



Curida's Sustainability Strategy 2025 – 2030

Vision

To be a leading player in the pharmaceutical industry that integrates sustainability into its core business while ensuring compliance with international and national regulations.

1. Environment

Goal: Reduce the environmental impact of our operations and enhance circularity in the value chain.

- **Emissions Reduction:**
 - Implement fossil-free operations by 2030 through the transition to 100% renewable energy sources.
 - Reduce Scope 1 and 2 emissions by at least 50% by 2027, in line with the EU Green Deal.
 - **Waste and Circular Economy:**
 - Increase the use of recycled materials (PCR) in packaging to 50% by 2030 in collaboration with our customers.
 - Raise the waste sorting rate to 80% by 2030.
 - Reduce the use of hazardous chemicals and ensure proper waste management systems.
 - **Resource Optimization:**
 - Invest in material-saving and energy-efficient technologies, while continuing the transition to energy-saving measures.
 - Ensure more sustainable planning of supply chain and production.
 - Reduce paper usage by 30% by 2026.
 - Optimize production planning to minimize waste and material consumption.
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2. Social Responsibility

Goal: Strengthen the working environment, promote equality, and contribute to the local community.

- **Employee Well-being and Health:**
 - Increase attendance to over 94% by 2027.
- **Equality and Diversity:**
 - Ensure that at least 40% of leadership positions are held by both genders by 2030.
 - Continue to promote equality and non-discrimination while fostering diversity within the organization.
- **Community Engagement:**
 - Collaborate with local stakeholders to promote sustainability awareness.
 - Prioritize local/national suppliers that meet Curida's sustainability standards.

3. Governance

Goal: Ensure compliance with EU requirements and promote transparency and ethical practices.

- **Regulations and Reporting:**
 - Comply with the Corporate Sustainability Reporting Directive (CSRD) by developing robust sustainability reporting systems by the end of 2026.
 - Publish annual reports in accordance with the Transparency Act.
- **Ethical Governance:**
 - Update and strengthen supplier requirements to include stricter environmental and human rights criteria.
- **Monitoring:**
 - Track KPIs that demonstrate progress in sustainability efforts according to the strategy.

Implementation Measures

- **Internal Training:** Roll out mandatory sustainability training for employees by 2026 to strengthen ownership of policies and strategy.
- **Collaboration and Innovation:** Enhance cooperation with customers, suppliers, and authorities to develop solutions that meet EU requirements.
- **Financing:** Allocate dedicated resources for sustainability initiatives.

Date & signature:

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Anders Per Erik Larsson
CEO – Curida Group

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