



SAM

NORDIC



ESG

SUSTAINABILITY ANALYSIS

2025

SAM ESG-analysis_2025 V01

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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 activities undertaken by the Company, whilst the CEO holds the operational responsibility. To aid the CEO, the COO leads the efforts, e.g. this analysis, and all co-workers are an important part of the overall sustainability procurement work and review.

All co-workers are responsible for actively contributing from their respective areas of responsibility, but the COO 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, for example:

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

With soon 30 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 average numbers of internal co-workers (full-time): 16 co-workers in Sweden and Finland. SAM Nordic headquarters is in Stockholm, Sweden, and 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

We make sure healthcare professionals get the radiopharmaceutical they need – exactly when they need it.

ABOUT THIS ANALYSIS



This analysis is a voluntary sustainability impact assessment which we have developed through a systematic approach to environmental, social, and corporate governance (ESG). This is not only a prerequisite for our business, it is also our commitment to our partners, customers, co-workers and owner.

We have calculated our climate footprint using a 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. 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 and calculated manually.

This analysis was written during spring 2026. In 2025, one of Sweden's largest regional authorities carried out a comprehensive review of the stringent sustainability requirements placed on its suppliers. SAM Nordic was fully compliant with all requirements evaluated during the review. This is really a proof that everything we do is embodied in our core values: *We Share, We Care, We Dare*. These values guide us in who we strive to be, both as a business and as individuals.

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. A typical resident in the Western world has a footprint of 10 tonnes CO₂e per year/person, compared to today's world average of 5 tonnes CO₂e per year/person. To reduce the impacts of climate change, we have to get the average down to 2 tonnes CO₂e/person by 2030. 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 and that we can't stay silent.

This, along with the uncertain political situation globally and the ongoing wars in the world, 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. As a company, we always have a focus and responsibility in having a positive impact on people, society, and the planet. We know we have a responsibility to the world which we operate, and we understand the potential and opportunities it offers us from a business perspective. Sustainability is a part of who we are and what we do.

ESG

ENVIRONMENTAL



Biodiversity

Climate action

Circular cycles

Sustainable energy

Sustainable transport

Transparency

Water efficiency

SOCIAL



Community engagement

Counteract discriminaiton

Diversity

Gender equality

Good employment conditions

Health and safety

Human rights

GOVERNANCE



Anti-corruption

Business ethics

Economic growth

Innovation

Regulatory Compliance

Responsible finance

Secure data management

Sustainable investments

Sustainable procurement

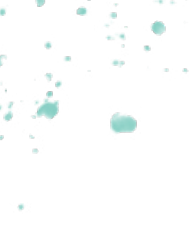


OUR IMPACT

This is the third time we have presented our impact in relation to the areas described in this analysis.

Our estimated climate footprint for the financial year 2025 is 21 tons of CO₂, equating 1,3 ton CO₂ per co-worker.

As written last year in this analysis, we did know that some of the data points were counted for the first time during 2024. During 2025 we have more accurate and useful data points, and more information from our distributors and partners. By this, we have the possibility to follow up even better and be as transparent as possible. We keep building our understanding and management of sustainability matters to offer better services and drive greater impact.



STAKEHOLDER DIALOGUE

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

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

Our key stakeholders when it comes to sustainability are:

STAKEHOLDER

Customers / Tenders

Suppliers / Partners

Existing & potential
co-workers & board members

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, always go by train when possible despite the distance and time it takes compared to, for example, flight.
- Removal of company cars in order to promote taking business trips by train or public transport as much as possible.

REDUCE ENERGY CONSUMPTION

Limit energy-intensive tools like AI when not needed. During the year 2025, we have had an extra focus on IT usage evaluated and reviewed all of our system support and IT resources that we use. This is to reduce the environmental impact and limit energy-intensive tools caused by, among other things, IT systems and data storage.

STAKEHOLDER DIALOGUE

CEO'S ROLE

One part of the CEO's role is to be daring in the leadership: take decisions that prioritise sustainability initiatives within the company. CEO should also contribute ideas, cooperate and be influenced by other companies' successes and personal observations that have been made.

ELEMENTS WE EMPHASIZE AS DESIRABLE ACTIONS TOWARDS SUSTAINABILITY

Prioritise Swedish or organic and vegan/vegetarian food. Eating beef and lamb drives emissions of 15-30 kg CO₂ per kg food. That is many times higher than other protein sources (e.g. fish, pork, eggs, dairy), which have footprints of 1-6 kg CO₂e per kg of food. That's really targets that we can trust!

- 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 and outside the workplace, individuals can contribute to a more environmentally conscious and socially responsible work environment.

3 GOOD HEALTH
AND WELL-BEING



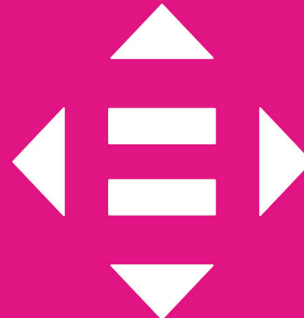
7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION





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:

3.5 *Prevention of harmful use of alcohol and drugs.*

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

ACTIVITIES

We embed wellness and well-being as fundamental components of our organizational culture. Research indicates that even brief periods of daily physical activity that raise the heart rate can generate significant benefits for both cardiovascular health and cognitive functioning. Such activities contribute to lower stress levels, enhanced concentration, and improved memory capacity.

We therefore take a proactive approach in encouraging employees to remain physically active and have deliberately designed a work environment that supports and promotes sustainable, healthy lifestyle choices. We promote a healthy and inclusive company culture, offering an individual freedom and responsibility ensuring a healthy work-life harmony.

During the year, we are also more than happy that one new therapeutic centres have opened across the Nordics and Baltics. This provides patients with more accessible and accurate care closer to home.

We are also very proud that 100% of our doses have been delivered to patients as planned. We also continue supporting NET patient organizations across the Nordic region, helping to ensure that these patients gain greater access to information and support.



A F F O R D A B L E , R E L I A B L E , S U S T A I N A B L E & M O D E R N E N E R G Y

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:

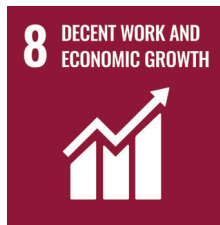
7.1 *By 2030, increase access to affordable, reliable, and modern energy services.*

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

A C T I V I T I E S

Our head office in Nacka Strand has been BREAAAM In-use certified, via our property owner Alecta Fastigheter, and obtained the result "Very Good". This certificate is valid until 18th December 2026.

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

Once every quarter we measure the eNPS, and with our anonymous surveys being made, we can promptly address any issues arise, and measure trend over time.

Engaged co-workers are the most valued and important assets that we have as a company. With engaged co-workers, we will have a positive culture that fosters better collaborations and a better work environment for everyone.

During the year we have also had an extra focus on the upcoming EU Pay Transparency Directive, that will be effective from summer 2026 in Sweden.



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

During the year we had several different activities related to ESG.

During the spring, we made a fantastic visit to Totalskidskolan in Åre, Sweden. Together, we employees were given the opportunity to try skiing using the assistive equipment that we help sponsor for Totalskidskolan. It was a wonderful experience that gave us even greater insight and understanding of the challenges that people with disabilities may face.

We also participated in an initiative created by the Swedish Childhood Cancer Foundation, Football Shirt Friday, where we jointly organized a football tournament involving all employees along with their families and friends. It was a very popular and successful event with many participants!

During the end of 2025, we also signed an additional partnership with an organization: Charlie's Scholarship (Charliesstipendiet). The organization provides scholarships for the training of assistance dogs for children and young people with NPF (Neuropsychiatric Functional Disorders). It supports families in training an assistance dog focused on mental health to help in everyday life. Another wonderful initiative that we are very proud to be able to support!



RESPONSIBLE CONSUMPTION & PRODUCTION

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.*

ACTIVITIES

During the year, we have donated computers that we don't use anymore, to a charitable organization that works to support children and their development.

During the year, we have increasingly worked towards consolidated shipments to our customers in order to minimize emissions associated with transportation.

We have also continued to focus on managing the waste generated by our distribution activities, and in the coming year we will place even greater emphasis on ensuring that this waste is handled through proper resource utilization.



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

We have had several of training activities during the year. Each training should be delivered what it's best suited for the co-worker and the content needed. The training initiatives should be designed to increase the knowledge and take action needed to prevent a negative climate change. The training could be peer-to-peer learning, on-site, online learning or other suitable learning methods.

During 2025, together with all employees, we have continued to increase our understanding of climate change. This has been achieved through information we receive via society and our work, including requirements in procurement processes. These efforts have led to a greater awareness that all actions contribute to climate impact. Therefore, it is especially important to always make decisions not solely based on quality, quantity, or cost, but with a strong focus on the environment as well.



CHALLENGES

Based on what we have examined in this analysis, we have mapped out the challenges we face in our business regarding sustainability.

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C H A L L E N G E S

T R A N S P O R T

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 increasing the number of carriers that could provide us with data points. We clearly see that the development of electric transportation is not yet fully realized. While there is a growing number of options, the transition is still not where it needs to be.

H A N D L I N G

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.

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 impacting on cancer support research, 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 2025, 367.000 SEK on social impacts investments to the below organisations.

Charlie Stipendiet (the Charlie Scholarship), which offers financial assistance to families of children and young people with Neuro-Psychiatric Functional Variations (NPF). The scholarship helps to cover the cost of training and reduces financial barriers for those seeking an assistance dog, making a profound difference in daily life. The scholarship was inspired by Florian and his assistance dog, Charlie. Their journey began when Florian's family acquired an assistance dog to help manage the challenges of everyday life. A decision that proved truly life-changing. Today, Florian and Charlie hope to give more families the same opportunity to thrive with the support of an assistance dog.

Barncancerfonden (Swedish Childhood Cancer Fund), 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.



N O W W H A T ?

THOUGHTS AND FOCUS AREAS

- Still important to increase the share of transports conducted with electric car or HVO100.
- We will during 2026 focus on using the NSRS standard tool, that is directed to VSME (voluntary medium size enterprise). This too will help us even better to work with our structured approach to environmental management.
- We look forward to further developments in society where legal requirements and regulatory guidelines become more stringent, and where higher minimum standards are established for both companies and individuals.
- End of 2026 we will have a look of the yearly sustainable goal set. Today we have been looking at the CO2e per co-worker. Is that a fair goal to have? Is this the right target to set for emissions? Would it be more appropriate to use metrics that are more closely aligned with our industry, such as comparing orders to emissions?

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.)