the approach to communications and engagement. In 2023, 100% of the employees completed the survey which is considered above industry standard for a company of this size.

For the fourth year in a row, Hansa has earned 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. The Great Place to Work® survey measures five dimensions including credibility, respect, fairness, pride and camaraderie. Additionally in 2023, Hansa was selected among the best workplaces in Sweden.

Finally, the benefits Hansa provides to employees are meant to ensure a healthy, safe, and balanced work environment. To that end, the Company offers ample time off, resources to help balance work/life responsibilities including flexible work hours, health checks, subsidies exercise activities, access to wellness programs, and a beneficial bike program where employees have access to bicycles.



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

## Cultivating an engaged culture

# Case study: How Hansa's shared purpose empowers employees and drives engagement

Through the annual all-employee survey, we know that employees feel they can be themselves at Hansa, for us that's what being an inclusive company is all about.

Our shared purpose is to help advance the science around and deliver new treatments to patients with diseases where high unmet need continues to exist. It connects everyone at Hansa and is the same 'why' and purpose that Hansa was founded on.

The purpose is tied to our core values and articulated through our Code of Conduct - familiar to everyone at Hansa - that sets the foundation for how we interact with one another and external stakeholders with an emphasis on diversity, equality, inclusion, and nondiscrimination.

Creating an inclusive working environment allows employees to express themselves and define work-life balance that works for them. Hansa is fully committed to ensuring that employees are treated equally, regardless of their ethnicity, sex, religion, disability, age, sexual orientation, gender identity, or expression.

The purpose and core values are part of the onboarding and recruitment process at Hansa as well as regular trainings sessions on all employee levels. Managers have a responsibility for employee training, but there is also a culture of shared learning in place where we can learn from each other to develop not only ourselves but others.

Anne Säfström Lanner, Senior Vice President CHRO at Hansa said. *"We want to continue to be a great place to work. We closely follow data to be able to act when needed to continue momentum and enable an inclusive and great workplace for all."*

To enable our organization to grow and thrive we aim to set the bar for transparency and fully demonstrated behaviors and leadership on all levels. Therefore, leadership behavior, employee behavior and self-leadership are incorporated in performance management processes. In 2024, the People and Talent strategy will look to develop strong leadership capabilities throughout the organization.





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

Throughout the Company, employees at Hansa operate with the highest integrity and ethical standards complying with laws and regulations.

Ongoing assessment and evolution of governance, policies, and procedures ensures Hansa employees take personal accountability for how we conduct our business and interact with external stakeholders including partners and vendors and alignment with laws and regulations.

Over time the Company has taken a proactive approach to governance and structure. For example, the Compliance function reports directly to the CEO and plays an active role within the Executive Committee and Board providing regular updates and interactions.

The Company's Code of Conduct is a foundational tool used for interactions across the business including guidance on anti-corruption, medical ethics, diversity and inclusion, supplier selection, and Sustainability. We frequently review the Code of Conduct to remain in accordance with requirements and regulations. All our employees complete a Code of Conduct training.

During 2023, Hansa conducted a total of 29 onboarding meetings to ensure all new members of the Hansa team understand the Code of Conduct and their responsibility and accountabilities, the role of the Compliance and Legal team, and the Company's speak up platform. In 2023, no incidents were reported via the speak up platform.

The Company also has three online courses for all employees regarding the handling of personal and data privacy material, and cyber security. In 2023, six reports of suspected personal data breaches were identified and reported, however none were found to risk an individual's rights or freedoms and did not require further action.

How we engage externally is just as important as how we engage with one another. To ensure that our vendors, suppliers, and partners operate with the highest level of integrity and are in line with Hansa's values, the Company utilizes a Supplier Code for all contracts. We conduct regular auditing and risk assessments to ensure that the Code is upheld. Additionally, in 2023 the Company updated and refined policies related to engagements with Patient Advocacy Groups and HCPs to ensure compliance with external industry standards, and transparent reporting of all support provided to non-profit organizations.

Meeting regularly with external stakeholders including the financial and investment community ensures we are being transparent about our business and its progress. In 2023, Hansa held over 150 meetings with industry analysts, and members of the financial community.



**Hansa is committed to operating with the highest integrity and ethical standards complying with laws and regulations and driving personal accountability for employees, partners, and vendors.**



Operating an ethical and responsible business

## Case study: Hansa's agile and 'fit for purpose' approach to Compliance

Over the past several years Hansa has established a foundational approach to compliance and governance resulting in a robust governance framework for the organization. As a growing biotech, remaining agile and evolving our approach to Compliance helps ensure we empower employees to make smart decisions and identify and mitigate risks that could impact our business overall.

The Company's Code of Conduct remains a foundational building block for its approach to compliant behavior. Additional policies and standard operating procedures are developed to provide further guidance and context to employees. Every effort is made to align with industry standards, as well as national and global laws and regulations.

With rapid expansion into new markets, ramp up of a commercial organization and new roles, the time was right for Hansa to evolve its overall approach to governance and ensure alignment with external guidance.

Over the course of 2023, the Company conducted an assessment facilitated by an external Compliance professional to better understand how Hansa could further refine its approach to Compliance including governance and better align with external standards and best practices including the United States (US) Office of the Inspector General's (OIG) compliance program guidance for the healthcare industry. The OIG guidance defines corporate ethical behavior and enables companies to identify areas

where they can reinforce processes and frameworks in line with the guidance.

Ferdinand Winter, General Counsel and Head of Compliance, Hansa Biopharma said: *"At Hansa, we believe that by defining risk and how to operate compliantly, we give our employees the confidence to make decisions and take smart risks. Compliance helps guide decision-making and is a responsibility of everyone in the organization from our Executive leaders and Board to the newest members of our organization.*

*"The assessment provided key insight to help us further refine our policies and procedures to meet the needs of our business, create forums for regular interactions with the Compliance*

*team, and advance employee trainings to ensure proper acumen and understanding."* he concluded.

Hansa's agile approach to Compliance ensures a company-wide appreciation for and understanding of how to operate compliantly and ethically within healthcare.



# 4 Embracing Sustainable decision making and environmental stewardship

Hansa continues to measure and monitor the Company's environmental footprint.

Our goal is to embrace Sustainable decision making throughout the Company, and as part of this we closely monitor our carbon footprint. We know that as we grow as a company, we should strive to keep our environmental impact small. This means utilizing approaches that create a default Sustainable business from discovery to clinical trial design, to product launches and manufacturing.

In 2023, energy consumption in the Company's headquarters (Lund, Sweden) decreased by 18% compared to 2022. And 100% of energy was sourced from renewable sources primarily hydroelectric power.

Wastewater produced at our facilities are handled as per local regulations and reported to relevant authorities. Waste assembled is also handled and sorted as required by local authorities.

This year's report reflects an overall increase to Hansa's environmental footprint. This is a result of our ability to capture and analyze more granular data related to business travel, and upstream transport and distribution.

### Energy consumption during 2023 (in kWh)

Vehicles	21,954
Electricity <sup>1</sup>	525,141
of which renewable	525,141
District heating	492,717
of which renewable	492,717
District cooling	131,293
<b>Total</b>	<b>1,149,811</b>

<sup>1</sup> During 2023, 100% (2022, 63%) of the energy (including 100% (2022: 75%) of the electricity) used in our operations was renewable.

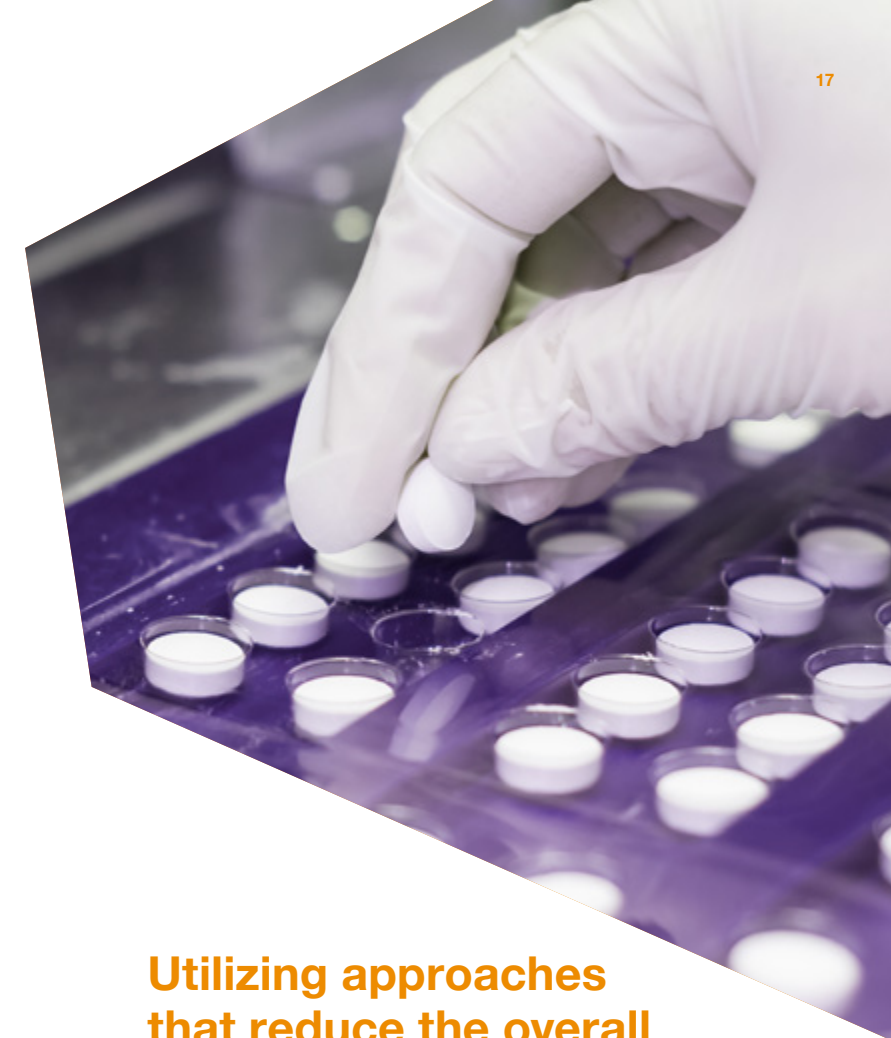
### Breakdown of scope 3 emissions by category

Purchased goods and services	5,970
Upstream transportation and distribution	822.5
Capital goods	15
Fuel- and energy-related activities	6
Business travel	290.72
Waste generated in operations	.26
of which Hazardous Waste	93.9m (mili)
of which Chemical waste	38.5m (mili)
of which WEEE	3.3m (mili)
of which waste water	120.9m (mili)
<b>Total</b>	<b>7,105k</b>

### Emissions (in ton CO<sub>2</sub>-eq)

Scope 1 – Mobile combustion	5.6
Scope 2 – Electricity, Heating, Cooling	5.6
Scope 3 – Emissions from the value chain	7,105k
<b>Grand total<sup>2</sup></b>	<b>7,116k</b>

<sup>2</sup> Change in emissions compared to previous year is due to following latest scientific guidance resulting in greater granularity in reporting



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



# Looking ahead to 2024

**In 2024, Hansa will continue improving its approach to Sustainability. To do this, a double materiality assessment will be conducted to gauge the areas of impact (positive and negative) for the Company and help evolve our approach to Sustainability, strategic priorities, and actions. We will also look to update relevant policies around external engagement and governance in Sustainability related areas to align with reporting and transparent standards and continue to mitigate risk as appropriate.**



# GRI index

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## GRI index

GRI Standard	Disclosure	GRI Standard Disclosure description	Reference/response
<b>Universal standards</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1	Organizational details	Annual Report pages 2 and 57
	2-2	Entities included in the organization's sustainability reporting	Annual Report pages 57 and 101
	2-3	Reporting period, frequency and contact point	Reporting period: Year ended 31 December 2023. 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 2023 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	10, 11, 12 Annual Report pages 12, 14, 15, 53 and 55
	2-7	Employees	13, 14
	2-8	Workers who are not employees	13; Hansa does not report on all of the requested data
	2-9	Governance structure and composition	8, 15 Annual Report page 119
	2-10	Nomination and selection of the highest governance body	Annual Report page 120
	2-11	Chair of the highest governance body	Annual Report page 122
	2-12	Role of the highest governance body in overseeing the management of impacts	8 Annual Report page 122
	2-13	Delegation of responsibility for managing impacts	8 Annual Report pages 122 and 126
	2-14	Role of the highest governance body in sustainability reporting	8, 122
	2-15	Conflicts of interest	Included in our Compliance Reporting; Annual Report page 131
	2-16	Communication of critical concerns	15
	2-17	Collective knowledge of the highest governance body	15 Annual Report page 122
	2-18	Evaluation of the performance of the highest governance body	Annual Report page 125
	2-19	Remuneration policies	Annual Report page 133
	2-20	Process to determine remuneration	Annual Report pages 121, 122, and 133
	2-21	Annual total compensation ratio	Annual Report pages 134 and 135
	2-22	Statement on sustainable development strategy	6 and 10 Annual Report pages 7 and 56
	2-23	Policy commitments	15 Annual Report page 131
	2-24	Embedding policy commitments	15
	2-25	Processes to remediate negative impacts	15
	2-26	Mechanisms for seeking advice and raising concerns	15
	2-27	Compliance with laws and regulations	Annual Report page 131
	2-28	Membership associations	Hansa Biopharma is a member of several industry associations
	2-29	Approach to stakeholder engagement	10, 11, and 12
	2-30	Collective bargaining agreements	Employees are not covered by collective bargaining agreements
<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics	8 and 18
	3-2	List of material topics	8 and 20
	3-3	Management of material topics	8 and 20





## GRI index continued

GRI Standard	Disclosure	GRI Standard Disclosure description	Reference/response
<b>Topic-specific standards</b>			
<b>GRI 200: Economic</b>			
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	6 and 9
GRI 203: Indirect Economic Impacts	203-2	Significant indirect economic impacts	Annual Report page 61
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	15 Annual Report page 89
	205-2	Communication and training about anti-corruption policies and procedures	15
	205-3	Confirmed incidents of corruption and actions taken	15
<b>GRI 300: Environmental</b>			
GRI 302: Energy	302-1	Energy consumption within the organization	17
GRI 305: Emissions	305-2	Energy indirect (Scope 2) GHG emissions	17
	305-3	Other indirect (Scope 3) GHG emissions	17
<b>GRI 400: Social</b>			
GRI 401: Employment	401-1	New employee hires and employee turnover	13
GRI 404: Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	13
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	6
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	9, 10 and 11
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	15
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Annual Report pages 18, 28, 34, 40, and 41
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	Annual Report page 54
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	15



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