



Sustainability Report 2024



AURENA
LABORATORIES

Innehåll

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About Aurena

Aurena Laboratories AB is a family-owned company specializing in the development and manufacturing of medical devices. Since it was founded in 2000, the company has experienced stable and continuous growth, establishing itself as a key player in the global market. We focus on spray products for ear, nose and throat care as well as adhesive removers for stoma care and wound dressings.

With a strong family tradition and a solid background in medical technology innovation, Aurena has grown into a leading international manufacturer. Our core business includes the development, production and marketing of medical devices, and we stand out in the industry thanks to our unique portfolio of CE-marked products and our innovative packaging solution, Bag-on-Valve (BoV). This technology enables safe and hygienic packaging by using nitrogen as propellant, which has a lower environmental impact than conventional propellants such as hydrocarbons.

As a company in a highly regulated industry, we continuously strive to meet and exceed the strict requirements set by both authorities and customers. Aurena is certified according to ISO 13485, ensuring the high quality and safety of our products. Our products are distributed worldwide, and we have established international partnerships with pharmaceutical companies, medical device manufacturers, pharmacy chains and distributors.

In 2024 we relaunched a project to become a GMP pharmaceutical manufacturer. This is an area where we see significant growth potential.



Our way forward



By working towards our vision and with our business concept, we want to contribute to the public health by offering our effective and sustainable products.



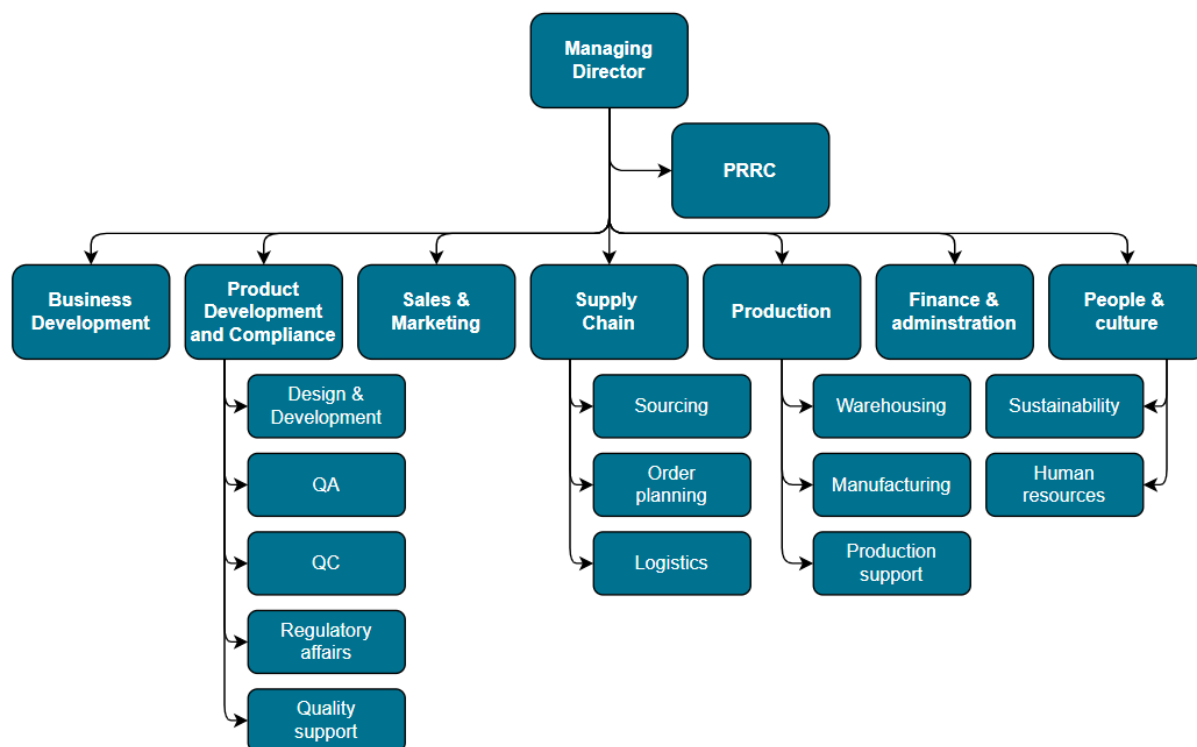
Aurena's vision

"To contribute to the public health by making effective products for many people"

Aurena's business concept:

"We will be an attractive manufacturer of products and services that promote health to customers in the global market"

Organizational structure



We have integrated sustainability into our management, with the manager for People & Culture responsible for driving the agenda forward. To ensure broad commitment and integration across the company, our internal sustainability team includes representatives from all major departments. This cross-functional structure enables us to coordinate initiatives, share knowledge, and translate our sustainability goals into daily operation.

1. Our commitment to sustainability



The purpose of this report is to enhance transparency for our stakeholders and provide a comprehensive overview of our sustainability strategy. Here at Aurena, sustainability is one of the key pillars of our strategic foundation, as illustrated in our strategy house. In the report, we present key performance indicators and compare them with previous years to offer a clear measurable view of our progress.

This report includes a detailed analysis of our company's emissions. To ensure consistency and reliability, we have primarily focused on data from the past five years, where detailed and sufficient information is available.

1.1 Sustainability framework

The United Nations Sustainable Development Goals (SDGs) were adopted in 2015 to address the world's most pressing challenges, such as eradicating poverty, improving global health, protecting the environment, and promoting sustainable economic growth. These 17 goals provide a global framework for sustainable development.

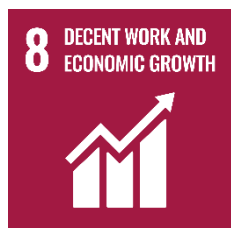
At Aurena, we recognize the importance of these goals and actively adapt them in our operations. By aligning our sustainability strategy with Agenda 2030, we ensure that our efforts are part of a broader global movement to build a more sustainable world.



1.2 Our sustainability strategy

Continuous improvement is at the core of our sustainability strategy. We hope to minimize our environmental footprint while promoting a positive impact on society and the community that we operate in. As a part of our commitment to sustainable development, we have identified specific SDGs that align with our business operations and sustainability effort.

Decent work and economic growth



As a part of our efforts to support Goal 8, we prioritize competitive wages, career advancement opportunities and a workplace that promotes well-being and work-life balance. We ensure that our business practices comply with labor laws and uphold high ethical standards. Furthermore, we extend these values throughout our supply chain, working with suppliers who share our commitment to fair labor practices and decent working conditions.

Responsible consumption and production



In line with goal 12, we focus on responsible production by optimizing resource use and minimizing waste. We hope to improve our processes to ensure the highest standards of sustainability in our operations. We also try to work closely with our suppliers to promote sustainable practices across our entire value chain, ensuring that all partners share our commitment to reducing the environmental impact and enhancing efficiency.

Climate action



In support of goal 13 we are committed to taking action on climate change by reducing our carbon footprint. We continuously evaluate and improve our operations to minimize emissions. In addition, we collaborate with our partners to ensure that sustainability is in focus and integrated throughout our entire value chain.

Partnerships for the goals



In alignment with goal 17, we are dedicated to addressing climate change through proactive measures aimed at reducing our carbon emissions. We try to collaborate with our suppliers and partners to ensure that sustainability practices are integrated through our entire value chain.

2. Supply chain



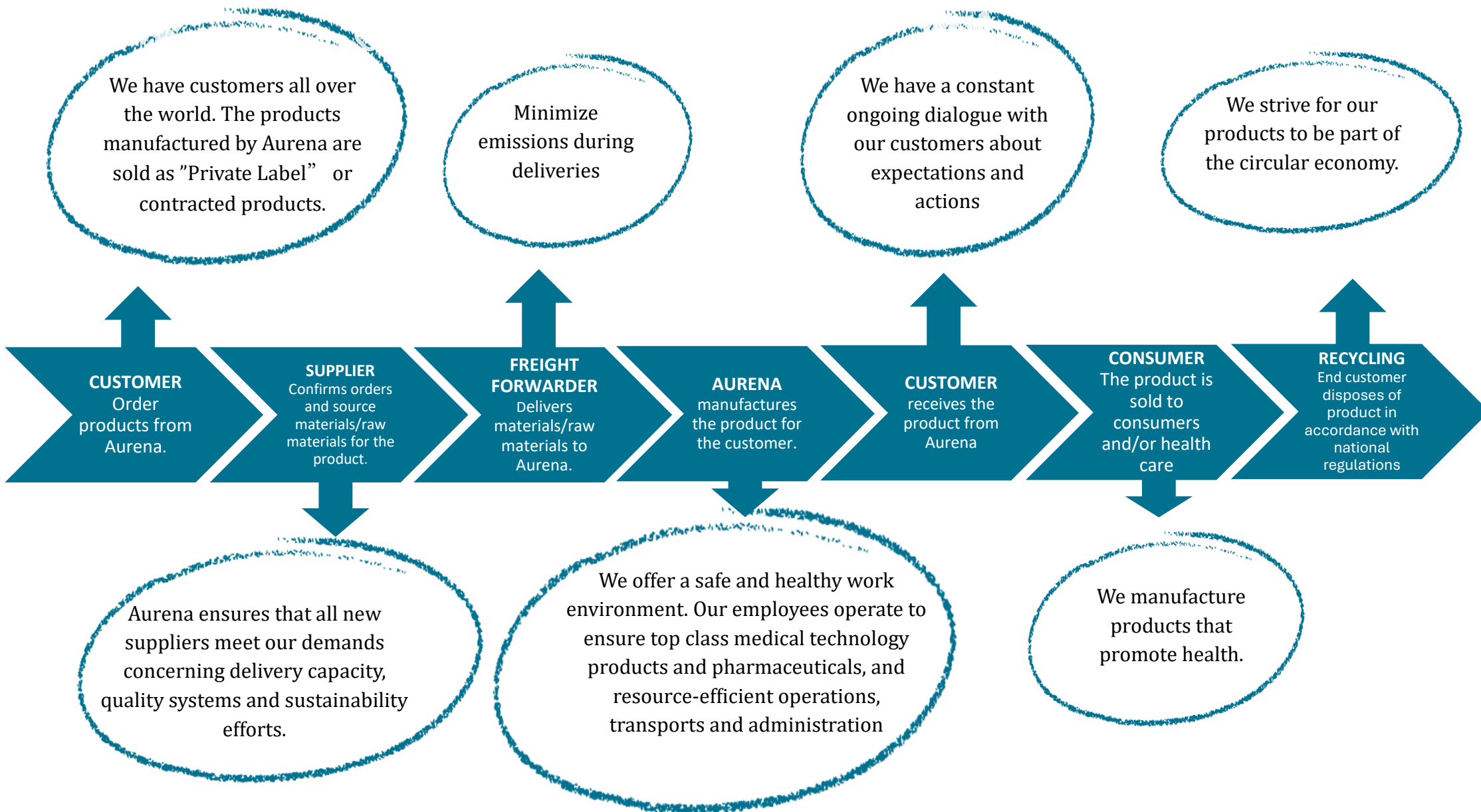
At Aurena we work to ensure that every part of our supply chain meets our high standards for quality, delivery and sustainability. By conducting careful due diligence before contracts are signed, we build long-term, mutually beneficial relationships that not only strengthen our business but also contribute to a more sustainable tomorrow.

2.1 Policy and approach

Before entering into an agreement with a new supplier, each supplier undergoes a thorough evaluation process according to our guidelines. For critical or business essential suppliers, this process ensures that they meet our high standards for quality and sustainability. The level of evaluation is adapted to the type of supplier and applies to a broad range of external goods and services, including equipment, materials, components, raw materials, and service providers

The purpose of this evaluation is to ensure that all external suppliers, including their subcontractors, meet Aurena's requirements for delivery, capacity, quality management system and sustainability. We actively build long-term and mutually beneficial relationships with our partners across the entire value chain, from material and service suppliers to transportation, logistics companies and distribution networks.

2.2 Value chain



2.3 Compliance and risk management in the supply chain

While Aurena is not directly subject to EU's Corporate Sustainability Reporting Directive (CSRD), we acknowledge the importance of compliance with sustainability regulations in the supply chain. We are committed to ensure that all suppliers comply to applicable regulations, including labor laws, environmental standards and ethical practices. We also work closely with our partners to ensure transparency in sustainability reporting.



Our due diligence process includes regular reviews to assess compliance with legal and sustainability standards, identifying any potential risk in the supply chain, and working together with suppliers to address them proactively.

Results

We assess a range of factors to evaluate suppliers, including the Corruption Perceptions Index (CPI) of their country. We also consider their commitment to comply with Aurena's Supplier Code of Conduct (or an equivalent code), the overall risk classification of their home country, and whether they are verified according to ISO 26000 and/or other standards. These criteria help us identify and manage potential ethical and compliance risks in our supply chain.

2.4 Transparency and Reporting

To ensure that our suppliers meet our sustainability requirements and values, we encourage them to publish sustainability reports and provide us with insight into their processes. By working together to improve transparency in our supply chain, we ensure that both our own and our supplier's sustainability initiatives are documented and reported in a responsible manner.



Results

Our Supplier Code of Conduct (SCoC) was introduced as a part of our purchasing process in 2022. In 2024, 96% of our critical suppliers signed our SCoC or otherwise confirmed their compliance with our values. We also held dialogues with both customers and suppliers to gain a better understanding of their views on sustainability and receive valuable feedback on our sustainability work. Through these efforts we continue to ensure that sustainability and responsibility spread through our entire supply chain.

3. Governance

To streamline and prioritize our sustainability efforts, we use two different kinds of tools. We apply the principles of ISO 26000 and improve our results based on assessments from EcoVadis. In parallel, our quality management system is in accordance with ISO13485. Together, these tools guide and support our efforts to identify and prioritize sustainability initiatives, with the aim of maximizing the positive impact of our contributions.

We view these tools as guiding frameworks to help identify and prioritize our sustainability initiatives. Our aim is to maximize the positive impact of our contributions.

Aurena ensures that the products manufactured, and marketed are safe, effective and of the highest quality when used by our customers. Our goal is to consistently meet or exceed the requirements, needs, and expectations of our customers, regulatory authorities and other stakeholders.

We achieve this by planning, implementing and monitoring our process to ensure their effectiveness. Additionally, we invest in continuous professional development to meet the needs of our customers and partners effectively. Our quality documents are carefully designed and implemented throughout the entire organization, ensuring we maintain high quality in both products and operations.

3.1 ISO 13485 and MDR

ISO 13485 is an international standard for quality management systems in the medical device industry. It ensures compliance with regulatory requirements and supports consistent product safety, quality, and performance. At Aurena, it forms the foundation of our quality work.

Our quality system is structured across four levels, from policies to detailed instructions and documentation, as illustrated in the figure (3.1) below. This framework supports traceability, continuous improvement, and regulatory compliance.

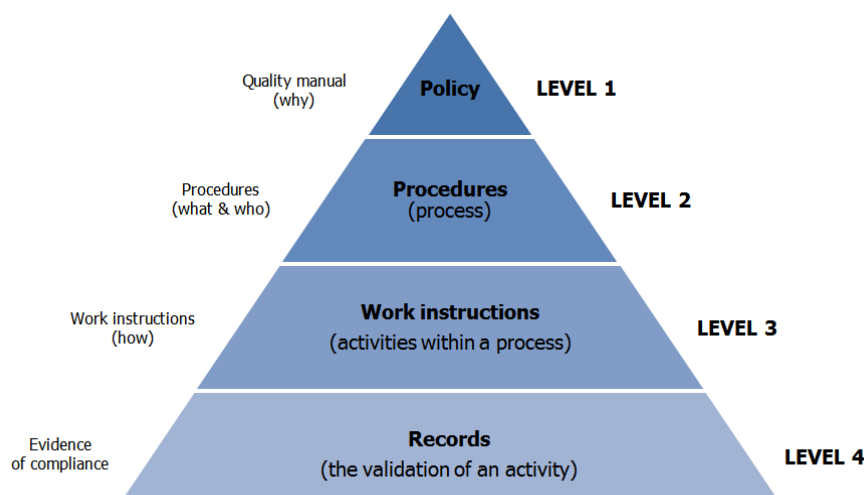


Figure 3.1: Hierarchical structure for documentation within the quality management system

Results

- In 2024, we underwent a recertification audit of our quality management system according to ISO 13485. This more extensive review, conducted by our notified body, confirmed continued full compliance with the standard.
- We also hold EU Medical Device Regulation Certification (MDR 2017/745, issued in 2022 and valid for five years.

3.2 ISO 26000

By compliance with the principles of ISO 26000, we integrate sustainability into every aspect of our operations, from decision-making to processes. This verification confirms our ongoing efforts to promote social justice and sustainability in relation to environmental concerns. We believe that our journey toward a more sustainable business is an ongoing process, and we remain humble about the work ahead.

By continuing to apply the principles of social responsibility throughout our business, we actively work to create a positive impact on our environment and contribute to a more sustainable future.

Results

For the third consecutive year, we have been verified according to ISO 26000:2021, an international standard for organizations' social responsibility. For us at Aurena, this verification confirms our commitment to society and the environment. ISO 26000 guidance and support to help us prioritize and concretely approach these critical issues.

3.3 EcoVadis

We have undergone the EcoVadis assessment to evaluate our sustainability performance. EcoVadis is an internationally recognized evaluation system that considers factors such as environmental impact, labor conditions, ethics, business responsibility and sustainable procurement. The methodology is based on globally accepted sustainability reporting principles including the Global Reporting Initiative (GRI), the UN Global Compact and ISO 26000. The assessment is conducted by independent sustainability experts, ensuring a reliable and comprehensive evaluation of our performance.

Since our last report we have conducted two EcoVadis assessments. This decision was driven both by the improvements we implemented which we wanted to evaluate and by the fact that a later assessment in the year aligns better with our sustainability agenda.

Results

In the most recent assessment (December 2024), Aurena was awarded a silver medal, placing us among the top 15% of all companies evaluated by EcoVadis. Our latest total score increased to 69, positioning us in the 88th percentile, an improvement from the first assessment 2024 (May) where we scored 66 p and ranked in 86th percentile. A notable improvement was seen in the environmental category, where our score

increases from 60 to 70, reflecting our continuous effort to minimize our environmental footprint and enhance sustainability across our operations.

EcoVadis Score Overview						
Year	Environment	Labor & Human Rights	Ethics	Sustainable procurment	Total score of 100	Percentile Of all the companies rated
2021	60	70	60	50	64	92th
2022	60	70	70	50	65	90th
2023	60	70	70	50	65	88th
(1) 2024	60	70	70	60	66	86th
(2) 2024	70	70	70	60	69	88th

Table 3.5.1: Aurenas EcoVadis scores from 2021 to 2024

It is worth noting that while our overall score has improved, our percentile ranking has not always followed the same trend. As more companies advance their sustainability initiatives, the benchmark for high performance continues to rise. This highlights the importance of our continued commitment to sustainability, ensuring we remain competitive and make progress across all assessed areas.



3.4 Sustainability activities 2024

Each year, we implement a range of initiatives to further integrate sustainability into our organization. The purpose of the activities is to work in line with the sustainable development goals and fulfil our internal goals. The list below presents different activities relevant to our sustainability efforts.

- **First aerosol can from recycled materials**

A major milestone in our sustainability journey was reached in 2024 when we order, filled and sold our first can made from recycled materials. We hope this encourages more of our customers to join us in increasing the use of recycled materials where possible.

- **Environmental working group**

We have established an environmental task force consisting of employees, our production team and other departments. One of the key focus areas has been reducing waste and improving our waste management processes.

- **Carbon footprint calculation**

For the third consecutive year, we have collected and analyzed data to assess our carbon footprint. This process helps us identify emission sources and prioritize actions to reduce our environmental impact.

- **ISO 26000**

Reverified according to ISO 26000. This verification confirms that our organization complies with ethical principles and guidelines related to social responsibility.

- **Expanded our Sustainability team**

We have strengthened our sustainability team by representation from all departments within Aurena. This structure allows us to integrate sustainability considerations across the entire organization.

- **Internal culture initiative**

In 2024, we launched an initiative to enhance our internal corporate culture, fostering a shared commitment to our values.

- **Partnership With Havets Hus**

We entered into a formal sponsorship agreement with *Havets Hus*, a marine aquarium and education center focused on preserving ocean biodiversity and raising awareness about marine ecosystems. This collaboration reflects our commitment to protecting the environment and connects directly to our use of seawater as a vital ingredient in selected products.

4. Social responsibility



Operation in an ethical, transparent and socially responsible manner remains a cornerstone of how we do business at Aurena. Our long-term success depends not only on performance and innovation, but also on our ability to maintain high standards of integrity, compliance and accountability. The following sections outline our key policies, commitments and results for 2024.

4.1 Ethical Business Practices and Compliance

Policies and commitments

Our social responsibility policy affirms full compliance with Swedish and European legislation. All employees are expected to uphold laws and internal regulations concerning corruption, bribery and representation. Any suspected breach must be reported to a safety representative, line manager or directly to the CEO. These expectations are clearly communicated and enforced through regular training and internal processes.

IT and Physical Security

We continue to maintain a robust framework for information security. Logical and facility security measures are in place to protect both the internal system and user data. These measures ensure the integrity and confidentiality of our communication with customers, suppliers, and staff.

Code of Conduct

The Aurena code of conduct, introduced in 2022, remains a central part of our ethical framework. All employees completed mandatory training in 2023, and the Code is now fully integrated into our onboarding process. It outlines the principles and values that guide our actions and relationships with all stakeholders. The code is grounded in the UN Global Compacts' ten principles and Swedish law, and all employees are required to report any suspect violations.

Results

- Regulatory compliance: No incident leading to fines or penalties occurred in 2024
- Business ethics: We continued to operate in an honest and compliant manner. There were no reported cases of corruption, bribery or related misconduct.
- Procurement: Our suppliers remain transparent and well-controlled, with no irregularities reported.
- Data Security: There were no breaches or violations of IT or data protection regulations during the year.

4.2 Workplace Health, Safety and Well-being

At Aurena, our employees are our most valuable asset. Their health, safety and well-being are fundamental to our success, and we strive to create an inclusively supportive workplace where everyone feels respected and valued. This section outlines efforts to foster a safe, engaging and sustainable workplace through key initiatives, policies and performance indicators.

4.2.1 Health and Safety Management

A safe and secure work environment is essential for both productivity and job satisfaction. Our workplace safety policies ensure high standards for health, security, and well-being. In addition, we continuously review and strengthen our safety procedures to mitigate risks and enhance workplace conditions.

Aurena's safety committee plays a crucial role in ensuring a secure work environment. The committee meet three times per year to proactively identify and address potential hazards. The committee reviews injury statistics and incident reports, assessing whether additional measures are needed beyond the standard procedures already in place for each reported incident or workplace accident.

To further promote a strong safety culture, we provide regular fire safety training focused on evacuation procedures and fire equipment handling. Through continuous education and active engagement, we strive to have a proactive mindset throughout the organization.

All permanent employees have access to occupational health services, which focus on both prevention and well-being. These services are designed to reduce workplace-related health risks and enhance employees' physical mental health.

We also encourage a healthy lifestyle by offering free group training sessions and access to a gym. In addition, all employees are provided with a comprehensive health check-up every two years.

Results

Attendance rate

We believe it is essential to create a sustainable and healthy work environment. By collecting data on both short-term and long-term sicknesses, we can gain a comprehensive understanding of overall attendance over the year within our operations. Short-term sickness provides valuable insight into daily health conduction while long-term sickness helps identify more persistent health challenges.

Attendance Rates

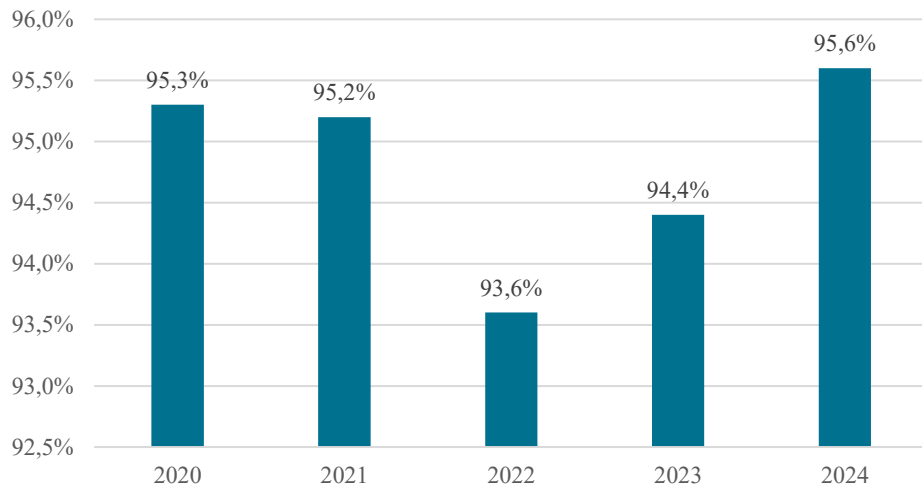


Figure 4.2.1.1: Attendance from 2020 to 2024,

In 2024, we achieved an attendance rate of 95,6% showing an improvement from the previous year's 94,4%. We view this as a result of our ongoing efforts to promote health and well-being in the workplace. This represents the highest attendance rate recorded at Aurena over the past five years, indicating a positive trend in overall employee health and well-being.

Workplace accidents

Measuring workplace accidents and incidents is an important key indicator to ensure a safe and secure work environment. By tracking these incidents, we can identify risks and take proactive measures to prevent accidents.

Workplace accident and incidents

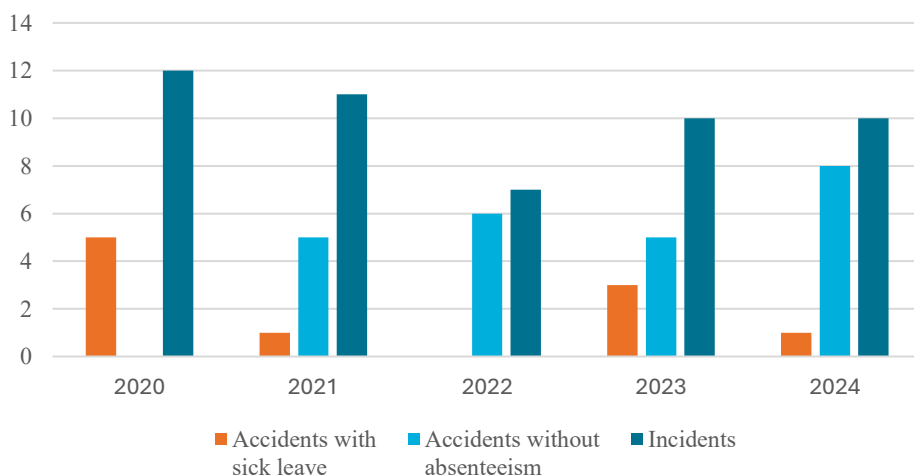


Figure 4.2.1.2: Total number of workplace accidents categorized by those resulting in sick leave, those without absenteeism, and the total number of incidents (near misses) each year

A total of nine workplace accidents were reported in 2024. Of these, one resulted in sick leave, while eight did not cause any absence from work. This marks a decrease in

accidents with sick leave compared to the previous year, when three accidents resulted in absences. The total number of incidents remain stable, with ten incidents reported both in 2023 and 2024.

While we did not reach our vision with zero accidents, we continue to improving safety measures and ensure a secure working environment for all employees. Our focus remains on reducing accidents and preventing incidents that could potentially lead to injury.

Lost-time injury severity rate and Lost-time injury frequently rate

To monitor and improve our work and safety performance, we track two key indicators, the Lost Time Severity Rate and Lost Time Injury Rate reflects the seriousness of incidents that results in employee absence, while the Frequency Rate indicates, how often such incidents occur.

These measures help us assess both the impact and occurrence of work-related accidents and are part of our ongoing efforts to reduce workplace injuries and promote a safe and healthy work environment.

In 2024, both the severity and frequency of lost time injuries decreased compared to 2023. This is a positive development in our safety efforts, though continued focus is needed to maintain and further improve these results.

Lost-Time Injury Severity and Frequency Rates		
Year	Lost-time injury	Lost-time injury frequently rate
2020	0,02	8,4
2021	0,02	15,5
2022	0	0
2023	0,11	14,6
2024	0,07	7,3

Table 4.2.1.3 The lost-time injury rate indicates how often work-related injuries leading to absence occurred,

4.3 Employee Engagement and Development

At Aurena, we work actively to create an engaging and supportive workplace where all employees feel valued and have opportunities to grow. This section describes our efforts to promote employee engagement and development, including key initiatives, training programs, and relevant performance metrics.

4.3.1 Workplace Environment and Engagement

To continuously improve our work environment, we use Winningtemp, an employee engagement survey tool that provides real-time insights into workplace satisfaction. The platform ensures confidentiality and enables us to identify areas of improvement, address concerns early and recognize achievements.

Employee Net Promoter Score (eNPS)

The eNPS is an important metric for assessing employees’ work experience and their likelihood of recommending their employer to others. The score can range from -100 to +100, with higher scores indicating stronger employee commitment. We have not

measured the eNPS over the past two years, but we intend to conduct this measurement in 2025 to gain further insights into employee satisfaction and commitment.

Employee survey

We use Winningtemp to continuously improve the work environment and strengthen employee engagement. This tool allows for a more proactive approach to occupational health and safety issues, while also providing an effective way to gather and analyze feedback from our employees. By leveraging this data, we can make more informed decisions and create a workplace that supports both well-being and productivity

The survey tool generates indicators across various categories to assess employee experience with different aspects of their work environment. The results are presented as “temperature” scores for each category (and overall), providing a comprehensive overview of the employee’s overall experience. The table below illustrates the temperature cores over the past five years. The results are measured on a scale from one to ten, where one represents the lowest score and 10 indicates the highest.

Results

The Employee Net Promoter Score (eNPS), which indicates employees' willingness to recommend Aurena as an employer, was not measured during 2023 and 2024, but measurement resumed in 2025. The overall temperature score for 2024 was 7.1, slightly lower than 7.3 in 2023, while the industry benchmark remained stable at 7.6. These results highlight the need to continue supporting employee well-being and strengthening engagement across the organization.

Employee Engagement			
Year	eNPS	Aurenas temperature	Index
2020	-2	7,3	7,4
2021	3	7,5	7,4
2022	3	7,2	7,5
2023	-	7,3	7,6
2024	-	7,1	7,6

Table 4.3.2.1 Aurena's eNps, temperature scores, and the index for all organizations using Winningtemp, covering the period from 2020 to 2024.

4.3.2 Employee Development and Learning

At Aurena, we believe that continuous learning is key to maintaining high product quality, fostering innovation, and strengthening our organizational culture. All employees receive regular training covering areas such as quality systems, safety procedures, and company policies.

In 2024, we provided training in CPR, quality procedures, and delivered sessions as part of our Culture Journey, an initiative involving all employees. The Culture Journey aims to deepen reflection on how we collaborate, communicate, and act as an organization, while identifying areas for improvement to ensure we remain a decent and forward-looking workplace. As part of this process, we emphasized our three longstanding core values – Accountable, Collaborative, and Innovative, which have guided us for more than

a decade and continue to shape both our daily actions and our long-term cultural development.

Maintaining high product quality requires that we retain and continuously develop the skills and competencies within the company. Here at AURENA, development is an integral part of our way of working, and we invest in both onboarding and ongoing training initiatives.

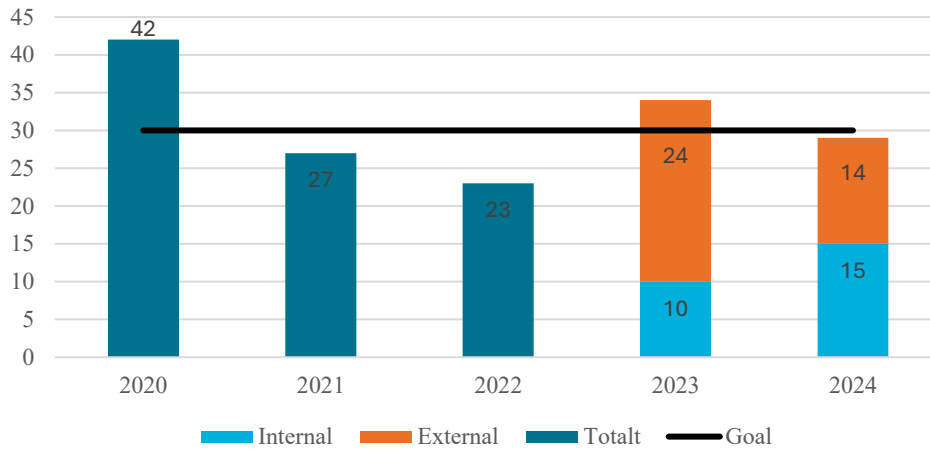
Our approach to competence development is also in line with the ambitions of Agenda 2030, Goal 4, Quality Education, as we support continuous learning and skill-building for all employees across the organization.

Results

- Each employee sets individual development goals, which are reviewed and updated during regular performance appraisals.
- New employees participate in a structured introduction program covering our values, products, quality management system, work instructions and company policies.
- Health and safety training, including fire safety and first aid, is part of our systematic work environment management.
- In addition, during 2023-2024, all employees completed CPR (cardiopulmonary resuscitation) training as a part of our commitment to emergency preparedness.
- in addition, all employees receive regular training in quality-related procedures and documentation to ensure we uphold our standards over time.

Over the period 2020 – 2024, the average training hour per employee has fluctuated a lot, starting high in 2020 and gradually decreasing until 2022. This trend was partly influenced by COVID-19 pandemic, which made it more challenging to arrange or attend training sessions during certain periods. A shift occurred in 2023 and by 2024 we came close to achieving our annual target of 30 hours per employee. This year's total reach was 29 hours.

Training hours Intern & External



Figur 4.3.2.3: Average number of training hours per employee, 2020 - 2024

Personal development

In Winningtemp, personal development reflects employees' perception of their opportunities to grow and evolve within the company. This includes how well they feel supported in strengthening their skills and advancing their careers through training, coaching and other learning development. The score for 2024 shows a slight decline compared to previous years. It may indicate that we need to revisit how we support professional growth and learning opportunities across the organization.

Perception of personal development	
Year	Aurenas temperature
2021	7
2022	7,2
2023	6,9
2024	6,8

Table 4.3.2.2 perception of personal development from 2021 to 2024, based on a temperature

4.4 Diversity, Equity and Inclusion

As a responsible employer, we are committed to providing a fair, safe and secure work environment for all employees. We uphold high standards in areas such as social responsibility, human rights, and ethical business conduct. The principles are embedded in our internal policies and routines, which are designed to promote a respectful and inclusive workplace where every individual is treated with dignity.

4.4.1 Principles and Commitments

Our policy on social responsibility outlines our commitment to ethical behavior, human rights and compliance with relevant legislation in areas such as health, safety and quality. We have a clear stance against any form of discrimination based on gender, ethnicity, religion, age or other personal characteristics. We also categorically reject any use of corporal punishment, unlawful pressure, whether physical or psychological, as well as verbal abuse of threats or sexual harassment.

We apply a zero-tolerance policy toward discrimination, favoritism and harassment. Every employee shares the responsibility to act if such issues arise, and we encourage a

culture of mutual respect and shared accountability. Failing to act or choosing to ignore inappropriate is not accepted.

Any suspected misconduct, including but not limited to discrimination, harassment, bribery, fraud, conflicts of interest or other irregularities, should be reported to the appropriate contact point, such as a safety representative, direct manager or CEO.

We respect our employees’ rights to organize, join trade unions, and engage in collective bargaining in line with applicable legislation. As a member of *Innovations- och Kemiabetarna I Sverige* (The Innovation and Chemical Industries in Sweden), we follow the collective agreements for industrial companies.

Results
Gender balance

The overall gender balance at Aurena has remained relatively stable over the past years, although 2024 shows a slight shift. The proportion of women in the total workforce decreased to 43%, while the share of female managers declined marginally to 22%. Despite these changes, the distribution among managers has remained largely consistent since 2020, likely due to limited turnover in leadership positions. We continue to monitor gender representation closely and strive to ensure equal opportunities throughout the organization.

Gender Distribution and Management Representation				
Year	Proportion of Women	Proportion of Men	Female Managers	Male Managers
2020	50%	50%	25%	75%
2021	47%	53%	25%	75%
2022	46%	54%	25%	75%
2023	46%	54%	25%	75%
2024	43%	57%	22%	78%

Table 4.4.2.1: Gender distribution and the proportion of female and male managers from 2020 to 2024.

Age distribution

The age composition of our workforce remained stable in 2024, with small changes compared to previous years. The 30-39 age group continued to grow slightly and now makes up 40% of the team, reflecting a gradual shift as more employees remain and develop within the company. The proportion of employees aged 20-29 decreased somewhat, now at 26%, while other age groups show only minor variation. Overall, the age distribution confirms a balanced and steady demographic development, with a good representation across age ranges an no significant fluctuations.

Age Distribution						
Year	0-19	20-29	30-39	40-49	50-59	60+
2020	0%	48%	22%	14%	11%	5%
2021	1%	38%	26%	18%	11%	6%
2022	3%	30%	32%	18%	9%	8%
2023	0%	29%	37%	18%	11%	5%
2024	0%	26%	40%	15%	14%	4%

Table 4.3.2.5: age distribution of employees from 2020 to 2024

To promote transparency and strong business ethics, we have established a whistleblowing function that allows employees to confidentially report concerns or suspected misconduct. This mechanism plays a big role in identifying and addressing potential issues at an early stage, helping to reduce risk and maintain trust in our operations.

The whistleblowing service was in place 2022. So far, no cases of whistleblowing nature have been reported through this channel.

Whistleblow reports	
Year	Reports
2022	0
2023	0
2024	0

5. Climate and environment



At Aurena, we recognize our responsibility to protect the environment and take this commitment seriously. We understand that our choices have direct consequences on the planet, which is why we continuously strive to embed sustainability throughout our operations, from sourcing raw materials to delivering finished products. Our environmental efforts are focused on minimizing climate impact, using resources efficiently and contributing to a more sustainable future.

5.1 Environmental Management

Sustainability is a key consideration in all our decisions and internal processes. We are committed to continuous environmental improvement

- Compliance with all applicable environmental laws and relevant requirements
- Factoring environmental impact into decision, particularly in areas such as materials sourcing, energy use and transportation.
- Enhancing workplace safety for our customers with products such as Eye and Wound Cleansing Sprays that support safe environments.
- Fostering a secure work environment for our employees through proactive environmental and safety initiatives.
- Communicating transparently about our environmental performance and initiatives.

5.2 Energy

Our ambition is to operate fully on renewable energy. Since 2019, all electricity used at our facilities has come from renewable sources such as wind and hydropower. In 2023, we completed the installation of a solar power system which is now contributing to our energy needs as of early 2024.

Our buildings are both heated and cooled using geothermal systems that harness solar energy stored in the bedrock. This renewable energy method offers a minimal environmental footprint.

Results

In 2024, our total purchased energy decreased to 934 MWh, while our solar panels produced 287 MWh, approximately 25% of our total energy usage. The energy consumption per produced can continued to decline, down to 97 Wh/can in total and 86 Wh/can from purchased electricity only. As reflected in our carbon footprint calculations, these improvements have reduced our emissions from energy use.

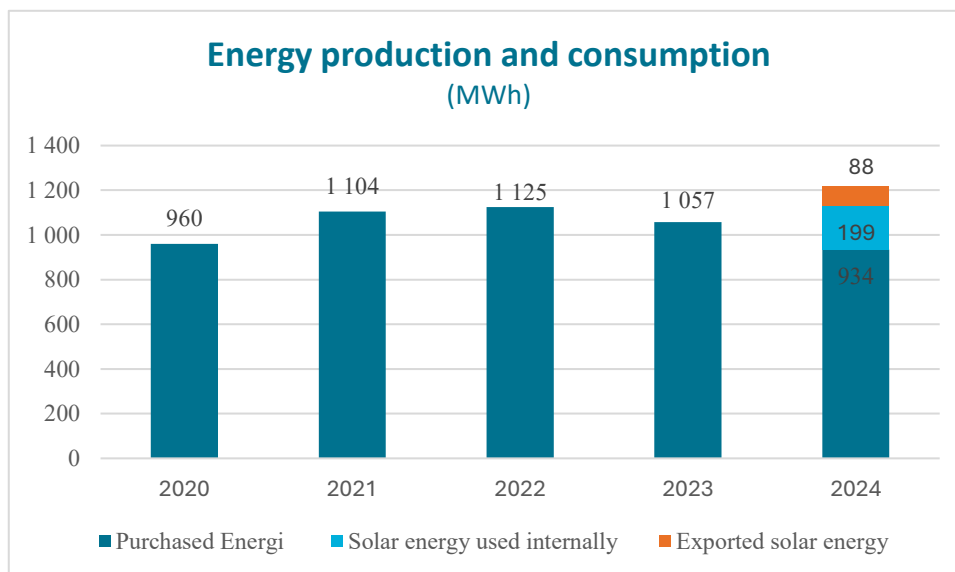


Figure 5.2.1: Total energy production and consumption between the years 2020 – 2024

With lower dependency on external electricity and improved energy efficiency per unit produced, we are building greater resilience in our operations, both environmentally and economically.

Energy Use and Solar Contribution per Can					
Year	Purchased Energy (MWh)	Produced by our in-house solar panels (MWh)	Solar energy used internally	Per can - Only purchase energy (Wh/can)	Per Can Total - Purchased + Self consumed - sold (Wh/Can)
2020	960	-	-	120	-
2021	1104	-	-	120	-
2022	1125	-	-	113	-
2023	1057	0,1	-	101	101
2024	934	287	199	86	97

5.2.1 Purchased and self-produced energy, including per-unit energy use (Wh/can) based on purchased and total energy.

5.3 Waste Management

We are dedicated to maximizing recycling across our operation. Aluminum cans are crushed and recycled, plastic is separated from other waste, and hazardous waste is handled according to strict safety protocols. On-site, waste is sorted in all areas, including office and kitchen, to reduce unnecessary waste and spills. All disposal is carried out by certified third-party waste handlers.

Our waste data is reported by certified third-party waste handlers and collection partners. The category “non-hazardous waste” includes materials that are recycled.

Annual Waste Volumes by Type								
Year	Non-Hazardous waste (tons)	Intensity non-hazardous (kg/unit)	Hazardous waste (tons)	Intensity hazardous (kg/unit)	Liquid (tons)	Total, solid waste (tons)	Total, incl. Liquid (tons)	GRI indicator
2020	94	0,0126	3	0,00039	-	97	97	306-3, 306-5
2021	108	0,0123	6	0,00072	-	115	115	306-3, 306-5
2022	113	0,0114	9	0,00084	-	122	122	306-3, 306-5
2023	114	0,0109	6	0,00053	28	120	147	306-3, 306-5
2024	121	0,0112	7	0,00065	22	128	150	306-3, 306-5

Table 5.3.1 From 2023, liquid waste from discarded product cans is included in reporting, in accordance with GRI 306-3.

Results

In 2024, non-hazardous waste totalled 121 ton and hazardous waste 7 ton, giving a total of 128 t (up from 120 tons in 2023), primarily linked to higher production volume. As shown in our carbon footprint report, improved sorting has contributed to reduced waste-related emissions.

The “Liquid” category (22 ton in 2024) represents residual water in discarded product containers collected for aluminium recycling. The liquid is part of the waste stream managed by our certified waste contractor, and no on-site processing occurs.

Waste generated from operations in 2024 was managed through a variety of treatment methods, with the majority, 72% being recovered via recycling (both material and metal). An additional 28% was directed to energy recovery, while final disposal accounted for only a marginal share.

Waste Treatment Breakdown 2024 (tons)		
Treatment Method	Percentage of total	Weight
Recycled (material incl. metals)	72%	92
Waste-to-energy	28%	36
Final disposal	<0,1%	0,07
Totalt	100%	128

Table 5.3.2 Figures rounded; totals may not sum exactly.

These insights highlight opportunities for improving packaging configurations, reducing residual losses, and advancing circular waste strategies.

See Tables 5.3.1–5.3.2 for the full split. Recovered (recycling + energy recovery) total, 128 ton (99.9%) in 2024.

5.4 Water Management

We are committed to using water efficiently and minimizing waste. We source water from the municipal supply in Karlstad, Sweden, where the production is located. According to the World Resources Institute (WRI), Karlstad is classified as a low water-stress area. This indicates that there is no current structural shortage of water resources in the region, and that our operations neither significantly impact nor are impacted by water scarcity. The assessment is based on data from the WRI Aqueduct Water Risk Atlas. Water consumption is monitored monthly as part of our internal resource tracking.

Results

Water is primarily used as an ingredient in our products, not in the production process itself. As our business grows and product volumes increase, so does the need to ensure responsible and efficient water use. Even though our total water consumption has decreased in recent years, water remains a vital resource, and its use presents a long-term challenge for us.

In 2024, our in-house water consumption decreased further to 5 354 m³, continuing the downward trend since 2021. This water is sourced from the municipal water supply, and all wastewater generated in our processes is directed to the municipal wastewater treatment system, ensuring compliant and responsible handling. The water we are unable to release to the municipal sewage system, 22 m³, is handled by waste companies. This represents around 0,4% of the water used in all our operations. The 22 m³ corresponds to the “Liquid” category reported in Section 5.3 Waste Management.

In 2024 we sourced approximately 277 m³ of seawater from *Havets Hus* for use in our products. Also in 2024, we deepened our collaboration by becoming an official sponsor of *Havets Hus*. This partnership reflects our commitment to marine conservation and aligns naturally with our product portfolio, which includes seawater-based nasal sprays. Our collaboration with *Havets Hus* in projects for restoring the ocean ecosystem is a way for us to give back to the environment. Using seawater in our products also reduces the need for municipal water, and in many cases allows us to replace it entirely. However, this may vary depending on customer specifications and product requirements.

These developments reflect our continued focus on improving water management. We are evaluating how we can reduce water use where it is possible to, and improve the overall efficiency of water handling across our operation

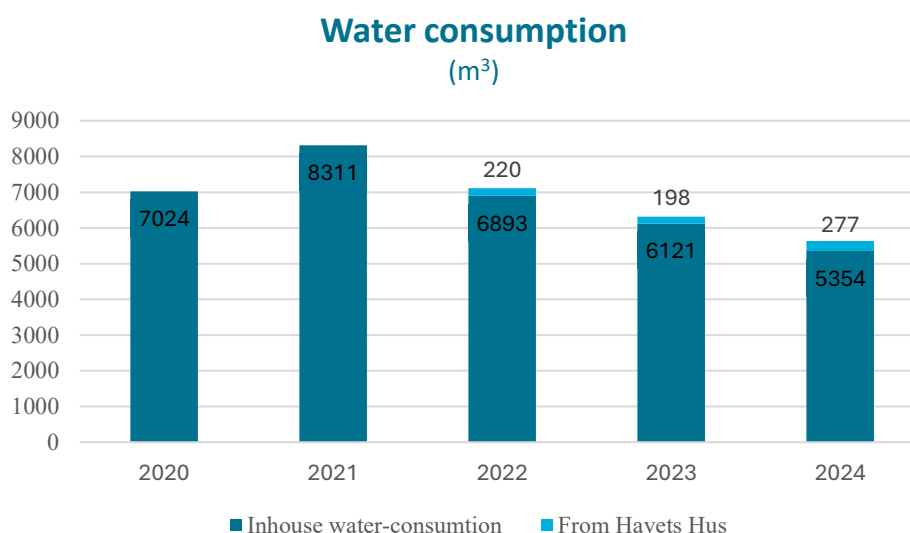


Figure 5.3.1: Total water consumption inclusive purchased

At the same time, water use remains a challenge for us, as water is a key component in our products. As production volumes increase, so does our overall water need, making it even more important to keep focus on responsible and efficient water use.

5.5 Chemicals

Responsible chemical management is a top priority. We strictly follow chemical regulations such as REACH and perform risk assessments before any purchase. At Aurena, we use a variety of chemical substances, primarily in our productions process and in our in-house laboratory. To ensure safety and regulatory compliance, all chemicals are subject to thorough risk assessment prior to procurement and use.

Results

In 2024, we began using the key indicator that tracks the number of workplace injuries resulting in absence for the first time. During the past year, there were no incidents that led to sick leave.

Injuries casued by chemicals	
Year	Injuries with sick leave
2020	-
2021	-
2022	-
2023	-
2024	0

5.6 Transport

We have implemented over time measures to consolidate shipments and increase transport efficiency, resulting in lower emissions and reduced costs. We continue to explore options for climate-friendly fuels and to place sustainability requirements on our logistics partners.

Results

We avoid air freight unless specifically requested by customers, with sea freight as our standard. The truck collecting seawater runs on HVO, in line with our sustainability

requirements. We stay updated on how our logistics partners work with emission targets and regularly follow developments in the sector, including through supplier dialogues.

5.7 Direct Emissions and Local Environmental Impact

Our operation does not give rise to emissions that negatively affect the surrounding environment in terms of odor, noise, light pollution or discharges to soil or water. All environmental impacts from our facilities remain well within the thresholds defined by applicable legislation.

Results

We regularly assess the emissions generated by our operations. In 2024, no significant air pollutants, including particulate matter (PM), nitrogen oxides (NOX) volatile organic compounds (VOC) or heavy metals were identified. Our direct emissions remain limited and are mainly attributed to diesel consumption for our loading truck.

Environmental Aspects and Compliance		
Environmental Aspect	Threshold	Compliance Status/Result
Noise - Outdoor	50 dBA - mission equivalent level	Below threshold*
Noise - indoor	Indoor 80 dBA Peak value 115 dBA	Above threshold** Below threshold
Odor (outdoor)	Assessed case-by-case by local authorities	No complaints reported
Light pollution	Impacts assessed through case-by-case review	No complaints reported
Particulates (PM10)	50 µg/m³ (PM10, daily average), 40 µg/m³ annual mean	Not measured; emissions assessed as negligible based on operations and materials used
Particulates PM2.5)	25 µg/m³ (PM2.5, annual average)	Not measured; no particulate-generating processes in place
Nitrogen oxides (NOx)	40 µg/m³ (annual mean)	Not measured; no significant NOx sources identified
VOC (Volatile Organic Compounds)	No national limit; assessed case-by-case	Not measured; low-VOC materials in use, no complaints reported
Heavy metals	Environmental quality standards for specific metals (e.g., lead, cadmium)	Not measured; heavy metals not used in production processes

* Emission level 51 dBA 500 meters from closest residential house
**Managed through mitigation measures

5.8 Summary of climate calculation for the year 2024

This is Aurena Laboratories AB’s third calculation of its fossil-based climate impact. The calculation is based on fossil carbon dioxide equivalent (CO₂e) according to the Greenhouse Gas Protocol (GHG-Protocol).

Results

In 2024, the total fossil-based emissions amounted to 5 284 tons CO₂e, representing an increase of 7% compared to 2023 (4 907). The increase is entirely attributed to Scope 3 emissions, as Scope 1 and Scope 2 emission were both reduced to almost zero through the continued use of renewable electricity and a fuel switch to HVO in internal transport.

As of 2024, we began using Klimatberäkningsportalen® to support our climate calculation. This platform has contributed to more consistent and transparent reporting. In connection with the system transition, figures from the previous year have been adjusted slightly due to updated emission factors and refined methodologies. These adjustments are minor but improve traceability and comparability over time.

Total emissions (tons CO ₂ e)				
Year	Scope 1	Scope 2	Scope 3	Totalt
2022	3	0	4 922	4 925
2023	3	0	4 904	4 907
2024	0	0	5 285	5 285

Table 5.7.1 greenhouse gas emissions (tons CO₂e) for 2022–2024, divided by Scope 1 (direct), Scope 2 (purchased energy), and Scope 3 (value chain).

5.8.1 Key Performance Indicators

To monitor and drive our climate efforts, we primarily focus on emissions per produced unit, as this is the most relevant indicator for our production. We also report emissions per MSEK revenue and per employee for transparency and as additional reference points, although these figures are not actively tracked in our internal targets. The table below presents our key performance indicators (KPIs).

Key Performance Indicators (tons CO ₂ e)			
Year	Per MSEK revenue	Per employee	Per produced can
2022	22	65	0,000496
2023	20	62	0,000470
2024	19	61	0,000489

Table 5.7.2 Key climate performance indicators (tons CO₂e) for 2022–2024, normalized by revenue (per MSEK), number of employees, and number of produced cans.

5.8.2 Biogenic Emissions

Biogenic emissions were included in the climate report for the first time this year, with a total of 2 tons of CO₂e recorded. These emissions are entirely linked to the switch to HVO fuel for internal logistics. While biogenic emissions are reported separately from fossil emissions, their inclusion reflects a more mature and transparent reporting process and lays the groundwork for more holistic emission tracking going forward.

Biogenic Emissions (tons CO ₂ e)	
2022	0
2023	0
2024	2

Table 5.7.2: Reported biogenic CO₂e emissions

5.8.3 Analysis and Interpretation

The increase in emissions is primarily the result of higher production volumes, particularly an increase in the number of units manufactured. Compared to the baseline year (2022), output increased by approximately 7%, which has a direct correlation with emissions from material inputs and upstream logistics.

As in previous years, primary packaging, especially aluminium cans, remains the largest single emission source, representing approximately 53% of Scope 3 emissions related to purchased goods and 45% of total emissions.

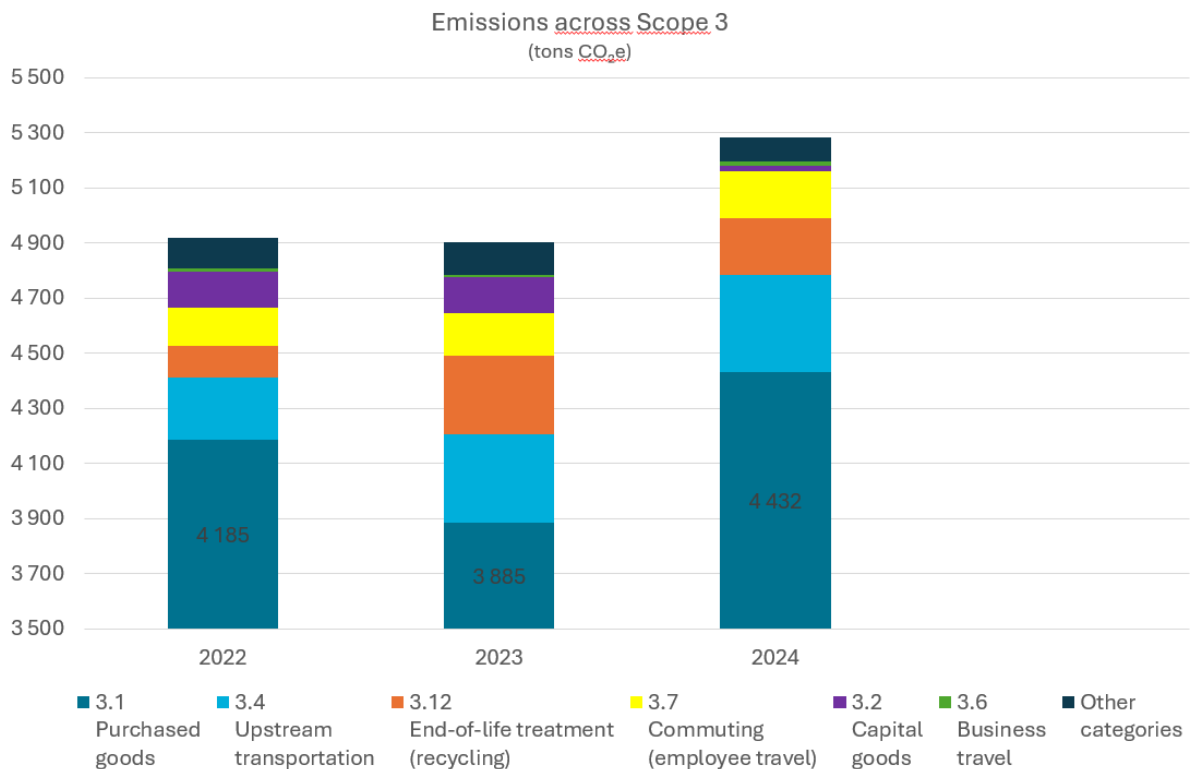


Figure 5.7.3: Scope 3 emissions across key categories for the years 2022–2024. The data is presented in tons CO₂e and highlights changes over time

In 2024, we filled our first product unit using recycled aluminium. While the volume was limited, this marks an important milestone and hopefully the beginning of a broader shift toward lower-impact materials.

A breakdown of emissions from aluminium cans shows:

Material Breakdown of cans (tons CO ₂ e)		
Year	Percentage Virgin material	Percentage Recycled material
2022	100%	0%
2023	100%	0%
2024	99,85%	0,15%

Table 5.7.4: Material composition of cans over time, indicating the share of virgin and recycled materials used in each year.

Expanding the use of low-impact and recycled materials continues to be a key opportunity to reduce the climate footprint of our products, particularly in packaging. This will remain a high-priority area for both product development and supplier collaboration.

5.9 Next Steps

Looking ahead, our focus will remain on the areas with the highest reduction potential, particularly packaging materials and logistics. The initial use of recycled aluminium in 2024 is a step in the right direction, and we are committed to scaling these efforts further.

5.9.1 Identified activities

To support strategic decision-making, we have evaluated potential mitigation actions across our value chain. A selection of these initiatives is summarized below (Table 5.9.1), with estimated reduction potential. These estimates represent long-term potential over time without a fixed timeline.

These include transitioning all cans and pouch materials to 100% recycled aluminium, as well as assuming that external factors, such as the decarbonization of the transport sector and a shift to low-emission commuting develop in line with national targets and forecasts.

These measures form the basis for the full implementation scenario presented in the next section (5.9.2).

Estimated long-term emission reduction potential across key areas (tons CO ₂ e)			
Scope	Potential activity	Emission 2024	Reduction potential
3.1	Material switch in cans	2 350	90%
3.1	Material switch in pouch	1 121	90%
3.4	Optimization of upstream transport	353	85%
3.7	Employee commuting emissions	170	85%
	Total	3 994	

Table 5.9.1: Summarizes the estimated long-term emission reduction potential across key activities in Scope 3.

5.9.2 Emissions Toward 2030

The chart below illustrates Aurenas actual and projected climate impact toward 2030, as well as our emissions reduction target.

The solid blue bars represent historical emissions for 2022–2024, based on data from our carbon footprint assessments. The dotted blue bars show a business-as-usual projection for 2025–2030, assuming emissions increase in line with an annual production growth rate of 10%, without any additional climate mitigation measures.

Our target of reducing emissions by 55% by 2030, relative to 2022 levels, is illustrated by the green line. The orange line represents a full implementation scenario of identified activities (5.9.1), an ambitious pathway based on the successful execution of planned measures.

This analysis highlights the gap between a business-as-usual emissions pathway and Aurena’s 55% reduction target. While full implementation of identified activities measures brings Aurena significantly closer to the target, further action, particularly within procurement, materials, and logistics, will be necessary to fully align with our climate ambitions.

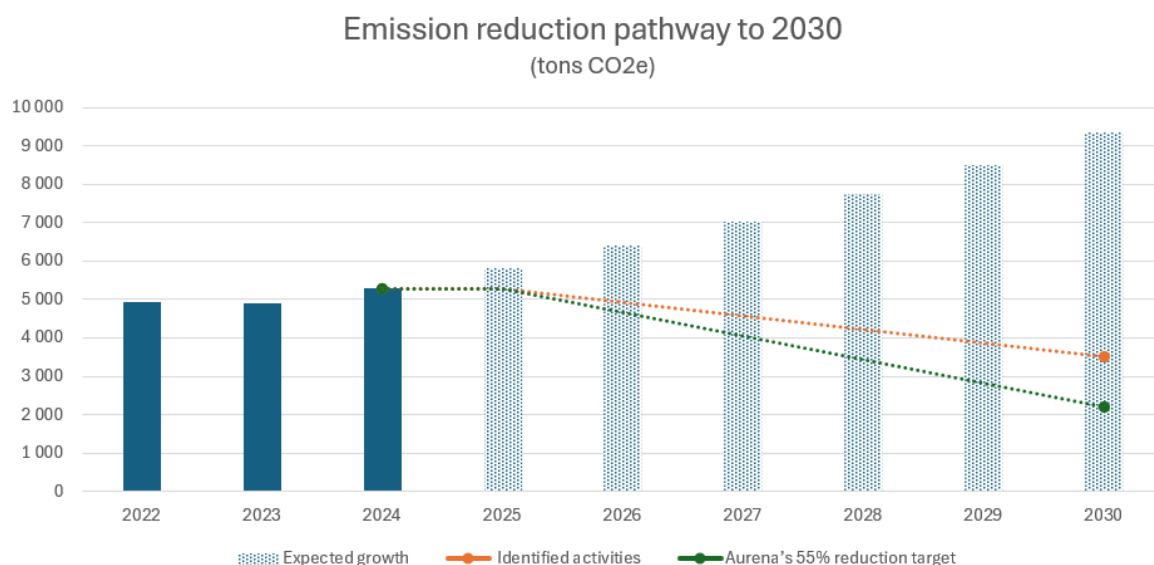


Figure 5.9.2: Projected emission trajectory to 2030, comparing expected growth, targeted activities, and Aurena's 55% reduction target.

It is important to note that these projections are based on assumptions, external reference scenarios, and currently available climate targets. They are not precise forecasts, but rather an illustrative guide to help understand the scale of the challenge and the need for decisive action across our value chain.

This analysis is a critical tool for identifying key leverage points, prioritizing future initiatives, and ensuring that Aurena's climate strategy remains aligned with global and European decarbonization pathways.

5.9.3 The Path Toward 55% reduction

We remain hopeful about reaching our ambitious target, as several potential emission reductions have not yet been included in our calculations. These include improved waste management after use, increased energy efficiency, and a shift to better energy sources among our suppliers – all of which could contribute to further reductions. We are optimistic that these developments will materialize and strengthen our ability to meet our goals. With the support of our suppliers and partners, we believe we can achieve our ambitious target

6. Economy



Net revenue continued its positive development in 2024, reaching SEK 276,951 thousand, representing an increase of approximately 11% compared to 2023. Over the past four years, net revenue has risen by more than 40%, highlighting a continued strong demand for Aurena's products. Despite rising costs associated with growth, Aurena has continued to improve its earnings.

The result after financial items has nearly tripled from 2020 to 2024. The balance sheet total further increased during the year to SEK 212,995 thousand, corresponding to a 9% increase compared to the previous year and 39% compared to 2020. Continued investments in production equipment and an increase in inventories due to higher sales volumes are the primary reasons behind this growth. The equity ratio remains strong at 55%, demonstrating sound financial stability and long-term resilience.

The number of employees increased from 79 to 86 during the year, reflecting the company's expanding operations.

Key Financial Figures					
(All amounts are presented in thousand SEK unless otherwise stated)					
Year	Net sales	Results after financial items	Balance sheet total	Solidity (%)	Number of employees
2020	165 527	9 044	143 079	57%	74
2021	193 879	10 224	153 401	53%	76
2022	220 201	13 925	180 890	51%	76
2023	248 570	20 036	194 614	55%	79
2024	275 951	28 794	212 995	55%	86

Table 6.1: Financial data from 2020 to 2024, including net sales, profit after financial items, total assets, solidity, and number of employees.

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