

Corporate Social Responsibility

Our Mission and Vision

Our Vision: Leading change in bladder cancer. Everyone at Photocure has a shared focus, and that's to make a continuous, positive impact on the lives of our patients, the people we work with, and society as a whole.

Our mission: To deliver transformative solutions to improve the lives of bladder cancer patients. Shaping a future where patients can get on with their lives and bladder cancer is seen as manageable. We pride ourselves on our ambition to innovate; to create medicines, medical devices and improved procedures that help health care providers deliver improved bladder cancer outcomes to their patients.

Our values

Photocure's core values comprise important standards for the company, both internally and externally. Together with the key behaviours, our values guide what we believe and how we will succeed. They exist under the principle that **We Care** ... about all that we do and all who we touch. We value diversity and are respectful, inclusive and operate with the highest level of integrity. Our values guide the behaviour of employees and form the basis for Photocure's ethical guidelines:

- Take Ownership: Take initiative and responsibility
- Be Passionate: Care deeply about what we do
- Be Courageous: Take action in the face of obstacles
- Be Agile: Move quickly, act decisively
- Be Curious: Have the desire and interest to learn new things, grow and develop
- Work Together: Think individually, act as one team to achieve more

Photocure corporate governance is detailed on the [www.photocure.com website](http://www.photocure.com) and the company adheres to the Norwegian Code of Practice for Corporate Governance. The Code is available at www.nues.no/en/.

Our Ethical Principles

Everyone at Photocure is committed to act in an ethical and compliant manner. It is what we expect of each employee – in every country and in every function. We also expect high ethical standards of everyone who acts on our behalf, and we encourage our business partners to implement ethics standards compatible with our own.

[Photocure code of conduct](#) clearly defines the fundamental ethical principles for our business. Since they play a pivotal role in our overall success, we require our suppliers and partners to also commit to the same high ethical standards. These expectations and principles are established in our **[Supplier and Partner code of conduct](#)** and the **[Anti-Corruption Policy](#)**.

For years Photocure CSR guidelines have been based on **[The Ten Principles of the United Nations Global Compact](#)**. In 2021 Photocure became a UN Global Compact Signatory officially implementing the ten principles and holding ourselves and business partners accountable.

Our community

The most important impact is our positive contribution to patients' lives, and the economies and the societies in which we operate. This impact comes with a responsibility and requires that we comply with laws, regulations, and guidelines, that we listen to our stakeholders and constantly strive to deliver quality products through responsible business operations. Being part of the solution rather than the problem is anchored in our DNA as we strive to give bladder cancer patients access to care in a sustainable way, while working to create value for our shareholders.

Our expertise in bladder cancer has helped treat hundreds of thousands of patients over the years. But we also know that by collaborating with eminent physicians and research teams, and by working closely with healthcare systems across the world, our vision can be achieved more effectively. In line with our ambition we continuously strive to conduct our business in an ethical and transparent way, ensuring patients with bladder cancer receive the best possible care.

Reporting

Photocure reports annually on Environmental, Social and Governance (ESG) topics that are of importance to Photocure. Goals are fixed annually by material topic and followed up quarterly with the leadership team. Achievements and gaps are being tracked and documented.

The ESG report is written in accordance with Global Reporting Initiative (GRI) Standards Core option as recommended by Oslo Stock Exchange/Euronext. Photocure's ESG reports comply with Euronext guidelines for ESG reporting and are being reviewed and approved by the Board of Directors.

This guideline replaces the guidelines from 2014