



SAM

NORDIC



ESG

SUSTAINABILITY ANALYSIS

2024

SAM Nordic ESG 2024 V01

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NOW WHAT?

M A N A G E M E N T C O N T R O L S

SAM Nordic's Board of Directors is responsible for the overall sustainability activities undertaken by the Company, whilst the CEO holds the operational responsibility. To aid the CEO, the Sustainability Officer has been appointed to lead the day-to-day sustainability efforts, e.g. analysis, procurement review and educate the co-workers.

All co-workers are responsible for actively contributing from their respective areas of responsibility, but the Sustainability Officer is responsible for follow-up and fulfilment.

Our policies are regularly updated and form an essential and integrated part of the introduction for new co-workers. Our policies and internal guidelines cover several areas, including:

Business travels

Code of conduct

Cyber security

Environment

Finance

General Data Protection Regulation (GDPR)

Good distribution practice (GDP)

Human resources

Regulatory compliance

Work environment



ABOUT

SAM Nordic is an entrepreneurial and privately owned company founded in 1997.

We distribute radiopharmaceuticals in the Nordic and Baltic regions. Our theragnostic portfolio has a range of customised solutions for nuclear medicine, PET, and radiotherapy departments.

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A B O U T S A M N O R D I C

Backed by 25+ years in nuclear medicine, we're experts in the field. Our operations centre on just-in-time deliveries of time-sensitive pharmaceuticals throughout the Nordics and Baltics.

We always strive to help our customers with solutions so they can succeed in their mission to deliver world-class health care to their patients.

Our customers primarily consist of hospitals or hospital pharmacies and have high expectations of fast and reliable service. We have partners and suppliers worldwide and 22 co-workers in Sweden and Finland. SAM Nordic headquarters is in Stockholm, Sweden. During 2024 we established an office in Åre, Sweden. Moreover, SAM Nordic holds a wholly owned subsidiary in Helsinki, which became an independent company (OY) in 2014.

O U R O F F E R

Just-in-time deliveries of time-sensitive radiopharmaceuticals to all hospitals across the Nordics and Baltics. Our devoted team manages operations around the clock to meet our customers' needs.

ABOUT THIS ANALYSIS



This is a voluntary sustainability impact assessment which we have developed through a systematic approach to environmental, social, and corporate governance (ESG).

We have calculated our climate footprint using Climate Hero's digital calculator based on the Greenhouse Gas Protocol, which provides business standards for measuring and managing climate-warming emissions. Data about our office comes from Climate Hero's digital calculation tool, while transportation data is sourced from our distribution partners. Finally, procurement and business travel information are obtained from our internal systems and travel partner data. All data, except for what is from Climate Hero, has been produced manually.

This analysis was written during winter 2025, when our Sustainability Officer spent a year working from the office in Åre. A winter that has been characterised by long periods of rain and warm temperatures far above the cold, crisp and white winters Åre usually experience. A month earlier than usual, the ice has melted that usually lies on Åresjön, revealing bare ground both inside and outside the slopes.

The view outside the window is therefore telling in itself of the challenges we face and further enhances our determination to do our utmost to avoid increasing environmental impact in our daily lives and the way we do and operate our business.

According to Climate Action Tracker, we are projected to experience a +2.7°C increase in global temperatures by 2100 under current policies and actions. The impact on our planet and our, and our children's, daily lives is hard to fathom. However, what we know is every gram matters.

This, along with the uncertain political situation globally and the ongoing war in Europe, intensifies the need for collective action. This includes ensuring world peace, the protection of human rights, diversity, equality, the equal value of all individuals, and the survival of humanity and continued cold winters, to name a few.

ESG

ENVIRONMENTAL



Climate action

Transparency

Sustainable transport

Circular cycles

Sustainable energy

Biodiversity

Water efficiency

SOCIAL



Good employment conditions

Health and safety

Human rights

Gender equality

Community engagement

Counteract discriminaiton

Diversity

GOVERNANCE



Innovation

Business ethics

Economic growth

Responsible finance

Anti-corruption

Sustainable investments

Regulatory Compliance

Secure data management

Sustainable procurement



OUR IMPACT

This is the second time we have presented our impact in relation to the areas described herein.

Our estimated climate footprint for the financial year 2024 is 34,8 tons of CO₂e, equating to 1,6 tons of CO₂e per co-worker. The transport of radiopharmaceuticals accounts for 28 tons of the total CO₂e emissions.

A remarkable reduction from last year, that cut our emissions in half, bringing us down from 2.6 tons of CO₂e per co-worker. This means we are approaching our goal of achieving a sustainable level of CO₂e emissions: 1 ton of CO₂e per co-worker. This remains our top priority for 2025.

However, we know that some data points are counted for the first time this year, as this is a manual process, human error is always a risk. As a solution to that, we aim to implement an automated system for this in 2025. The first two years have involved learning by doing, and we have focused on enhancing our data quality to enable more accurate, transparent, and useful data points. We take this into account for the coming year and will continue to be as transparent as possible.



STAKEHOLDER DIALOGUE

Continuous dialogues are conducted to ensure that SAM Nordic develops its sustainability work and meets stakeholder expectations.

These dialogues help us make informed decisions and prioritise sustainability efforts and form the basis for the materiality analysis, the heart of sustainability reporting.

How?

Through customer meetings, industry congresses, supplier follow-ups and consultations with non-profit organisations, staff and board.

Our key stakeholders when it comes to sustainability are:

STAKEHOLDER	MAPPING METHOD
Customers / Tenders	Tender requirements
Suppliers / Partners	Code of Conduct
Existing & potential co-workers & board members	Survey

STAKEHOLDER DIALOGUE

The following impact areas emerged when discussing how one can contribute to sustainability work at SAM Nordic.

ADVOCATE FOR SUSTAINABILITY AT WORK

- Integrate sustainability into partner qualification process.
- Select partners who prioritise sustainability in their production.
- Actively counteract discrimination in daily work interactions.
- Educate colleagues about sustainable practices and products.
- Promote recycling, reducing waste.
- Promoting human rights and gender equality.
- Promote paid public transport benefit.
- Choose ecological products for team events.
- Actively discuss sustainability with colleagues.
- Advocate for sustainable practices.
- Promote innovative solutions.

INCORPORATE SUSTAINABILITY IN BUSINESS TRIPS

- Consider the impact and sustainability of business trips.
- Choose sustainable transport options.

REDUCE ENERGY CONSUMPTION

Limit energy-intensive tools like AI when not needed. (Easy prompts that one could have googled instead).

CEO'S ROLE

Make decisions that prioritise sustainability initiatives within the company and contribute ideas inspired by other companies' successes and personal observations.

PERSONAL ACTIONS TOWARDS SUSTAINABILITY

- Prioritise Swedish or organic and vegan/vegetarian food.
- Reduce fossil-fuelled car travel.
- Prioritise public transport, walking, or biking.
- Embrace and encourage secondhand purchases.
- Avoid unnecessary flights.
- Sort and recycle waste.
- Reduce energy consumption.
- Promote a sustainable lifestyle.

By collectively adopting these practices and promoting a culture of sustainability within the workplace, individuals can contribute to a more environmentally conscious and socially responsible work environment.

M A T E R I A L I T Y M A T R I X

To identify our stakeholders interests regarding ESG we conducted a survey with 90% answer rate. Management, one internal consultant and all co-workers participated in the mapping.

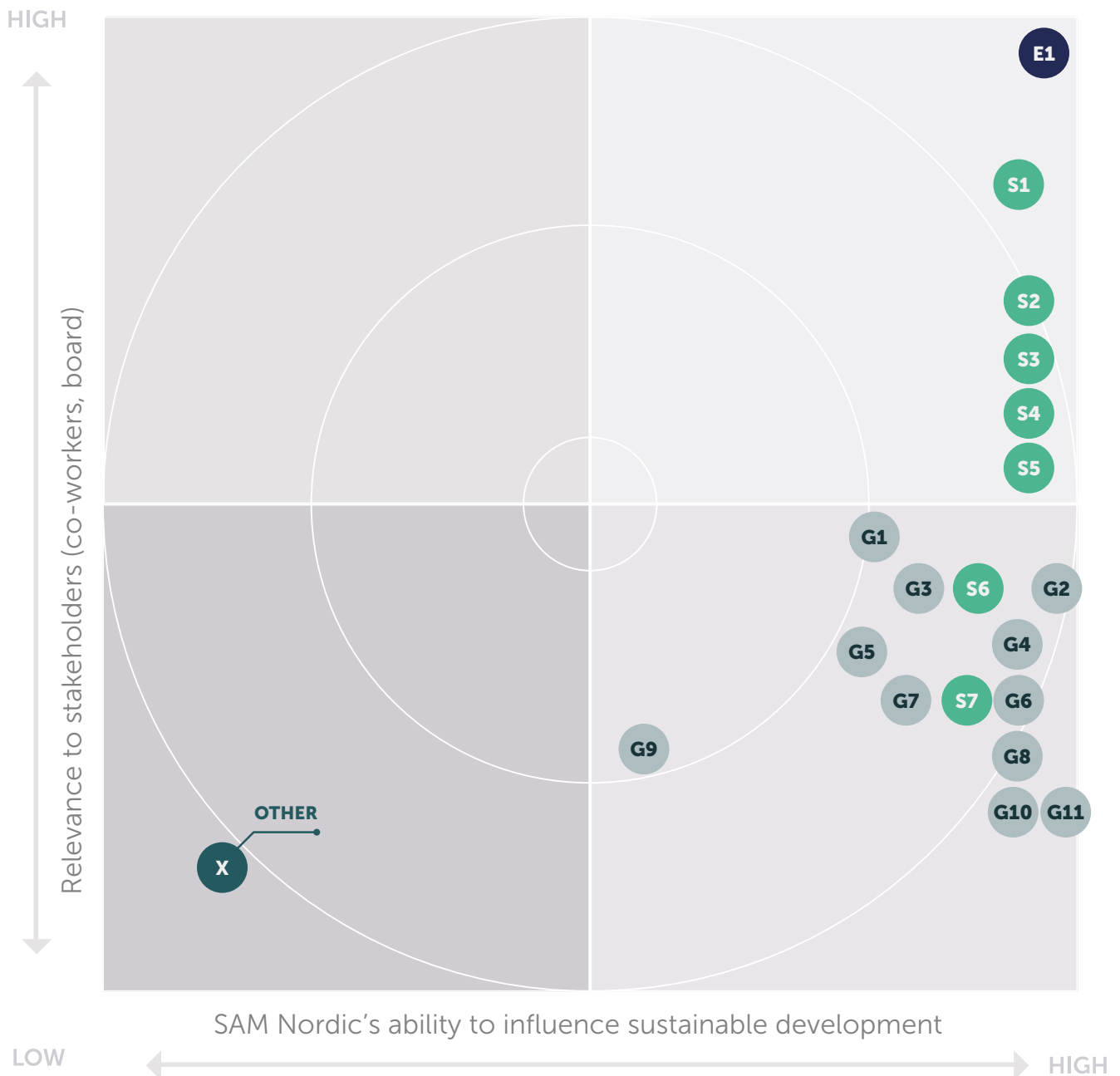
A R E A S O F C O N C E R N		N U M B E R O F C O N C E R N
E1	Climate action	88
S1	Good employment conditions	16
S2	Contribute to better health	13
S3	Promoting human rights	12
S4	Encourage gender equality	11
S5	Community engagement	10
G1	Innovation	9
G2	Business ethics	8
G3	Upskilling co-workers	8
S6	Actively counteract discrimination	8
G4	Economic growth	7
G5	Responsible finance	7
G6	Anti-corruption	6
G7	Sustainable investments	6
S7	Encouraging diversity	6
G8	Creating partnerships with other companies	5
G9	Regulatory compliance	5
G10	Secure data management	4
G11	Sustainable procurement of products/services	4

Materiality areas of lower interest, see "other" in the matrix:

E: Reduce greenhouse gas emissions 3, Promote ecologically produced products 3, Reduce littering 3, Promote the use of public transport 3, Tackling pollution 2, Responsible management of chemicals 1, Climate change adaptation 1.

S: Integrate local non-profit forces and initiatives 2, Training in social sustainability 1, Promoting international partnerships 1.

G: Educate on circular economy 3, Upskilling customers 3, Educate on economic sustainability 3.



EXPLAINING THE E1 OF THE MATRIX

This year, we enhanced the questionnaire to uncover the shades of interest and concern regarding specific areas.

One example is the environmental (E) aspect of the analysis. We included eighteen areas in the questionnaire, each representing different deeds of climate action.

As a result, we received more nuanced responses with the hypothesis that not everyone identifies as a climate activist; but are likely to practise several climate action deeds like buy less meat, use public transportation, or belong to various environmental organisations. Since these deeds are all forms of climate action; these responses are grouped in one area of interest/concern in the matrix, E1.

With a score of 88, this is overwhelmingly the top concern, indicating a strong mandate to focus on environmental initiatives.

INTERPRETING THE MATRIX

Climate action comes in many forms, and these issues are increasingly concerning. All issues in the high-relevance/high-ability quadrant are environmental and social. This aligns with our ambition to work towards improvements within SDGs 3, 8, 10 and 13. The areas of lower relevance yet high ability primarily revolve around governance and are indeed areas where we continuously strive to maintain high operational standards. The low relevance to stakeholders can be attributed to the fact that these topics are subject to strict legislation, requiring us to acknowledge them, regardless of their perceived importance within the company, or the maturity these topics have gained, leading co-workers to take them for granted. Regulatory compliance stands out primarily due to our limited ability to influence that area.

PERCEPTIONS OF SAM NORDIC

Company Perception (4.75/6): Co-workers rate SAM Nordic's sustainability relatively high at 4.75 out of 6. This indicates a generally positive view of the company's sustainability efforts, with room for improvement.

Knowledge Self-Assessment (4.55/6): Co-workers feel fairly confident about sustainable living within Earth's resources, scoring 4.55 out of 6.

Action Gap (4.05/6): When it comes to actually implementing sustainable practices in their lives, the score drops to 4.05 out of 6, revealing a notable "knowledge-action gap."

INSIGHTS

Strong Corporate Image:

The highest score (4.75) relates to perceptions of the company itself, suggesting SAM Nordic has successfully communicated its sustainability efforts internally.

Knowledge-Action Gap:

There's approximately a 0.5-point difference between knowing about sustainability (4.55) and acting on it (4.05).

Opportunity Areas:

While scores are generally positive (all above 4 on a 6-point scale), there's still meaningful room for improvement across all dimensions.

PRIORITY AREAS

ENVIRONMENTAL

- In line with our efforts throughout the year.
- Consider implementing measurable targets aligned with SDG 13, Climate action.

SOCIAL

- Emphasise the well-being of co-workers (S1) and the impacts on health (S2).
- Adopt a comprehensive approach to human rights (S3) and equality (S4, S6, S7).
- This aligns well with SDG 3 Good health and well-being, SDG 8 Decent work and economic growth, and SDG 10 Reduced inequalities.

GOVERNANCE

- Can we establish a governance framework for innovation (G1) that supports environmental and social goals?
- Ensure that business ethics (G2) and upskilling (G3) are incorporated into daily operations.

INTEGRATION

Strategic Integration between materiality areas and the SDGs.

Develop specific initiatives that address multiple priority areas simultaneously, such as:

- Climate initiatives that also contribute to health (addressing E1 and S2).
- Employment practices that promote equality and human rights (addressing S1, S3, S4).
- Innovation approaches that drive both climate action and economic growth (addressing G1, E1, G4).





GOOD HEALTH & WELL-BEING

Our mission is ensuring good health and well-being for all, not just the privileged few. Through our operations across the Nordics and Baltics, we enhance quality of life by creating access to innovative therapies for the most vulnerable patients, generating significant societal, health, and economic benefits.

Key SDG Targets:

3.8 *Increase access to essential healthcare and safe, effective, and innovative medicines.*

ACTIVITIES

Nine new theragnostic centres have opened across the Nordics and Baltics. This provides patients with more accessible and accurate care closer to home.



AFFORDABLE, RELIABLE, SUSTAINABLE & MODERN ENERGY

SAM Nordic sets high standards for our energy consumption. We take comprehensive action through analysing office space utilisation, data storage efficiency, and overall electricity usage, *both heating and cooling*.

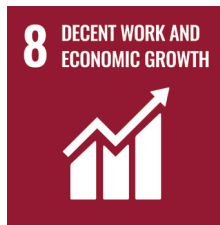
Key SDG Targets:

7.2 *By 2030, increase the share of renewable energy in the energy mix.*

ACTIVITIES

Our head office in Nacka Strand has been BREAAAM In-use certified, via our property owner Alecta Fastigheter, and obtained the result "Very Good".

BREEAM In-use is a performance-based assessment and certification that helps property owners reduce operational costs and improve the environmental performance of existing buildings. It evaluates assets across categories like energy, water, health, pollution, and waste to provide a sustainability rating on a five grade scale from Pass to Outstanding. (Pass, Good, Very good, Excellent och Outstanding).



DECENT WORK CONDITIONS & ECONOMIC GROWTH

We advocate for enduring, inclusive, and sustainable economic growth while offering productive employment with fair and excellent working conditions.

Key SDG Target:

8.5 *Decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.*

ACTIVITIES

Remote office in co-working facilities at HouseBe in Åre, Sweden, from October 2024. Using shared facilities saves heating, means less buying of office equipment, circularity and sharing of rarely used equipment.

Our average eNPS score for 2024 is 47. (*eNPS scores can range from -100 through to 100*) eNPS stands for Employee Net Promoter Score and is a method that measures how willing co-workers are to recommend their workplace to others.

Worked actively with salary mapping during the year to ensure equal pay.



REDUCED INEQUALITIES

The strongest teams draw from diverse skills and backgrounds. While global wealth concentrates among few, creating financial and social discrimination, nations truly flourish only when equality and prosperity extend to all—regardless of gender, background, beliefs, or economic status.

Key SDG Target:

10.2 *By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, background, ethnicity, origin, religion or financial or other status.*

ACTIVITIES

After ten years of engagement towards the Swedish Child Cancer Foundation, we are now official partners committed to raising 100,000 SEK annually. Why is this important to SDG10, reduced inequalities? We believe in equality in access to innovative treatments for children with cancer. Today, the lion's share/majority of innovative cancer research is focused on adult cancers. Many treatments and medicines given to children are designed for adults and adjusted to work for children. We want to see more research on drug candidates specifically for children.



R E S P O N S I B L E C O N S U M P T I O N & P R O D U C T I O N

Our children inherit this planet. Earth provides abundant natural resources, yet we must use them responsibly and within planetary boundaries.

Key SDG Targets:

12.5 *By 2030, reduce waste generation through prevention, reduction, recycling, and reuse.*

12.6 *Adopt sustainable practices and integrate sustainability into the reporting cycle.*

12.7 *Sustainable public procurement practices.*

12.8 *Raise awareness for sustainable development and lifestyles harmoniously with nature.*

A C T I V I T I E S

IT equipment, no longer needed in the business, is initially offered to co-workers for their home offices. If not taken, it is sent to our IT partner, Dustin, who ensures that devices are reused, resold, or recycled to create new products from the raw materials through their Dustin Take-back service.

We receive certificates from Dustin to confirm this.

In 2024, we returned 10 devices to Dustin, four of which have been refurbished and resold, while six have been recycled. Through this initiative, we have achieved an environmental saving of 1125,5 kg CO₂e.

Setting high standards with our Supplier Code of Conduct.

Distribution from Arlanda airport to Karolinska and Uppsala 100% HVO100.

Changed the route of radioactive goods to Sweden. Air freight started shipping to Gothenburg instead of Copenhagen which led to shorter mileage and possibility to switch to HVO fuel.



CLIMATE ACTION

Without immediate action, our behavior threatens civilisation itself. Through education, innovation, and honoring climate commitments, we can implement the changes needed to protect our planet.

Key SDG Target:

13.3 *Increase knowledge and take action to deal with climate change.*

ACTIVITIES

Spring cleaning in May. The idea was to highlight the new knowledge we gained through the nature conservation organisations of which we are members and to engage practically with our surroundings in a fun way. Armed with bingo cards, we picked up rubbish while enjoying nature and staying active. The company participated in a way we had not seen before—with 100% commitment.

Focus on increasing co-worker engagement by organising a run to the Headquarters of Swedish Childhood Cancer Foundation. Together, we strive for better prospects for children battling cancer while promoting health and engagement at work.



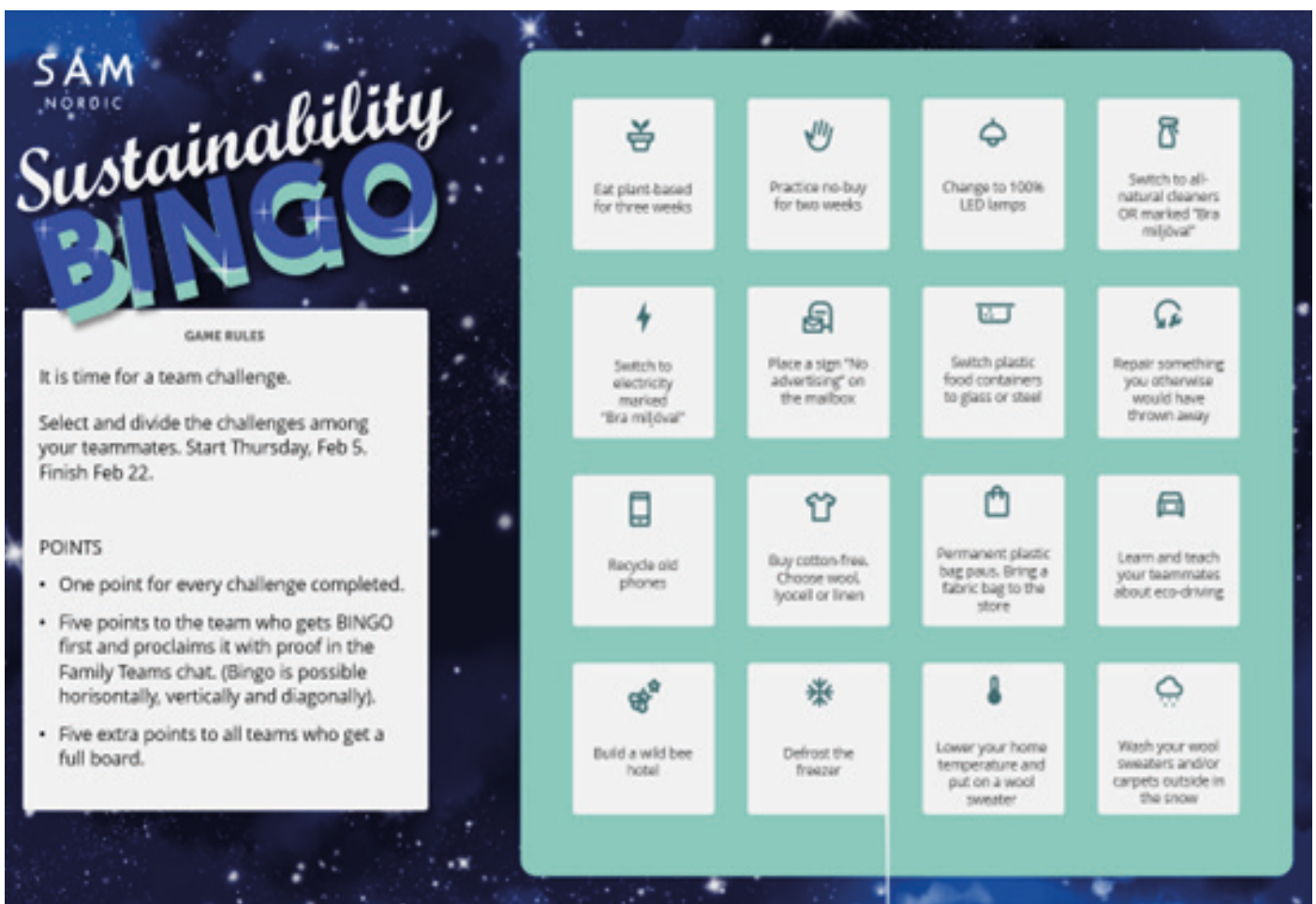
ACTIVITIES

Focus on lowering air travel and increasing digital meetings, and always choose the train when possible.

We travelled 12 hours by train to and from Hamburg for the annual EANM Congress. Saving approx. 800 kg CO₂e compared to flying.

Increased use of public transport by offering public transportation cards as a benefit; during 2024, 9 co-workers use this regularly.

Enhancing co-worker engagement and knowledge about sustainable living through an environmental bingo game.





CHALLENGES

Based on what we have examined in this analysis, we have mapped out the challenges we face in our business regarding sustainability. This includes our cooperation with partners and customers.

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CHALLENGES

TRANSPORT

Transporting goods to our warehouse and customers negatively impacts the climate. Most of our transportation is done via car, truck, or air freight. Air freight is essential for delivering radiopharmaceuticals to patients before the radioactivity diminishes, but we rarely send a single dose at a time. Shipments are always combined with other time-sensitive products.

We support transparency and are pleased to share our sustainability efforts with customers and stakeholders. This analysis serves as an example, as it is created entirely voluntarily. We are still missing data points from two carriers. One carrier is ISO 14001- and 9001-certified and verified in ISO 26000. The other carrier claims to offset their emissions but does not provide further details.

HANDLING

We are actively working to increase the proportion of fossil-free transport and to optimise stock distribution to maximise the fill rate of the transporters' vehicles.

We are continuously working to encourage carriers in our network to provide emission reports for measurement, monitoring, and improvement.

One good example is a transport partner in our network who reduced CO₂e emissions from our transports by approximately 8% from 2023 to 2024, thanks to electric vehicles and HVO100, despite a rise of approximately 9% in the number of transports. This achievement resulted from collaboration, shared knowledge, and a common interest in improvement. This is just the beginning; we anticipate more significant CO₂e savings in 2025 after redesigning our routes.

C H A L L E N G E S

I T S E C U R I T Y

Our logistic processes, including documentation for the delivery of goods, storage systems, packaging, outbound shipping, receipts, and handling complaints, rely on both manual and automated systems. The pharmaceutical industry is lagging in digitalisation, which is surprising since caregivers are among our most overworked specialities.

Any failure or interruption of these routines and systems such as software malfunctions, natural disasters, disease, vandalism, sabotage, or human error- could hinder our ability to deliver customers' purchases on time and affect healthcare providers' capacity to offer timely care to seriously ill patients. Ultimately, this will damage our reputation.

H A N D L I N G

Ensure that we have the latest set of IT security solutions to minimise the risk of intrusion, such as mobile device management, anti-virus and BitLocker for all devices. Ensure backup procedures are in place.

Our Microsoft accounts require multi-factor authentication (MFA) as a mandatory feature. Additionally, for enhanced security, we utilise two-factor authentication on all software services that offer it, thereby ensuring secure login options for our co-workers.

We have implemented an additional mail filter to eliminate phishing attempts before reaching the mail server. We conduct internal phishing simulations and provide user training to enhance information security awareness.

We have an IT incident policy that describes how we handle IT incidents and a DRP (Digital Risk Protection) that briefly describes the steps to be taken in the event of an incident.

We have annual reviews of our most business-critical IT systems to ensure that procedures are followed according to our guidelines. We have user agreements and PUB agreements (data processing agreement) with our IT partners.

COMMUNITY ENGAGEMENTS

We demonstrate our commitment to diversity, equity, and inclusion (DEI) through targeted philanthropic initiatives that create meaningful impact. Our community engagement strategy focuses primarily on cancer care support, with partnerships that address diverse needs and promote inclusivity across society.

These partnerships reflect SAM Nordic's holistic approach to social responsibility, emphasising healthcare innovation and equitable access to life's experiences for all individuals, regardless of health status or ability.

In 2024, we donated over 447.000 SEK to these organisations, including The Swedish and Finnish Nature Conservation Society.

Swedish Childhood Cancer Fund (Sw. Barncancerfonden), which fights childhood cancer, aims for survival and a good life for every affected child. The Swedish Childhood Cancer Fund finances research that enables more effective and gentle treatments that are meaner to the cancer but kinder to the children.

Totalskidskolan is a remarkable nonprofit association, breaking the financial barriers to ensure people with disabilities can enjoy skiing. Totalskidskolan stands for a powerful belief: that skiing is a passion waiting to be embraced by all, regardless of ability.

Ekeberg Perukmakeri is an esteemed Stockholm-based enterprise that crafts bespoke wigs for cancer patients, providing dignity and confidence during treatment. At the heart of the artistry lies a commitment to quality, as they exclusively use the finest, authentic human hair for their wigs.



Ekeberg
PERUKMAKERI



Naturskyddsföreningen



NaturochMiljö

N O W W H A T ?

I M P A C T O B J E C T I V E S 2 0 2 5

- Lower the fossil fuel dependency. (SDG 12 Responsible consumption & production, SDG 13 Climate action)
- Co-worker mental health. (SDG 3 Good health & well-being, SDG 8 Decent work conditions & economic growth, SDG 10 Reduced inequalities)
- Find a way to measure climate actions. (SDG 13 Climate action)

T H O U G H T S A N D F O C U S A R E A S

In addition to what is presented on page 14, this is what we bring with us into 2025:

- Increase the share of transports conducted with electric car or HVO100.
- How can we further impact SDG 7, Affordable, reliable, sustainable and modern energy for all? Should we shift focus to another SDG?
- How can we further impact SDG 10 Reduced inequalities with all that is happening in the world?
- How can we bridge the intention-behaviour gap concerning our co-workers' understanding of sustainability (4.55) and acting on it (4.05)?

I M P A C T G O A L 2 0 2 6

By the end of 2026, reach the sustainable level of CO₂e per co-worker. (1 ton of CO₂e per co-worker.)